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### **Vision**

"To be the safest jail in America."

### **Mission**

"To set the standard for American jails, through leadership and excellent service, while focusing on the safety of the community, staff members and inmates."



Thunderbirds "Covid First Responders" Las Vegas Flyover, April 11, 2020



MESSAGE FROM SHERIFF JOSEPH LOMBARDO

It goes without saying that 2020 has been a year like no other. Despite the COVID-19 pandemic, economic shutdown, and civil unrest which shook the nation, LVMPD's Detention Services Division (DSD) continued to maintain the highest level of professionalism and efficiency in the management of the Clark County Detention Center (CCDC).

At the first indication that the novel coronavirus was a serious threat, the jail took proactive measures to prepare for the virus's arrival in Southern Nevada. By late January, CCDC leadership was securing personal protective equipment (PPE), sanitizers, and disinfectants. Medical screening questions were introduced at booking in order to identify potentially high-risk inmates. As a result of their foresight and planning, DSD was prepared for the worst-case scenario.

New technology provided solutions while allowing for social distancing. Thermal imaging cameras were installed to assess the temperatures of staff entering the facility. Video court capabilities were expanded, which reduced the number of inmate transports to and from the court, and a remote legal visitation program was established allowing legal counsel to conduct virtual visitations.

In addition to safeguarding inmates' physical wellness, CCDC expanded mental health services with an eye on suicide prevention. Innovations such as telepsychiatry and music therapy were introduced, and partnerships with national and local organizations were pursued. These efforts complemented and reinforced the high level of mental healthcare provided at the jail.

The CCDC CARES program continued to work with community groups in providing resources for the successful re-entry of inmates into society. Ensuring access to housing assistance, substance abuse counseling, employment opportunities, etc., leads to fewer repeat offenders returning to incarceration.

I am proud of the work DSD has accomplished in the face of a tumultuous year. I acknowledge and appreciate the integral role they play in advancing our vision to be the safest community in America. This talented, diverse, and innovative team has gone above and beyond. These efforts have not gone unnoticed and have even garnered national recognition. With an eye toward the future, we are hopeful for a healthy 2021 full of continued gains for our police department.

Thank you again,

Joseph Lombardo, Sheriff



MESSAGE FROM DEPUTY CHIEF FRED MEYER

The 2020 annual report is dedicated to all the outstanding men and women who work in the Detention Services Division (DSD) of the Las Vegas Metropolitan Police Department. The political, societal, health, and economic issues we all experienced in 2020 were unprecedented in scale and severity. The people working at the Clark County Detention Center, North Valley Complex, and the Tucker Holding Facility consistently displayed integrity, courage, accountability, respect, and excellence throughout this challenging year. I am truly honored to work with the finest correctional professionals in the nation.

Early in the year, we began to work with the medical team and planned for what needed to be done to protect staff, inmates, and the public from the Coronavirus. We consulted with the Southern Nevada Health District and implemented screening and treatment protocols, as well as enhanced cleaning procedures and the use of personal protective equipment in our facilities. We installed video court equipment and legal visitation programs to maintain court processes safely. Thanks to our employees and our many partners in the justice, health, and social service communities, we were able to effectively manage the virus and continue to provide effective detention services for the Las Vegas community.

Moving forward, I am truly excited to see how DSD will continue to set the standard for American jails. Next year, we will be running four corrections academies that will bring over 100 new officers into our ranks. We will continue to focus on providing the best inmate programming, medical and mental health care, and re-entry services for those who become justice-involved in Las Vegas.

I am extraordinarily proud to work with such an outstanding, dedicated, and resilient team of professionals. As you read through this publication, I ask you to pay special attention to the human aspects of our profession and the quality of service provided by this incredible team of public servants.

Thank you, stay safe and healthy!

