



Introductions and Updates

May 20th, 2026

Director Robert "Bob" Bermingham



Meet DJJ's Leaders

Juvenile justice career professionals

Director Robert Bermingham, Jr.

Chief Deputy Director Marilyn Brown



Today's Presentation

1. Overview

- About DJJ
- Population Served by DJJ
- Committed Youth Placement Options
- Committed Youth Population

2. Population Management

- Releases by LOS
- Population Management Initiative

3. OSIG Audit of Bon Air Update

4. Recruitment and Staffing Efforts

5. Infrastructure

6. HB91



About DJJ

State agency with about 1,700 employees and an annual general fund budget of about \$300 million (23.5% of that funding represents transfers to localities for VJCCCA, detention centers, and locally-operated CSUs)

We directly operate:

- 30 court service units (CSUs)
- 1 juvenile correctional center (JCC) – Bon Air

DJJ audits/certifies or approves:

- 32 CSUs, including 2 locally operated CSUs
- 24 juvenile detention centers
- Bon Air JCC
- Contracts with detention centers for Community Placement Programs (CPPs), Individual Bed Placements (IBPs), Central Admission and Placement (CAP), and Re-Entry
- 16 group homes, shelter care facilities, transitional living programs, and independent living programs
- 76 Virginia Community Crime Control (VJCCCA) plans across 133 localities



Population Served by DJJ – FY25



Committed Youth Admissions represent less than 1% of the overall juvenile population served by DJJ

JUVENILE INTAKE
COMPLAINTS
39,882





State Committed Youth

Indeterminate Commitments § 16.1-285

- DJJ determines the LOS according to the Guidelines
- Commitments limited to 36 continuous months or the youth's 21st birthday, whichever occurs first
- 36-month limitation does not apply for murder or manslaughter cases

Determinate Commitments/Serious Offenders § 16.1-285.1

- Committing court specifies the commitment period.
- Commitment limited to seven years or juvenile's 21st birthday, whichever occurs first.
- Committing court has continuing jurisdiction over the juvenile throughout the commitment.

In accordance with Code of Virginia § 16.1-278.7 Criteria for commitment to DJJ - Only a juvenile who is (i) adjudicated delinquent of an act enumerated in subsection B or C of § 16.1-269.1 and is 11 years of age or older or (ii) 14 years of age or older may be committed to the Department of Juvenile Justice.

The Board of Juvenile Justice is directed to establish Length of Stay Guidelines for juveniles indeterminately committed to the department. (Code of Virginia § 66-10(7)).



Committed Youth Placement Options

- Bon Air is the only state-operated Juvenile Correctional Center
- Currently we have contractual partnerships with our local and regional juvenile detention centers that include:
 - 19 Central Admission and Placement (CAP) Intake Sites
 - 5 Community Placement Programs (CPP)
 - 8 Individual Bed Placement Facilities (IBP)
 - 4 Detention Reentry Programs
- DJJ continues to engage in discussions about partnering with JDCs for additional CAP, IBP, CPP, and Detention Reentry beds



