

Richmond City Sheriff's Office



OFFICE OF THE SHERIFF

2024 Annual Report

MESSAGE FROM THE SHERIFF

Dr. Antionette V. Irving, **Sheriff**, City of Richmond

On behalf of the Richmond City Sheriff's Office (RCSO), I am pleased to present the 2024 Annual Report. This report highlights our accomplishments, community activities, special activities, and statistical information for 2024.

Thank you for taking the time to review our annual report. We hope that you find it transparent and relevant as we continue to expand our role in the city. We are committed to the growth of this city as we assist others to grow in themselves, their families, and in their community. The dedication and commitment exhibited by the staff members of RCSO exhibit strength and determination to build a stronger and safer Richmond.

Our focus in 2024 was to increase the trust of the public and to build public confidence. We have ensured that we are conducting thorough and timely investigations of complaints as they may arise with this office. Recruiting and retention have been our top priority in 2024. We are working on innovative advertisement opportunities to bring in new staff and retaining good staff members. We are investing in the growth and development of all staff.

In 2024, there were no in-custody deaths and no major complaints from citizens in connection with the actions of our officers. This career is about service and ensuring that we give the most to the citizens of Richmond.

We successfully obtained passing certification of 100% from:

- Virginia DOC Inspections
- Fire Marshal's Inspections
- United States Marshal's Inspection
- Health Inspection
- Fire Alarm Inspections
- Fire Extinguisher Inspections
- AED Inspections
- Pharmacy Inspections (quarterly inspections)



MESSAGE FROM THE SHERIFF

Dr. Antionette V. Irving, **Sheriff**, City of Richmond

Our grants team continues to research the needs of this office, our programs, and those in the community to seek funding to assist in areas to support our programs and provide needed equipment to our agency. The team has successfully expanded our grant awards since 2018, bringing us to a total of \$8,110,985.91. The securing of grants ensures we provide opportunity for growth and lives are transformed and rebuilt.

We will continue to grow our collaboration with community partners as we serve to transform the lives of many. Our goal is to have quality programming and make efficient use of available resources that will evolve our community, staff, and residents in many positive and productive directions. We will continue our efforts to keep members of the community safe, especially our children and seniors. We will continue our efforts to combat the opioid crisis with the innovation of Medication Assisted Treatment (MAT)/ Medications for Opioid Use Disorder (MOUD) programs and treatment. We continue to provide programming to individuals while they are at our facility or at work, to establish program sites and provide resources for them when they are released. We continue to assist individuals with reentry and life restoration.

We are thankful for our ongoing partnerships with the City of Richmond, the Mayor, City Council, School Board, Virginia Department of Health, Richmond Behavior Health Authority, Fire, Richmond Police Department, Richmond Ambulance Authority, and our many partners, that assist us in being able to provide services and grow here in the city. We look forward to fostering relationships and partnerships with our neighboring jurisdictions in the Central Virginia region. We thank our city leadership and local government for its continued support and efforts to assist this office; through it all, we are RICHMOND! We continue building partnerships with our many partners to ensure we provide for those within our facility, their families, and those in our Richmond community.





MESSAGE FROM THE SHERIFF

Dr. Antionette V. Irving, **Sheriff**, City of Richmond

We are committed to a better and safer community from the inside out and the outside in. We are committed to providing a wide range of opportunities for members of our community, as well as the individuals in custody. We are helping to grow the lives of those that are a part of our community.

As you explore our report, you will see many community outings that we highlight. These events are results of RCSO being in the community throughout the year. They have brought about a better understanding of the sheriff's office and have built a sense of respect on both sides. These interactions with the community present unification and a bright future for our city. We use these opportunities to address the challenges within our city and surrounding neighborhoods. We have been able to accomplish so much together as a reflection of our community engagement. We have worked on projects to assist the unhoused and those living in poverty. The purpose being to build healthier and safer communities. Our Justice summits focused on mental and behavioral health and public safety, as well as justice reform and environmental sustainability.

We hope that you find this report both informative and valuable. We strive continuously to impact the lives of those that are in vulnerable situations by providing hope and structure to ensure they are home ready, work ready, community ready, and family ready. Ready to walk into a productive life understanding their trauma and abilities to overcome as they walk into their next chapter. The work that we do is possible through the efforts of our staff, volunteers, and partners. Thank you for using a wide lens to view the vision of this office. We are proud to collaborate with the many local organizations and partners as we work toward our goals.

MESSAGE FROM THE SHERIFF

Dr. Antionette V. Irving, **Sheriff**, City of Richmond

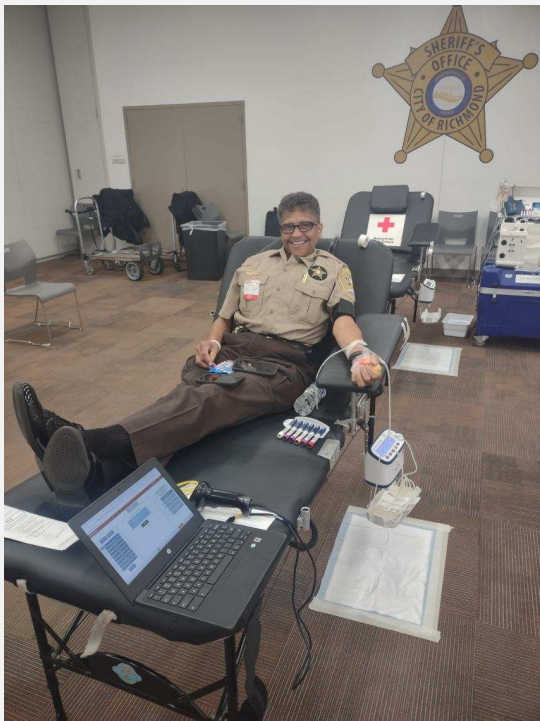
Hopefully, you will see when reviewing this report our commitment and dedication to serve you, the citizens of Richmond. Thank you for allowing us to serve you. We look forward to continuing to serve you!

In 2025, our goals include: growth, excellence, transparency, innovation, increased wages, enhanced training, retention and hiring. We continue to focus on recruitment and retention. As we continue to have unfilled deputy positions, we strive to increase salaries of our staff members at entry-level deputy and supervisory positions to ensure that we are able to recruit, hire and retain officers to serve this city at the highest level of professionalism. The second area of focus will be training and development for all staff members. We will work to ensure that our staff members are able to communicate within our culturally diverse environment, as well as, with those that may be differently-abled. As we grow, expectations shall grow for our staff members, vendors and contractors, volunteers, population and administration.

To learn more about the Richmond City Sheriff's Office or to join our team, please visit our website

www.rvasheriff.gov

New starting salary in 2025 will be \$54,590





WHO IS OUR RICHMOND CITY SHERIFF

Dr. Antionette V. Irving, **Sheriff**, City of Richmond

On January 1, 2018, Dr. Antionette V. Irving became Sheriff of the City of Richmond facilitating one of the largest Sheriff's Offices in the Commonwealth of Virginia, to include over 450 sworn and civilian staff members.

Sheriff Irving is a proud native of the City of Richmond and product of Richmond Public Schools where she learned the values of respect and discipline that have served her throughout her career. Growing up a child of substance abuse and domestic violence in the Church Hill of Richmond to include the city's Creighton Court public housing project, she viewed life with no obstacles or boundaries. A graduate of Armstrong-Kennedy High School, her strong work ethics drove her to become a basketball standout, eventually being named to both the Armstrong Kennedy High School Athletic Hall of Fame and the Shaw University Athletic Hall of Fame.

Sheriff Irving enjoyed a 26+ year career in the Henrico Sheriff's Office and was the first woman to be promoted to the rank of Major in either the Henrico Sheriff's Office or Police Department. Her leadership and vision encompasses organizational management, fiscal administration, human resources development, conflict and dispute resolution, mediation and community relations. Sheriff Irving's focus is on establishing a culture of excellence at the Richmond City Sheriff's Office by focusing on the professional development of the staff, establishing strong community partnerships, and equipping residents of the Richmond City Justice Center with the resources they need to prepare themselves for successful reentry into society.

Sheriff Irving is a committed mentor, civic leader, and philanthropist in the City of Richmond. She volunteers within the community, as well as, with the Saint Paul's Baptist Church and the Salvation Army Boys and Girls Club. Sheriff Irving is a strong proponent of education and youth development. She strives to encourage young people to develop strong values, self-esteem, self-reliance, character, and discipline through the AVI Foundation, which she founded.

