# **Richmond City Sheriff's Office**

ALLEY

## OFFICE OF THE SHERIFF

2020 Annual Report

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# MESSAGE FROM THE SHERIFF

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

I would like to thank the citizens for their trust and confidence placed in me to oversee the operations of the Richmond City Sheriff's Office (RCSO). The RCSO is one of the largest offices in the Commonwealth with nearly 500 sworn and civilian staff members. We are not only responsible for the operations of the Richmond City Justice Center (RCJC) and the safety and security of the residents in our jail, we are also responsible for the safety of the citizens, judges and staff at our three courthouses: John Marshall, Marsh-Manchester, and Oliver Hill. RCSO provides service of civil process and the execution of court ordered documents, transportation of inmates, and the safety of the general public.

Moving forward, we will continue serving the citizens with excellence and ensuring we provide the best level of customer service to all who interact with the various divisions of the Sheriff's Office. We have continued to develop a rapport with universities and colleges to grow and enhance levels of our staff members. We continue to build relationships with the youth, citizens in the communities and schools by participating in various school activities and community programs.

One area of focus moving forward is 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. Another area of focus will be accountability. As we grow, expectations shall grow for our staff members, vendors and contractors, volunteers, population and administration.



# MESSAGE FROM THE SHERIFF

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

A critically immense focus is securing funding for a new software application to replace the antiquated Jail Management System (JMS), which is the lifeline to our operations and remains a priority of the office. We will continue to focus on programs and services provided to the inmate population to ensure readiness of individuals in areas of reentry, mental health, substance abuse and addiction, homelessness, workforce development, education (academic and vocational), skill building, personal growth and development, family mediation, parenting, restorative justice, life skills and entrepreneurship. We will also continue to work on infrastructure improvement and funding sources to ensure the execution of services.

As this era of change in the City of Richmond continues, we look forward to proficient relationships and partnerships with different Richmond agencies and those of our neighboring jurisdictions in the Central Virginia region. We look forward to working with Mayor Levar Stoney and his administration, the members of City Council, Chief Gerald Smith and the Richmond Police Department, Chief Melvin Carter and the Richmond Fire Department, the Richmond Ambulance Authority, as well as, all other leadership and servant leaders of the central Virginia community.

The past 8 months have been very challenging due to COVID-19 pandemic. RCSO and all correctional facilities have been required to increase all efforts related to the Life, health and Safety of staff, inmates, contractors and individuals entering facilities and buildings that we provide security. We have worked diligently with the Virginia Department of Health (VDH) to be proactive during this pandemic. RCSO has been praised by VDH for our management during the pandemic especially at the Richmond City Justice Center (RCJC). Our goal is to continue our strong efforts and intense management of protocols to keep everyone well and facilities clean and sanitized.

We especially look forward to serving the citizens of the City of Richmond with **integrity, accountability** and **excellence**.



# **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, 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 re-entry 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. A child of domestic violence and substance abuse, 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.



# **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:

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) National Society of Leadership and Success Training Program, 2021 VSA Board of Directors, City of Richmond, Region VIII , 2020-2021





# **RICHMOND CITY SHERIFF**

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

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.

"ONE TEAM, ONE VISION, ONE DREAM"

## 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



## ACCREDITATION/INSPECTIONS/STANDARDS

Richmond City Sheriff's Office (RCSO) holds its accreditation with the Virginia Law Enforcement Professional Standards Commission (VLEPSC). VLEPSC is a law enforcement audit 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 triannual inspection is done every 3 years and encompasses a total jail inspection of all areas of the facility. The next audit is scheduled for May 2021.

## 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 immense importance of securing funding for a new software application to replace the Sheriff Office's antiquated Jail Management System (JMS), which is the lifeline to our operations, remains a priority of the agency. As such, the Sheriff's Office partnered with the Police Department and the Department of Emergency Communications to ensure for an application all departments can use for their agencies thus reducing costs for all agencies. The application is called SOMA and would replace the current unsupported Jail Management System called IMATS. As always, the agency remained a strong advocate for employee salary increases and compression pay.

#### FY20 State Budget - \$16.6 million (Reimbursement as Revenues)

- Due to a reduction in our workload for Courts and Civil Process, one sworn position was taken in FY20 by the Compensation Board based on their allocation calculations for our agency.
- 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 \$1M reduction), nor the per diems the agency should receive as Revenues (approximate \$2M).
- The Compensation Board approved 446 positions, of which 384 were sworn positions and 62 were non-sworn positions.

## **BUDGET & FINANCE**

#### FY20 Approved City Budget - \$41.1 million

- The budget reflected an approximate \$2.3M increase in personnel which was the funding of all staff plus an increase in vacancy savings, but included no additional overtime funding.
- Due to frugal, creative and efficient savings in other areas of the Budget, the Budget ended the year with approximately Seventeen Thousand Dollars (\$17,000) savings with no additional need for 3<sup>rd</sup> quarter re-appropriations.
- The City allocated the Compensation Board positions along with 14 additional approved full-time positions and part-time positions for a total of 466 positions.
- The inmate Medical Services and Food Services contracts were fully funded.

The Budget and Finance Divisions conducted weekly auditing of the pharmacy costs and received approximately Eighty-Two Thousand dollars (\$82,000) 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 Auditor of Public Accounts determined that we had maintained accurate accountability of the Civil Process Account for the year ended on June 30, 2020. The Finance Division satisfactorily passed the 2020 Petty Cash Audit conducted by the City's Revenue Accounting Manager.

## **GRANT FUNDING**

#### U.S Department of Justice/Office of Justice Programs/Bureau of Justice Assistance 2nd Chance Act: Innovations in Re-entry Initiative: Reducing Recidivism Through Systems Improvement

The Richmond City Sheriff's Office (RCSO) continues to implement the **\$500,000** 2<sup>nd</sup> Chance Act Grant, which provides for technical resources and assistance necessary to identify assets and gaps in re-entry systems and to develop capacity and partnerships with other justice agencies to provide services that reduce recidivism, crime and improve public safety.

The award funds the Richmond Retooled Re-entry Program, a comprehensive plan that will provide strategies for successful resident reintegration into the community. The program will assess, identify and connect residents with resources and services specific to their needs. The wrap-around services include education, employability skills/job training/vocational, financial literacy, health & human services, housing, and transportation. This will be accomplished through collaborating and partnering with community agencies (local, state, & federal), faith-based, families, the criminal justice system, and workforce partners. Each resident will receive pre-release services and will be connected to community-based partner agency post-release services.

