AN ORDINANCE No. 2022-175

To authorize the Chief Administrative Officer to accept funds in the amount of $125,000.00 from the United States Department of Justice, Office of Community Oriented Policing Services, and to appropriate the increase to the Fiscal Year 2021-2022 Special Fund Budget by increasing estimated revenues and the amount appropriated to the Department of Police's Community Oriented Policing Services (COPS) Special Fund by $125,000.00 for the purpose of funding the purchase of a virtual reality training simulator for de-escalation training.

Patrons – Mayor Stoney and Ms. Lambert

Approved as to form and legality
by the City Attorney

PUBLIC HEARING: JUN 27 2022 AT 6 P.M.

THE CITY OF RICHMOND HEREBY ORDAINS:

§ 1.   That the Chief Administrative Officer is authorized to accept funds in the amount

of $125,000.00 from the United States Department of Justice, Office of Community Oriented

Policing Services for the purpose of funding the purchase of a virtual reality training simulator

for de-escalation training.

§ 2.   That the funds received from the United States Department of Justice, Office of

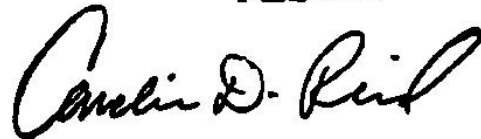Community Oriented Policing Services are hereby appropriated to the Special Fund Budget for

AYES:	8	NOES:	0	ABSTAIN:	
ADOPTED:	JUN 27 2022	REJECTED:		STRICKEN:	

the fiscal year commencing July 1, 2021, and ending June 30, 2022, by increasing estimated revenues by $125,000.00, increasing the amount appropriated for expenditures by $125,000.00, and allotting to the Department of Police's Community Oriented Policing Services (COPS) Special Fund for the purpose of funding the purchase of a virtual reality training simulator for de-escalation training.

§ 3. This ordinance shall be in force and effect upon adoption.

A TRUE COPY:
TESTE:

City Clerk

2

2022-132

CITY OF RICHMOND
INTRACITY CORRESPONDENCE

O&R REQUEST

DATE: May 2, 2022   **EDITION:** 1

TO: The Honorable Members of City Council

THROUGH: The Honorable Levar M. Stoney, Mayor

THROUGH: J.E. Lincoln Saunders, Chief Administrative Officer

THROUGH: Sabrina Joy-Hogg, DCAO Finance and Administration *Sabrina Joy-Hogg*

THROUGH: Sheila D. White, Director of Finance *Sheila White*

THROUGH: Jason May, Director of Budget and Strategic Planning *Jason May*

FROM: Gerald M. Smith, Chief of Police *VP for GMS*

RE: Acceptance and appropriation of grant funds to support the 2021 Community Policing Development (CPD) Office of Community Oriented Policing Services (COPS) De-Escalation Training Program

ORD. OR RES. No. _____

PURPOSE: To authorize the Chief Administrative Officer (CAO) to accept $125,000 from the U.S. Department of Justice (DOJ), Office of Community Oriented Policing Services (COPS) and appropriate the same to the FY2022 Special Fund Budget to support the De-Escalation Training Program.

REASON: The U.S. Department of Justice (DOJ), Office of Community Oriented Policing Services (COPS) awarded the Richmond Police Department (RPD) a grant under the Community Policing De-Escalation Training Program. COPS will provide $125,000 in grants to RPD to develop the capacity of law enforcement to implement community policing strategies by providing guidance on promising practices through the development and testing of innovative strategies, building knowledge about effective practices and outcomes; and supporting new, creative approaches to preventing crime and promoting safe communities.

RECOMMENDATION: It is recommended that this funding is accepted and appropriated to the Richmond Police Department FY 2022 Special Fund Budget for Community Oriented Policing Services (COPS).

