

NORFOLK COUNTY SHERIFF'S OFFICE

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Norfolk County Sheriff's Office

Serving 28 cities and towns with a population of approximately 706,000 residents, the Norfolk County Sheriff's Office (NCSO) mission is based on prevention, intervention, education and hope. Through these guiding principles, NCSO works with the justice-involved individuals in our care and custody from the moment they arrive to ensure they have the services and tools they need to emerge from their time at NCSO on a successful path forward.

NCSO works to accomplish this mission through a myriad of services and programs. From the moment someone enters our facility, NCSO works with the individual to help ensure a successful reentry. Individuals meet with one of our caseworkers to assess their needs and guide them into programming that will be of most benefit. This begins with an educational assessment to best determine an individual's path to success.

On a personal improvement level in conjunction with our evidence-based programming, we offer programming such as: positive psychology; anger management; parenting; coping skills; credit debit recovery; yoga; and mindfulness and meditation.

Our educational programs include basic education and the HI-SET high school equivalency for which we have an onsite test administrator so that individuals can complete in their own timeframe. We also offer various training and workforce development classes such as: ESL; financial literacy; OSHA-10 certification; blood borne/hazmat certification; carpentry contracting; horticulture; and, basic computer skills. Additionally, the NCSO has cultivated partnerships with outside organizations to expand programming and educational opportunities. Our community collaborators include: New England Wildlife Center; Mass Hire; Community Resources for Justice; and, the Gavin Foundation. For example, Mass Hire will work with our offenders to ensure that job seekers can efficiently access and utilize career development services and resources across the region. Our continued collaboration with New England Wildlife offers an innovative and unique opportunity for our offenders to achieve a veterinarian technician certification.

The NCSO's ability to provide innovative programming has been recognized by the MacArthur Foundation which has funded the Pretrial Justice Program and most recently a research project that discussed the impact of COVID 19 in a confined setting. The findings of that project were featured in a recent webinar that was sponsored by the Safety and Justice Network. The NCSO is the only facility in Massachusetts to be participating in MacArthur's Safety and Justice Challenge network.

Our re-entry specialists work with our case workers and our justice-involved individuals throughout their time in our facility and are an available resource after they leave. From housing to medical appointments to job interviews, our focus is successful reentry. We currently have 55 employers including large corporations, like UPS, which are part of our CORI-friendly job opportunity program in which we also coach individuals through the interview process and set up

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interviews for employment.

Many of those that we find in our care and custody suffer from substance use issues. As one of the first facilities to administer the Medication for Opioid Use Disorder (MOUD) program, we have served 1156 individuals in the program. Continuing our leadership in this area, NCSO is the first correctional facility in the Commonwealth to offer Sublocade within our MOUD program starting this past September. Along with the MOUD program, the NCSO provide several therapeutic substance use recovery programs among them: recovery coaching; AA; coping skills, and transition to community. Our multi-disciplinary team meets weekly to discuss transition plans with a focus on the continuum of care from custody to community. Our monthly Recovery Panels include 25 agencies that are recovery based that discuss additional resources that are offered in the community.

Our Dedham facility was built in 1992, and we strive to maintain the highest standards. As a result of that effort, this year our facility received a perfect score on our accreditation from the American Corrections Association for our facility and from the National Commission on Correctional Health Care for our health care services.

Beyond our Dedham facility, NCSO engages and supports our Norfolk County community with prevention and education programs such as distracted driving; Youth Leadership Academy; fall prevention and scam awareness for seniors; Are You OK Program- a daily free call to seniors who live alone for a wellness check; Substance Use in Youth Task Force; and TRIAD programs.

NCSO is a member of the Metropolitan Law Enforcement Council, collaborating with our local law enforcement agencies. As a member of METROLEC, our Command Center is the primary command center called to an incident, and additionally our Drone Unit is available to localities for a host of needs including search and rescue.

Additionally, NCSO partners with probation at the Community Justice Center and runs a Civil Process Division.

Each day NCSO strives to do more for our justice-involved individuals in our care and custody and be a public safety resource for the county as a whole. We are fortunate to have a staff of dedicated officers and employees who focus on the safety and security of those in our custody, and also work tirelessly to help get those individuals on the right path. As we navigate through Police Reform legislation, it should be noted that our corrections officers have been at the forefront of de-escalation techniques and crisis intervention training. They are responsible for a housing unit with anywhere from 30-90 individuals taking with them only their voices and a radio. Every day they rely on their de-escalation skills to successfully solve problems and issues within those units without use of force.

NCSO's general appropriation has historically been underfunded to meet the needs of the organization and those we serve causing NCSO to rely on supplemental appropriations on a year to year basis. This has been an ongoing challenge particularly when we are continuing to see more people in our care and custody with significant health and mental issues which increases the cost of care. As we continue to work to create additional services and address the growing complexity of needs of our population, the lack of sufficient funding continues to be a challenge.

We will continue to work with our partners in government to serve those in our care and custody and fulfill our mission for the people of Norfolk County.