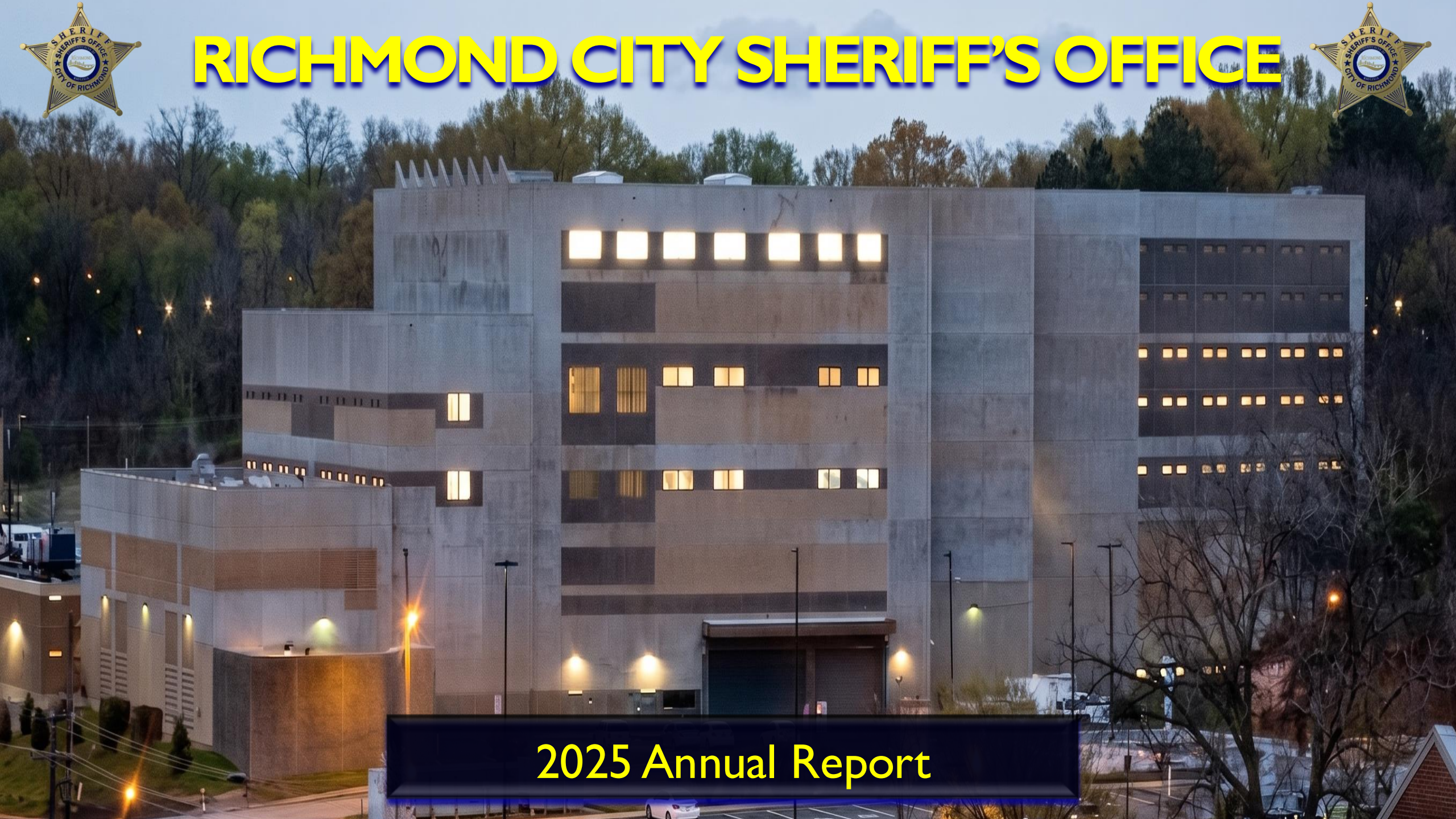
RICHMOND CITY SHERIFF'S OFFICE



2025 Annual Report

MESSAGE FROM THE SHERIFF

It is my honor to present the Richmond City Sheriff's Office 2025 Annual Report. This report reflects far more than a collection of statistics and accomplishments. It represents the work of dedicated men and women who serve this city every day with professionalism, compassion, and a shared commitment to public safety.

Throughout 2025, the Richmond City Sheriff's Office continued to strengthen how we serve those in our custody, support our workforce, and engage the community. We remained focused on maintaining a safe, secure, and rehabilitative detention environment while expanding opportunities that prepare individuals for successful reentry.

Our goal is not simply to prepare people to leave our facility, but to help them return to their families and communities work ready, community ready, home ready, and family ready.



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

MESSAGE FROM THE SHERIFF CONT.



That commitment is reflected throughout this report. You will see how we are using innovation and technology to improve safety and operations; strengthening community engagement and partnerships; investing in staff wellness, training, and professional development; expanding programs that promote growth and personal responsibility; and advancing reentry efforts designed to create pathways to hope and opportunity.

Our work extends well beyond the walls of the Richmond City Justice Center. In addition to serving our city through corrections, inmate transportation, civil process, and courtroom and courthouse security, sworn and civilian personnel also work alongside community organizations, service providers, volunteers, facilitators, vendors, and other partners who share our belief that safer communities are built through collaboration, accountability, opportunity, and service.

Recruitment, retention, and employee development remain among our highest priorities. We cannot provide exceptional service to Richmond without investing in the people who provide that service. We are committed to developing a well-trained, supported, and professional workforce that is equipped to meet the changing needs of our agency and our community.

" TEAM, ONE VISION, ONE GOAL"

MESSAGE FROM THE SHERIFF CONT.

We have made meaningful progress, and we know there is more work ahead. We will continue to be innovative, strengthen partnerships, invest in our people, and pursue better ways to serve. We will do so guided by the values that define the Richmond City Sheriff's Office:

Professionalism, Respect, Accountability, Unity, Transparency, and Ethical Service.

Because Richmond deserves excellence!

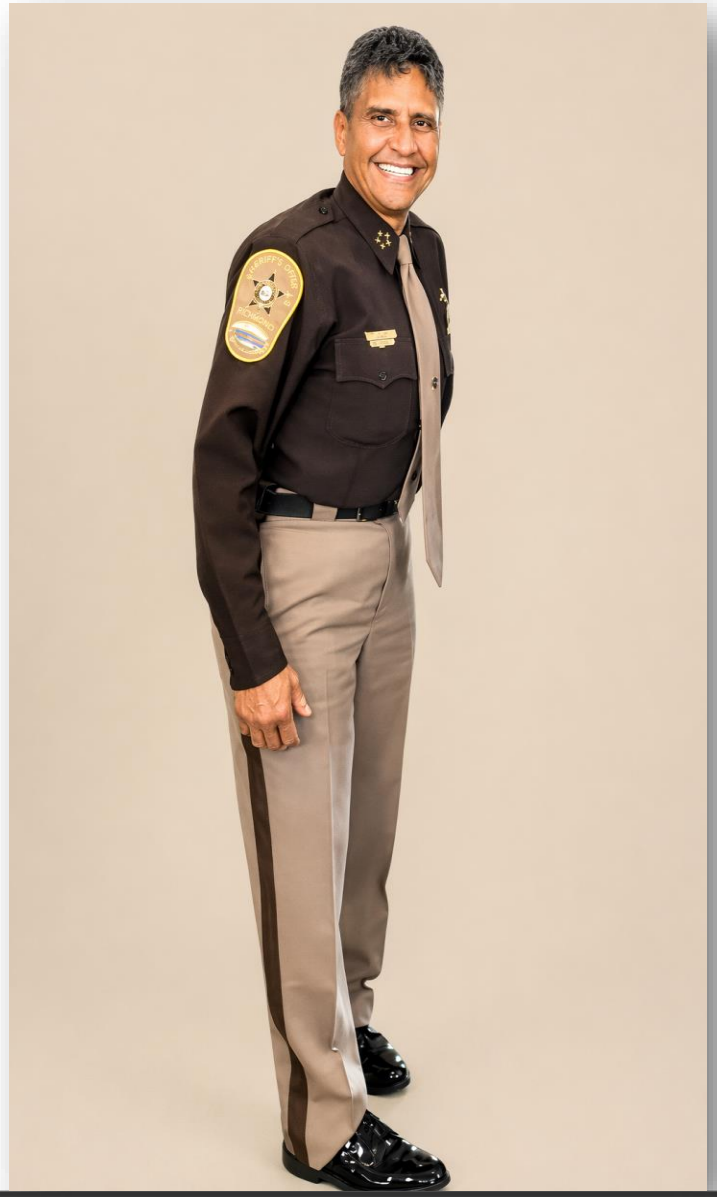
We are proud to serve this city, and we remain committed to building safer communities and creating pathways to a better future.

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

"TEAM, ONE VISION, ONE GOAL"



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 area 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? CONT.