#### 2020-2021 Jail Mental Health Program (JMHP)

The agency partnered with Opportunity, Alliance, and Re-entry (OAR) and the Richmond Behavioral Health Authority (RBHA) again to apply for the Mental Health Jail Pilot Program (MHJPP) grant provided by the Virginia Department of Criminal Justice Services (DCJS). 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**.

#### U.S. Department of Justice/Office of Justice Programs/Bureau of Justice Assistance: Implementing the PREA Standards

The RCSO recently received **\$250,000** to support Prison Rape Elimination Act (PREA) implementation at the Richmond City Justice Center (RCJC) and to initiate and/or expand efforts to implement the PREA standards and zero tolerance cultures related to sexual abuse and sexual harassment. Specifically, the award will provide for an internal self-assessment, staff training, enhanced victim support services, enhanced/upgraded security equipment, and a PREA audit.

## **GRANT FUNDING**

#### **CESF (Coronavirus Emergency Supplemental Funding) for Law Enforcement Agencies**

Funding in the amount of **\$19,581** from the DCJS provides for the reimbursing of programs, projects, and services that assisted the RCSO in preventing, preparing for, and responding to the coronavirus. This funding and support includes the following: Personal Protective Equipment (PPE), Cleaning Supplies and Equipment, Thermometers and Fit Tests.

#### U.S Department of Justice/Office of Justice Programs/Bureau of Justice Assistance: CESF (Coronavirus Emergency Supplemental Funding)

RCSO partnered with the Richmond Police Department (RPD) to apply for funding through the Bureau of Justice Assistance. RCSO was awarded **\$114,353.76** to support the reimbursing of programs, projects, and services that assisted the Sheriff's Office in preventing, preparing for, and responding to the coronavirus. This funding and support includes the following: PPE, Cleaning Supplies and Equipment.

#### FY2020 Justice Assistance Grant (JAG): Stab Vests

RCSO partnered with the Richmond Police Department (RPD) to apply for funding through the DCJS. RCSO was awarded **\$30,854** to support the purchase of stab vests for sworn staff in the Richmond City Justice Center (RCJC). Vests with spike resistant class, can limit injury, prevent death, and promote the safety and well-being of corrections officers and inmates here at the RCJC.

## COVID-19 GLOBAL PANDEMIC

In order to **prioritize** the health and safety of the RCSO's inmates and staff, a pandemic preparedness plan via our Standard Operating Procedures (SOP) was established to address the pandemic. The management plan addressed the implementation of screening procedures, institutional directives for hygiene, the use of personal protective equipment (PPE) and the daily communication with the contracted medical provider and the health department.

Protecting the inmates and the staff during the coronavirus pandemic is the paramount concern of Dr. Antionette V. Irving, Sheriff, City of Richmond

#### WE NEED YOUR HELP

#### **COMMANDERS: PLEASE POST**

It is our intent to create and maintain a safe and healthy work environment. The Coronavirus (COVID-19) Pandemic presents a new challenge; however, we will meet the challenge with your help.

Due to the Coronavirus (COVID-19) Pandemic, if you:

- Plan to travel to a location designated as a High Risk area;
- Plan to travel back-in-forth from the Richmond area to a location designated as a High Coronavirus (COVID-19) period;
- Come in contact with a person with a suspected or confirmed case of coronavirus;

Please notify your supervisor immediately. As a result, you may be subject to a fourteen (14) and be required to obtain medical clearance from your medical provider in order to return to Thus far, we have been successful in maintaining a facility with no confirmed cases of the Co The above additional precautions are being put in place to ensure our inmates, staff and their kept healthy and safe.





## HUMAN RESOURCES (HR): COVID - 19 RESPONSE

The Richmond City Sheriff's Office (RCSO) entered March 2020 with COVID-19 looming in the background of every work process. Employees were raising operational questions. Obviously, the appropriate response from agency leaders was to increase communications.

The RCSO is a first responder and law enforcement agency serving the City of Richmond, Virginia. With a workforce of approximately 350 sworn employees and 85 civilians, RCSO has responsibilities for supervising inmates of the city jail, transporting inmates to and from court, assisting with medical care for inmates, and applying health and safety protocols in all areas where inmates are in the jail. Meeting these responsibilities requires employees to stay in close contact with inmates. Working remotely simply is not possible for the majority of RCSO employees.

Maintaining operational stability and trust throughout the pandemic demanded that leadership communicated **clearly, concisely and consistently** about rapidly changing policies and frequently evolving best practices. Identifying the most-effective communication platform was an immediate priority as COVID-19 began to spread.

Leadership understood that putting all essential information relating to COVID-19 and how it affected operations into writing was important. Ensuring the information shared with employees was factual and trustworthy was equally important. Waiting to start communicating was not an option as private sector businesses started closing offices, public health measures took effect and RCSO employees grew more stressed.

The sense of not knowing and the reality of receiving inconsistent messages that did not relate to their first responder and law enforcement jobs led to rumors and negative dialogue among employees and their family members. Employees voiced their fears and concerns regarding the agency's operational parameters, safety protocols and restrictions, and managers called for quick action.

## HUMAN RE SOURCES (HR): COVID-19 RESPONSE

#### A weekly E-Newsletter was created to fully Inform employees

Dr. Antionette V. Irving met the urgent desire for trustworthy information by creating **Pulse Check** as a weekly e-newsletter to be written and published by the human resources team. The first issue was disseminated on April 10, 2020.

Failing to have this critical tool in place from the onset of COVID-19 through the wide acceptance of vaccines would have made consistently sharing factual information with confidence difficult or impossible. The result would have been invalid communication and a growing disconnect between leadership and employees as trust eroded. Without the e-newsletter, leadership could not have demonstrated its care and respect for the agency's most valuable asset—employees.

That first Pulse Check included a section titled "Words of Wellness from the Sheriff," the agency's face mask protocol and factoids from the Families First Coronavirus Response Act (FFCRA) with links to additional information. An RCSO employee could also read an update on the City of Richmond COVID-19 field hospital, review guidance on requests for leave and learn about the process for returning to work after testing positive for COVID-19. Importantly, employees were given the opportunity to submit questions or ideas.

New editions of Pulse Check subsequently arrived in employees' inboxes each Friday afternoon. The e-newsletter has become a mainstay of the agency's COVID-19 response.

Throughout the pandemic, the e-newsletter served as an effective means for communicating safety guidelines and protocols. Many editions also included videos from Sheriff Irving's food drives. Once vaccinations became available, updates on locations where employees and their families could receive shots became a regular feature. Late summer and early fall editions shared open enrollment information.