WHO IS OUR RICHMOND CITY SHERIFF

Dr. Antionette V. Irving, **Sheriff**, City of Richmond



- National Society of Leadership and Success Training Program, 2021
- VSA Board of Directors, City of Richmond, Region VIII, 2020 - 2021
- The John Jasper Trailblazer Award honoree at Sixth Mount Zion Baptist Church, 2020
- Chairperson of the Community Criminal Justice Board, 2019
- Inducted into the 2019 Richmond Public Schools (RPS) Athletic Hall of Fame
- Chair of the Salvation Army Boys and Girls Club Advisory Council, 2019
- Living Legend Honoree, national Alumni Association of Shaw University, 2018
- Emerge Virginia Boot Camp, Class of 2017
- Dr. Martin Luther King, Jr. Drum Major Award, 2017 Honoree
- Past President, Virginia Center for Restorative Justice
- Leadership Metro Richmond, Graduate 2008
- YWCA Women of the Year in Government and Politics, 2002 Honoree
- Golden Life Member, Delta Sigma Theta Sorority, Inc.
- Chapter Member, Henrico County Alumnae Chapter, Delta Sigma Theta Sorority, Inc.

WHO IS OUR RICHMOND CITY SHERIFF

Dr. Antionette V. Irving, **Sheriff**, City of Richmond

In addition to her BA in Criminal Justice from Shaw University, Sheriff Irving earned her Master of Science in Administration from Central Michigan University, and her PhD in Business Administration with a concentration in Criminal Justice from North Central University.

Sheriff Irving's numerous honors and recognitions include:

- Virginia Sheriffs' Association (VSA) First Vice-President, 2024 – 2025
- Virginia Sheriff's Association (VSA) Second Vice-President, 2023 – 2024, Secretary, 2022 - 2023
- United Negro College Fund (UNCF) Keeper of the Flame Award, 2022
- Virginia Sheriff's Association (VSA) Treasurer, 2021 -2022
- Member of National Organization of Black Law Enforcement Executives (NOBLE)
- Member of International Association of Chiefs of Police (IACP); National Association of Chiefs of Police (NACP)
- Member of Virginia Sheriff's Association (VSA); Virginia Correctional Association (VCA); American Jail Association (AJA)
- National Society of Leadership and Success Leadership Honor Society (Sigma Alpha Pi), 2021
- National Society of Leadership and Success, 2021 (Northcentral University Chapter)





Our Mission: To maintain a secure jail and a safe court system along with seamless inmate transports and civil process to preserve public safety. We remain committed to performing these duties with unsurpassed integrity, accountability and professionalism, with progressive training that incorporates best practices and technology. While partnering with the community, we strive to lower recidivism by providing faith-based and community-based programming that empower returning citizens to become productive members of society.

Our Vision: Our tomorrow embraces a new standard of excellence in management, operations and customer service. Through extraordinary leadership, superior staff, and a willing and involved community – lives will change for the better. Maintain a high standard of excellence in management, administration, operations, finance and budgeting, evidence-based standards, and customer service.

Our Values:

- A – Accessible
- C – Confident
- C – Communicate
- O – Oversight of Actions
- U – Understanding the Needs of Others
- N – Noble
- T – Trustworthy
- A – Adroit
- B – Building Rapports by Knocking Down Barriers
- I – Integrity
- L – Leadership
- I – Inclusiveness
- T – Trained
- Y – Youth Involvement / Youth Interaction / Youth Development



At the Richmond City Sheriff's Office, Strategic Planning is ongoing. It is a continuous process that involves gathering of information, checking to see if our organization's Vision, Mission and Values are still relevant, setting goals, and action planning, as well as, monitoring and evaluating our efforts and successes on an annual basis. It includes holding ourselves accountable by identifying and measuring key metrics and reporting results.

This annual report provides and update on the success of the strategic initiatives of the Richmond City Sheriff's Office. The eight points of the 2021-2026 Strategic Plan are:

1. Life, Health, & Safety
2. Operational Excellence
3. Diversity, Equity, & Inclusion
4. Recruitment & Retention
5. Staff Training & Professional Development
6. Positive Public Relations & Community Outreach
7. Work Ready, Home Ready & Community Ready
8. Fiscal Management Addressing Budgets Gaps





OUR FIVE YEAR STRATEGIC PLAN 2021 - 2026



Goal 1: Life, Health, & Safety

- Administer protocols and regulations establishing standards to provide protection for basic health, life, and safety throughout all operations of the agency, jail, departments, and its facilities.

Goal 2: Operational Excellence

- Strengthen and maintain policies that ensure safe and effective use of current human, operational, and capital resources for efficient and effective delivery of programs and services.

Goal 3: Diversity, Equity, & Inclusion

- Support and respect of citizens by serving with pride, professionalism, and integrity and by treating everyone fairly and equally internally and externally regardless of race, religion, color, creed, national origin, or sexual preference.

Goal 4: Recruitment & Retention

- Maintain a qualified, diverse, and professional workforce. Continue a progressive recruitment and retention program to ensure high quality sworn and civilian staff for operations and related services.



OUR FIVE-YEAR STRATEGIC PLAN 2021 - 2026



Goal 5: Staff Training and Professional Development

- Update an effective and strengthen training opportunities to ensure entry level certification, recertification, best practices, position-based, supervisory development, and succession training to provide safe,, and consistent practices.

Goal 6: Positive Public Relations and Community Outreach

- Implement a comprehensive public relations and community engagement plan to strengthen relationships between the RCSO and the diverse communities in Richmond to ensure positive community relationships that will aid in the prevention of future crime related challenges.

Goal 7: Work Ready, Home Ready & Community Ready

- Implement programming to ensure the successful re-entry of ex-offenders to society to live productive lives through ongoing internal programs and partnerships with external support systems.

Goal 8: Fiscal Management Addressing Budget Gaps

- Implement sound financial management and procurement practices. Ensure the agency is a good steward of federal, state, and local funding, as well as, proactively seek additional funding to meet the needs of the agency.

PROFESSIONAL ACCREDITATION/STANDARDS

Richmond City Sheriff's Office (RCSO) holds its accreditation with the Virginia Law Enforcement Professional Standards Commission (VLEPSC). VLEPSC is a law enforcement program that focuses on Administration, Operations, Personnel, and Training. VLEPSC's goals are to increase effectiveness and efficiency of law enforcement agencies, promote cooperation among all components of the criminal justice system, promote public confidence in law enforcement, and promote professionalism of law enforcement agencies in the Commonwealth of Virginia.



RCSO is inspected on an annual and tri-annual basis by the Virginia Department of Corrections (DOC). The DOC is responsible for ensuring the minimum jail standards are met. The annual inspection ensures all Life, Health, and Safety Standards are in compliance, whereas, the tri-annual inspection is done every 3 years and encompasses a total jail inspection of all areas of the facility. Listed below are the areas in which we are involved and provide resolutions for daily:

Listed below are the areas in which we are involved and provide resolutions for daily:

- Policy and Procedures
- Inmate Handbook
- Inmate Hearings
- Inmate Grievances
- Fire & Safety (AED Maintenance)

Types of Inspections: 100% Compliant

- Virginia DOC Inspections
- Fire Marshal's Inspections
- United States Marshal's Inspection
- Health Inspections
- Fire Alarm Inspections
- Fire Extinguisher Inspections
- AED Inspections
- Pharmacy Inspections
- LIDS Audit
- Elevator
- Roof Inspection

BUDGET & FINANCE

The **Budget & Finance Divisions** continued to operate economically and prudently. Staff worked to implement business practices to control costs and maintain the integrity and fiscal responsibility of staying within our approved budget while still adhering to Department of Corrections (DOC) and the Auditor of Public Accounts (APA) guidelines for operations.

The Sheriff's Office was finally able to procure a new Jail Management System (JMS), which is the lifeline to our operations of the agency. The application is called JailTracker and replaced the previous unsupported JMS called IMATS. As always, the agency remained a strong advocate for employee salary increases and compression pay to ensure we remain competitive to the surrounding localities to aid in Recruitment.

FY24 State Budget - \$20.7 million (Reimbursement as Revenues)

- The current budget does not reflect Fringes, the Premium Recoveries reduction to include retiree health care credit and general liability insurance and surety bond premiums (an approximate \$737K reduction), nor the per diems the agency should receive as Revenues (approximate \$1.2M).
- The Compensation Board approved 448 positions, of which 383 were sworn positions and 65 were non-sworn positions.