- Virginia Sheriffs' Association (VSA) President, 2025-2026
- 100 Women of Color Honoree 2025
- Virginia Sheriffs' Association (VSA) First Vice-President, 2024-2025
- Virginia Sheriffs' Association (VSA) Second Vice-President, 2023-2024
- Virginia Sheriffs' Association (VSA) Secretary, 2022-2023
- United Negro College Fund (UNCF) Keeper of the Flame Award, 2022
- Virginia Sheriffs' 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)

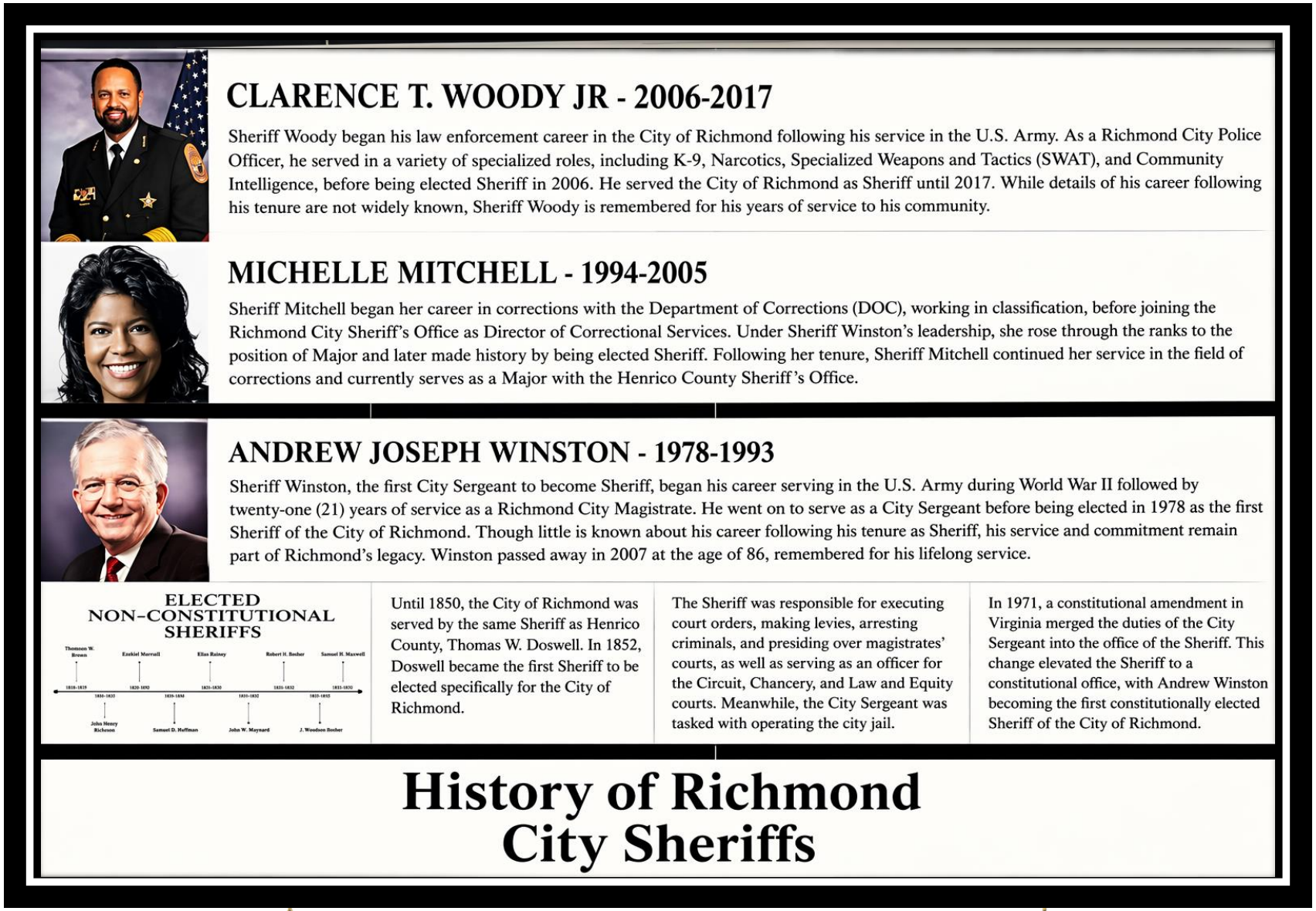
WHO IS OUR RICHMOND CITY SHERIFF? CONT.

- 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 Training Program, 2021
- National Society of Leadership and Success, 2021 (Northcentral University Chapter)
- 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
- Immediate Past Chair Salvation Army Boys and Girls Club Advisory Council
- Chair of the Salvation Army Boys and Girls Club Advisory Council 2019-2026
- 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.
- Charter Member, Henrico County Alumnae Chapter, Delta Sigma Theta Sorority, Inc.

RICHMOND CITY SHERIFF'S OFFICE HISTORY AT A GLANCE 1785 – PRESENT

"ONE TEAM, ONE VISION, ONE GOAL"