Fred W. Meyer, Deputy Chief













Captain Nita Schmidt







Deputy Chief Fred Meyer



Director Leah Martin





Financial Officer Damon Harris

## **DSD** Leadership **Team**



Management Assistant Gloria Major





Assistant General Counsel Martina Bauhaus

## Pandemic Response

Responding to the COVID-19 pandemic for Detention Services Division (DSD) began January of 2020. During this period, it became clear that the virus was a world-wide issue that would eventually make its way into our facilities. We took progressive steps early on to mitigate risks for exposure, which began with our medical vendor introducing a series of medical screening questions in booking to help capture those who were most at risk of being infected and/or exposing others. As positive cases and deaths in the United States associated to COVID-19 began to rise, the command staff, Health and Safety, and members of the Southern Nevada Health Department (SNHD), met with a cross section of the division to create a plan of action to address the threat of the virus.

The plan included providing awareness and education about COVID-19 to both the staff and the inmate population. Posters were placed throughout the facility encouraging the wearing of personal protective equipment (PPE), proper hand washing and the disinfecting of work or common areas. Direction was given to suspend all inmate social visits, recreation equipment access and programs, and directed for leadership to inform the inmate population of what was happening within the community and how we were taking steps to keep them safe. The administrative staff scheduled daily meetings with SNHD and participated in weekly webinars that focused on managing the virus within jail environment. Additionally, we worked with the LVMPD and Clark County Emergency Management teams in securing orders for adequate PPE supplies to include masks, gloves, hand sanitizers and disinfectants. We also worked on securing disinfectant delivery machines that were better suited in dealing with this strand of the Coronavirus. An aggressive plan was also put into place to address steps to be taken when a potential case was identified or people exhibited symptoms. This plan included staff and inmates wearing surgical masks, social distancing, and the prompt rehousing of the "at risk" inmate(s) into isolation housing environments with negative air pressure rooms.

As our community continued to demonstrate an increase in cases, LVMPD took additional action steps to support a best practice approach to managing the pandemic within DSD. These steps included the following:

- District Court granted a release order, which reduced the average daily population and allowed for social distancing.
- We tested all inmates being booked and those already housed within the facilities.
- We transported inmates displaying fevers greater than 100.4 degrees to the University Medical Center (UMC) to mitigate risks for exposure.
- We continuously updated a list of hot spot locations as determined by the Centers for Disease Control (CDC), and quarantined inmates for 14 days who travelled from known hot spot locations.
- Continuously disinfected all areas of the facility.
- Staff members and allowed visitors were required to have their temperatures screened prior to entry.
- Staff members and inmates were required to wear appropriate face coverings.
- We worked with SNHD and the Health and Safety section to adjust our management of the pandemic.

As a jail, we have taken this virus very seriously. Thanks to the efforts of our DSD Team along with a collaboration of efforts involving LVMPD's Health & Safety and Risk Management sections as well as our medical vendor and the SNHD, we have been successful in managing COVID-19. Since the beginning of the pandemic, we tested more than 37,000 inmates and limited the number of positive results to approximately 1000, which resulted in a low 2.78% positivity rate.





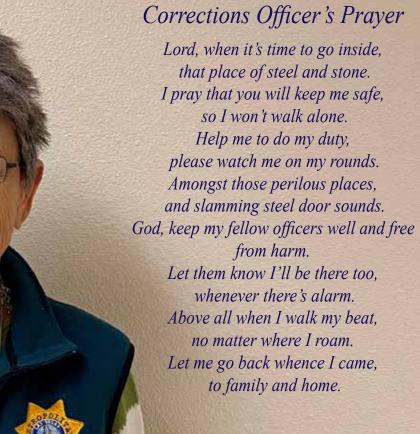














## Community Service & Partnerships

The Detention Services Division has maintained a close connection to our partners in the Las Vegas community. Over the last year, our team has participated in events to support children and families in need.

#### Make-A-Wish of Southern Nevada Walk for Wishes

On Saturday, March 07, 2020, thousands of community members came together to support children battling critical illnesses for the annual Walk for Wishes. Walk for Wishes® is a nationwide Make-A-Wish® fundraiser that celebrates the wishes that have already been granted, while raising funds for future wishes. It is a family-friendly event powered by wish families, volunteers, donors, and friends. DSD's Community Service and Charitable Events Committee was honored to be a part of this incredible event. This year's event was extra special as we raised funds and walked with our very own "Wish Kid" (daughter of an LVMPD corrections officer). The Walk for Wishes event raised more than \$450,000 to grant wishes! Our officers woke up early to help bring hope, strength, and joy to wish kids battling critical illnesses in Southern Nevada.

