



PUBLIC SAFETY MEETING QUESTIONS



01-25-22

- **Q1 - Deputy retention/recruiting, staffing levels**

Richmond City Sheriff's Office's past and current retention and turnover rates below:

Year	Retention Rate	Turnover Rate
2021	76.32%	23.68%
2020	77.92%	22.08%
2019	80.81%	19.19%
2018	78.74%	21.26%

Virginia Sheriffs' Association's Vacancy Rate Positions:

FY2015 to FY2021, increasing annual position turnover from 23.19% to 42.04% over the same period

FY2021 turnover rate for entry-level sworn regional jail officers: 42.04%

FY2015 to FY 2021 turnover rate for all levels is 14.6% to 20.5%

- **Q2 & Q3- Inmate education/training/violence prevention**

INMATE PROGRAMMING

We offer a variety of programs to the inmate population to improve life, health and welfare while assisting them in becoming better family members, better community members and their best self.

Our goal is to provide individuals with an opportunity to be in a position to be a positive contributor to the economic development within our city. It is our mission to provide opportunities for all residents to reclaim, transform, and restore his/her life.

Our Internal Program Department works to bridge the gap from incarceration to reentry into the community by addressing criminogenic needs and barriers most closely related to reoffending, in order to increase public safety, lower the recidivism rate, and transform the lives of those who have been residents of the Richmond City Justice Center (RCJC). Focus is placed on key programs pillars, including substance use disorders, mental health, job preparation, housing, educational attainment, and reentry planning.

Programming consists of education (academic/vocational), therapeutic, recovery, and reentry, which helps to reduce recidivism and improve reentry outcomes.

Program availability is subject to change.

**INTERNAL PROGRAMS
OFFERED AT THE
RICHMOND CITY JUSTICE CENTER**

ANGER MANAGEMENT

Eight (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)

G.R.A.C.E.

Ready to make a positive change in your life? Want to leave with new tools of success and a different paradigm (pattern) of behavior? If you choose not to move to the GRACE program please sign up and take advantage of our general population groups. Allow us to help you WIN!

GRIEF and LOSS

Six (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 (8) weeks. Participants will identify their individual goals/changes with substance use. Inmates will receive education on how to use drugs safer, poly-substance use risk, and to engage with harm reduction techniques for substance use. (GRACE and General Population)

HEALTHY RELATIONSHIPS

Six (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

Six (6) week group that was first introduced in August 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 discusses 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)

MHJP (MENTAL HEALTH JAIL PROGRAM)

Wellness Group – Mental Health Jail 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. (MHJP)

MHJP (MENTAL HEALTH JAIL PROGRAM)

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 MHJP is voluntary and residents must be willing to attend all scheduled programming.** (MHJP)

MORAL RECONATION THERAPY® (MRT)

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. (GRACE)

RECOVERY PROGRAM

To provide Recovery, Re-Entry and Peer Support Services to the inmates at Richmond City Justice Center and to increase the prevalence and quality of long-term recovery support from substance abuse and addiction.

HOPE PROGRAM

Program focus is to reduce institutional violence; while creating a prosocial culture of corrections, conducive to rehabilitation; thereby, improving safety for inmates, institutional staff and society at large. Provide interventional services and to work closely with the most violent incarcerated adult offenders and inmates who are most likely to re-offend.

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.

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.