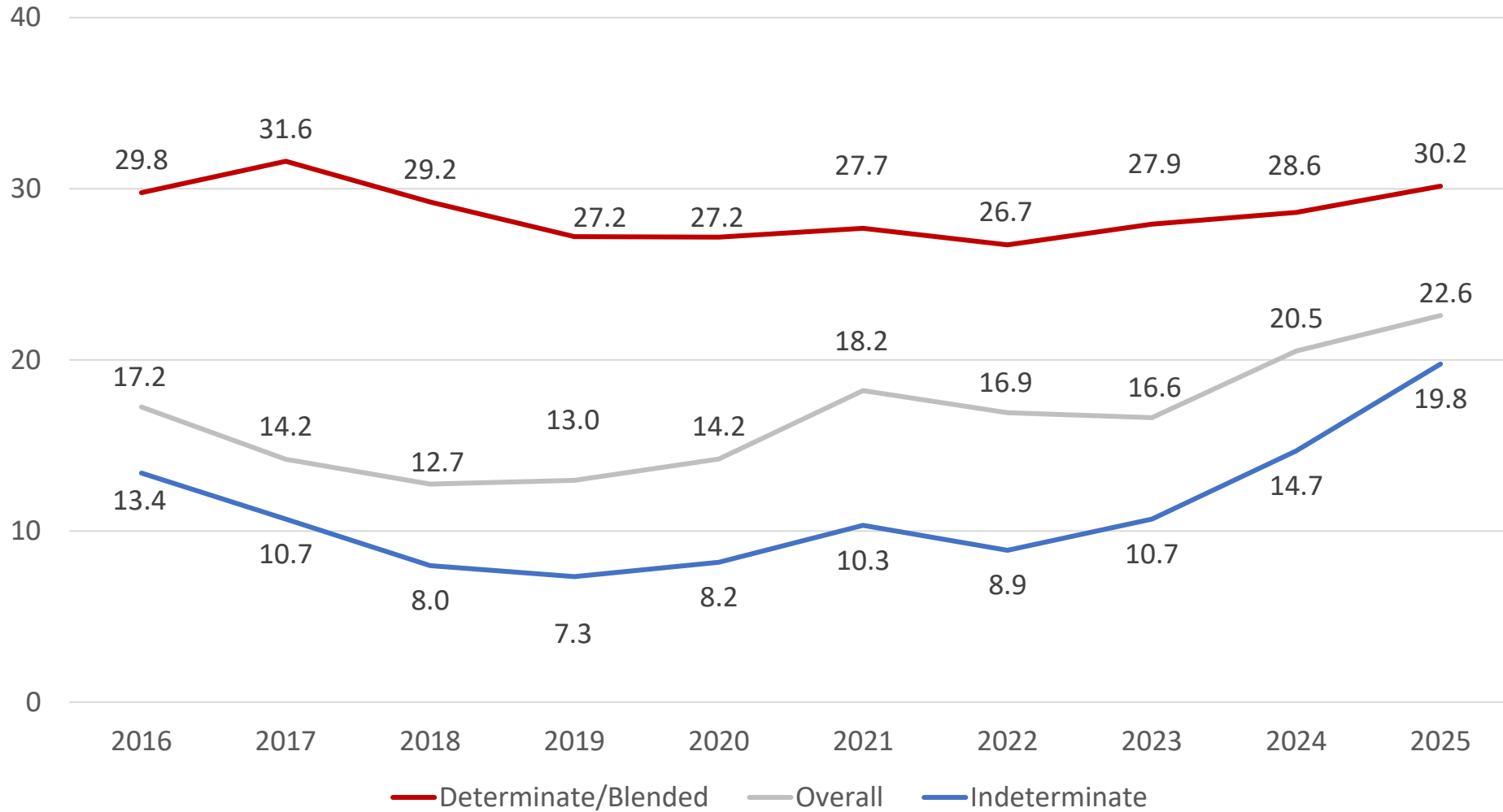
Total Committed Youth Population

307 TOTAL





Committed Youth Releases by Average Actual LOS (in months) FY 2016-2025





OSIG Audit of Bon Air

In October of 2025, the Governor directed the Office of the State Inspector General to conduct a performance audit of Bon Air Juvenile Correctional Center:

- OSIG was asked to evaluate operations, adequacy of staffing, resident programming, and resident mental health services
- The report was finalized in December of 2025 and included 18 findings
- DJJ management concurred with 15 of the 18 findings and committed to a corrective action plan from 12/31/25 to 12/31/26
- There is a total of 61 corrective action items in response to the findings.