#### **Community Food Drive**

DSD's own, Chaplain Bonnie Polley, maintains a food pantry called Epicenter that provides approximately 2,500 meals to people in need each month. The DSD Community Service Committee organized a food drive to collect non-perishable food items from employees to help support her organization. We collected several boxes of food to support our chaplain and give back to the community.

#### Fill the Bus Toy Drive

For the last seven years, Detention Services Division has partnered with the Clark County School District Police (CCSD) to collect toys at retail locations in Las Vegas. The annual "Fill the Bus" event is an important event to demonstrate our commitment to our community and ensure that kids attending CCSD schools will have a toy for the holiday season.

#### **Badges and Bows**

Over the last five years, Detention Services Division has hosted the "Badges and Bows" toy drive event at Las Vegas area retail locations. The two-day event has been a collaborative effort with the Nevada Department of Corrections and has had one purpose for the last three years—providing toys, clothing, and essential items for families, children and teens that are living at St. Jude's Ranch for children in Boulder City. Last year over \$50,000 in items were collected by volunteers to help provide resources to sustain them for the next year. This is a full-circle event where volunteers are involved in collecting, sorting and then distributing the items at an unforgettable evening spent at the ranch with the kids.

#### **Nevada Reading Week**

This was the first year where staff assigned to Detention Services Division participated in the Nevada Reading Week at area schools. This year's theme "Saddle Up and Read" was an opportunity for our team to share a story and a smile with children throughout Las Vegas.











# **Community Corrections**

An analysis team follows a series of written processes and protocols to constantly monitor the jail's population, trends, and overall data deemed important to managing the operation. The team works in close coordination with the criminal justice community and the Alternatives to Incarceration Section (ATI) to ensure efficiency and quality.

As part of their analysis, the team determines inmates who may be good candidates for release on electronic monitoring supervision with court approval. They also monitor and identify cases that could be expedited based on a set criteria determined in partnership with the criminal justice community. This team is involved extensively with CCDC's criminal justice partners in communicating, collaborating, and sharing information for population management.

Some specific examples of the team's areas of focus are the sentenced inmate population, persons incarcerated with a bail amount under \$5,000.00, defendants housed at the hospital with medical needs, and fugitives from other jurisdictions. Additionally, they focused on Nevada Parole and Probation holds and revocations, defendants awaiting treatment beds for a court ordered release from custody, and defendants participating in inmate programs who may be good candidates for release.

DSD's Alternatives to Incarceration Section, has had a significant impact managing the inmate population. ATI is responsible for the management of two distinctive programs. The first is the Electronic Monitoring Program (EMP) which provides supervision of offenders currently in court proceedings and ordered to be released to residential confinement by a judge. The second program is the House Arrest Program, which provides an alternative to incarceration for offenders sentenced to less than one year.

The ATI program has multiple benefits. It allows for offenders who meet eligibility requirements that previously would have been kept in custody to be released on electronic monitoring with increased accountability. ATI benefits offenders by allowing them to return to the community, maintain their employment, their residences, and to receive family and community support.

Perhaps most notably, the program has significantly reduced the inmate population. Over the past year, the Alternatives to Incarceration Section provided supervision to approximately 4,000 inmates. Approximately 2,500 of these inmates successfully completed their program in 2020. This resulted in nearly 900 beds being vacated per day in DSD's facilities allowing for better flexibility and management of offenders remaining in jail. In the long term, this will result in a sustained reduction in the staffing needs for the facility.





## **Corrections Academy Life**

Aside from the challenges 2020 has presented as a whole to our community and agency, DSD Training was presented with a new task of operating overlapping academies for the first time. Thanks to the support of Clark County, DSD was approved to hold overlapping academies to assist in meeting the staffing needs and to ultimately reduce its dependence on overtime to staff the facilities.