BUDGET & FINANCE

FY24 Approved City Budget - \$47.1 million

- The budget reflected an approximate \$3M increase in personnel funding.
- The City allocated the Compensation Board positions along with 16 additional approved full-time and grant positions. Although the Budget Book is showing 386.06 FTEs for FY24, the Compensation Board positions are Revenue-Generating.
- The inmate Pharmaceuticals and Food Services contracts were fully funded. The inmate Medical Services contract was not fully funded, however savings in the overall Budget covered the difference.

The Budget and Finance Divisions conducted weekly auditing of the pharmacy costs and received approximately Twenty-Nine Thousand dollars (\$29,000) from the State for out-of-compliant state responsible costs for medications. To ensure timely posting of charges and to ensure the correct accounting lines were being charged in the City's Accounting system, the Budget Division tracked charges daily, weekly and monthly and communicated with other City agencies.

The Divisions received a **100% compliance** from Clifton Larson Allen, LLP, Independent Auditor, on all of the Inmate Commissary accounts, and General Fund accounts, as well as, a review of the Sheriff's Office's separation of duties and internal controls. The Finance Division satisfactorily passed the 2023 Petty Cash Audit conducted by the City's Revenue Accounting Manager.

GRANT FUNDING

✓ \$7,810,985.91 – TOTAL RCSO GRANTS SINCE 2018

- **NEW** \$150,000 – Dementia & Developmental Disabilities awarded effective 10-01-22
- **NEW** \$71,374 Federal FY23 State Criminal Alien Assistance Program (SCAAP)
- **NEW** \$71,037 - Federal FY22 SCAAP
- **NEW** \$44,738 – SCAAP
- **NEW** \$39,000 – JAG Local with RPD – Body Worn Cameras
- \$250,000 – Prison Rape Elimination ACT (PREA)
- \$500,000 – Second Chance Act Grant: Reducing Recidivism through Systems Improvement
- \$900,000 – Second Chance Act Grant: Adult Reentry Education, Employment, Treatment and Recovery
- \$37,500 – Justice Assistance Grant (JAG): Curbing Violence in the Community for a Stronger Richmond
- \$56,250 – Justice Assistance Grant (JAG): Project Safe Neighborhoods
- \$18,750 – Justice Assistance Grant (JAG): Law Enforcement Training & Equipment (Crisis Intervention Team (CIT) and Mental Health First Aid (MHFA))
- \$50,000 – Coronavirus Emergency Supplement Funding

GRANT FUNDING

2024 Jail Mental Health Program (JMHP)

\$505,790.00

2024 Jail Mental Health Program (JMHP)

The agency partnered with OAR (Opportunity Alliance Reentry) and RBHA (Richmond Behavioral Health Authority) to apply for the JMHP grant provided by the Virginia Department of Criminal Justice Services. The RCSO was awarded a grant, which aims to provide pre and post release services to mentally ill inmates, in the amount of **\$505,790.**

GRANT FUNDING

State Criminal Alien Assistance Program (SCAAP)

New Federal: 2024 State Criminal Alien Assistance (SCAAP) Program

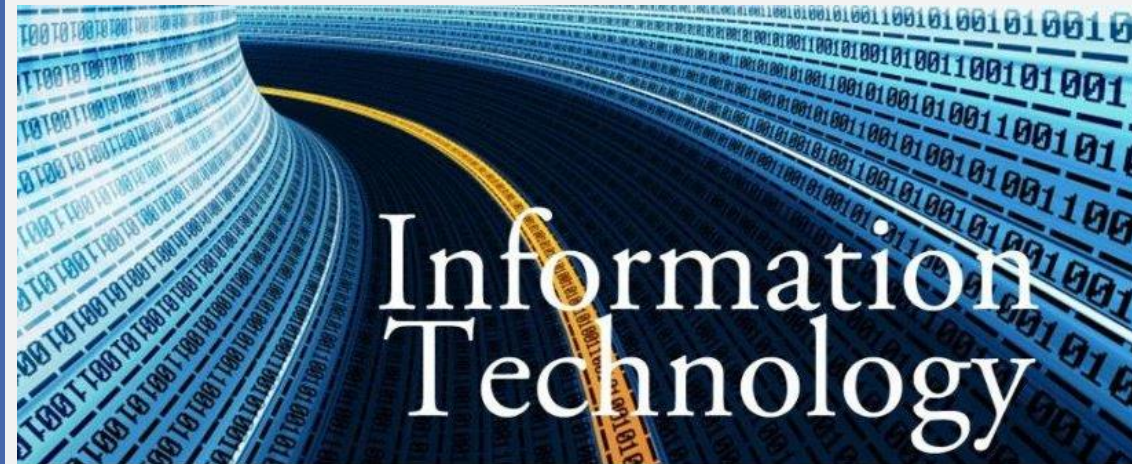
RCSO applied for funding through the US Department of Justice, Bureau of Justice Assistance. This program provides federal payments to states and localities that incurred correctional officer salary costs for incarcerating undocumented criminal aliens with at least one felony or two misdemeanor convictions for violations of state or local law and incarcerated for at least 4 consecutive days during the reporting period. Once awarded, these funds will be applied to defer the cost of Overtime for the Sheriff's Office.

ADMINISTRATIVE SERVICES

The **Richmond City Sheriff's Office Administrative Services Division** plays a crucial role in maintaining the agency's high standards of operation. This division oversees a wide range of essential functions, including Information Technology, Media Relations, Property & Supply, PREA compliance, GTL Tablet management, and general support for all agency divisions. They are responsible for establishing, evaluating, and updating departmental controls, systems, and staff promotions. Fleet management, encompassing maintenance and operational efficiency, also falls under their purview.

The division maintains expertise in a broad spectrum of office technology, including laptops, computers, mobile and desk phones, virtual machines, copiers, printers, scanners, ID card printers, and other technology-based equipment. They plan, direct, and coordinate activities to ensure the agency runs smoothly, managing facilities, records, distribution, and office upkeep.

Typical responsibilities include supporting office operations through phone, email, and calendar management, internal communications, report preparation, office equipment and supply maintenance, and some human resources functions. Administrative Support Assistants within the division provide general administrative support to various academic and administrative units. The division is committed to providing excellent customer service and support. Recognizing the ever-evolving nature of technology, the division continuously adapts and updates its practices to ensure the agency has the resources it needs for efficient operation.



ALTERNATIVE SENTENCING

RCSO's **Alternative Sentencing Program** is a community-based supervision and treatment division. The program was developed to provide the use of electronic monitoring to ease institutional overcrowding and allow residents/inmates to gain and maintain employment, as well as, family connections.

Work Release (WR): Allows offenders who are gainfully employed to serve their jail sentence while working and remaining connected to their community.

Home Electronic Incarceration (HEI): This program is for an individual who has already been sentenced by the court. There are three ways that an individual can be assigned to the HEI program:

- **Flat Court Order** – Sentencing Judge has ordered an offender to participate in the program.
- **Self – Referral** – Jail residents may apply to participate in any Sheriff's Office program but would still need a court order.
- **Eligible** – Sentencing Judge has ordered an offender to participate in the program if he/she meets the Sheriff's criteria. If the offender is eligible, a recommendation letter is generated for review by the commander of Alternative Sentencing.



	WR ENROLLED	HEI ENROLLED
JANUARY	18	29
FEBRUARY	22	25
MARCH	21	25
APRIL	23	30
MAY	22	27
JUNE	23	30
JULY	17	28
AUGUST	17	26
SEPTEMBER	17	18
OCTOBER	22	17
NOVEMBER	25	15
DECEMBER	27	19
TOTAL	254	289

BOOKING—INTAKE & RELEASE

After an individual is arrested and brought to the RCJC, that person will appear before a magistrate. An arrest warrant will be issued by the magistrate, if the magistrate determines that probable cause exists. If the individual is issued a personal recognizance bond (written promise to appear in court), the individual can leave. If the magistrate issues no bond, the individual will be in the custody of RCSO.

Booking is a process that involves creating an inmate record in a web-based jail management system. This process involves collecting the suspect's personal information. The deputy will record observations, statements, fingerprint and photograph the suspect. In addition, the suspect is asked a series of questions concerning emergency contacts, physical and mental health. A nurse stationed in this area, is responsible for taking a full medical history assessment.

Due to the pandemic, a COVID-19 Early Release Program was established, as well as, Video Arraignments were used in Intake.