HISTORY OF RICHMOND CITY SHERIFFS



ELECTED CONSTITUTIONAL SHERIFFS

- **Clarence T. Woody, Sr.**

  Elected Sheriff - 2006 - 2017

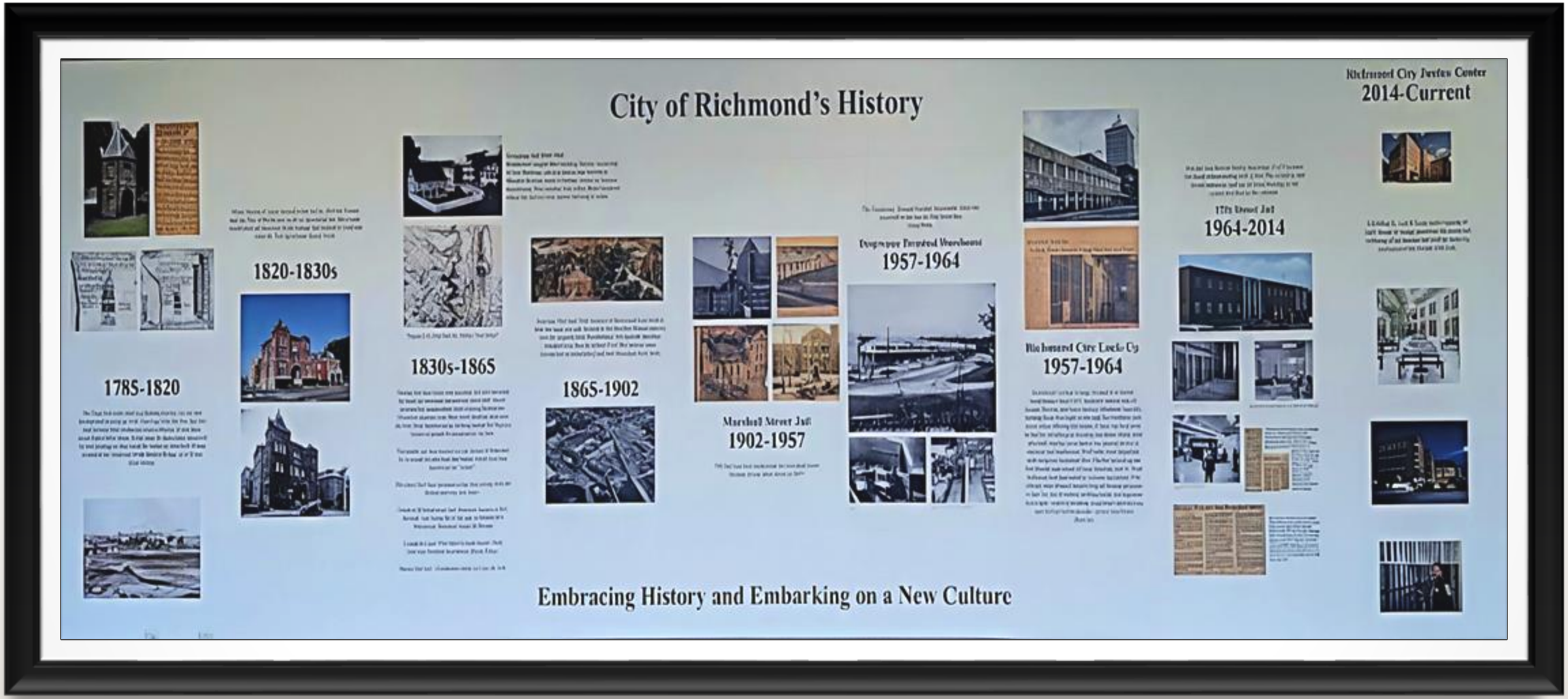
- **Michelle Mitchell**

  Elected Sheriff - 1994 - 2005

- **Andrew Joseph Winston**

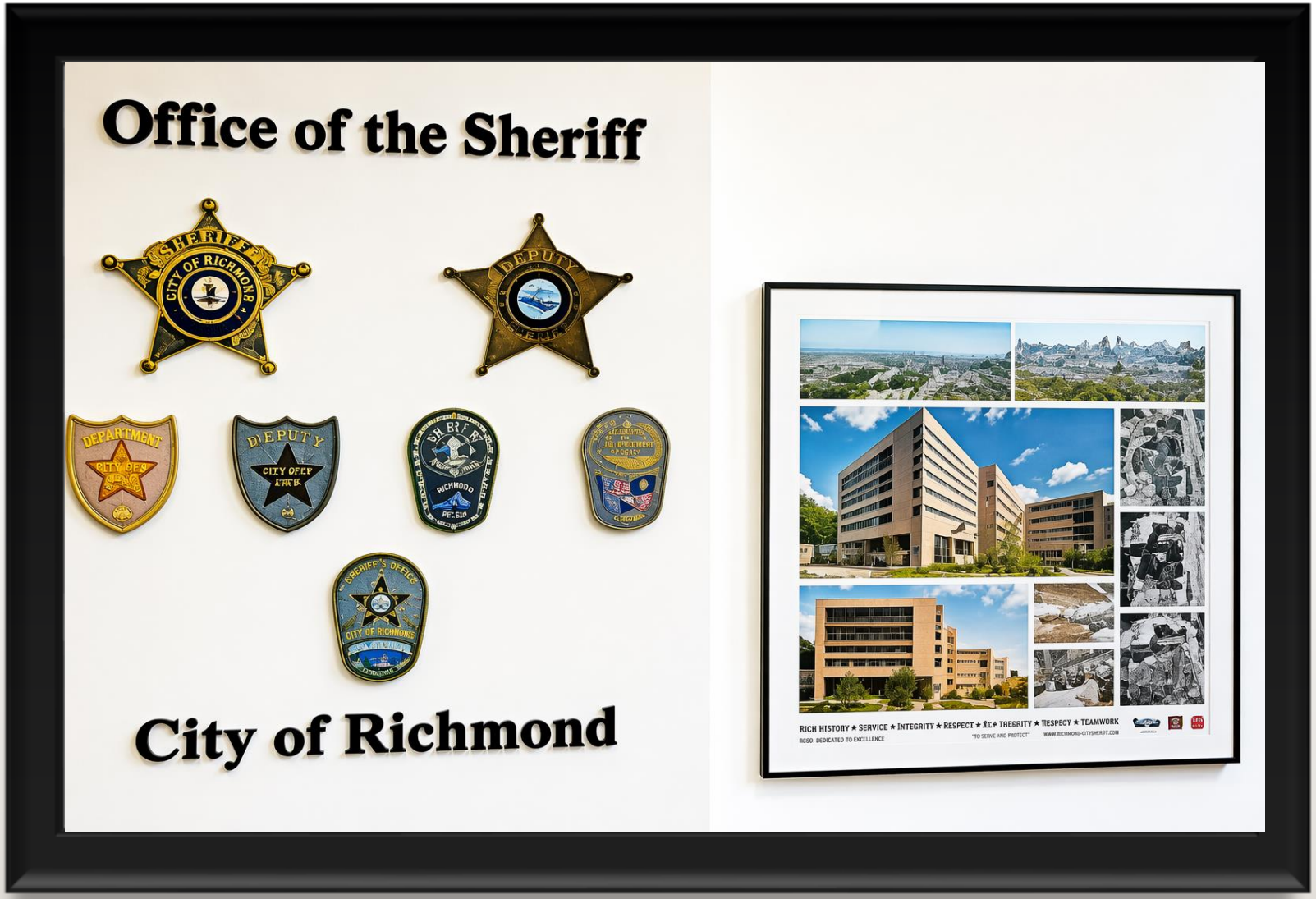
  Elected Sheriff - 1978- 1993

  City Sergeant of Jail -1971– 1978



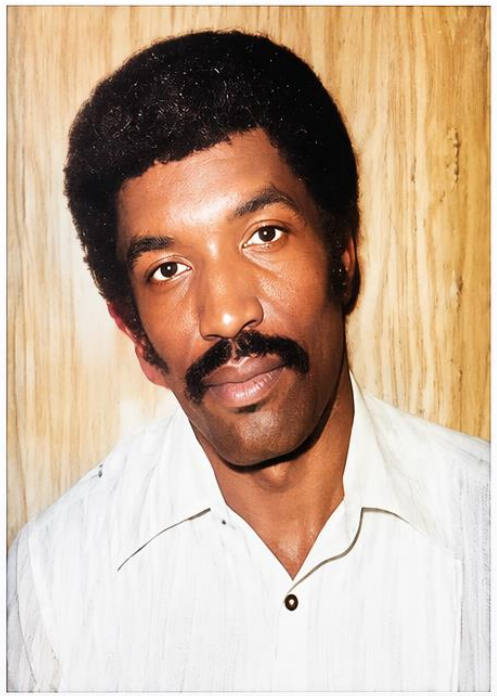
HISTORY OF RICHMOND CITY SHERIFF'S OFFICE JAILS





HISTORY OF RICHMOND CITY SHERIFF'S OFFICE BADGES & SHOULDER PATCHES

Richmond City Sheriff's Office Training Academy



Memorial of Fallen Deputy

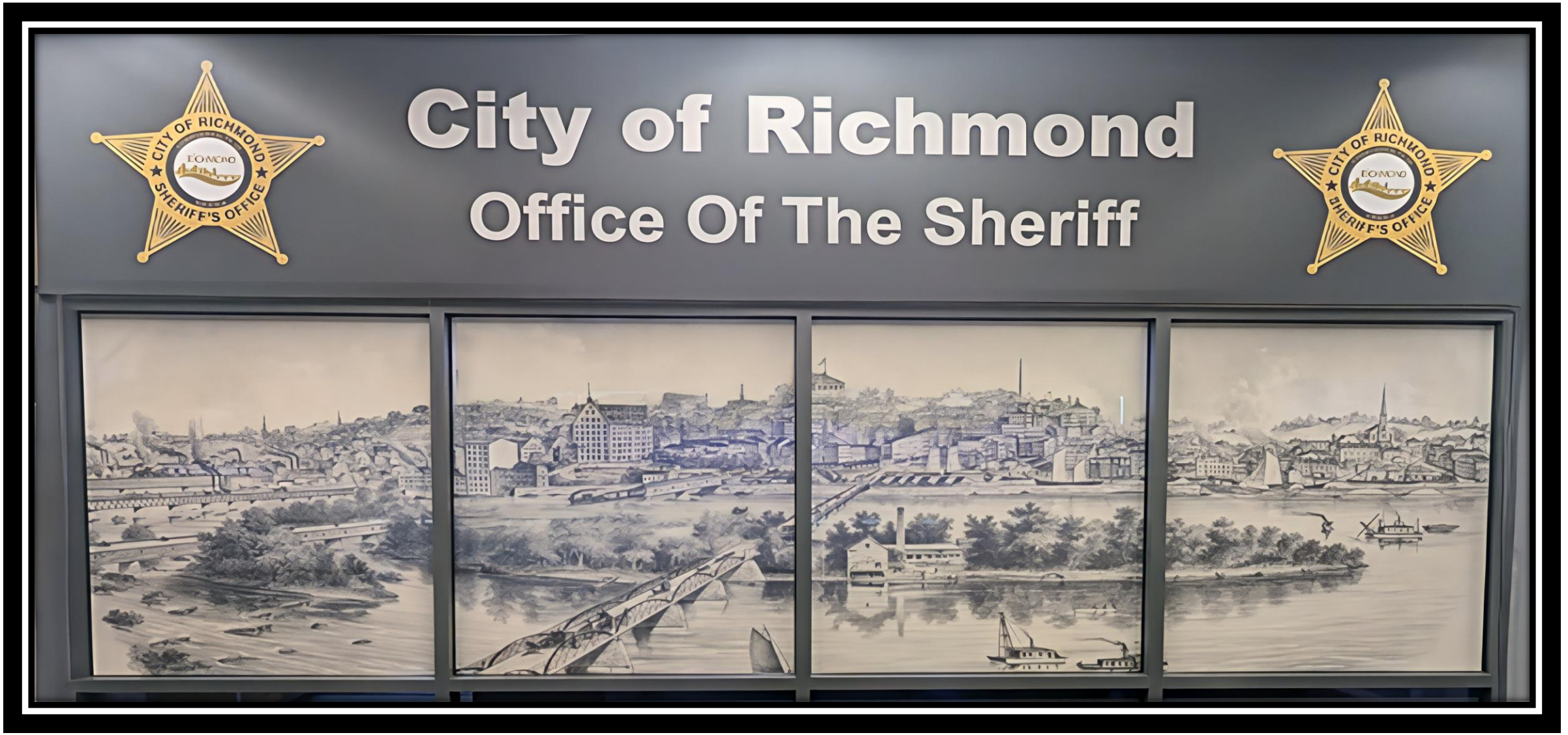
Deputy Lonnie L. Freeman

End of Watch Sunday, September 2, 1984

Deputy Freeman, 32, had more than three (3) years of experience working with both the Virginia Department of Corrections and the Federal Bureau of Prisons before joining the Richmond City Sheriff's Office, just two (2) months prior to his death. While on duty, Deputy Freeman was lured into a cell block by juvenile inmates who pretended their cell doors would not lock, using the deception as part of an escape attempt. Once inside the cell block, he was assaulted, restrained, and gagged with a cloth. Deputy Freeman tragically died of asphyxiation.