Over the months, the Pulse Check was a point of reference for employees, as shown by the positive feedback received by managers and HR. It also affirmed leadership's commitment to keeping employees informed with factual and trusted information.

## HUMAN RESOURCES (HR): COVID-19 RESPONSE

Continuing to publish the Pulse Check accomplished seven goals for the RCSO and its HR division. Specifically, the e-newsletter:

- ✓ Created a positive and functional communication platform;
- ✓ Set parameters around employee engagement;
- ✓ Clarified requirements for stocking and wearing PPE's, especially masks;
- ✓ Clarified the agency's FMLA and FFCRA leave policies for employees;
- Kept employees informed on Centers for Disease Control (CDC), state and local government guidelines, regulations, and best practices relating to COVID-19;
- ✓ Magnified agency leaders' voice and directives when rumors and speculation could have overwhelmed facts; and
- ✓ Established HR as a key partner on the agency's critical communications team.

#### HR Lessons Learned

Looking back, the RCSO HR team learned critical lessons during the pandemic. First, we found out that listening to the workforce is essential. This is true at all times. Employees' concerns are valid. Taking them seriously establishes and maintains trust.

Second, we could not ignore the necessity of vetting information prior to disseminating it, especially since details often changed from day to day. Transparently distinguishing COVID-19 myths from facts was essential to ensuring we protected the RCSO workforce.

In this regard, we strengthened our existing partnership with the Virginia Department of Health (VDH) to make sure each Pulse Check contained the most timely, accurate and relevant information for RCSO employees, employees' families and Richmond residents.

## COVID-19 GLOBAL PANDEMIC

The RCSO continues to work diligently towards keeping up with the spread of COVID-19. The portion of the RCSO's **CARES ACT FUNDING** was used to continue to protect the welfare of the facility's inmates, staff and the city constituency at large. The funds were allocated among the following categories:

- COVID-19 Testing
- Food Programs
- Improving Telework
- Personal Protective Equipment
- Public Health and Administrative Expenses









#### "ONE TEAM, ONE VISION, ONE DREAM"

## COVID-19 GLOBAL PANDEMIC: TESTING

The RCSO was able to purchase the below medical supplies, vaccines, and other medical items for the constant **ever-changing population of nearly 800 inmates** to be used but not limited to the following:

**COVID-19 Tests** – to test the symptomatic and asymptomatic individuals and initiating medical isolation for suspected and confirmed cases and quarantine for close contacts to help prevent the spread of SARS-CoV-2

Flu (143), Pneumovax (17) and Shingles Vaccines (30) – beneficial during the COVID-19 pandemic as each virus makes the other more problematic. The vaccine will not prevent the outbreak of the flu (65 or older), pneumonia or shingles but will aid in preventing the severity.

Oximeters – to provide a timely and accurate assessment of any COVID-19 or flu positive individuals

Nebulizers/masks – to treat respiratory symptoms that may be associated with the COVID-19 virus

Incentive Spirometers- to help clear the lungs of those with COVID-19 or flu positive individuals

Peak flow meters – to assist with assessing the respiratory compromised individuals

Nasal cannulas- to administer oxygen to respiratory compromised individuals



While uncertainty remains over testing and reporting of the virus numbers, it is clear that the RCSO and other correctional agencies are struggling to meet the everyday demands of their respective facilities amid an ever uncertain pandemic with the adverse economic conditions. The **CARES ACT FUNDING** has assisted with easing the administration burden, but the RCSO continues to address concerns in the wake of this uncertain yet **ongoing** pandemic.

#### "ONE TEAM, ONE VISION, ONE DREAM"

## COVID-19 GLOBAL PANDEMIC: SUPPORT SERVICES

#### Food Programs

Our food service contractor was able to serve at least **284,270 inmates meals.** Styrofoam trays were used for all meal servings as a preventive measure. These trays were to lower the chance of possible virus exposure.

#### <u>Telework</u>

The RCSO's old VMWare infrastructure was upgraded to support our essential personnel to be able to telework. The upgrades were beneficial as it empowered over 50 Sheriff's Office employees to still be **productive** in a home environment.









## COVID-19 GLOBAL PANDEMIC: SUPPLIES

The National Institutes of Health and other study partners suggests that the virus can survive on certain types of surfaces, such as, plastic and stainless steel, for 2-3 days. However, because the transmissibility of the virus contaminating environmental surfaces and objects is still not fully understood, every effort to maintain the **cleaning and disinfecting over 30 pods in the RCJC** includes, but are not limited to, the below products housed in our warehouse and our **two mobile storage containers**: (on a monthly basis).

Bleach: over 200 gallons

Disinfectant cleaner: 200 bottles

Pine-Sol®: over 60 gallons

Disinfectant wipes : at least 100 bottles

Lysol®: over 60 cans

#### **Other Supplies**

The **thermometers** are used for screening <u>all</u> who entered the RCJC (and throughout the 430,000 square foot building) and the three court buildings. The CDC has also recommended another form of safety to prevent the spread of an infectious disease of washing your hands by using soap and water. If soap and water are not available, it is best to utilize **hand sanitizer** (close to 20 refills are used a month). The **disinfectant robots** on the pods are essential as their ultraviolet waves release an effective method to properly disinfect the contaminated air and surfaces.



### COVID-19 GLOBAL PANDEMIC: PERSONAL PROTECTIVE EQUIPMENT

#### Personal Protective Equipment (PPE)

The Center for Disease Control (CDC) recommends wearing **face coverings** (googles, face masks/N95, face shields) in public settings where other social distancing measures are difficult to maintain (for example: correctional facilities), especially in areas of significant community-based transmission (*at least 200 masks are issued daily*).

**Gloves** protect individuals while dealing with potentially harmful disinfectants and when used properly, may help avoid virus contamination (8 to 10 cases of each glove size are issued weekly). The design of the **isolation gowns** (80 gowns are issued biweekly) and **booties** will help to shield individuals from harmful microorganisms transferred by fluids and should be worn when threat of exposure exists. The **Tyvek suits** (100 suits are issued bi-weekly) protects the inmates who are transported to courts or other facilities.





## COVID-19 GLOBAL PANDEMIC: PRECAUTIONS, PROTOCOLS and PROCEDURES

The City of Richmond and surrounding counties held their first meeting on **March 9, 2020** concerning this new virus. They were attempting to prepare us for what was to come, even though no one really understood how serious this was or was going to become. Since that meeting, RCSO has excelled at keeping our inmate population, as well as, our staff safe during the pandemic.