WARRANTS ANNUAL REPORT	NUMBER OF ARRESTEES	CHARGES PROCESSED	SELF TURN-INS	BONDS	PROCESS ONLY AND RELEASED	INMATES BOOKED	INMATES RELEASED	ADDITIONAL WARRANTS
JANUARY- JUNE	2,374	4,540	264	270	572	3,180	3,159	299
JULY	412	870	52	33	102	552	557	46
AUGUST	449	1006	41	48	109	564	554	52
SEPTEMBER	431	805	48	31	146	502	536	49
OCTOBER	416	788	48	47	135	518	538	58
NOVEMBER	373	672	43	49	109	455	448	41
DECEMBER	362	728	42	23	134	476	478	48
TOTAL	4,817	9,409	538	501	1,307	6,247	6,270	593

CLASSIFICATION & RECORDS

The **Records Division** is critical to the operation of inmates for booking. This department provides quality assurance to ensure inmates are held with the correct charges and that each inmate's hearings reflects their presiding judge's orders.

The **Classification System** is designed to objectively assess an inmate's security, custody and treatment needs. This system is used to reach decisions concerning processing, housing and categorizing of inmates. This process initially begins with the interview process where information about the inmate is gathered (jail history, mental health history, medical and overall demeanor). Based on these factors, inmates are then classified based on the best fit for housing and workforce eligibility.

	INMATE COURT APPEARANCES	INMATE RELEASES
JANUARY	871	261
FEBRUARY	842	250
MARCH	918	270
APRIL	913	280
MAY	929	276
JUNE	816	266
JULY	948	322
AUGUST	594	285
SEPTEMBER	958	293
OCTOBER	899	307
NOVEMBER	771	215
DECEMBER	753	248
TOTAL	10,212	3,273

INMATE POPULATION REPORT	AVERAGE POPULATION
JANUARY	485.80
FEBRUARY	474.37
MARCH	482.35
APRIL	383.33
MAY	507.03
JUNE	504.90
JULY	488.09
AUGUST	520.09
SEPTEMBER	525.10
OCTOBER	496.96
NOVEMBER	518.17
DECEMBER	509.68

WORK DETAIL REPORT	ASSIGNED TO DETAIL
JANUARY	24
FEBRUARY	17
MARCH	10
APRIL	10
MAY	15
JUNE	17
JULY	24
AUGUST	17
SEPTEMBER	15
OCTOBER	29
NOVEMBER	20
DECEMBER	17
TOTAL	215

COMMUNITY OUTREACH

Mission: RCSO shares the purpose of constructing, organizing and coordinating programs that incorporate the concept of shared responsibility in law enforcement and services within the community. The Richmond City Sheriff's Office and the Richmond Police Department have positive and collaborative reinforcement in the community, which results from mutual consideration and awareness of each other's needs. Realizing this, the Community Outreach and External Programs division will establish close ties with the community and respond to these needs.

Are You Okay? Program:

RCSO's "Are You Okay? Program is designed to support the safety and well-being of senior citizens in our city. Our mission is to help them overcome isolation, abuse, and barriers that often occur when family and support members are not readily available to care for them.

Average Number of Participants: 39



Project Lifesavers International (PLI):

Project Lifesaver was established in April of 1999 as an initiative of the 43rd Search and Rescue Company of the Chesapeake Sheriff's Office.

Project Lifesaver's mission is to use state of the art technology in assisting those who care for individuals with intellectual or developmental disorders such as Alzheimer's, Autism, Down Syndrome, and other Related Mental Dysfunction Disorders (ARMD) and individuals that become lost. These individuals with special needs include our most vulnerable population in our community. There are no boundaries – no one is immune!

RCSO deputies place personalized radio transmitters on identified persons with ARMD who may wander away from the safety of their homes. These transmitters assist caregivers and local emergency agencies in locating those who cannot help themselves.

PLI Partners:

- Richmond Police Department
- Richmond City Council
- Richmond Fire Department
- Alzheimer's Foundation of America
- Autism Society of Central Virginia
- Virginia Special Olympics
- JP Jumpers Foundation



Average Number of Participants: 45

COURT SERVICES—COURTHOUSES

The RCSO is responsible for the John Marshall Courthouse, Marsh-Manchester Courthouse and Oliver Hill Courthouse. It is the policy for us to provide security to all courthouses, all courtrooms and judicial areas in order to protect the integrity of the court, protect the rights of individuals, deter those who would take adverse actions against the court or its participants and maintain the decorum of the court.

A deputy is assigned to a courthouse to maintain the security and integrity of the judicial process including maintaining order in the court, carrying out the directives of the judicial officials, enforcing the laws of the City of Richmond, moving inmates and detainees to and from proceedings and protecting the courthouse staff from harm.



MARSH-MANCHESTER
920 Hull Street
Richmond, Virginia 23224



JOHN MARSHALL
400 N. 9th Street
Richmond, Virginia 23219



OLIVER HILL
1600 Oliver Hill Way
Richmond, Virginia 23219

COURT CASES HEARD	JOHN MARSHALL	MARSH - MANCHESTER	OLIVER HILL
JANUARY	8,082	3,215	2,626
FEBRUARY	7,036	3,409	1,749
MARCH	8,602	3,823	2,387
APRIL	7,591	2,259	2,064
MAY	8,085	2,240	2,335
JUNE	7,916	1,630	2,299
JULY	8,011	1,290	2,463
AUGUST	8,414	2,985	2,380
SEPTEMBER	8,406	2,153	2,441
OCTOBER	8,102	2,083	2,481
NOVEMBER	7,412	1,837	1,869
DECEMBER	7,068	1,862	1,917
TOTAL	94,725	28,786	27,011

COURT SERVICES—DOCUMENTS SERVED

	CIVIL SUBPOENAS	JURY SUMMONS	CRIMINAL WARRANTS AT COURTHOUSES (3)	CRIMINAL WARRANTS AT RCJC	DMV NOTICES	LEVIES	PROPERTY REPOSSESSIONS	<u>EVICTIONS</u> Rec'd Exe'd		PROTECTIVE ORDERS
January	5,537	587	50	84	85	1	0	567	278	164
February	5,370	587	48	80	82	0	2	355	201	131
March	5,511	600	38	54	112	3	1	568	284	174
April	6,436	764	58	96	113	2	0	384	111	212
May	5,430	641	37	65	68	0	0	366	185	174
June	4,916	727	54	67	129	0	1	260	118	212
July	6,287	812	52	97	69	0	2	400	222	211
August	5,771	834	55	102	85	0	2	418	196	184
September	6,688	654	67	89	85	0	0	538	266	154
October	7,513	699	65	104	105	0	0	477	206	223
November	6,265	627	55	81	94	0	0	276	123	133
December	5,528	591	42	74	83	0	2	414	192	142
TOTAL	71,262	8,123	621	993	1,110	6	10	5,023	2,382	2,114

COURT SERVICES—MENTAL HEALTH

Temporary Detention Order (TDO)

A temporary detention order **directs a law enforcement officer to take a person into custody and transport him or her to a specified facility for further treatment.** All temporary detention orders for persons located in Richmond City are forwarded to the Richmond Police Department for service.

A magistrate may issue a medical temporary detention order if an adult is incapable of making an informed decision to accept necessary medical treatment and he or she has a serious illness or injury that is likely to result in death, disability, or serious irreversible injury, or requires immediate treatment for an emergency medical condition to avoid harm, injury, or death. However, a Magistrate may issue a medical temporary detention order only if a court is not available. Contact the Richmond General District Court at (804) 646-6431 during normal business hours. Before issuing a medical temporary detention custody order, a magistrate must hear evidence from a treating physician on the applicable standard of medical care and that the person is incapable of giving informed consent. A medical temporary detention order allows the person to be detained for 24 hours to permit necessary medical treatment. A magistrate has no authority to issue a medical temporary detention order for a person under the age of 18.

MENTAL HEALTH TRIPS	TDO/ECO	TDO/ ECO MILEAGE	MENTAL HEALTH HEARINGS
JANUARY	5	910	154
FEBRUARY	6	681	133
MARCH	4	330	128
APRIL	5	500	132
MAY	9	1,096	135
JUNE	6	762	115
JULY	8	889	96
AUGUST	9	1,635	144
SEPTEMBER	7	860	115
OCTOBER	4	561	132
NOVEMBER	8	1,198	118
DECEMBER	8	324	107
TOTAL	79	9,746	1,509

Emergency Custody Order (ECO)

Any Magistrate shall issue, upon the sworn petition of any responsible person, treating physician, or upon his own motion, or a court may issue pursuant to § [19.2-271.6](#), an emergency custody order when he has probable cause to believe that any person (i) has a mental illness and that there exists a substantial likelihood that, as a result of mental illness, the person will, in the near future, (a) cause serious physical harm to himself or others as evidenced by recent behavior causing, attempting, or threatening harm and other relevant information, if any, or (b) suffer serious harm due to his lack of capacity to protect himself from harm or to provide for his basic human needs, (ii) is in need of hospitalization or treatment, and (iii) is unwilling to volunteer or incapable of volunteering for hospitalization or treatment. Any emergency custody order entered pursuant to this section shall provide for the disclosure of medical records pursuant to § [37.2-804.2](#). This subsection shall not preclude any other disclosures as required or permitted by law.