MEMORIAL OF FALLEN DEPUTY LONNIE L. FREEMAN

CITY OF RICHMOND, VIRGINIA 1876



PRINCIPLES OF RCSO OUR MISSION, OUR VISION, OUR VALUES

- ***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*

"ONE TEAM, ONE VISION, ONE GOAL"

RCSO'S STRATEGIC PLAN

OUR FIVE-YEAR STRATEGIC PLAN 2021-2026

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 an 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



RCSO'S STRATEGIC PLAN

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.



RCSO'S STRATEGIC PLAN

Our Five-Year Strategic Plan 2021-2026

Goal 5: Staff Training and Professional Development
Update effective and strengthen training opportunities to ensure entry level certification, recertification, best practices, position-based, supervisory development, and succession training are providing 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.

RCSO PROFESSIONAL ACCREDITATION/STANDARDS



The Richmond City Sheriff's Office (RCSO) holds its accreditation with the Virginia Law Enforcement Professional Standards Commission (VLEPSC). The mission of VLEPSC is to advance law enforcement professionalism through the establishment of professional standards in the areas of Administration, Operations, Personnel, and Training, and the administration of formal mechanisms by which Virginia can be systematically measured, evaluated and updated.

The Commission's goals include the following: 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 agency in the Commonwealth of Virginia.

As an accredited entity, the agency is distinguished as an agency that follows an established set of professional standards which measure the performance of the agency in their service to the community, the criminal justice industry, and agency personnel. An agency's participation in the VLEPSC Accreditation program is voluntary.

RCSO is inspected on an annual and tri-annual basis by the Virginia Board of Local and Regional Jails (BLRJ). The BLRJ is responsible for ensuring the minimum jail standards are met. The annual inspection ensures all Life, Health, and Safety Standards comply, whereas the tri-annual inspection is conducted every three (3) years and encompasses a total jail inspection of all areas of the facility.

RCSO PROFESSIONAL ACCREDITATION/STANDARDS CONT.

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

Areas which RCSO is involved daily and provides resolution:

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

Types of Inspections:

- Virginia Board of Local Regional Jails (BLRJ) Inspections
- Fire Marshal's Inspections
- United States Marshal's Inspection
- Health Inspections
- Fire Alarm Inspections
- Fire Extinguisher Inspections
- AED Inspections
- Pharmacy Inspections
- Local Inmate Data System (LIDS) Audit
- Elevator Inspections
- Roof Inspection

RCSO BUDGET & FINANCE

The **Budget & Finance Divisions** continue 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 Virginia State Board of Local & Regional Jails (BLRJ) and the Auditor of Public Accounts (APA) guidelines for operations.

The Sheriff's Office was 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.

FY25 State Budget - $22.4 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 (approximately $585K reduction), nor the per diems the agency should receive as Revenues (approximately $1.2M).
- The Compensation Board approved 448 positions, of which 383 were sworn positions and 65 were non-sworn positions.

FY25 Approved City Budget - $47.8 million

- The budget reflected an approximate 800K 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 386.73 FTEs for FY25, 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.

RCSO BUDGET & FINANCE CONT.

The Budget and Finance Divisions conducted weekly auditing of the pharmacy costs and received approximately Twelve Thousand dollars ($12,000) 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 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 2025 Petty Cash Audit conducted by the City's Revenue Accounting Manager.

RCSO GRANT FUNDING

2025 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 inmates with mental health conditions, in the amount of **$502,066.00**.

$502,066.00 – TOTAL RCSO GRANT FUNDING FOR 2025

$8,313,051.91 – TOTAL RCSO GRANTS SINCE 2018

RCSO GRANT FUNDING CONT.

State Criminal Alien Assistance Program (SCAAP)

$68,176.00

New Federal: FY2024 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.



RCSO ADMINISTRATIVE SERVICES

The Administrative Services Division of the Richmond City Sheriff's Office plays a vital role in sustaining the agency's operational excellence and organizational effectiveness. The division manages a broad range of critical support functions, including Information Technology, Media Relations, Property and Supply, PREA compliance, GTL Tablet administration, and operational support for all agency divisions. In addition to providing administrative and technical support, the division is responsible for developing, evaluating, and updating departmental systems, internal controls, and administrative processes, as well as supporting staff development and promotional processes. Fleet management, including vehicle maintenance, tracking, and operational readiness, is also coordinated through this division.

The Administrative Services Division maintains expertise across a wide range of office and technology systems, including laptops, desktop computers, mobile and desk phones, virtual machines, copiers, printers, scanners, ID card printers, and other technology-based equipment essential to agency operations. The division plans, directs, and coordinates operational activities that support the efficient functioning of the agency, including facility operations, records management, distribution services, and office maintenance. Core responsibilities include supporting day-to-day office operations through phone, email, and calendar management; internal communications; report preparation; equipment and supply management; and select human resources support functions. The division is committed to delivering high-quality customer service and responsive administrative support.

Recognizing the evolving nature of technology in modern corrections and public safety operations, the Administrative Services Division continues to implement improvements that strengthen the agency's capabilities. Recent enhancements include upgrading video visitation equipment in Booking and Intake, outfitting the Mobile Command Center with state-of-the-art technology to serve as a mobile arrestee booking and processing hub, implementing a court alert system to enhance courthouse security, and improving facility connectivity through upgraded Wi-Fi bandwidth and the installation of new access points through out the Richmond City Justice Center.

Through these initiatives and ongoing operational support, the Administrative Services Division ensures the Richmond City Sheriff's Office maintains the technology, infrastructure, and administrative resources necessary to operate efficiently and effectively in service to the community.



RCSO ADMINISTRATIVE SERVICES CONT.

The Richmond City Sheriff's Office has modernized courthouse security by implementing the Yondr pouch system, boosting operational efficiency while accommodating citizens.

The Yondr technology solves this logistical issue. Upon entering the John Marshall, Manchester, or Oliver Hill Courthouses, visitors secure their powered off phones inside heavy-duty, magnetic-locking pouches. Citizens maintain physical possession of their devices throughout their visit.

This process streamlines front-door screening and protects courtroom decorum. Locked pouches eliminate rings, vibrations, unauthorized recording, and witness intimidation. If digital evidence is needed, court personnel can temporarily unlock the pouch using localized stations. Upon exiting the building, visitors tap the pouch against an unlocking base to retrieve their working device, creating a seamless, distraction-free environment for Richmond City's justice system.



RCSO 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 typically 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.



	Work Release Enrolled	HEI Enrolled
JANUARY	1	15
FEBRUARY	1	14
MARCH	3	16
APRIL	4	13
MAY	3	14
JUNE	2	12
JULY	2	12
AUGUST	2	5
SEPTEMBER	3	7
OCTOBER	3	7
NOVEMBER	2	4
DECEMBER	0	2
TOTAL	26	121

RCSO BOOKING-INTAKE & RELEASE

After an individual is arrested and brought to the Richmond City Justice Center, 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.

WARRANTS ANNUAL REPORT	NUMBER OF ARRESTEES	CHARGES PROCESSED	SELF TURN-INS	BONDS	PROCESS ONLY RELEASED	INMATES BOOKED	INMATES RELEASED	ADDIT-IONAL WARRANTS
JANUARY	469	954	42	53	78	572	471	45
FEBUARY	387	692	40	27	77	450	435	44
MARCH	404	793	42	38	110	577	526	44
APRIL	394	795	39	35	83	570	515	51
MAY	429	849	46	45	84	578	480	58
JUNE	459	824	35	50	103	593	546	42
JULY	475	932	39	52	82	559	567	45
AUGUST	480	927	34	44	106	596	558	57
SEPTEMBER	427	901	42	35	104	559	545	45
OCTOBER	420	794	53	40	103	527	529	62
NOVEMBER	341	622	27	45	80	449	455	44
DECEMBER	360	642	31	45	79	454	525	47
TOTAL	**5,045**	**9,725**	**470**	**509**	**1,089**	**6,484**	**6,152**	**584**

RCSO CLASSIFICATION & RECORDS

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 POPULATION REPORT AVERAGE POPULATION	WORK DETAIL REPORT ASSIGNED TO DETAIL
JANUARY	559	20
FEBRUARY	565	15
MARCH	573	12
APRIL	562	12
MAY	595	15
JUNE	623	20
JULY	624	26
AUGUST	641	13
SEPTEMBER	666	15
OCTOBER	674	31
NOVEMBER	646	22
DECEMBER	608	20
TOTAL	**661**	**221**

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.

	INMATE COURT APPEARANCES	INMATE RELEASES
JANUARY	592	437
FEBRUARY	506	373
MARCH	609	460
APRIL	481	363
MAY	606	404
JUNE	511	435
JULY	546	386
AUGUST	568	425
SEPTEMBER	535	423
OCTOBER	582	423
NOVEMBER	419	356
DECEMBER	441	402
TOTAL	**6,396**	**4,887**

RCSO COMMUNITY OUTREACH

Mission: RCSO shares the purpose of constructing, organizing and coordinating programs that incorporate the concept of shared responsi bility 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. In 2025, the Community Outreach Team participated in **155** events.