The use of overlapping academies had never been done in the history of our division. Being able to accommodate two academies simultaneously presented challenges with training space, staffing, recruiting, and hiring. Despite adding a second training staff and dealing with the impact of COVID-19, the quality of training and the performance of the recruits has not been impacted. DSD training met its goal by successfully starting three academies in 2020. Four overlapping academies are projected to continue through 2021.

DSD Training takes great pride in operating what we believe is the most comprehensive and challenging corrections academy in the country. The expectations of the agency and the community is to protect and serve. This drives a challenging 20-week curriculum that brings individual recruits together as a team and prepares them for their career as a corrections officer. Recruits are challenged physically, mentally, and academically to have the privilege of serving the community.

prepares them for their career as a corrections officer. Recruits are challenged physically, mentally, and academically to have the privilege of serving the community.

Academy life has certainly been affected by COVID-19. Early in the pandemic, there were changes to

the other associated functions. Family nights, where family members of recruits can come in to speak to academy training staff in person, were conducted virtually. The graduation of the first and second academy classes of the year were done online with no family present.

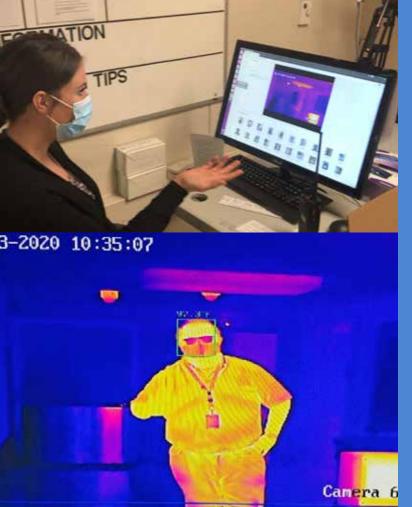
Ultimately, despite the challenges, the fears, and the necessary restrictions put in place, training has been successful in preparing our new corrections officers for the challenge and commitment of a career in law enforcement. The need to constantly sanitize, social distance, and operate safely to prevent the spread of the virus resulted in significant changes to academy operations. This has undoubtedly put us to the test and we have stepped up and met the challenges.

DSD Training took over control of the Corrections Field Training and Evaluation Program (CFTEP) with the mission of creating continuity in training, information sharing, and the successful transition of academy recruits to trained corrections officers.

The CFTEP transition has been successful and has provided us more benefits than was first discussed among training administration and supervision. By having better oversight and continuity, it has positively impacted the academy curriculum to ensure we are providing cutting edge training that is realistic, beneficial, and applicable. While we are constantly looking at our processes and working to make them better, these changes are benefiting officers entering field training and preparing them to take on the challenge and rigors of the profession.









## **Technology in Corrections**

One of the goals of the Las Vegas Metropolitan Police Department is to excel in communication, innovation, and technology. The Detention Services Division strives to utilize the best technology available to ensure the safety and security of our facilities. During the COVID-19 pandemic, technology became a necessary tool to allow the criminal justice community access to the inmate population ensuring that the legal process continued. Some of our newest technology included:

- A body scanner which has become an invaluable tool in locating contraband. By quickly taking a scan of an inmate, officers have found drugs, stolen property, and even weapons hidden inside of clothing or hidden inside of the person. In addition to the unit in booking, a second body scanner is now in place at the North Valley Complex.
- Body worn cameras (BWC) have proven to be beneficial across the department to increase transparency and accountability. The Alternatives to Incarceration officers have regular contact with individuals outside of the facility and have fully implemented the use of BWCs. Additionally, supervisors assigned to the Central Booking Bureau have been issued body worn cameras.
- During the early stages of the pandemic, temperature checks became the new normal.

  Monitoring the temperature of everyone entering the facility allowed staff with a fever to be turned away keeping the virus from spreading further. A thermal imaging camera was installed at the entrance of the facility allowing multiple temperatures to be read quickly.