- The City of Richmond was invaluable at providing initial assistance by providing gloves, protective masks, Tyvek suits, hand sanitizer and Lysol<sup>®</sup> wipes. The Richmond Fire Department dispersed items to all agencies throughout the city.
- Signs were posted in John Marshall, Oliver Hill and Marsh-Manchester Courthouses, as well as, the Richmond City Sheriff's Office outlining COVID-19 precautions
- March 25, 2020, Visitation services were cancelled in order to protect the public, inmates and employees
- Temperature checks of inmates, as well as, staff began on March 29, 2020
- Staff were asked to complete COVID-19 Emergency Temporary Standard and Exposure Risk Level Training. This was a request by the City of Richmond. This was an educational class to inform staff of what COVID-19 was and their risk of exposure.
- Daily reporting was sent to the Virginia Emergency Support Team (VEST), as well as, the Virginia Department of Health. Recorded COVID-19 numbers were reported as well.



### COVID-19 GLOBAL PANDEMIC: PRECAUTIONS, PROTOCOLS and PROCEDURES

#### Con't:

- Staff were 'FIT tested' for masks
- Several COVID-19 testings were held at the jail throughout 2020
- Tyvek suits, surgical masks, N-95s, and KN-95s were provided to inmates and employees of the Sheriff's Office.
- On April 9, 2020, Dr. Irving along with Colette McEachin, the Commonwealth's Attorney of the City of Richmond; William Smith, Chief of the Richmond Police Department; Melvin Carter, Chief of the Richmond Fire Department and Danny Avula, Director of the Virginia Department of Health, held a Facebook Live Public Safety Response. The purpose was to inform the citizens of Richmond on what each section of the city was doing in their response to COVID-19.
- Regular meetings were held between MEDIKO healthcare services and RCSO to continually discuss inmate safety in the jail.
- The Pulse Check e-newsletter was sent out to staff, as well as, the Pulse Check was sent to the public via social media to inform everyone on how the facility was doing with its response to COVID-19. COVID STOP THE SPREAD OF GERM

RICHMOND JUSTICE CENTER



If you feel that you have been exposed to someone who doesn't feel well, get tested. If that person gets tested or is symptomatic, get test EMPLOYEE SAFETY TIPS 1. Be Aware of your surrounding 2. Minimize your electronic distraction Peripheral Vision: widen your monitoring range actice looking for exits, barriers, suspicious objects/peopl vays be aware of your exits, and have an exit strategy tect Your Back: utilize walls and maximize your field of vision

CLICK HERE FOR SHERIFF IRVING'S PULSE CHECK VIDEO: Pulse Check Link

If you travel outside of Virginia to a "hot spot", ge to returning to work. You will be required to use your own leave neone in your home or someone you have been around is sick, do no ome to work. If someone in your home gets tested, you need to get tested







### COVID-19 GLOBAL PANDEMIC: PRECAUTIONS, PROTOCOLS and PROCEDURES

#### Con't:

- The Virginia Department of Health (VDH) came into the facility for a health check on Monday, May 18, 2020 & August 7, 2020
- Thermometers were placed throughout the facility for staff temperature checks
- Sneeze guards were put in the office areas
- The jail's Housekeeping Plan was updated to reflect the current guidance from the CDC on cleaning and sanitizing equipment, vehicles and dayrooms.
- Awarded \$1,581.00 through COVID-19 Department of Criminal Justice Services (DCJS) Solicitation
- Purchased Nano hand sanitizing equipment for vehicles







## COVID-19 GLOBAL PANDEMIC: COMMUNITY DONATIONS

Community Donations During COVID-19: The community was extremely generous and supportive during the pandemic with providing a number of essential items during initial shortages. A few of those community partners are listed below.

1). Theresa Headen, Eloquent Cuisine donated 500 masks to staff.

2). Julie Karr, COVID-19 Priority Communities Project and Coordinator for Richmond City & Henrico County Health Districts, provided care packets to inmates who were exiting the facility. 300 kits were given a week. The packets consisted of 2 oz. hand sanitizer, a cloth mask and pamphlets from the

CDC giving recommendations on wearing a mask and resources on how to get help.

3). RVA Mask Makers, NAACP and the Church of Scientology disaster response from Chesterfield Virginia gave 1,000 masks.

4). VCU Medical Ethics Club donated 500 masks.

- 5). Jong Lim, Beautiful Beauty Supply, donated 1,000 disposal masks for staff.
- 6). Mike Bartells, Extreme Audio, made and provided 40 facial shields for staff.
- 7). Ava Oulton donated pizza for staff.
- 8). Justin Terry, Sew Krazy Stitch, made handmade masks for the staff.





### **ADMINISTRATIVE SERVICES**

The **Administrative Services Division** is committed to ensuring that RCSO has a system of maintaining exceptional standards. This division encompasses many facets of the office such as Department of Information Technology, Media Relations, Property & Supply, PREA, and GTL Tablets, as well as, overall support to all divisions and agency needs. Administrative Services establish, evaluate, and change department controls and systems, as well as, the staff promotional process. Administrative Services reviews reports, interpret data, train, monitor, and direct employees while ensuring the division and office operates efficiently and smoothly.

During the year of 2020, the world was heavily impacted by COVID-19. Because of the pandemic, family members of inmates could not physically visit at RCJC. Due to the problem that this presented, we were able to use GTL Tablets so the inmates could continue to see their family members via facetime. This helped to alleviate any feelings of disconnection with their family members. This allowed them to see one another through the tablet via any telephonic device. This improved not only the culture but the attitudes of the inmates because they were still able to connect with the outside world in the moment of this pandemic.

This division continues to remain proficient in office technology and equipment such as computers, copiers, scanners, telephones, fax machines, ID card printers, and office space equipment installation and all things technology-based. It also manages the daily communications relating to all news outlets to include social media, such as, Facebook, YouTube, Instagram, Twitter, and press releases.



## 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. The Weekend Program was suspended due to COVID-19. However, inmates were given the option to finish their sentences on Home Electronic Incarceration (HEI).

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.