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.



Average Number of PLI Participants: 54



PLI Partners:

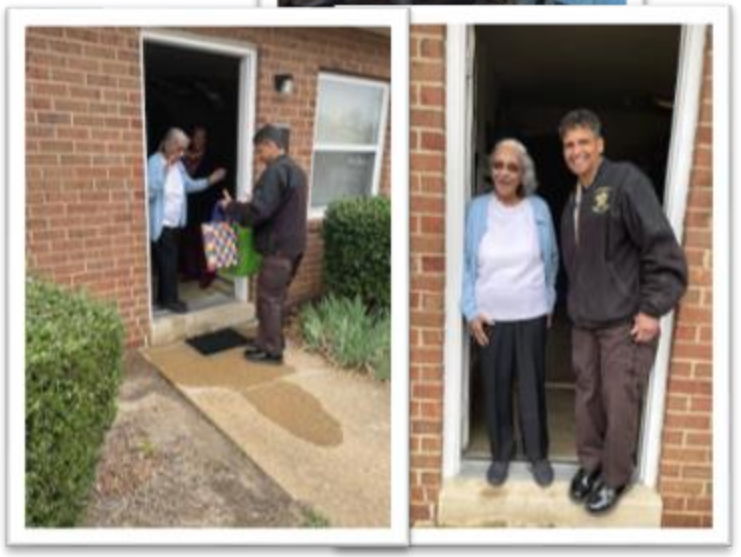
- Richmond Police Department
- Richmond City Council
- Richmond Fire Department
- Foundation of America
- Autism Society of Central VA
- Virginia Special Olympics
- JP Jumpers Foundation

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 AYO Participants: 37



RCSO COMMUNITY OUTREACH CONT.

RCSO is partnering with First Baptist Church (Monument Ave), Baptist General Association of VA and St. Paul's Baptist Church *for* ***Dignity on the Go: Mobile Showers***. This event is held weekly at St. Paul's Belt Blvd campus to support the unhoused with private mobile showers, snack bags, clothes, haircuts, mental health and more.







Dignity on the Go: Mobile Showers

Launching Wednesday, April 2nd * 10:00am - 1:00pm
at
The Saint Paul's Baptist Church
Belt Campus, 700 East Belt Blvd, Richmond, VA 23224

In partnership with Richmond's First Baptist Church, Baptist General Association of Virginia, & Richmond City Sheriff's Office

Private stall mobile showers, food to eat while waiting,
Grab & Go snack bags & other resources will be provided
to individuals experiencing homelessness on Wednesdays
10:00 am to 1:00 pm
along with other weekly community partners providing
free haircuts, other services & resources e.g. mental health
support, housing assistance, harm reduction, HIV testing,
workforce support, veterans support, homeless services, ID's, grief
counseling, basic finance, hygiene products, and more.

How can you help bring dignity? Share this information, volunteer, donate gift cards, new men and women socks & underwear, all sizes.

For more information or to support, email Outreach@myspbc.org

BGAV

The Saint Paul's Baptist Church

FIRST BAPTIST CHURCH





"ONE TEAM, ONE VISION, ONE GOAL"

RCSO COURT SERVICES - COURTHOUSES

Court Cases Heard	John Marshall	Marsh-Manchester	Oliver Hill
JANUARY	6,475	2,133	2,079
FEBRUARY	4,151	1,933	2,155
MARCH	8,295	2,196	2,635
APRIL	7,577	2,157	2,273
MAY	5,405	2,009	2,394
JUNE	7,140	2,479	2,396
JULY	7,808	3,994	2,405
AUGUST	8,323	4,346	2,425
SEPTEMBER	8,726	2,583	2,619
OCTOBER	8,251	1,069	2,323
NOVEMBER	6.939	3,553	1,964
DECEMBER	4,857	1,371	1,955
TOTAL	**83,948**	**29,823**	**27,623**



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



MARSH-MANCHESTER
920 Hull Street
Richmond, Virginia 23224



OLIVER HILL
1600 Oliver Hill Way
Richmond, Virginia 23219

The RCSO is responsible for the John Marshall Courthouse, Marsh-Manchester Courthouse and Oliver Hill Courthouse. It is the policy for RCSO 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.

RCSO COURT SERVICES – DOCUMENTS SERVED

	CIVIL SUBPOENAS	JURY SUMMONS	CRIMINAL WARRANTS AT COURTHOUSES (3)	CRIMINAL WARRANTS AT RCJC	DMV NOTICES	LEVIES	PROPERTY REPOSSESSIONS	EVICTIONS		PROTECTIVE ORDERS
								Rec'd	Exe'd	
JANUARY	5,826	588	33	65	89	0	17	405	142	136
FEBRUARY	5,437	604	42	69	65	0	0	362	128	97
MARCH	6,782	519	49	66	146	0	3	346	210	123
APRIL	8,642	535	62	102	96	2	0	354	168	164
MAY	7,594	581	48	72	130	0	0	463	213	167
JUNE	6,626	612	59	85	125	0	1	261	138	164
JULY	7,581	495	69	94	108	0	5	424	132	136
AUGUST	6,795	586	65	99	125	0	0	342	183	143
SEPTEMBER	7,724	544	64	93	129	6	0	656	258	137
OCTOBER	7,203	662	50	77	114	0	0	465	320	198
NOVEMBER	5,551	504	45	74	86	2	0	390	192	103
DECEMBER	5,765	505	24	27	102	1	3	400	129	106
TOTAL	**81,526**	**8,735**	**610**	**923**	**1,315**	**11**	**29**	**4,868**	**2,213**	**1,674**

RCSO 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	1	346	99
FEBRUARY	3	184	97
MARCH	6	449	114
APRIL	10	783	128
MAY	6	1,011	106
JUNE	6	1,140	109
JULY	6	1,158	143
AUGUST	8	2,010	138
SEPTEMBER	7	1,558	102
OCTOBER	8	678	137
NOVEMBER	4	184	101
DECEMBER	4	311	142
TOTAL	**69**	**9,812**	**1,416**

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.

RCSO COURT SERVICES – TRANSPORTATION

	OVERALL TRANSPORTS	ADULT TRANSPORTS (DOC)	ADULT TRANSPORT MILEAGE	JUVENILE TRANSPORTS	JUVENILE TRANSPORT MILEAGE	PRIVATE VIEWING	EMERGENCY MEDICAL	CLINIC APPOINTMENT
JANUARY	1,120	12	14,164	6	326	0	1	11
FEBRUARY	1,004	11	12,985	1	289	0	0	23
MARCH	1,110	12	16,402	4	532	0	4	25
APRIL	1,271	24	16,778	2	115	0	4	37
MAY	1,123	10	16,894	0	572	0	2	26
JUNE	1,274	14	15,149	0	300	0	3	21
JULY	1,339	28	16,510	2	336	0	5	40
AUGUST	1,340	4	16,570	2	288	0	2	34
SEPTEMBER	1,501	13	17,920	4	619	0	3	29
OCTOBER	1,450	13	19,123	2	158	0	2	30
NOVEMBER	1,129	1	13,417	7	367	1	0	24
DECEMBER	1,071	15	11,618	0	32	0	11	21
TOTAL	**14,732**	**157**	**187,533**	**30**	**3,934**	**1**	**37**	**321**

RCSO DIVISION OF HUMAN RESOURCES (HR)

- Provide a full spectrum of Human Resources Services
- Responsible for attracting, retaining, motivating and building a diverse workforce
- Serve as subject matter training facilitators within the organization
- Manage the RCSO evaluation process
- Manage the organization employee engagement process
- Manage the RCSO promotion process
- Create community partnerships that strengthen the organization
- Administer surveys for continuous improvement strategies

RCSO DIVISION OF HUMAN RESOURCES (HR) CONT.