The pandemic also made remote access for inmate services a priority. Some of the amazing ways DSD responded to this need included:

- Developed application and network resources to allow physicians and mental health staff the ability to remotely evaluate inmates. Not only was it used successfully within the facilities, this use of telemedicine was also expanded to UMC where staff could remotely evaluate inmates during booking to determine whether hospital transports were necessary.
- Incorporated hand-held mobile technology with a wide variety of applications including inmate tracking, medical data collection, and inventory abilities. This system allows officers to log periodic inmate status checks efficiently and accurately on the most vulnerable inmate population in real time. Tools like this allow for increased accountability and better service for the inmates.
- Expanded use of video court in our detention facilities decreased the amount of inmate transports to and from court. This limited the amount of contact the inmates had to the public and the court staff and created a safer environment for all involved.
- In March 2020, all courts suspended in-person appearances. DSD immediately transitioned to court via video. Even after the courts resumed in-person proceedings, video court expanded at CCDC with supplemental funding from the Federal CARES Act.
- Developed a remote legal visitation program that would limit the need for public defenders and private attorneys to physically visit the facilities. The use of teleconferencing systems allows lawyers to have private virtual visits with their clients from the safety of their office or home.

The use of technology to increase security and provide remote access and services is just another way DSD supports the goals and mission of the LVMPD.



# Mental Health Services and Suicide Prevention

The Clark County Detention Center is considered by many to be the largest mental health facility in the State of Nevada and according to the Department of Justice, suicide is the leading cause of unnatural deaths in jails. This requires a proactive and relentless approach to suicide prevention. At any given time, approximately 25 - 30% of our inmate population is receiving psychotropic medication. This population necessitates an increased level of care and engagement from both custody and mental health staff. Frequent interaction and improved monitoring has contributed to better management of this most at risk population. The relentless approach towards suicide prevention included taking the following steps:

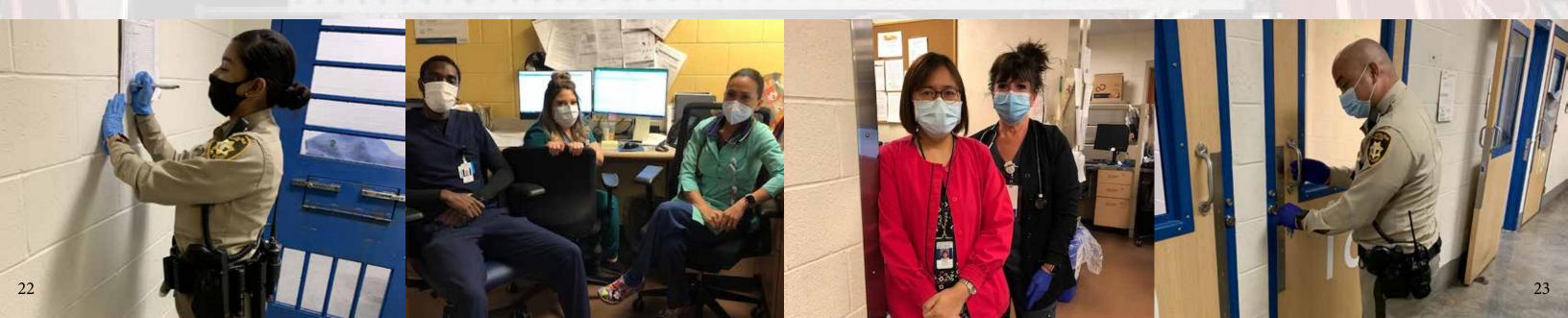
- Contracted with a committed medical vendor offering a highly qualified and proven mental health team.
- Implemented mental health programming through the facilities to include adults and juvenile inmates.
- Enhanced our weekly restrictive housing meetings to include representation from the State of Nevada Suicide Prevention Team, LVMPD Critical Incident Review Team, LVMPD Crisis Intervention Team, and specialty courts.
- Classification planned and implemented a mental health step-down program for inmates housed within administrative segregation environments.
- Audited by the National Commission on Correctional Health Care (NCCHC) Mental Health Accreditation.
- Introduced telepsychiatry as a way for mental health practitioners to efficiently connect with prescribing providers in times of urgency.





- Pursued a psychiatry fellowship with the University of Nevada, Las Vegas.
- Explored non-traditional/creative approaches such as music therapy to broaden care needs for the mentally ill.