	WR ENROLLED	HEI ENROLLED
JANUARY	14	14
FEBRUARY	15	12
MARCH	14	13
APRIL	4	25
MAY	4	23
JUNE	4	22
JULY	3	20
AUGUST	2	18
SEPTEMBER	4	23
OCTOBER	4	27
NOVEMBER	6	28
DECEMBER	5	37
TOTAL	79	262

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## **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	3,394	6,214	230	613	870	3,624	3,175	260
JULY	435	697	42	42	126	603	391	44
AUGUST	57	777	31	58	124	88	393	37
SEPTEMBER	530	948	43	70	143	573	472	42
OCTOBER	563	1,099	40	94	142	603	484	49
NOVEMBER	441	822	22	68	136	463	421	40
DECEMBER	461	854	40	71	124	501	448	29
TOTAL	5,881	11,411	448	1,016	1,665	6,455	5,784	501

## **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.

	INMATE COURT APPEARANCES	INMATE RELEASES
JANUARY	1,170	375
FEBRUARY	1,195	433
MARCH	1,114	395
APRIL	694	285
ΜΑΥ	739	248
JUNE	723	234
JULY	729	245
AUGUST	810	251
SEPTEMBER	940	272
OCTOBER	1,026	230
NOVEMBER	815	211
DECEMBER	900	251
TOTAL	10,855	3,430

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	763	JANUARY	141
FEBRUARY	729	FEBRUARY	127
MARCH	762	MARCH	147
APRIL		APRIL	133
	629	MAY	134
MAY	613	JUNE	130
JUNE	598	JULY	119
JULY	632	AUGUST	97
AUGUST	658	SEPTEMBER	103
SEPTEMBER	649	OCTOBER	103
OCTOBER	709	NOVEMBER	97
NOVEMBER	657	DECEMBER	82
DECEMBER	714	TOTAL	1,413

## 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 Department 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: 40



#### SUSANG. KOMEN. Where the end of breast cancer begins."

#### "ONE TEAM, ONE VISION, ONE DREAM"

#### 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: 32



## COURTSERVICES-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

COURT CASES HEARD	JOHN MARSHALL	MARSH - MANCHESTER	OLIVER HILL
JANUARY	10,185	4,757	2,742
FEBRUARY	10,051	4,034	2,580
MARCH	4,984	3,345	1,584
APRIL	486	341	467
ΜΑΥ	781	407	378
JUNE	7,231	1,799	1,609
JULY	9,102	2,434	2,711
AUGUST	2,660	1,724	1,351
SEPTEMBER	9,363	3,989	2,804
OCTOBER	8,555	3,896	2,365
NOVEMBER	5,992	2,558	2,184
DECEMBER	5,373	2,114	2,325
TOTAL	74,763	31,398	23,100



## COURTSERVICES-DOCUMENTSSERVED

	CIVIL SUBPOENAS	JURY SUMMONS	CRIMINAL WARRANTS AT COURTHOUSES (3)	CRIMINAL WARRANTS AT RCJC	DMV NOTICES	LEVIES	PROPERTY REPOSSESSIONS		「IONS   Exe'd	PAPERS	TOTAL
January	6,456	551	45	48	180	2	1	353	131	6,456	7,636
February	9,436	580	30	54	167	2	1	412	169	9,436	10,682
March	8,897	511	39	49	126	1	2	192	48	8,897	9,817
April	6,697	654	5	16	0	0	0	0	0	6,697	7,372
May	5,080	406	3	27	53	0	0	0	0	5,080	5,569
June	5,001	425	31	44	49	2	1	0	0	5,001	5,553
July	6,557	437	48	66	148	0	1	101	54	6,557	7,257
August	7,209	439	25	49	163	0	0	0	0	7,209	7,885
September	7,604	442	40	72	172	0	0	61	29	7,604	8,359
October	7,150	473	56	102	136	0	0	153	72	7,150	8,070
November	6,039	486	45	48	117	0	0	97	47	6,039	6,832
December	6,268	410	38	41	83	0	0	18	7	6,268	6,858
TOTAL	82,394	5,814	405	646	1,394	7	6	1,377	573	82,394	91,890

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## COURTSERVICES-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 Virginia Beach are forwarded to the Virginia Beach Police Department for service.

A magistrate may issue a medical temporary detention order if an adult is incapable of making in 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 may issue a medical temporary detention order only if a court is not available. Contact the Virginia Beach General District Court at 385-8531 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	60	178
FEBRUARY	2	124	138
MARCH	0	0	117
APRIL	2	311	148
MAY	4	525	160
JUNE	2	332	143
JULY	2	373	137
AUGUST	3	73	109
SEPTEMBE R	2	67	0
OCTOBER	0	0	0
NOVEMBER	1	33	0
DECEMBER	2	132	0
TOTAL	21	2,030	1,130

#### **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 § <u>37.2-804.2</u>. This subsection shall not preclude any other disclosures as required or permitted by law

## **COURTSERVICES-TRANSPORTATION**

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

OVERALL TRANSPORTS	ADULT TRANSPORT (DOC)	ADULT TRANSPORT MILEAGE	JUVENILE TRANSPORTS	JUVENILE TRANSPORT MILEAGE	PRIVATE VIEWING	EMERGENCY MEDICAL	CLINIC APPT.
JANUARY	1,975	18,308	14	493	0	9	49
FEBRUARY	1,992	14,398	9	334	0	9	37
MARCH	1,116	10,413	2	211	0	3	14
APRIL	82	3,021	0	0	0	0	10
МАҮ	75	5,920	0	0	0	0	28
JUNE	195	4,703	1	45	0	0	42
JULY	193	4,190	4	83	0	4	27
AUGUST	94	3,561	0	0	0	5	16
SEPTEMBER	126	4,498	3	53	0	8	16
OCTOBER	155	5,733	2	116	0	4	13
NOVEMBER	200	4,659	3	37	0	2	18
DECEMBER	152	4,818	4	8	0	3	3
TOTAL	6,355	84,222	42	1,380	0	47	273





## 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.
- To streamline the application process

	NEW SWORN APPLICATIONS RECEIVED	NUMBER OF RECRUITING EVENTS
JANUARY	42	1
FEBRUARY	44	2
MARCH	40	1
APRIL	36	0
MAY	33	0
JUNE	21	0
JULY	17	0
AUGUST	28	0
SEPTEMBER	15	0
OCTOBER	18	0
NOVEMBER	24	0
DECEMBER	18	0
TOTAL	336	4





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## HUMAN RESOURCES (HR): WELLNESS & FINANCIAL EDUCATION

	EVENTS	
FEBRUARY	Go Red Event	N/A
FEBRUARY	3D Mobile Mammograms by SENTARA	N/A
SEPTEMBER	Walgreens Flu Clinic	53
OCTOBER	Walgreens Flu Clinic	N/A









	EVENTS	
FEBRUARY	RVA Financial Credit Union Gaining Financial Stability	N/A
MAY	10 Free Courses from Virginia Wesleyan University	10
	ValleyStar Credit Union	N/A
JUNE	Free Virtual Spanish Class	3
	Association of Financial Educators	N/A
OCTOBER	RVA Financial Credit Union/ Building and Managing Your Credit	N/A
NOVEMBER	Virginia Retirement System	N/A