COURT SERVICES-TRANSPORTATION

The **Transportation Division** is responsible for transporting inmates from medical appointments, court dates and other correctional facilities throughout Virginia.

	OVERALL TRANSPORTS	ADULT TRANSPORTS (DOC)	ADULT TRANSPORT MILEAGE	JUVENILE TRANSPORTS	JUVENILE TRANSPORT MILEAGE	PRIVATE VIEWING	EMERGENCY MEDICAL	CLINIC APPT.
JANUARY	1,146	22	15,443	2	210	0	4	42
FEBRUARY	1,013	19	15,112	4	313	0	3	28
MARCH	1,214	22	14,481	4	341	0	1	23
APRIL	674	10	14,765	1	382	0	3	21
MAY	1,149	8	17,553	1	249	0	0	17
JUNE	1,119	21	13,161	1	85	0	0	8
JULY	1,081	25	16,050	6	180	0	1	28
AUGUST	1,290	11	17,761	4	134	0	5	31
SEPTEMBER	1,215	23	17,579	6	50	0	2	23
OCTOBER	1,263	2	18,448	6	214	0	2	30
NOVEMBER	1,141	2	14,452	9	348	0	1	24
DECEMBER	1,116	16	15,580	20	271	1	0	19
TOTAL	13,421	181	190,385	64	2,777	1	22	294

HUMAN RESOURCES (HR): RECRUITING

The mission of the **Human Resources Division** is to identify and respond to the needs of the RCSO workforce, and the communities we serve. This division upholds their mission by focusing on one of our most valuable assets – our employees.

The recruitment goals that this department focused on this year was the following:

- To hire qualified Criminal Justice graduates with related majors from area colleges and universities by implementing a structured student engagement process.
- To reduce the number of vacancies by 10% each month by engaging the community through on-site and media activities.
- To increase employee engagement opportunities for hiring by offering incentives.

**WE ARE
HIRING!
JOIN OUR TEAM**

✓ **FULL TIME DEPUTY SHERIFF
NEW STARTING PAY \$54,590.00
INQUIRE ABOUT PART-TIME DEPUTY POSITIONS
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100% TUITION & TEXTBOOKS REIMBURSEMENT



WWW.RVA.GOV/SHERIFF

804.646.0911

Rickie.Garland@rva.gov

	NEW SWORN APPLICATIONS RECEIVED	NUMBER OF RECRUITING EVENTS
JANUARY	35	1
FEBRUARY	34	1
MARCH	79	4
APRIL	52	5
MAY	31	1
JUNE	36	0
JULY	79	1
AUGUST	67	1
SEPTEMBER	33	1
OCTOBER	46	1
NOVEMBER	41	0
DECEMBER	47	0
TOTAL	580	16

“ONE TEAM, ONE VISION, ONE GOAL”



HUMAN RESOURCES (HR)

HIRING PROCESS –

- Submit Application
- Complete Personal History Statement and upload required documents
- Complete Background Interview
- Physical Agility Test and Panel Interview
- Polygraph Examination
- Medical Exam and Drug Screening
- Final Offer of Employment



WELLNESS AND FITNESS

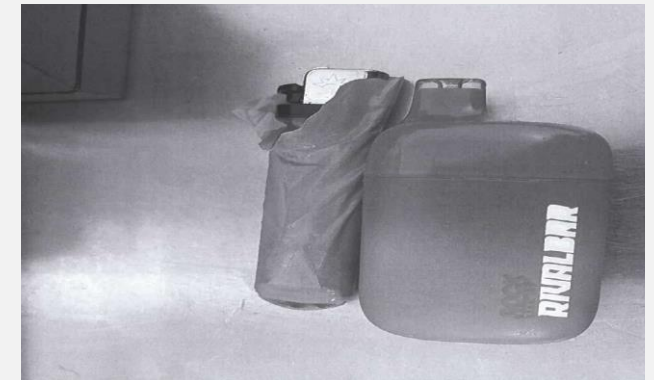


Sheriff Irving implemented a new wellness program with personal trainers at no cost to staff.

INTERNAL AFFAIRS DIVISION

Internal Affairs Division (IAD) investigates incidents and possible suspicions of professional misconduct attributed to officers on the force. This department ensures each member of our force upholds the standards of integrity and professionalism.

	CONTRABAND (DRUGS)	SHAKEDOWNS
JANUARY	4	269
FEBRUARY	8	256
MARCH	1	247
APRIL	5	221
MAY	0	257
JUNE	1	333
JULY	5	346
AUGUST	1	321
SEPTEMBER	4	312
OCTOBER	2	329
NOVEMBER	2	334
DECEMBER	1	327
TOTAL	34	3,552



Items confiscated prior to getting into RCJC

INMATE PROGRAMS

RCSO Resident Programs

•**Anger Management** - 8 weeks, Group to discuss, identify and understand what Anger is and try to create a thought process throughout the group to help with reacting to that anger. (OAR)

•**Grief and Loss** - 6 weeks, group to discuss the loss of a loved one or someone close that was lost, even to discuss the loss of freedom. Define and understand what grief is and where in their grieving process they may be. (OAR)

•**Health Brigade**

Purpose is to increase knowledge of HIV/AIDS, sexually transmitted infections, Hepatitis transmission, prevention and risk reduction strategies, appropriate community responses, and providing local resources. (GRACE)

Harm Reduction - Substance Use Management is an evidence-based psycho-education group that will meet weekly over the course of eight weeks. Participants will identify their individual goals/changes with substance use. Residents will receive education on how to use drugs safer, poly-substance use risk, and to engage with harm reduction techniques for substance use. (G.R.A.C.E. and General Population)

•**Healthy Relationships** - 6 weeks (curriculum of volunteer from Planned Parenthood that comes in), group to discuss the definition of a healthy relationship in all aspects of mind and body, component of sexual education and anatomical understanding, being able to understand and point out toxic traits and unhealthy relationships from healthy, safe relationships. (OAR)

•**Men's Empowerment** - 6 weeks group that was first introduced 8/2019. Lynn-Ellin Z., one of our volunteers and group facilitators, created this curriculum to highlight the importance of how incarcerated men very rarely feel empowered or know what that means. This group discusses what it means to be a man in today's society and discuss how that has shaped them. It discusses what it is to be empowered and how being incarcerated men has affected them in their lives and how society views them. They talk about male role models in society to also help empower with their stories of struggle and resilience.

INMATE PROGRAMS

RCSO Resident Programs con't

•**CHANGE** (C^{re}ating H^{ope} from A^dversity while N^{avigating} personal G^{rowth} through E^{xperiences}) (Formerly the Jail Mental Health Program) is a collaboration between the Richmond City Justice Center, Richmond Behavioral Health Authority and OAR of Richmond to provide individuals with mental health treatment, clinical case management and re-entry services during their period of incarceration at RCJC. In addition, ongoing treatment and case management services will be provided, if appropriate following their release.

**Participation in the JMHP is voluntary and residents must be willing to attend all scheduled programming. (CHANGE)

•**The Grace Program** - The **GRACE** (G^{rowth} through R^{eco}very over A^{ddiction} with C^{ounseling} to E^{mpower}) Program is an opportunity afforded to the inmates at the Richmond City Sheriff's Office (RCSO). It is a voluntary substance abuse treatment program available to those sincerely seeking a change. It is a change that comes with commitment, hard work and enthusiasm. Our program staff assists residents in developing competencies through evidence-based programming. Our primary goal is developing the whole person returning to society.

•**MRT- Moral Recognition Therapy®**, is an evidence-based practice that focuses on the Cognitive Behavioral Model of treatment. MRT is a 12-step program like any other 12-step that is designed for participants to advance at their own pace. Each participant is assigned a workbook that they do assignments in. MRT's focus is to teach individuals how to escape their own prison while also teaching them how to take responsibility for their own actions. (G.R.A.C.E.)