MRS. THEOBALD'S WRITING WORKSHOP

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)

MUSIC STUDIO - (University of Richmond Music Studio)

Offered to inmates in the therapeutic community and general population. The music studio serves as a therapeutic outlet for inmates to express themselves through music. Inmates receive weekly professional tutoring provided by the

University of Richmond. Inmates are also provided with a list of therapeutic and recovery related topics to choose from while in the studio. (GRACE)

MY BROTHER’S KEEPER (MBK)

Seeks to engage one another as acquaintances, empower one another as friends, and to encourage one another as brothers. MBK equips men through small group study, workshops at RCJC and retreats, conference 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. (Education)

NAMI (National Alliance on Mental Illness)

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. (MHJP)

OPEN MINDS (Males)

The purpose of this course is to write your way toward the true core of life as you and only you can see it. The psychologist, Abraham Maslow calls this core experience of life “self-actualization”—a flourishing of vitality, creativity, self-sufficiency and authentic purpose. A meaningful life. Through our communal writing practice and discussion of other writers, we will bear witness to the problems we see in our lives and in life. We will share our diverse experiences and together envision a world we can share that is more humane, more accommodating, more generous and sane; a world where there is less derailing, less crime and less pain. (Education)

OPEN MINDS (Females)

The primary focus of study will be engaging in the creative and critical writing of scholars, poets, activists, and incarcerated people, while also producing creative and critical writing that responds to what we read and discuss during our dialogues on Fridays at the Richmond City Justice Center. The class format is structured as a reading and writing workshop, where participants will share their work and respond to both assigned readings and the writing of others in the workshop through constructive dialogue and engaged writing activities. (Education)

NARCOTICS ANONYMOUS

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

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. (Education)

RE-ENTRY SUPPORTIVE SERVICES

Provides 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, and Supervised Probation. (Re-Entry)

WORK PLACE READINESS

The Office of the Commonwealth Building will focus is to provide services to inmates during incarceration and post release from the Richmond City Justice Center. Collaborate to implement a holistic strategy addressing interrelated needs in employment, education, and housing within the City of Richmond, Virginia. The services include but are not limited to Work Experiences, Support Services, Education and Training.

READY TO WORK

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 twelve (12) months per year if required by an IEP) for residents age 21 and younger.

RICHMOND STORY HOUSE

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)

ServSafe® FOOD HANDLER

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

ServSafe MANAGER

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

THINK ABOUT IT

Six (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)

WHO'S ON YOUR BUS

Six (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

Six (6) to eight (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)

VOCATIONAL PROGRAMS:

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)

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)

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)

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. (75 Hours Total)

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.

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)

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)

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. (75 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)

LANDSCAPING I

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

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)

NCCER (NATIONAL CENTER FOR CONSTRUCTION EDUCATION AND RESEARCH)

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. This class is four days a week.

CERTIFICATIONS OFFERED THROUGH NCCER:

- OSHA 10
- First Aid
- CPR/AED

INMATE CORNER

Dr. Antionette V. Irving, Sheriff of the City of Richmond, initiated a new concept, *Inmate Corner*, in order to highlight the achievements of residents housed in the Richmond City Justice Center. These residents have completed vocational and educational sessions to obtain professional certifications offered through the Richmond Retooled Reentry Program offered here at the Richmond City Justice Center.

The training sessions were made possible thanks to various grant funding the Richmond City Sheriff Office has secured from federal, state, and private funding sources to provide programs to ensure residents leave the justice center **“Work/Career Ready, Home/Family Ready, and Community Ready”**. The wrap-around services of the program include education, employability skills/job training/vocational, financial literacy, health & human services, housing, and transportation. (See Attachments)

Successful reentry programs are good for those returning to society, their families, and the entire community. Giving men and women skills needed for a “second chance” upon their release is good for everyone. We look forward to having more returning citizens complete the various vocational programs both in and outside of the Richmond City Justice Center.

- **Q3 -Inmate Processing Time – Booking/Intake/Release**
Commitment Time Averages **14 Minutes**

Booking/Intake/Release Statistics	Totals for 2021
Court Order DNA & Release	3
Bonds	653
Court/Served Sentences	2,424
Number of Arrestees	4,920
Number of Charges Processed	9,226
Commitment Time Averages (Minutes)	14
Process and Release	1,492
Video Arraignments Intake	7,027
Expungements	125
Jail Additional Charges	426
New Commits Self-Report Turn-in Processing	423
ECO's	5