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## **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	10	2
FEBRUARY	7	1
MARCH	8	1
APRIL	6	0
ΜΑΥ	7	0
JUNE	5	1
JULY	6	1
AUGUST	3	0
SEPTEMBER	4	0
OCTOBER	4	0
NOVEMBER	4	1
DECEMBER	6	0
TOTAL	70	7

Items confiscated prior to getting into RCJC





<u>Anger Management</u> - 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)

<u>Fatherhood/Inside Out Dad®</u> you will learn new and purposeful ways to think about parenting. Inside Out Dad® connects inmate fathers to their families, helping to improve behavior while still detained and to break the cycle of recidivism by developing pro-fathering attitudes, knowledge, and skills, along with strategies to prepare fathers for release. Detained fathers get the tools they need to become more involved, responsible, and committed in the lives of their children -- providing increased motivation for them to get out and stay out. (Education)

<u>Grief and Loss</u> - 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)

<u>Healthy Relationships</u> - 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)

<u>Men's Empowerment</u> - 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. (OAR)

<u>MHJPP Wellness Group</u> – now known as CHANGE Program is a collaboration between the Richmond City Justice Center, Richmond Behavioral Health Authority and OAR of Richmond. The Mental Health Wellness Group is an opportunity for individuals to learn about signs and symptoms of mental illness and co-occurring disorders, as well as, safe and effective coping strategies for improved mental and emotional well-being. (CHANGE)

<u>CHANGE (Jail Mental Health Program)</u> 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)

<u>MRT- Moral Reconation Therapy®</u>, 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.)

Motherhood 25+ Parenting classes for female residents. Residents have an opportunity to learn new parenting skills, as well as, strengthening family bonds. Richmond Health Department. (Education)

<u>Mrs. Theobald's Writing Workshop</u> Improve your writing and learn the basics of spelling, plurals, possessives, punctuation, capitalization, commonly confused words, passive/active tense; then on to the more artistic issues of writing dialogue, metaphors/similes/personification, first person v. third person, and descriptions. Go from writing just a few sentences to strong paragraphs. (Education)

<u>Music Studio - (U of R music studio)</u> Offered to residents in the therapeutic community and general population. The music studio serves as a therapeutic outlet for residents to express themselves through music. Residents receive weekly professional tutoring provided by the University of Richmond. Residents are also provided with a list of therapeutic and recovery related topics to choose from while in the studio. (GRACE)

<u>My Brother's Keeper (MBK)</u> - MBK seeks to engage one another as acquaintances, empower one another as friends, and to encourage one another as brothers. MBK equip men through small group study workshops at RCJC and retreats, conferences and seminars for returning citizens. Wherever a man may be on the journey of life, we provide encouragement, support, guidance, and opportunities for personal and spiritual growth, all wrapped in a package of brotherly love. (12 Weeks – 2 Hours per week) (Education/Re-Entry) (Virtual)

**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)

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.

**<u>Re-Entry Supportive Services</u>** 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 reentry. 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).

<u>**Ready to Work**</u> – Interested in learning about more ways to succeed upon release (6-9 months prior) in the areas 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 Reentry staff, Community Resource partners, and residents learn together in-depth information and skill-building activities that are needed for independence and successful reentry to the community. (Re-Entry)

#### **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.
- 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 age 21 and younger.

<u>Richmond Story House</u> provide residents the opportunity to learn new and purposeful ways to think, write, and share your own life stories. You will also have the opportunity to critically engage with the stories of others, both from other participants in class and from the outside world. Weekly prompts, mini-lessons on storytelling structure, and feedback from peers will help you dig into your own memories and craft your stories into shareable pieces. (Education)

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)

University of Richmond Tutors – University of Richmond Law School Criminal Law Society offers GED® tutoring to resident. (Education)

Vocational Programs: (Collaboration of Education w/ Re-Entry for monitoring) All classes currently virtual.

#### 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)

Culinary Arts

- ServSafe<sup>®</sup> 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)
- 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)

#### Landscaping I

Landscaping offers skilled workers satisfying career opportunities in varying working environments. The expanding and evolving green industry keeps skilled workers in highdemand 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)

### 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)

## Vocational Certifications: (Offered through the NCCER Class)

#### 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)

## NSC 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 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

#### ServSafe<sup>®</sup> 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)

## All vocational programs are under Education & Re-Entry

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)

<u>Women's Empowerment</u> - 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)

G.R.A.C.E. PROGRAM	MEN	WOMEN		
JANUARY	45	16		
FEBRUARY	49	16		
MARCH	45	13		
APRIL	22	13		
ΜΑΥ	22	13		
JUNE	22	13		
JULY	21	5		
AUGUST	27	17		
SEPTEMBER	22	13		
OCTOBER	26	11		
NOVEMBER	26	10		
DECEMBER	36	9		
TOTAL	363	149		

**Growth through Recovery over Addiction with Counseling to Empower (G.R.A.C.E.)** 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.

## GRADUATES OF THE G.R.A.C.E. PROGRAM: 7

## 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



Wallace Peeples, aka Wallo 267, Speaking With Inmates





**Chaplain Services** provides opportunities for residents to voluntarily pursue their religious beliefs and practices. The chaplain and volunteer chaplains provide additional services to all residents in the facility regardless of their religious affiliation.