•**NAMI In Our Own Voice Presentations**- designed to provide personal perspective of mental health issues and change attitudes, assumptions, and ideas about individuals with mental health conditions. It provides an understanding that people with mental health conditions have lives enriched by hopes, dreams, and goals and provides information on how to learn more about mental health and get involved in services. (CHANGE)

NA/AA Provides educational groups on the principles of Narcotics (NA) and Alcoholics Anonymous (AA). Participants discuss 12 steps, triggers, sponsorship, accountability, and motivation. (GRACE/Re-Entry)

INMATE PROGRAMS

RCSO Resident Programs con't

•**The READ Center** provides remedial reading tutoring to students who test below 7th grade on the TABE test. They are critical in providing assistance to those RCJC residents who struggle with literacy.

•**Ready to Work** – Interested in learning about more ways to succeed upon release (6-9 months prior) in the area's employment, banking and money management, resume writing, interviewing, educational opportunities, and many more topics with Seminars/Resource Week related to Ready to Work sessions? Then join us in our proven skilled-based program, Ready to Work, where Re-entry staff, Community Resource partners, and residents learn together in-depth information and skill-building activities that are needed for independence and successful re-entry to the community. (Re-Entry)

•**The Ready Program** - The READY (Recognizing Emotions Actions Defenses and Yourself) Program provides residents with evidenced-based mental health services through individual and group therapeutic activities to address the residents' symptoms of mental health disorder/condition, reduce negative symptomology, improve daily functioning, and encourage the understanding and acceptance of diagnoses. Staff will implement appropriate skills, through learning and practice, in individual and group settings, with a future goal of attaining and maintaining recovery and reduction of relapse.

•**RECOVERY Program** offers recovery support services to residents during incarceration and post release. The program provides hope and recovery through continued personal contact from successful recovery people (program alumni). The program also offers weekly re-entry readiness classes, consisting of resume building, job interviewing, and networking. Emphasis is placed on identifying barriers to employment and recovery, solutions to those barriers, and increasing internal and external resources upon re-entry.

•**Re-Entry Supportive Services** in the areas of housing, employment, Community Resources (i.e. child support, medical & mental health, family/parenting/substance abuse counseling, Veterans), Birth Certificate, DMV ID, & Supervised Probation. Please complete the Transitional Plan and the Re-entry team will provide a comprehensive plan to address the services needed for a successful re-entry. If you do not receive a Transitional Plan within 72 hours of being housed at the RCSO, please request one from a member of the Re-Entry team via tablet. (Re-Entry).

INMATE PROGRAMS

RCSO Resident Programs con't

•**Trauma Informed Course for Returning Citizens** is to increase awareness and understanding about past and current abuse and abuse patterns to provide a vivid look at the causes of trauma such as childhood abuse and violence as it relates to adult criminality. Residents who participate learn the various types of abuse, the ability to recognize signs and symptoms of abuse and the repercussions of ignoring those signs and symptoms.

•**Forever Healed** provides a nurturing and safe environment, as well as the tools needed for recovery to residents who suffer with grief due to a loss of any kind. Grief can include, but not limited to, abandonment, separation (a divorce or being incarcerated), or the loss of a loved one, family member or friend.

HOPE

•**Healing with Optimism for Personal Evolution: (HOPE)** facilitates small group classes which include institutional new entry orientation, trauma related disorders, financial literacy, and transition planning for long term and post incarceration.

•**A New Path** supports individuals pre-release, creating seamless transition to post release services that include career planning and training, preparation for employment, and supportive employment retention. Post release connections, utilizing a warm handoff strategy, will enhance stabilization and decrease recidivism. Residents must be no less than 21 days pre-release and up to 120 pre-release to participate in this program.

Office of Community Wealth Building (OCWB) & Ready to Work is working to expand and improve the way in which residents are connected to local employers and supports programs which provides training and development to participants striving to obtain and maintain well- paying, sustainable occupations.

INMATE PROGRAMS

RCSO Resident Programs con't

•**ART** during the first five minutes of class students meditate to gain mental health stability, and clarity. They are told to release themselves from inside of the building, choosing a place of peace. Once mediation ends, there is a voluntary sharing period among students and facilitator. After the sharing period, students draw and color what their emotions would look like. Music is played in the background to assist with relaxation. Additionally, different topics are discussed to include, but not limited to, Substance Use Disorders, mental health and self-awareness (perceptions of self, thought processes, feelings and emotions).

•**Yoga** a proven scientific method taught to residents by a certified instructor. Residents learn the benefits of yoga that are inclusive of mindfulness, relief from stress, anger and anxiety. Residents learn self-awareness and increase behavioral control.

•**Veteran Services** - Focused Outreach Richmond provides screening and comprehensive, evidence-based reentry services for veteran inmates at the Richmond City Justice Center.

•**Think About It** - 6 weeks, Cognitive Behavioral Therapy Group that discusses life before incarceration and how their childhood/adolescence has impacted their behaviors and actions up until now, their life now and how change is important, and making decisions for their future after incarceration. Thinking about all of the aspects that have played a part in their lives to understand themselves and have a realistic understanding and plan for their future. (OAR)

•**Richmond City Public Schools (Education)**

- **High School Equivalency** provides GED® instruction and testing for students who are above the age threshold or who are ineligible for the special education program also provided in RCJC.
- **Special Education and related services** provide special education and related services in accordance with Individualized Educational Program (IEP) for the duration of the education program (instructional programming must be available 12 months per year if required by an IEP) for residents aged 21 and younger.

• **Richmond Adult Drug Treatment Court** - Program establishes appropriate guidelines for the Richmond Adult Drug Treatment Court to provide strategies for a successful reintegration into the community through supportive treatment for those who self-report addiction Substance Abuse. Provides a continuum of evidence-based treatments aimed at reducing recidivism and increasing the likelihood of graduation from the program. This component will work to offer supportive treatment with inmate's returning to the community from the Richmond City Justice Center.

INMATE PROGRAMS

RCSO Resident Programs con't

•**Forensics Discharge Planning Services** - Richmond Behavioral Health Authority will provide forensics discharge planning services for inmates with serious mental illness who are incarcerated in the Richmond City Justice Center. RBHA will directly provide the discharge planning services and work closely with the Richmond City Sheriff's Office.

•**Victim / Witness Services** - As part of the Commonwealth's Attorney Office, the Richmond Victim/Witness Services Program is dedicated to assisting crime victims and witnesses in the City of Richmond. Victim/Witness Services staff are available to inform crime victims and witnesses of their rights, court case information, and resource assistance, while empowering and respecting them as they navigate through the criminal justice system. The Richmond City Sheriff's Office is providing, to the victim, notification of the inmate's release, discharge, escape, and/or change of name.

Who's on Your Bus - 6 weeks, Cognitive Behavioral Therapy Group that discusses if metaphorically you are driving your bus through life, who was on that bus leading up to incarceration? Who is in your bus now? Who will be on your bus in the future after incarceration? Discussing values and beliefs of oneself before and during incarceration and how they have changed, discusses behaviors and actions before incarceration and during and then what kind of behaviors and actions they want to make in their future and how those are different, discusses support systems and those they want to have on their "bus" moving forward, discusses realistic short term and long term goals and discusses emotional regulations and what is within and what is out of their control and how that impacts our lives. (OAR)

Women's Empowerment - 6 to 8 weeks (depends on facilitator), Group that discusses what it means to be a woman in society and in incarceration, how it impacts our lives and behaviors, discuss what empowerment is and how to feel more empowered. They talk about female role models in society to also help empower with their stories of struggle and resilience. (OAR)

INMATE PROGRAMS

Vocational Programs: (Collaboration of Education w/ Re-Entry for monitoring)

Classes in-person and held virtually

Barbering I

•Theory study of the structure and function of the skin, common skin disorders, and scalp and hair disorders are the focus of this semester. Hands on classes include providing facial massages, rendering plain facials, and barbering services, such as, cutting hair, styling hair, preparing customers for haircuts. The conduct required for a successful barber is stressed along with successful relationships with employers, clients, and coworkers. (75 Hours Total/25 classes = 3 hours each)

Carpentry I

This course provides the student with information, knowledge, and skill level in rough and finish carpentry. The course will cover hand and power tools, construction of a house/storage shed and other structures. Instruction will focus in the area of framing, construction materials, building codes, and site preparation. (75 Hours Total/25 classes=3 hours each)

Commercial Driver's License (CDL)

The program trains individuals in job entry level employment in the transportation industry. Students are taught the Federal Motor Regulations as they apply to the operation of commercial vehicles. The outcome of this program is that an individual will obtain a Class "A" or "B" Commercial Driver's License and employment as entry level commercial vehicle driver.