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

Apply today: www.rva.gov/sheriff or use the QR Code

RCSO HUMAN RESOURCES (HR) RECRUITMENT



	NEW SWORN APPLICATION RECEIVED	NUMBER OF RECRUITING EVENTS
JANUARY	48	2
FEBRUARY	30	9
MARCH	67	8
APRIL	82	8
MAY	74	5
JUNE	61	9
JULY	50	2
AUGUST	51	5
SEPTEMBER	28	11
OCTOBER	27	11
NOVEMBER	27	7
DECEMBER	36	3
TOTAL	**581**	**80**

Recruitment Events







RCSO 2025 Promotion Board Process

Dr. Antionette V. Irving announced promotions of ***Deputy to Sergeant and Sergeant to Lieutenant***

SERGEANTS



From left to right. Sgt. Quincy Tyler, Sgt. Sheria Anderson, Sgt. Nkenge Bullock, Sheriff Irving, Sgt. Paige Gangwer, Sgt. Tenisha May, Sgt. Kenrick Collins, Sgt. Shakiera Hicks

LIEUTENANTS



From left to right. Lt. Renata Bailey, Lt. Givhonor Copeland, Sheriff Irving, Lt. Dwayne Gaines

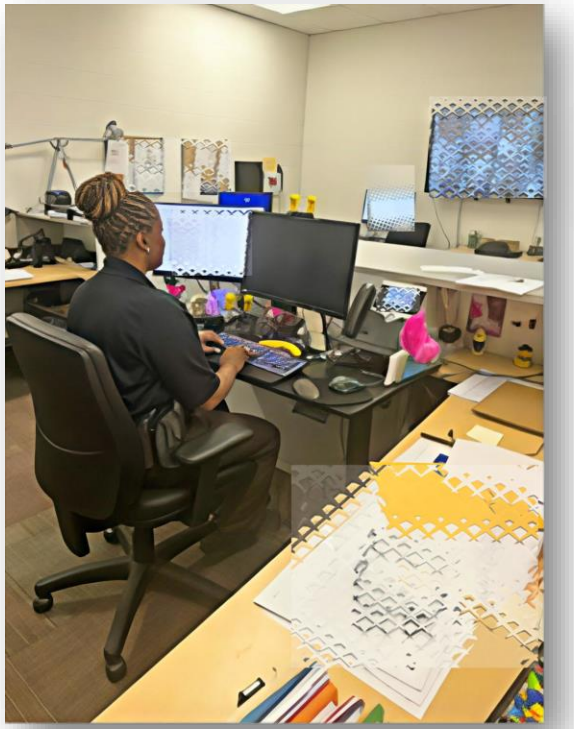
RCSO WELLNESS AND FITNESS



Sheriff Irving continues the RCSO Wellness Program with a personal trainer at no cost to staff.

INTERNAL AFFAIRS DIVISION (IAD)

The Internal Affairs Division (IAD) is a specialized division within the Richmond City Sheriff's Office tasked with investigating Administrative/Criminal allegations of employee misconduct, inmate complaints, and citizens' complaints. It acts as an oversight body to ensure accountability, enforce agency policies, and maintain public trust. All investigations are kept confidential.



	CONTRABAND (DRUGS)	SHAKEDOWNS
JANUARY	0	287
FEBRUARY	2	284
MARCH	2	293
APRIL	0	305
MAY	1	295
JUNE	2	308
JULY	1	299
AUGUST	8	302
SEPTEMBER	1	290
OCTOBER	4	319
NOVEMBER	1	350
DECEMBER	3	350
TOTAL	**25**	**3,682**





(Contraband)

RCSO INMATE 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.

RCSO INMATE PROGRAMS CONT.

•**CHANGE** (**C**reating **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**ecovery 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)

RCSO INMATE PROGRAMS CONT.

•**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).

RCSO INMATE PROGRAMS CONT.

•**Trauma Informed Care 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.

Trauma Informed Care 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.

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).

RCSO INMATE PROGRAMS CONT.

•**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).

•**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.

RCSO INMATE PROGRAMS CONT.

•**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)

RCSO INMATE PROGRAMS CONT.

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

GRACE PROGRAM	MEN	WOMEN
JANUARY	69	19
FEBRUARY	62	41
MARCH	84	30
APRIL	80	21
MAY	96	28
JUNE	56	25
JULY	111	25
AUGUST	121	25
SEPTEMBER	150	32
OCTOBER	131	38
NOVEMBER	132	40
DECEMBER	135	40
TOTAL	**1,227**	**364**

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.

READY PROGRAM	MEN	WOMEN
JANUARY	36	9
FEBRUARY	15	9
MARCH	25	14
APRIL	28	13
MAY	12	8
JUNE	12	8
JULY	37	0
AUGUST	106	11
SEPTEMBER	41	10
OCTOBER	25	6
NOVEMBER	61	7
DECEMBER	126	4
TOTAL	**524**	**99**

RCSO INMATE VOCATIONAL PROGRAMS

(COLLABORATION OF EDUCATION W/ RE-ENTRY FOR MONITORING)
CLASSES IN-PERSON AND HELD VIRTUALLY

Ark Financial

A program offering specialized financial literacy education and counseling. It helps participants build essential life skills such as personal budgeting, debt management, and responsible spending habits.

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)

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)

Caritas

An intensive workforce development program designed for individuals facing significant employment barriers, such as history of substance use or homelessness. The curriculum provides comprehensive job-readiness training, computer literacy, emotional intelligence, and life skills.

RCSO INMATE VOCATIONAL PROGRAMS CONT.

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)

RCSO INMATE VOCATIONAL PROGRAMS CONT.

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)

Insight on the Inside - Meditation

An evidence-based volunteer program that introduces mindfulness, meditation, and mindful movement practices to vulnerable populations. It helps participants learn stress reduction, emotional awareness, and self-empowerment.

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)

RCSO INMATE VOCATIONAL PROGRAMS CONT.

Milk And Cookies
A trauma-informed supportive service designed for elementary school students who have an incarcerated parent. Facilitators focus on group curriculum covering emotional regulation, grief and loss, self-esteem, and anger management to foster healthy growth.

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)

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. Thistraining 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)

RCSO INMATE VOCATIONAL PROGRAMS CONT.

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)

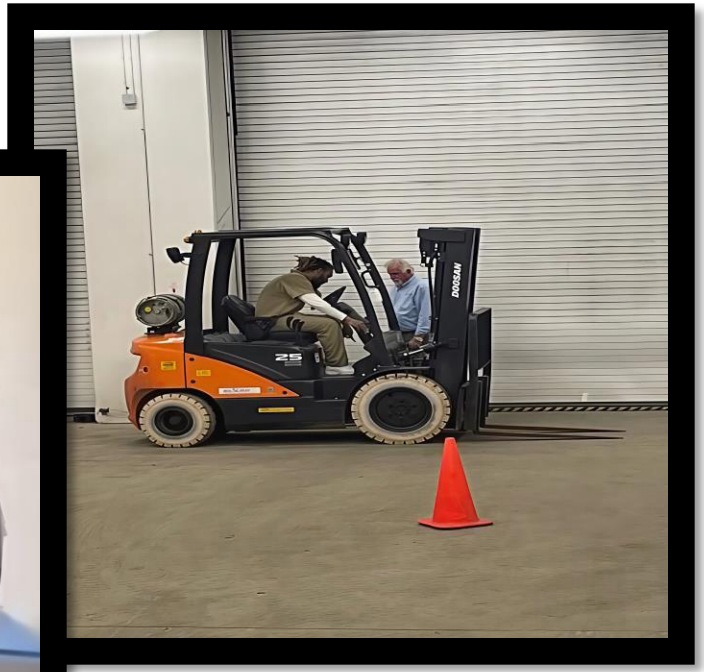
RCSO PROGRAMS ASSISTS INMATES GRADUATE, EARN CERTIFICATIONS, AND PREPARE FOR STATE REQUIREMENTS



Graduate Residents of the **In2Work** Program offered by Aramark



Barber Instructor prepares Resident for State Board **Barbering/Cosmetology** Exam



A Resident completing Part Two of **Forklifting** testing (Hands-On) to become a certified forklift operator

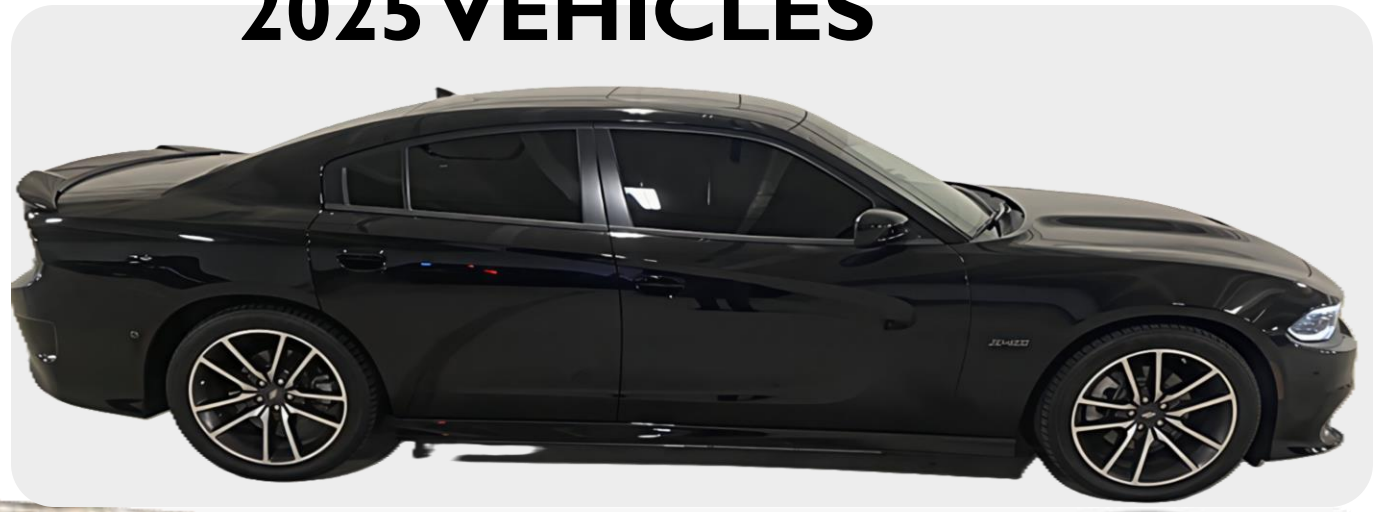
"ONE TEAM, ONE VISION, ONE GOAL"