OSIG Audit Findings Update



COMPLETE

31 of the 61 Corrective Action Items have been completed:

- DJJ has updated policies, procedures, practices and documentation related to:
 - Positive Behavioral Interventions and Supports (PBIS) for acknowledging and promoting positive resident behavior
 - Vocational and Post-Secondary Programming available to residents
 - Adherence to daily unit schedules
 - Resident Grievances
 - Staffing assignments and timesheets
 - Emergency Preparedness Compliance

The remaining 30 Corrective Action Items are in progress and will be completed between June and December of 2026



Improvement Highlights

School

- Graduation scheduled for June 5th with Attorney General Jay Jones as Commencement Speaker
- Two Lead School Security Officer (SSO) positions established to increase oversight and on-the-ground supervision of school movement
- Two student trolleys are in procurement process to aid with the ability to move students simultaneously due to expansiveness of campus

Resident Advisory Council

- Meets monthly with Bon Air Administration to make suggestions and discuss concerns
- Resident Advisory Council lunches with special visitors, including the Secretary of Public Safety and Homeland Security

Weekend Staffing Coverage and Family Visitation

- Implemented special bonus for staff to work on weekend days to include visitation on Sundays after having to cancel several visitation opportunities
- April job fair yielded two robust new JCS classes starting April 25 (still in training) and May 25



Improvement Highlights

Treatment Services

- Behavioral Services Unit (BSU) leadership positions have been filled
- New Treatment space was identified and renovated
- BSU Leadership is completing a comprehensive assessment of operations and treatment programs
- DJJ has contracted with a clinical direct service provider to deliver additional treatment services



DJJ Recruitment and Staffing Efforts

Career Fairs and Hiring Events

- HR staff hosts large, on-the-spot hiring events
- Attends community college fairs and other career events throughout the Commonwealth
- On April 9th, 104 interviewed yielding in 26 Juvenile Correctional Specialists starting on April 27th; 44 are scheduled to attend in-service on May 25th

Classification & Salary Update

- DJJ completed a thorough review/analysis of Juvenile Correctional Specialist (JCS) and School Security Officer (SSO) positions
- DHRM agreed with the recommendation to reclassify all JCS and SSO
 - Higher pay band
 - Covered under Virginia Law Officers Retirement System (VALORS)



Improving Infrastructure

Increase Capacity on Bon Air Campus and Improve Conditions

- Renovate Oakridge Facility to utilize as a 40-bed standalone facility focusing on Vocational Work Programs
- Renovate four existing, standalone cottages on Bon Air campus to improve living conditions and allow for more flexibility in classifying and housing residents
- Renovate and improve treatment spaces





About HB91

HB 91 requires DJJ to establish clear standards for maximizing the time that minors serving a period of commitment in a juvenile correctional facility spend out of the confinement of their rooms.

In collaboration with:

- Juvenile justice advocates
- Public defenders
- Attorneys for the Commonwealth
- Other relevant stakeholders



Status as of May 14, 2026

Juvenile Justice Advocates	Public Defenders	Attorneys for the Commonwealth	Other Stakeholders
<p>Valerie Slater, Executive Director RISE for Youth</p> <hr/> <p>Julie McConnell, Director and Jeanette Lipman Children's Defense Clinic, University of Richmond School of Law</p> <hr/> <p>Amy Walters, Associate Director Legal Aid Justice Center</p> <hr/> <p>Rebecca Herbig, Legal Director Disability Law Center</p>	<p>My'Chael Jefferson-Reese Chesterfield Public Defender</p> <hr/> <p>Maggie Pitts City of Richmond Public Defender</p> <hr/>	<p>Mackenzie Babichenko Commonwealth's Attorney for the County of Hanover</p> <hr/> <p>Elizabeth Lancaster Assistant Commonwealth's Attorney for the County of Loudoun</p> <hr/>	<p>Carla White, Director Rappahannock Juvenile Center</p> <hr/> <p>Jeffrey Aaron, Ph.D., Juvenile Justice and Behavioral Health Program Manager Virginia Department of Behavioral Health and Developmental Services</p> <hr/> <p>Senator Mike Jones Senate of Virginia</p> <hr/> <p>Delegate Charlie Schimdt House of Delegates</p>



Next Steps...

Report & Recommendations

Submit report of data collected to Commission on Youth, the Chairs of the Senate Committee on Rehabilitation and Social Services, and House Committees on Health and Human Services and Public Safety by November 1, 2026

Select Facilitator

DJJ will select a professional facilitator to run the meetings and make sure all voices are heard

Schedule Meetings

July, August, September, October

Establishing Standards

- Hours Per Day
- Programming
- Training
- Collaborate
- Collect and Review Data