Cosmetology I

•This course allows a student to gain a basic understanding of skills required to become a cosmetologist. The student will be required to demonstrate an understanding of procedures and methods to complete the following tasks: manicure/pedicure, facials, body massages, shampooing, rinsing, scalp and hair care, finger waving, hair styling, permanent waving, hair coloring, hair sculpting and bacteriology, makeup, haircutting and sanitation methods. (75 Hours Total/25 classes = 3 hours each)

INMATE PROGRAMS

RCSO Vocational Programs con't

Culinary Arts

- ServSafe® is the training that is learned, remembered, shared and used, and that makes it the strongest food safety training certification.
- Cooking – Students will begin with cooking theory and move onto hands-on cooking and food preparation by using a variety of food types. Food Handlers Certificate & ServSafe Certificate Exam is administered.
- Students will begin with Cooking Theory and move onto hands-on cooking and food preparation by using a variety of food types. (75 Hours Total/25 classes = 3 hours each)
- ServSafe® training and assessment program is a complete solution that delivers consistent food safety training to employees. Students can earn their certification after the successful completion of this course (3 Hours)
- Food Handlers Certificate & ServSafe® Certificate.

Electricity I

Fundamental Calculations & Wiring - This program consists of electrical theory, AC/DC fundamentals, electrical wiring, Ohm's Law, devices, circuits, blueprint reading, Electrical Code application to home, business, and industries. National Electrical Code, trade math, trade terminology, and some trade science and physics will be introduced. (75 Hours Total/25 classes = 3 hours each)

Forklift Training

- This course is designed to empower the participant with the skills and knowledge to safely and productively operate rough terrain forklifts (within the scope of the construction industry). The “forklifts” used in this training include telehandlers/extended-reach and rough-terrain/straight-mast forklifts. The repetition of these learned skills will enable the participant to recognize potentially dangerous conditions and avoid accidents. Training will include: Safely drive, maneuver, lift, place, and retrieve with a telehandler/extended-reach forklift and straight-mast forklift. • Identify the requirements for brakes and warning devices on a forklift. • Demonstrate watering down training surface to avoid silica exposure. • Operate the forklift in a smooth, safe manner on rough terrain. • Explain Cal/OSHA regulations, principles of the center of gravity, the fulcrum, and the stability triangle. • Calculate the lifting capacities of the forklifts. This class is four hours, twice a week. An exam is administered. (10 - 12 Hours Total)

HVAC&R I

This course is the beginning course for a service technician. It will include safety, refrigeration fundamentals, thermodynamic principles, tools and equipment, system components, installation procedures, refrigerants, EPA regulations, soldering, and brazing techniques. The class will be 90% classroom theory and 10% practical application. (75 Hours Total/25 classes = 3 hours each)

INMATE PROGRAMS

RCSO Vocational Programs con't

LANDSCAPING I

Landscaping offers skilled workers satisfying career opportunities in varying working environments. The expanding and evolving green industry keep skilled workers in high-demand occupations with educational and leadership opportunities. This course focuses on preparing students for entry-level employment and advancement in landscape design, landscape construction, equipment repair, landscape maintenance and business ownership. (75 Hours Total/25 classes = 3 hours each)

NAIL TECHNOLOGY I

Students will learn how to recognize healthy nails and skin as well as nail and skin disorders and provide services to enhance the look of their client's hands and feet by performing manicures, pedicures, applying sculptured nails, gel nails, nail tips and nail wraps using the latest nail technology while following proper sanitation, disinfectants, and safety procedures. Students will also learn how to handle the business aspects of this profession. (75 Hours Total/25 classes = 3 hours each)

PLUMBING I

Instruction will be given in the area of basic plumbing tools and terminology, pipes, and fittings, joining pipes and fittings including plastic, copper, galvanized, black, no-hub, cast-iron, and spigots, soldering and brazing, trade math, safety, water heaters, sewage disposal drainage, fixture building drains and single line drawings. Students will focus on residential, commercial, and industrial installation practices including cross connections, gas codes, blueprint reading, and fire sprinklers. (75 Hours Total)

Richmond Fleet Management - Richmond Fleet Management and the Richmond City Sheriff's Office will work to partner for RCSO to provide names of individuals to gain soft skills and employability training in auto-mechanics, car detailing and small engines repair.

NCCER

•The National Center for Construction Education and Research (NCCER) Core Curriculum is a prerequisite to all other Level 1 craft curriculum. Its modules cover topics, such as, Basic Safety, Communication Skills and Introduction to Construction Drawings. Completing this curriculum gives the trainee the basic skills needed to continue education in any craft area he or she chooses. (42 Hours Total/ 14 classes = 3 hours each)

NSC (National Safety Council) First Aid

•Through a combination of hands-on activities, group discussion, and video presentation, the 3-hour NSC First Aid course gives the student all the background information needed to feel confident in the event of an emergency. (3 Hour Total)

INMATE PROGRAMS

RCSO Vocational Programs con't

NSC (National Safety Council) CPR/AED

•Participants learn choking care for responsive adult or child, CPR, and AED. The 3-hour CPR and AED course prepares anyone to respond to choking, breathing and cardiac emergencies—and how to use an automated external defibrillation unit in conjunction with CPR. This NSC® course meets the latest CPR and ECC Guidelines using a combination of instructor, Video-Self-Instruction and hands-on training. (3 Hours Total) NSC = National Safety Council

OSHA 10

•Construction training teaches safety awareness and helps each worker recognize and reduce the risks of job site hazards. This training teaches OSHA standards and covers safety and health hazards workers may face on construction work sites with a special emphasis on hazard identification, avoidance, control and prevention. OSHA recommends workplace safety training for a safe and healthful work environment. (10 Hours Total)

ServSafe® Food Handler

Training and assessment program is a complete solution that delivers consistent food safety training to employees. Students can earn their certification after the successful completion of this course (3 Hours)

ServSafe Manager

Program provides food safety training, exams, and educational materials to food service managers. Students can earn their certification after the successful completion of this course. (8 Hours)

INMATE PROGRAMS

GRACE PROGRAM	MEN	WOMEN
JANUARY	61	14
FEBRUARY	59	6
MARCH	51	6
APRIL	46	13
MAY	54	11
JUNE	42	9
JULY	75	18
AUGUST	73	6
SEPTEMBER	79	11
OCTOBER	67	8
NOVEMBER	81	13
DECEMBER	86	13
TOTAL	774	128

Growth through Recovery over Addiction with Counseling to Empower (GRACE) is an opportunity afforded to the residents at RCSO. It is a voluntary substance abuse treatment program available to those sincerely seeking a change. It is a change that comes with commitment, hard work and enthusiasm. Our program staff assists residents in developing competencies through evidence-based programming. Our primary goal is developing the whole person returning to society.

Services provided:

- Men and Women Substance Abuse Therapeutic Communities
- An average in-house stay is 90 days to 9 months
- Case Management Monitoring
- NA/AA Meetings
- Weekly Community Speakers
- DOC/RCSO Work Release

Recognizing Emotions Actions Defenses and Yourself (READY) Program provides residents with evidence-based mental health services through individual and group therapeutic activities to address the residents' symptoms of mental health disorder/condition, reduce negative symptomology, improve daily functioning, and encourage the understanding and acceptance of diagnoses. Staff will implement appropriate skills, through learning and practice, in individual and group settings, with a future goal of attaining and maintaining recovery and reduction of relapse.

Services provided:

- **January:** 22 Men/9 Women
- **February:** 38 Men/12 Women
- **March:** 28 Men/12 Women
- **April:** 34 Men/14 Women
- **May:** 38 Men/13 Women
- **June:** 23 Men/6 Women

July: 23 Men / 6 Women

August: 22 Men / 7 Women

September: 35 Men / 9 Women

October: 40 Men / 9 Women

November: 41 Men / 9 Women

December: 37 Men / 9 Women

PROPERTY & SUPPLY

Property & Supply Division is a support division that is responsible for obtaining pricing, processing, receiving, and distributing orders. This division also ensures the agency's uniform, equipment, radio, and vehicle needs are met.