RCSO PROPERTY & SUPPLY

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

	Vehicle Inspections	Supply Order Requests	Drop Off/Pickup Radios	Uniform Pickup	ID Cards	Deliveries	Requisitions
JANUARY	7	60	2	3	5	215	25
FEBRUARY	10	55	4	4	10	204	34
MARCH	28	74	4	5	9	252	24
APRIL	5	54	2	3	4	191	20
MAY	16	58	2	3	12	363	54
JUNE	41	51	0	5	0	236	6
JULY	9	81	0	0	2	206	67
AUGUST	5	83	0	2	5	245	36
SEPTEMBER	4	66	0	3	13	220	30
OCTOBER	18	62	0	0	0	267	43
NOVEMBER	0	77	0	3	4	195	23
DECEMBER	13	58	0	2	0	281	27
TOTAL	**156**	**779**	**14**	**33**	**64**	**2875**	**389**

RCSO PROPERTY & SUPPLY FLEET
2025 VEHICLES







"ONE TEAM, ONE VISION, ONE GOAL"

RCSO EMPLOYEE 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.

NUMBER OF DEPUTIES COMPLETED TRAINING IN 2025

- ❑ 96 - First Aid CPR/AED
- ❑ 98 - In-service Training
- ❑ 204 - Annual Firearms Qualifications
- ❑ 64 - New Employee Orientation
- ❑ 5 - Dementia/Alzheimer's Training
- ❑ 32 - VCIN Training
- ❑ 21 - Retiree Range
- ❑ 1 - CIT Training
- ❑ 10 - Forklift Training
- ❑ 2 - ALLERT Active Shooter Training

RCSO 2025 EMPLOYEE TRAINING ACADEMIES



20th Basic Academy
March 10- May 30, 2025
9 Graduates



21st Basic Academy
August 25 – November 14, 2025
10 Graduates

"ONE TEAM, ONE VISION, ONE GOAL"

RCSO 2025 EVENTS

JANUARY



9th ***Annual Day of Grace, Hope & Faith.*** A Day of Inspiration and Healing. Sheriff Dr. Antionette V. Irving hosted her 9th Annual Day of Grace, Hope and Faith at the Richmond City Justice Center. Faith and community leaders walked with the Sheriff throughout the facility lifting prayers and words of encouragement for staff, the inmates, their families, the city, our Commonwealth, our nation, and the world. As we continue into this new year, we offered prayers of peace and unity.





Community Food Distribution. RCSO continues to host their monthly community food distribution in partnership with FeedMore and other community partners. The distribution was held monthly for the entire 2025 calendar year.

RCSO 2025 EVENTS

FEBRUARY

RCSO hosted a ***2025 Justice Summit to discuss "Voices of Justice: Building Community and a System that Heals".*** The summit was focused on criminal justice reform, rehabilitation strategies and *community engagement*. The panel comprised of political leaders, school board members, and the department of justice services.



2025 Justice Summit Panelists (l to r below): VCU Chief of Police Clarence Hunter, DJJ Deputy Chief Bill Davenport, School Board Chair Shavonda Fernandez, A Seat at My Sister's Table Founder/ Executive Director K.C. Snapp, Henrico Commonwealth's Attorney Shannon Taylor, Richmond Commonwealth's Attorney Colette McEachin, and Senator Mike Jones.



Special Olympics Virginia Basketball Championships.



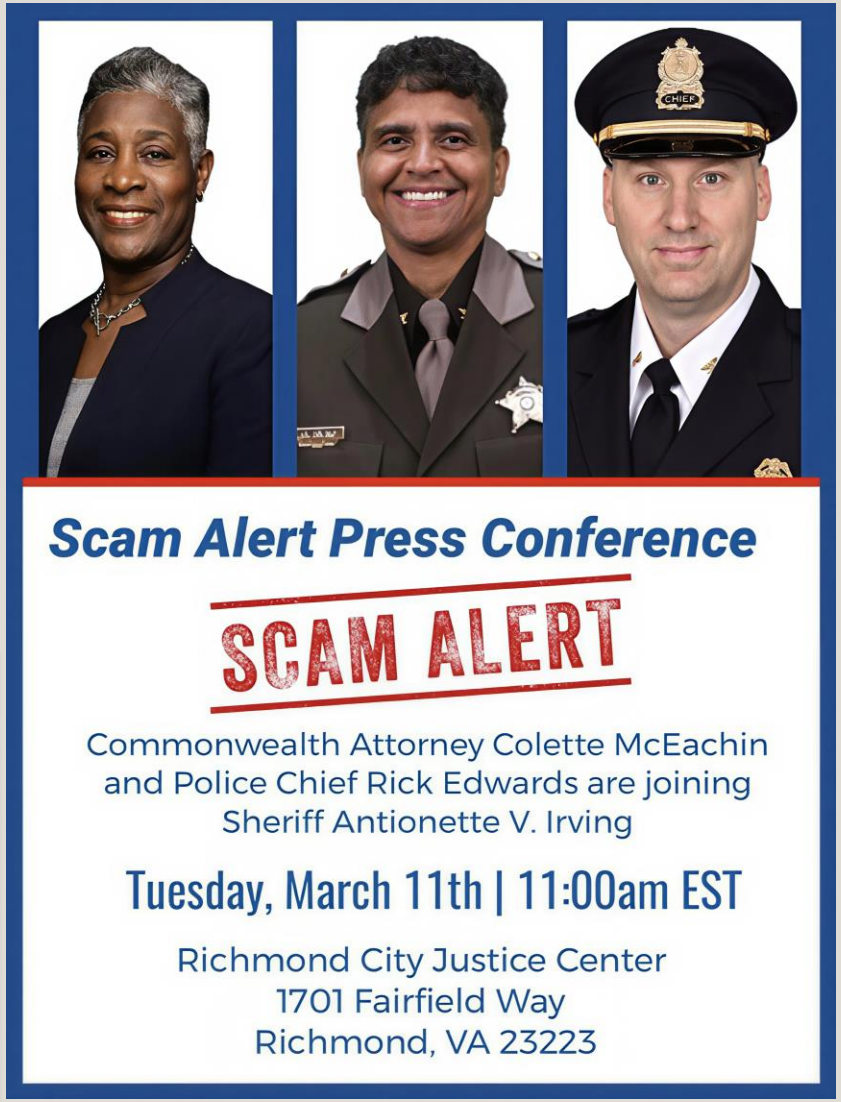
Senator Aaron Rouse *visited RCJC* for the CHANGE & GRACE programs we offer and other initiatives.



RCSO 2025 EVENTS

MARCH

Scam Alert Press Conference.
Richmond's Commonwealth's Attorney Colette McEachin, Sheriff Dr. Antionette V. Irving, and Police Chief Rick Edwards held a press conference to warn citizens about ongoing scams.



RCSO participated in ***Send a Kid to Camp*** with Miss Community Clovia Lawrence.



RCSO celebrated ***Women's History Month***.







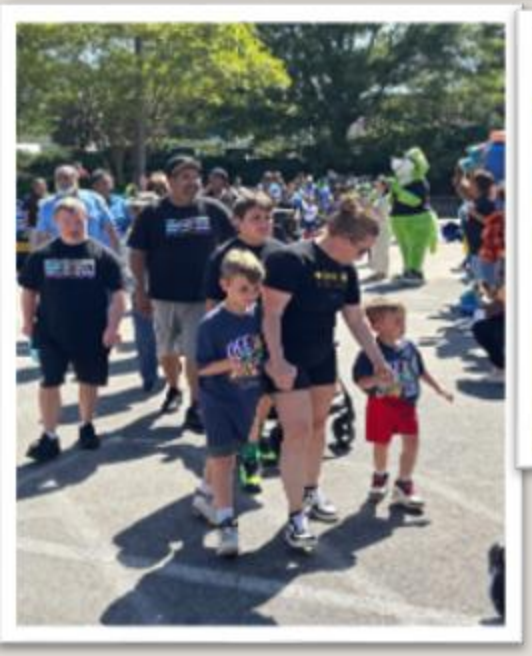
RCSO 2025 EVENTS

APRIL

RCSO participated in the ***JP Jumpers Trail Ride Festival*** *for Autism* to raise awareness and funds for the JP Jumpers Autism Foundation.











