

Report on the Response of the

Department of Criminal
Justice Services

to the

Impact of the Aging
Virginia's Population

November 15, 2007

Department of Criminal Justice Services
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2. Signature Page

Pursuant to legislation enacted by the Virginia General Assembly of Virginia, the *Department of Criminal Justice Services* submits this report of its progress in addressing the impact of the aging of Virginia's population.



Leonard G. Cooke
Director

November 15, 2007

Submission Date

Department of Criminal Justice Services

November 15, 2007

3. Executive Summary

The Department of Criminal Justice Services primarily is involved in providing grants to localities that relate to the aging population rather than being a direct service provider. The primary area in which indirect services are provided to the aging relates to support given to victim service programs, training provider to law enforcement personnel to better understand and respond to individuals with Alzheimer's disease, and Triad. The agency recognizes the importance of and is committed to providing continued support to direct service providers across the Commonwealth of Virginia.

4. Agency Description

The Department of Criminal Justice Services is one of fourteen agencies within the Public Safety Secretariat. The Criminal Justice Services Board, appointed by the Governor, provides policy guidance and approval of grant awards and training standards.

The mission of the Department of Criminal Justice Services is to provide comprehensive planning and state of the art technical and support services for the criminal justice system to improve and promote public safety in the Commonwealth.

The Department of Criminal Justice Services is charged with planning and carrying out programs and initiatives to improve the functioning and effectiveness of the criminal justice system as a whole.

The Department:

- distributes federal and state funding to localities, state agencies and nonprofit organizations in the areas of law enforcement, prosecution, crime and delinquency prevention, juvenile justice, victims services, corrections, and information systems;
- establishes and enforces minimum training standards for law enforcement, criminal justice and private security personnel;
- licenses and regulates the private security industry in Virginia;
- provides training, technical assistance and program development services to all segments of the criminal justice system; and
- conducts research and evaluations.

The agency's primary constituents are local and state criminal justice agencies and practitioners, private agencies, private security practitioners and businesses, and the public-at-large. Other constituents include local governments and state agencies, the federal government and advocacy groups/associations.

The Department is unique in state government because of its system wide perspective on criminal justice. While it directs programs and services to each component of the system, it has an overarching responsibility to view the system as a whole, to understand how changes in one part of criminal justice will affect other parts, and to work to assure that plans and programs are comprehensive.

The Department of Criminal Justice Services is one of 14 agencies within the Secretariat of Public Safety. The Criminal Justice Services Board is the Department's policy board, with representation from all aspects of the criminal justice system on both state and local levels of government.

The Department is located at 202 N. 9th Street in Richmond, Virginia 23219.

5. Data Requested

The Department of Criminal Justice Services primarily is involved in providing grants to localities that relate to the aging population rather than being a direct service provider. The primary area in which indirect services are provided to the aging relates to support given to statewide victim service programs, and training provider to law enforcement personnel to better understand and respond to individuals with Alzheimer's disease. Information about agency programs is available on our website. The web site is WAI level A compliant and is considered senior-friendly.

Victims Services

The Victims Services Section develops, coordinates, and funds victim/witness programs, sexual assault crisis centers, and programs that combat violence against women, including the V-STOP grant program and the Virginia Domestic Violence Victim Fund. The section offers many services, training, and resources to victim service providers, law enforcement officials, allied professionals, prosecutors, and other local government officials. The agency has been involved in collaborative efforts with community based programs to address the needs of women and victims aged 50 and older by supporting a coordinated, crossed trained community response to domestic and sexual violence later in life.

Services provided to elderly victims by Victims Services Section grant funded programs are:

- **Victim/Witness Programs**

In Fiscal Year 2007, grant funded Victim/Witness Programs provided direct services to **1,868** victims over the age of 65.

- **VSTOP**

The most recent data for services provided by V-STOP funded programs is Calendar Year 2005. V-STOP Victims Services programs served **438** persons over age 60.

- **Virginia Sexual and Domestic Violence Victim Fund**

During Calendar Year 2006, **247** victims age 60 and over were served by programs funded by the Virginia Sexual and Domestic Violence Victim Fund.

Through the 3rd quarter of Calendar Year 2007, a total of **192** victims age 60 and over have been reported as being served.

- **Sexual Assault Crisis Center Programs (SACC)**

Virginia's SACCs provided services to **111** victims over the age of 65 in Fiscal Year 2007.

Alzheimer's Disease Training to Law Enforcement Personnel

The Department of Criminal Justice Services, in partnership with the Alzheimer's Association and criminal justice training academies, has developed training for both entry-level and incumbent law enforcement officers. Courses cover the following information:

- Overview and information on Alzheimer's disease and its characteristics.
- How to respond to calls for service
- Search and rescue techniques.
- Available resources for public safety.
- The mind-body connection: prevention and keeping healthy.

During 2007 the Department conducted seven Train-the Trainer courses with a total of 244 participants, and conducted eighteen training sessions at criminal justice training academies with a total of 383 attendees.

Triad

The Department has collaborated with the Attorney General's Office for many years in their sponsorship of Triad. Triad is a program that brings the Sheriff, local police chiefs, and seniors together for crime prevention training and other programs that serve the special needs of the elderly, such as daily phone calls to check on status of at-risk seniors, dissemination of information about current scams that are targeting the elderly, and other such specific needs.

Our role has been to award small grants to many localities to enable them to establish a Triad program in their county or community. We currently have no active Triad grants, as that phase has been completed. One staff member serves on the State Triad Committee. This staff person also provides occasional training sessions for area Triads and participates in their annual Triad Conference.

Approximately 6-8 training sessions are conducted each year with an average of 35 seniors in each program. Ages of participants are not requested, however, all participants are over 65 years of age.

The agency provides crime prevention training in the areas of fraud and scams, Internet security, Identity theft, and other crimes against the elderly. This training is provided by a full-time staff member for whom this is one aspect of her responsibilities and accounts for 10-15% of her work. There is no funding specifically identified for this training. There are no waiting lists for services. Although our training programs focus on public safety issues, they touch on financial security as well.

Impact of the Aging Workforce on the Department

The average age at the Department of Criminal Justice Services is 47, the median age is 48, and the age range is from 20 to 71. Currently there are five employees or 4% of the workforce who are over 65 with five or more years of state service, and in the next five years an additional nineteen employees will meet this retirement eligibility criterion. There are four employees or 3.3% of the workforce who are at least 50 years of age with 30 or more years of service, and an additional ten employees will meet this retirement eligibility criterion in the next five years.

The largest potential impact for this loss will be the role of Program Administrative Specialist II, who serve as program and grant specialists. The next two roles with the greatest potential for exposure are General Administrative Manager II which serves as mid-level programmatic managers and Administrative and Office Services Specialist III, which provides administrative and clerical support.

The Department is committed to providing ongoing training to professionals and managers which diminishes the most vulnerable areas of impact to the agency. As well, the trend for state employees to work an average of nine years beyond unreduced retirement eligibility has and is expected to continue to temper the immediate impact. It is regarded that community based programs, law enforcement agencies, and other state agencies have enough programmatic similarities to provide qualified candidates to minimize the impact when highly experienced employees retire. In order to fill critical knowledge gaps or programmatic needs, the agency will continue the current practice to utilize retired or wage employees to fill the knowledge gap which has been very successful for the agency to meet its mission.