A strong partnership between medical and custody has proven to be instrumental in driving positive changes in the management of our mentally ill populations. The shared vision and implemented tactics successfully supported the goal to, "excel in communication, innovation, and technology." Since its inception, the level of engagement from our mental health providers has increased by approximately 50%. This important preventative measure has driven down the active requests for psych services. Through this effort, we have become more engaged and have taken progressive steps in how we house, connect with, and enhance operational practices related to our mentally ill population. These efforts are aimed at increasing safety, security, and the wellbeing of the inmate population. Setting the standard for the American Jail will continue to be our mission as we collectively develop and model best mental health care practices.











The Detention Services Division actively searches for ways to achieve LVMPD's goal of Strategic Prevention and Reduction of crime. To accomplish this, the Programs/Re-entry section created DSD CARES (Connecting Access to Resources for Entering Society), which partners with resource providers and DSD staff to better tend to the needs of the community. The last event was held in February 2020, pre-pandemic.



When DSD CARES began, ten different community entities came together to participate along with 44 inmates from CCDC. The event focused on sentenced inmates who had 45 days or less remaining in custody. Officers from the Programs/Re-entry Section identified common difficulties that inmates experienced upon release. The goal was to facilitate their transition from incarceration to society by removing roadblocks. Common barriers that inmates experience upon release include difficulty obtaining official identification, access to housing, drug and mental health treatment options, challenges in securing employment, and limited access to health care.

Since the first DSD CARES, seven additional events have been held. The most recent was attended by 139 inmates. We currently have 22 different community groups participating to include:

- Bridge Counseling substance abuse assistance
- Catholic Services housing
- DMV assistance to obtain a driver's license or official NV identification
- Veterans Administration
- Oxford House
- Foundation for Recovery (FIT) assistance with vocational training and obtaining employment
- Center for Behavioral Health
- Southern Nevada Health District
- Lutheran Social Services assistance with obtaining birth certificate and official ID
- Department of Welfare and Social Services access to Medicaid and SNAP
- Find Potential employment opportunities



In total, 656 inmates have attended DSD CARES since its inception. DSD CARES has been featured in local news media outlets, received the National Sheriff's Association Medal of Merit for contribution to the community, and a department commendation for Community Service. DSD CARES exemplifies the division's commitment to the LVMPD mission to provide exceptional police services in partnership with the community.



## **DSD** Diversity

In law enforcement, many agencies struggle with the concept of having a force that represents the community they protect and serve. This has been magnified in recent years as agencies deal with issues pertaining to open communication, public perception, transparency, and ultimately the public's trust. In Las Vegas, LVMPD is truly committed to being "partners with the community".

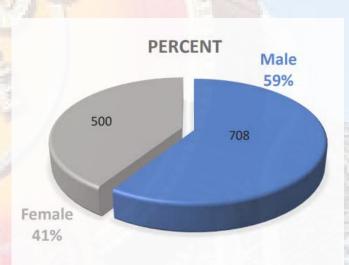
What sets our agency and ultimately our division apart is our diversity. When one looks at the agency demographics, it truly represents the makeup of the Las Vegas community. In terms of race, ethnicity, and life experience, it is clear we draw candidates that come from different backgrounds and experiences who are interested in serving the community and making it better. The main source of our strength is diversity of background, life experience, and thought.

Many employees are native Las Vegans or have been raised and attended school here. Some come from other states and choose this great community for various reasons. Regardless of background, a unique aspect of the agency, compared to other large jurisdictions, most employee live within the Las Vegas community. This is an important factor because our personnel have ownership and pride in helping the community they live in and serve.





Ethnicity	Female	Male	Total	Percent	
White	222	313	535	44%	
Hispanic	112	143	255	21%	
Black	96	132	228	19%	
Asian	31	70	101	8%	
2 or More	28	34	62	5%	
American Indian or Alaska Native	5	2	7	1%	
Native Hawailan or Pacific Islander	6	14	20	2%	
Total	500	708	1208	100%	



Perspective is critical to being effective when dealing with the human element. This is where our diversity makes us stronger and allows us to be better law enforcement officers and allows our civilian employees to provide excellent service in their roles. Our diversity empowers us to be innovative, progressive, and to have candid, open communication not only within our agency, but with the public we serve. We are always proactively looking for solutions to issues before they become problems, while also welcoming input from the community.