January	February	March	April	May	June
Religious Diets: 2	Religious Diets: 2	Religious Diets: 2	Religious Diets: 2	Religious Diets: <b>2</b>	Religious Diets: 2
Religious Literature:	Religious Literature:	Religious Literature:	Religious Literature:	Religious Literature:	Religious Literature
<b>750</b>	<b>750</b>	<b>750</b>	<b>750</b>	<b>750</b>	<b>750</b>
Bereavement Visits: <b>5</b>	Bereavement Visits: <b>5</b>	Bereavement Visits: <b>0</b>	Bereavement Visits: 6	Bereavement Visits: <b>4</b>	Bereavement Visits
Emergency Visits: <b>5</b>	Emergency Visits: <b>5</b>	Emergency Visits: <b>0</b>	Emergency Visits: 6	Emergency Visits: <b>4</b>	Emergency Visits: <b>5</b>
Hygiene: <b>300</b>	Hygiene: <b>300</b>	Hygiene: <b>300</b>	Hygiene: <b>300</b>	Hygiene: <b>300</b>	Hygiene: <b>300</b>
July	August	September	October	November	December
July	August	September	October	November	Religious Diets: 2
Religious Diets: 2	Religious Diets: 2	Religious Diets: 2	Religious Diets: 2	Religious Diets: 2	
Religious Diets: 2	Religious Diets: 2	Religious Diets: 2	Religious Diets: <b>2</b>	Religious Diets: 2	Religious Diets: 2
Religious Literature:	Religious Literature:	Religious Literature:	Religious Literature:	Religious Literature:	Religious Literatu
Religious Diets: 2	Religious Diets: 2	Religious Diets: 2	Religious Diets: 2	Religious Diets: 2	Religious Diets: 2
Religious Literature:	Religious Literature:	Religious Literature:	Religious Literature:	Religious Literature:	Religious Literatu
<b>750</b>	<b>750</b>	<b>750</b>	<b>750</b>	<b>750</b>	<b>750</b>
Religious Diets: 2	Religious Diets: 2	Religious Diets: 2	Religious Diets: <b>2</b>	Religious Diets: 2	Religious Diets: 2
Religious Literature:	Religious Literature:	Religious Literature:	Religious Literature:	Religious Literature:	Religious Literatu

## Religious Diets

**Additional Services:** 

Religious Literature Bereavement Visits Emergency Visits Hygiene Distributed

Stats for 2020:

Pastoral Confidences Spiritual Guidance Bereavement Visits Crisis Counseling

Within this division, inmates are provided with a variety of services and obtain skill sets to include:

- Barber
- Carwash
- Commissary & Vending
- Cosmetology
- Culinary
- Custodial
- Landscaping
- Laundry
- Library (Law & Leisure)
- Mail
- Medical, Dental & Mental Heath
- Visitation (Family & Attorney)

Barber & Cosmetology Services





## **Commissary & Vending**







"ONE TEAM, ONE VISION, ONE DREAM"

## Culinary

At RCSO, we strive to accommodate various dietary needs. It is our goal to provide custom meals plans to ensure the health and well-being of our inmate population. The following special diets are available as needed:

- Bland
- Blended
- Cardiac
- Clear liquid
- Dental soft
- Diabetic
- Food Allergy
- Gluten-free
- Kosher
- Lactose Intolerant
- Pre-natal
- Ramadan
- Renal (Dialysis)
- Vegetarian



## Landscaping





Laundry







## "ONE TEAM, ONE VISION, ONE DREAM"

# 

Leisure Library

LIBRARY RESOURCES				
INMATE LIBRARY REQUEST	YEARLY TOTAL	A STATE OF THE OWNER		
LAW LIBRARY	1,210			
LEISURE LIBRARY	999			
NOTARY/COPY	173			
BOOKS/MAGAZINES	480			
LAW LIBRARY VISITS	276			
COPIES	816			
DOCUMENTS	364			

THE ART OF JEROME AND JEROMYAH JONES



WWW.JEROMEWJONESJR.CO

Banner located in the RCJC Leisure Library
"IAM 400" THE AFRICAN JOURNEY IN AMERICA 1619-2019

Image: State State

## Digital Law Library



©2019 JEROME W. JONES, JR., JEROMYAH JONES







Medical & Dental							
SICK VISITS BY NURSE/DOCTOR	MEDICAL VISITS						
6,453	6,453 1,660 2,204						
Dental Care			Dialysis				

Video & Telephone Visitation





*"ONE TEAM, ONE VISION, ONE DREAM"* 

## JAIL SECURITY

In this division, the deputies are tasked with custody, control, and safety of all inmates along with the supervising of activities and conducting searches for contraband. Daily inspections of the facility are conducted to ensure standards are met and aid in the rehabilitation and counseling of inmates. All deputies are required to obtain knowledge, skills and insights that will help them to better perform their duties in maintaining safety and security within the jail.

	SHAKEDOWNS	
JANUARY	146	
FEBRUARY	128	Cell Search Housing Units
MARCH	126	
APRIL	160	
ΜΑΥ	160	
JUNE	137	
JULY	135	
AUGUST	151	The Real and
SEPTEMBER	182	Rover Desk Briefing
OCTOBER	180	Hover besk
NOVEMBER	178	
DECEMBER	178	
TOTAL	1,861	



## **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.



	CAR INSPECTIONS	SUPPLY ORDER REQUEST	DROP OFF/ PICK UP RADIOS	UNIFORM PICK UP	ID CARDS	DELIVERIES	REQUISITIONS
JANUARY	10	88	2	3	16	264	17
FEBRUARY	30	59	2	6	11	308	28
MARCH	5	119	3	4	12	399	32
APRIL	3	63	1	4	14	312	30
MAY	8	71	3	3	5	335	22
JUNE	5	53	4	3	2	352	17
JULY	30	53	0	5	2	393	54
AUGUST	3	57	1	4	11	442	23
SEPTEMBER	56	65	4	0	3	470	23
OCTOBER	6	66	5	6	5	417	35
NOVEMBER	5	51	4	4	2	380	11
DECEMBER	36	77	3	6	4	466	16
TOTAL	197	768	32	48	87	4538	308

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## **NUMBER OF DEPUTIES COMPLETED TRAINING OF 2020**



# **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:

- Prepare new deputy recruits with the basic skills, knowledge and abilities needed to 1. perform as deputy sheriffs.
- Provide deputies in specialized assignments with specialized training to increase 2. their efficiency and effectiveness.
- Provide continuous in-service training 3.

ACADEMY

April 15, 2020

23 Graduates

- Provide deputies possessing leadership and management abilities with advanced 4. training.
- Provide citizens of the City of Richmond with the most effective services possible. 5.



#### JANUARY

**GRACE, FAITH & HOPE: A Day of Inspiration and Healing** – Sheriff Antionette V. Irving was joined by community leaders and city residents who came together for the 3rd Annual GRACE, FAITH & HOPE Walk at the Richmond City Justice Center on January 1, 2020. The day brings people together of different faiths to promote peace in the city and also provides spiritual support to families who have members incarcerated at the Richmond City Justice Center.



**Three Kings Day** – RCSO participated in the Three Kings Day. The holiday originated in Spanish countries and is highly celebrated in the Hispanic community. It marks the end of the Christian holiday season. People from countries all over the world now celebrate this day on January 6, 2020.





**MLK Day of Service** – Sheriff Antionette V. Irving and members of RCSO participated in the Remembrance Celebration of Dr. Martin Luther King, Jr. at Ebenezer Baptist Church hosted by Mayor Levar Stoney. MLK Day is a National Day of Service and members of the Sheriff's Office mulched area playgrounds as a service project. RCSO also partnered with Radio One Richmond, and the Black History Museum & Cultural Center of Virginia for the 7th Annual MLK Community Day.