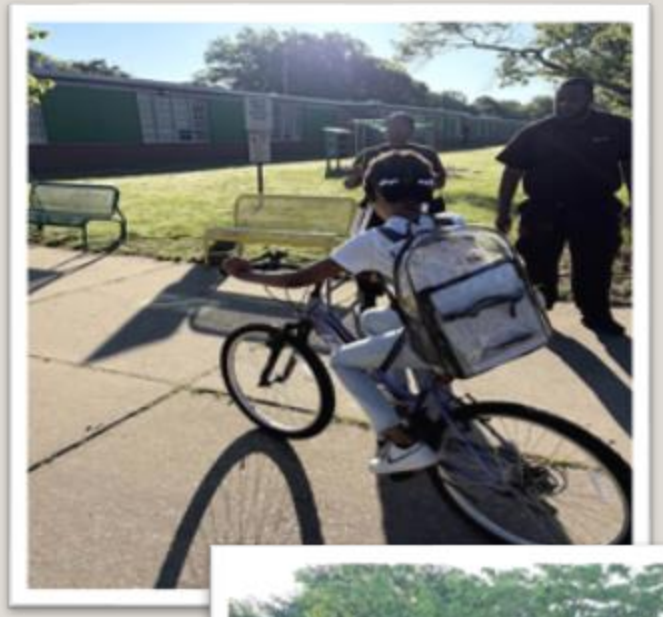




RCSO 2025 EVENTS

MAY

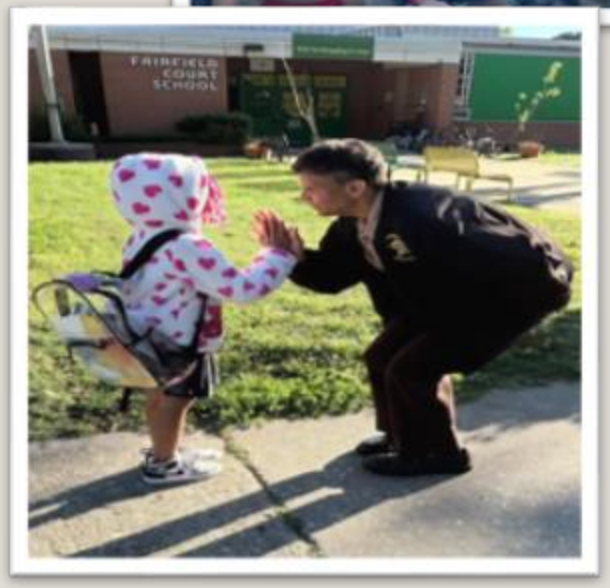
Bike/Walk to School Day.
RCSO participated in the Bike/Walk to School Day with RPS students..











RCSO 2025 EVENTS

JUNE

RCSO participated in the ***National Gun Violence Awareness Month Family & Friends*** event. *The theme was "more kindness, less violence."*





RCSO participated in ***"In the Sun Again"*** **Community Block Party** at the Robinson Theater to kick-off the summer and provide connection and resources for neighbors.



RCSO was proud to stand alongside public safety & law enforcement agencies across the Commonwealth honoring 12-year-old ***DJ Daniel from Texas*** who is battling terminal brain and spinal cancer while acting as an honorary law enforcement officer.



RCSO 2025 EVENTS

JULY

RCSO participated in the ***Anthem and CBS 6 LemonAid*** stand to raise money for kids fighting cancer at the Children's Hospital at VCU.



RCSO 2025 EVENTS

AUGUST

RCSO participated in the ***Help Me Help You Kickball Tournament*** *at* MLK Middle School to rebuild the village.



RCSO participated in ***National Night Out*** to strengthen neighborhood spirit and police community partnerships.



RCSO participated in "***the Special Olympics Cover the Cruiser:***" at Wawa to raise funds and awareness for Special Olympics Athletes.

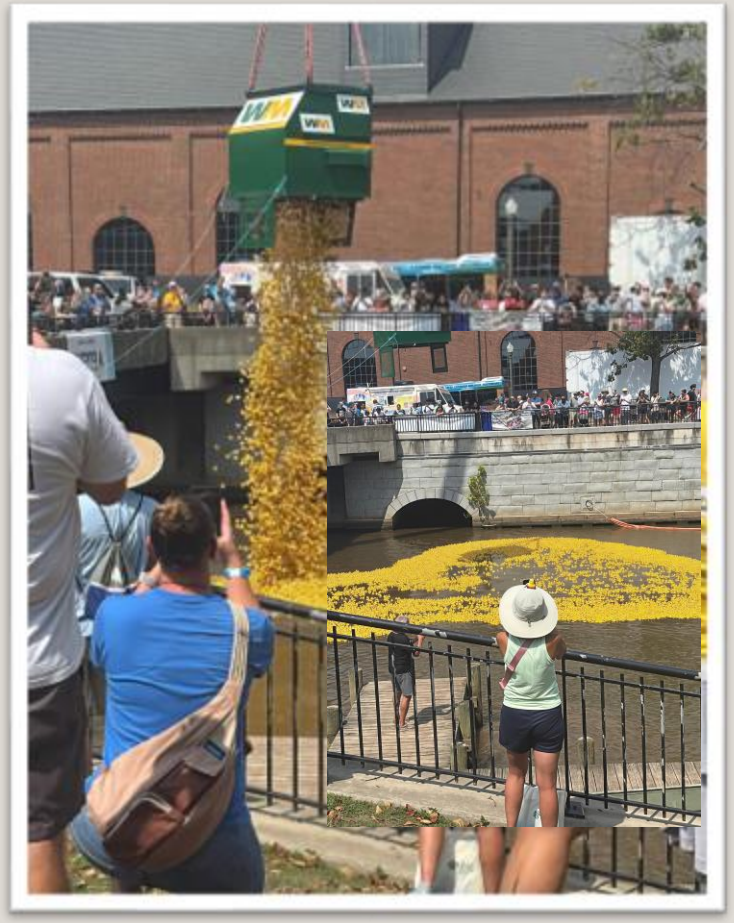


"ONE TEAM, ONE VISION, ONE GOAL"

RCSO 2025 EVENTS

SEPTEMBER

RCSO participated in the ***RVA Duck Race & Festival of Inclusion*** *to benefit the Autism Society of Central Virginia.*



Sheriff Dr. Antionette V. Irving was appointed the Virginia Sheriffs' Association (VSA) President for 2025-2026.



RCSO participated in ***7 on 7 Flag Football*** at Gillies Creek Park.



RCSO 2025 EVENTS

OCTOBER

RCSO participated in the ***Community Cup Soccer Tournament*** at River City Sportsplex and won the trophy!





RCSO participated in ***Walk to School Day*** for RPS students.







RCSO hosted ***Trunk or Treat*** at the Richmond City Justice Center.











"ONE TEAM, ONE VISION, ONE GOAL"

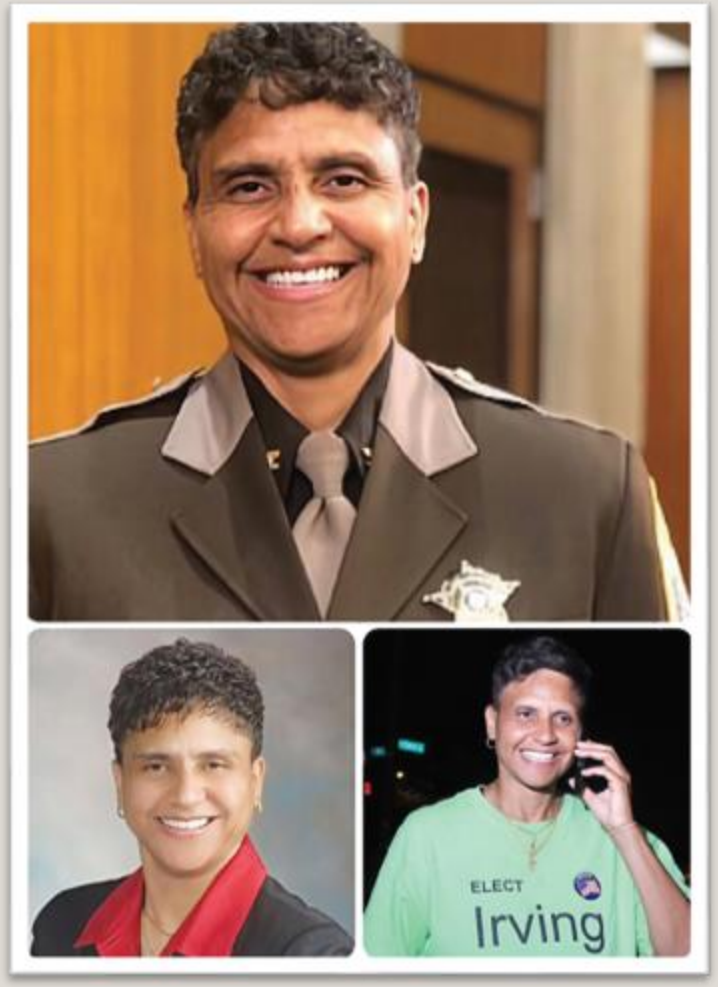
RCSO 2025 EVENTS

NOVEMBER

RCSO participated in a ***Veterans Celebration*** at The Saint Paul's Baptist Church to honor veterans.



Congratulations to Sheriff Dr. Antionette V. Irving on her re-election to a third term as Sheriff of the City Richmond!



RCSO 2025 EVENTS

DECEMBER

RCSO participated in the
Dominion Energy Christmas Parade.










SEE YOU IN 2026!