	VEHICLE INSPECTIONS	SUPPLY ORDER REQUESTS	DROP OFF/ PICK UP RADIOS	UNIFORM PICK UP	ID CARDS	DELIVERIES	REQUISITIONS
JANUARY	3	59	3	3	13	324	37
FEBRUARY	1	56	4	3	5	231	22
MARCH	43	54	0	1	14	218	34
APRIL	0	58	0	0	6	345	37
MAY	4	56	2	1	8	295	63
JUNE	10	39	3	3	3	387	2
JULY	26	33	1	2	4	214	52
AUGUST	8	67	1	1	1	230	22
SEPTEMBER	16	73	1	2	1	316	29
OCTOBER	1	70	1	2	2	316	26
NOVEMBER	0	28	0	5	10	128	11
DECEMBER	27	42	2	9	10	56	19
TOTAL	139	635	18	32	77	3,060	354

NUMBER OF DEPUTIES COMPLETED TRAINING OF 2024



EMPLOYEE AND ACADEMY TRAINING

The mission of the Training Division is to provide professional growth and continued development to our employees. This department has five primary goals:

1. Prepare new deputy recruits with the basic skills, knowledge and abilities needed to perform as deputy sheriffs.
2. Provide deputies in specialized assignments with specialized training to increase their efficiency and effectiveness.
3. Provide continuous in-service training
4. Provide deputies possessing leadership and management abilities with advanced training.
5. Provide citizens of the City of Richmond with the most effective services possible.

ACADEMY GRADUATION

18th Basic Academy

January 29, 2024 - April 19, 2024
7 Graduates



19th Basic Academy

September 9 – November 29, 2024
11 Graduates



JANUARY

GRACE, FAITH & HOPE: A Day of Inspiration and Healing –

On January 1st, Dr. Antionette V. Irving hosted her 8th Annual Day of Grace, Faith and Hope at the Richmond City Justice Center. Faith and community leaders walked with the Sheriff throughout the facility lifting prayers and words of encouragement for the staff, the inmates, their families, the city, our Commonwealth, our nation, and the world. As we continue into this new year, we offer prayers of peace and unity.



Community Food Distribution:

RCSO continued to host their monthly community food distribution in partnership with FeedMore and other community partners, including HOPE Pharmacy who administered vaccinations and booster shots. The distribution was held monthly the entire 2024 calendar year.



FEBRUARY

For the Love of Tigers



10th Annual For The Love Of Our Seniors

American Red Cross Blood Drive:

Dr. Antionette V. Irving and staff were joined by the American Red Cross to conduct the Connect the Drops Blood Drive at the Richmond City Sheriff's Office. We hosted a drive quarterly throughout the year, which included city employees donating as well. Great Job Team in your efforts to help **Save a Life!!!!**

"ONE TEAM, ONE VISION, ONE GOAL"

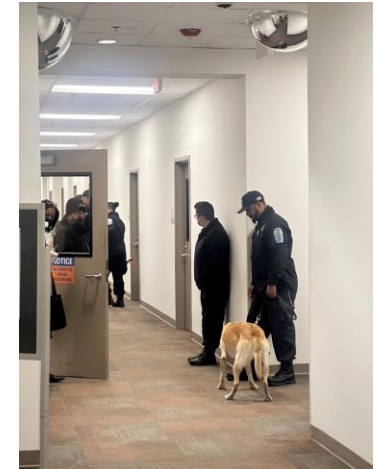


MARCH

Dominion Energy Annual Family Easter hosted at Maymont Park



K-9 Visit



Read Across America:

Every year, Dr. Antionette V. Irving spends March 4th, Read Across America Day, in schools reading to children. This year, she encouraged parents, grandparents, family, and friends, to encourage children to read that week, particularly books highlighting children of color by authors of color. Representation is very important in building self-confidence in children. We want children to grow into the productive adults they were intended to be — books help them see the possibilities in their future.

Read Across America

Hosted by:

Richmond Alumnae Chapter of Delta Sigma Theta Sorority, Inc.
The Educational Development Committee
in partnership with the Virginia Education Association
Department of Human and Civil Rights

Help Us Celebrate the Joy of Reading with Richmond Public Schools' students

Please support "READ ACROSS AMERICA" in the Richmond Public Schools by signing up to read a book in-person to students in grades PreK – 8th during the week of March 4 – March 8, 2024. We will also commemorate Women's History Month March 12 & 14 by reading books about famous women to students. You are welcome to read a multicultural book or any other book of your choice. Feel free to bring a book or choose one from the school's library. With your help, we hope to bring a stronger nation of readers together to really drive home the message about the importance of reading.

PARTICIPATING SCHOOLS

- Blackwell Preschool
Monday, March 4, 2024
- William Fox Elementary
Wednesday, March 6, 2024
- J B Fisher Elementary
Thursday, March 7, 2024
- Barack Obama Elementary
Friday, March 8, 2024
- J B Fisher Elementary
Women's History Month
Tuesday, March 12, 2024
Thursday, March 14, 2024

Please sign-up to read no later than Sunday, February 25, 2024 by using the QR code or using the link below:
Register by clicking on the link: <http://tiny.cc/DSTVEAread2024>

If you have questions, please contact:
Dr. Dionne Ward
Email: educationaldev1.dstrichmond@gmail.com
Phone: (804) 385-6116

Scan QR Code



APRIL

DEA Drug Take Back Initiative:

RCSO partnered with the U.S. Drug Enforcement Administration (DEA) to prevent prescription drug abuse and theft by ridding homes of potentially dangerous, expired and unused medications. The public was invited to bring any unwanted prescription medications to RCJC for a drive-thru drop-off concept. This collection was held twice during 2021 in April and then again in October.



SOL Family Night



First Responders Good Night Program with the Pediatric Department of Children's Hospital



JPJF #LIUB Virtual Autism Walk:

Brown Goes Blue! Every April, we wear blue to celebrate the many people who have autism and to encourage people to contribute to the organizations that provide services to them, like the JP Jumpers Foundation. For the past three years, we have worked with JP Jumpers to increase awareness in conjunction with World Autism Day, April 2nd. If you want to learn more about autism, visit <https://www.autismspeaks.org>. If you would like to learn more about the JP Jumpers Foundation, visit <http://jpjumpersfoundation.org>.



National Gun Violence Day

Senior Community Day

Children's Day Extravaganza



Bike & Roll to School Day



Beyond Jail Summit





National Night Out (NNO) –

Dr. Antionette V. Irving and her staff were among several agencies and community partners participating in Richmond's National Night Out (NNO). National Night Out is an annual community-building campaign that promotes police-community partnerships and neighborhood camaraderie. The Richmond City Sheriff's Office participates in NNO as part of its overall community outreach and external affairs initiatives



Richmond Roadrunner Public Safety Event



Wawa with the Law



18th Annual We Care Festival:
RCSO participated in the We Care (Wellness, Education, Community Awareness, and Resident Empowerment) Festival at Hotchkiss Field Community Center in collaboration with the Faith Community. There were many community resources available.



CBS6 Anthem LemonAid Fundraiser:

Dr. Antionette V. Irving and RCSO supported the CBS6 Anthem LemonAid fundraiser held at the CBS News Station located on Broad Street. The mission of this annual month long event is to raise funds to support the ASK Pediatric Hematology and Oncology Clinic at the Children's Hospital of Richmond (CHoR) at VCU.



OCTOBER



Department of Public Utilities
(DPU)
Cares Program

JUNIOR LEAGUE OF RICHMOND

Touch a Trunk:

Dr. Antionette V. Irving and RCSI participated in the 19th Annual Touch-a-Trunk event hosted by the Junior League of Richmond. This annual fundraiser is designed to raise funds for the organization's community engagement efforts.



AARP Scam Jam & Senior Weatherization Kit Giveaway

National Faith & Blue:

Faith & Blue was launched to facilitate safer, stronger, more just and unified communities by directly enabling local partnerships among law enforcement professionals, residents, businesses and community groups through the connections of local faith-based organizations. The initiative aimed to re-calibrate police-community relations through solutions-focused activities.



The Catena L. Parker Foundation Walk



Trunk or Treat Halloween Celebration –

Dr. Antionette V. Irving and RCSI hosted its annual community Halloween celebration on October 31st at the Richmond City Justice Center. We were joined by regional public safety agencies and community partners in hosting over 2,500 attendees on that day.



NOVEMBER/DECEMBER

Linwood Holton Elementary School Career Day



34th Annual Valor Awards Breakfast



Sneaker Ball with Assisting Families of Inmates: RCSI partnered with the Saint Paul's Baptist Church (SPBC), the Black History Museum and Cultural Center of Virginia (BHMVA) and the Antionette V. Irving (AVI) Foundation in support of the Milk and Cookies (MAC) Children's Program. The children and families enjoyed a yummy dinner, crafts, dancing and all received amazing gifts, toiletries, book bags, coloring books and crayons from the supporting sponsors.