Child Life Program - Sheriff Antionette V. Irving and members of RCSO delivered books, games, toys and puzzles to the Child Life Program at the Children's Hospital of Richmond at VCU. The Child Life team helps patients and their families adjust to and cope with the hospital or clinical setting, illness, injury and treatment all of which can be very scary for kids. The hospital also provides developmental, educational, social and emotional support to patients and their families. The items delivered by the RCSO were for children of all ages in the Pediatric Intensive Care Unit, Acute Care Pediatric Unit, Evans Haynes Burn Unit, Emergency Room, Children's Pavilion, radiology, ASK Hematology and Oncology Clinic, allergy testing and other areas, as well as, the Virginia Treatment Center





Mary Scott Preschool Center – Sheriff Antionette V. Irving and members of RCSO visited children at the Mary Scott Preschool Center as part of its ongoing support of Richmond Public Schools. When the deputies visit schools, it helps students build trust and a rapport with law enforcement officers, which ultimately helps keep them safe and make neighborhoods safer. This is especially true with preschoolers like the Mary Scott Preschool Center, where children are developing their cognitive and social skills all of which is necessary for positive outcomes later in life.



## **FEBRUARY**

**Bike to School Day:** RCSO participated in Walk and Bike to School Day with the Richmond City Safe Routes to School. Our agency assisted walkers and bikers from several Richmond Public Schools including Chimborazo, Fairfield, Woodville, JEB Stuart, Ginter Park, Mary Munford and Oak Grove. This event brings communities and schools together while also incorporating healthy habits that can last a lifetime.







Justice Summit – Sheriff Antionette V. Irving hosted the Next 400 Years Justice Summit, presented by Lt. Governor Justin Fairfax and moderated by Roland Martin. The event included several community leaders and public officials who served as panelists. The summit acknowledged the struggle of people of the African diaspora 400 years after the first enslaved people in America and identified how to address this the health, education, and social disparities in African American communities. The event was free and open to the public.



MARCH

**Read Across America** – Sheriff Antionette V. Irving and members of RCSO participated in Read Across America in celebration of Dr. Seuss's birthday. She and staff members supported this initiative by reading to students across numerous school and childcare locations in Richmond.







## "ONE TEAM, ONE VISION, ONE DREAM"

#### **APRIL**



**Scooter's Sweet 16** – Sheriff Antionette V. Irving and RCSO joined the Richmond Police Department and Friends of the Richmond Mounted Squad in celebrating Scooter's Sweet 16th birthday. Scooter has been a longtime member of the mounted squad and was joined by several other service animals on April 25, 2020 for this milestone moment and celebration.



#### MAY

National American Red Cross Founder's Day – Sheriff Antionette V. Irving and members of the RCSO supported the Blood Services by donating blood on May 21, 2020. During the pandemic the Richmond area experienced a significant blood shortage, which made this blood drive critical.



#### <u>JUNE</u>

**Peace & Justice Walk** – Sheriff Antionette V. Irving hosted a citywide walk acknowledge the call for social justice and to also promote solidarity and unity on June 6, 2020. A group of over 300 supporters attended the walk which began at the Richmond City Justice Center and ended at Jefferson Park. The included a moment of silence for 8 minutes and 43 seconds with the crowd bowing and taking a knee in honor of George Floyd. Sheriff Irving was joined by Lt. Governor Justin Fairfax, Commonwealth's Attorney Colette McEachin and other community leaders. Sheriff Irving called on the public to hold law enforcement accountability by reporting wrong doing, and she called on law enforcement to hold each other accountable by following their training, monitoring each other, and stepping in and reporting misbehavior and violations.



## **OCTOBER**

**National Night Out (NNO)** – Due to the COVID-19 global pandemic, National Night Out was moved from its normal date in August to October, which is National Crime Prevention Month. To keep the public safe, community celebrations were not held. Instead Sheriff Antionette V. Irving joined Mayor Levar Stoney and Police Chief Gerald M. Smith on October 6, 2020 for a motorcade across the city.



**Touch a Trunk** – Sheriff Antionette V. Irving and members of RCSO participated in the 15th Annual Toucha-Truck event hosted by the Junior League of Richmond. This annual fundraiser is designed to raise funds for the organization's community engagement efforts.





**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 on October 24, 2020 for a drive-thru drop-off concept.



## NOVEMBER

**Career Day at Bellevue Elementary School** – Sheriff Antionette V. Irving participated in a virtual Career Day for students on November 24, 2020.





## **DECEMBER**

**Planters NUTmobile** – Sheriff Antionette V. Irving, Police Chief Gerald M. Smith, members of public safety, and other community partners joined together for the Community COVID-19 Cheer-Up Caravan Tour on December 12, 2020. During the holiday season many people experience Major Depressive Disorder (MDD), which was exasperated with the pandemic. The tour provided an opportunity to know they are not alone and to promote services available for MDD and overall mental health care.





**Radio One Toy Distribution** – Sheriff Antionette V. Irving and members of RCSO joined other public safety agencies, Radio One, Anthem HealthKeepers Plus for the 17th Annual Community Clo & Radio One Inc. event. Over 200 families were served with holiday meals and provided with toys, bikes and electronics.



The RCSO participated in the Holiday Food Drive hosted by Diversity Richmond to address hunger and food desserts throughout the community. Diversity Richmond provides support and services to the LGBTQ+ community, addresses racial inequities and provides other services to the Richmond community. The RCSO participated in the 3rd Annual Christmas in the City Parade to help bring holiday cheer to people living in the inner, marginalized areas of the city. With the areas annual Christmas Parade cancelled due the pandemic, this smaller, community focused event was welcomed by resident and local businesses.

iPowerRichmond.com







The RCSO participated in the Christmas on Creighton celebration hosted by Cedar Street Baptist Church. The holiday season event included food, fun, and festivities.



Virginia Commonwealth University





Chesterfield County Sheriff's Office



Virginia State Police

Henrico

Police

PUBLIC SAFETY

PARTNERS

Sussex /Petersburg /Henrico





Virginia Capitol Police





Richmond Fire Department

## Henrico Fire Department

## Chesterfield Police Department



## **Richmond Ambulance Authority**







Richmond Police Department

PUBLIC SAFETY PARTNERS

# Thank You for Allowing Us to Serve the City of Richmond



# Looking Forward to Continuing in Excellence