Malcolm Forbes once stated diversity is "the art of thinking independently together." This succinctly describes the unique makeup of our community and those who protect and serve. The commissioned and civilian personnel of this division have a deep commitment to the agency's vision, mission, and goals and take pride in running safe and secure facilities. Our diversity is the thread that holds the agency and division together and makes us effective and resilient. We are proud to truly represent our community and to serve.

Operating Budget by Bureau	FY20 Budget	FY21 Budget	#Change	%Change
OODC	\$ 3,738,187	\$ 3,652,419	\$ (85,768)	-2.3%
Civil/Constables	\$ 22,859,846	\$ 24,477,930	\$ 1,618,084	7.1%
Records	\$ 15,585,702	\$ 15,927,094	\$ 341,392	2.2%
Staff Operations	\$ 20,461,645	\$ 22,116,626	\$ 1,654,981	8.1%
South Tower	\$ 73,062,035	\$ 78,750,392	\$ 5,688,357	7.8%
Central Booking	\$ 32,347,664	\$ 31,558,613	\$ (789,051)	-2.4%
North Tower	\$ 50,893,953	\$50,814,278	\$ (79,675)	-0.2%
North Valley	\$ 47,064,720	\$ 40,775,722	\$ (6,288,998)	-13.4%
Total	\$ 266,013,752	\$ 268,073,074	\$ 2,059,322	0.8%

DSD Salaries & Wages,
Employee Benefits,
Services & Supplies, Capital Outlay,
and Fund Transfers

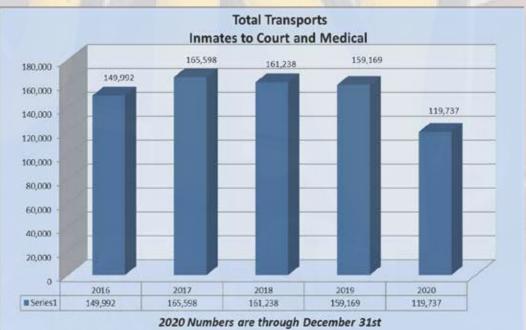
Budget	FY20 Budget	FY21 Budget	#Change	%Change
Salaries/Wages	\$ 143,212,985	\$ 143,850,730	\$ 637,745	0.4%
Employee Benefits	\$ 64,246,972	\$ 64,234,237	\$ (12,735)	0.0%
Services/Supplies	\$ 49,693,595	\$ 52,749,718	\$ 3,056,123	6.1%
Capital Outlay	\$ 2,340,676	\$ 9,051,305	\$ 6,710,629	286.7%
Transfers Out	\$ 16,738,677	\$ 13,947,000	\$ (2,791,677)	-16.7%
Total	\$ 276,232,905	\$ 283,832,990	\$ 7,600,085	2.8%





2019	2020	# Change
5,223	664	-4,559
18	15	-3
5,193	531	-4,662
191	84	-107
4,434	65	-4,369
168	28	-140
	5,223 18 5,193 191 4,434	5,223 664 18 15 5,193 531 191 84 4,434 65

\*Note\* Due to Covid restrictions,
SNHD was only onsite for the first 3
months of 2020



# Corrections Officer Oath of Office

"I DO SOLEMNLY SWEAR

THAT I WILL SUPPORT, PROTECT, AND DEFEND

THE CONSTITUTION AND GOVERNMENT OF THE UNITED STATES,

AND THE CONSTITUTION AND GOVERNMENT OF THE STATE OF NEVADA,

AGAINST ALL ENEMIES,

WHETHER DOMESTIC OR FOREIGN,

AND THAT I WILL BEAR TRUE FAITH,

ALLEGIANCE, AND LOYALTY TO THE SAME,

ANY ORDINANCE, RESOLUTION, OR LAW OF ANY STATE NOTWITHSTANDING,

AND THAT I WILL WELL AND FAITHFULLY PERFORM

ALL DUTIES OF THE OFFICE OF CORRECTIONS OFFICER

ON WHICH I AM ABOUT TO ENTER,

SO HELP ME GOD!"