BACKGROUND: On October 1, 2021, the U.S. Department of Justice (DOJ), Office of Community Oriented Policing Services (COPS) awarded the Richmond Police Department a grant under the Community Policing Development Program. Grant funding will be utilized to purchase a Pro Training Simulator to assist with De-Escalation Training.

To provide responsive, comprehensive de-escalation training to every officer in our department as well as an array of local partners, the Richmond Police Department will utilize grant funds to purchase a Pro Training Simulator, a virtual reality training simulator used by many police departments across the US, to grow our officers' knowledge of and preparedness to use de-escalation strategies in the field. The Pro Training Simulator is an ideal tool because it offers a wide array of de-escalation training scenarios that mirror the experiences of RPD officers, ranging from large-scale protests to simple traffic stops to mental health crises, and requires minimal support staffing to facilitate training sessions. Department leadership will use analytics from the Pro Training Simulator to identify officers who may need individualized training.

FISCAL IMPACT / COST: These funds will increase the FY22 Special Funds Budget.

FISCAL IMPLICATIONS: The addition of these funds ($125,000) will allow the Richmond Police Department an opportunity to purchase the Pro Training Simulator for De-Escalation Training.

BUDGET AMENDMENT NECESSARY: Yes. This request amends the FY22 Special Fund Budget.

REVENUE TO CITY: The City of Richmond will add $125,000 to the FY22 Special Funds Budget.

DESIRED EFFECTIVE DATE: Upon Adoption

REQUESTED INTRODUCTION DATE: May 18

CITY COUNCIL PUBLIC HEARING DATE: May 27, 2022

REQUESTED AGENDA: Consent Agenda

RECOMMENDED COUNCIL COMMITTEE: Public Safety Committee

CONSIDERATION BY OTHER GOVERNMENTAL ENTITIES: None.

AFFECTED AGENCIES: Department of Finance, Department of Budget and Strategic Planning, and the Richmond Police Department

RELATIONSHIP TO EXISTING ORD. OR RES.: This amends the Special Fund Budget, Ordinance 2021-041

REQUIRED CHANGES TO WORK PROGRAM(S): None.

ATTACHMENTS: Grant Documents, Special Fund Agency Detail, Special Fund Description by Agency
STAFF:
Gerald M. Smith, Chief of Police, Gerald.Smith@rva.gov
Victoria N. Pearson, Civilian Deputy Chief, Victoria.Pearson@rva.gov

Matthew E. Peanort, Interim Deputy Chief, Matthew.Peanort@rva.gov
GiTonya L. Parker, Grants Manager, 804.646.7648, GiTonya.Parker@rva.gov

Award Letter

October 12, 2021

Dear GiTonya Parker,

On behalf of Attorney General Merrick B. Garland, it is my pleasure to inform you the Office of Community Oriented Policing Services (the COPS Office) has approved the application submitted by RICHMOND, CITY OF for an award under the funding opportunity entitled 2021 Community Policing Development (CPD) De-Escalation Training Solicitation. The approved award amount is $125,000.

Review the Award Instrument below carefully and familiarize yourself with all conditions and requirements before accepting your award. The Award Instrument includes the Award Offer (Award Information, Project Information, Financial Information, and Award Conditions) and Award Acceptance.

Please note that award requirements include not only the conditions and limitations set forth in the Award Offer, but also compliance with assurances and certifications that relate to conduct during the period of performance for the award. These requirements encompass financial, administrative, and programmatic matters, as well as other important matters (e.g., specific restrictions on use of funds). Therefore, all key staff should receive the award conditions, the assurances and certifications, and the application as approved by the COPS Office, so that they understand the award requirements. Information on all pertinent award requirements also must be provided to any subrecipient of the award.

Should you accept the award and then fail to comply with an award requirement, DOJ will pursue appropriate remedies for non-compliance, which may include termination of the award and/or a requirement to repay award funds.

To accept the award, the Authorized Representative(s) must accept all parts of the Award Offer in the Justice Grants System (JustGrants), including by executing the required declaration and certification, within 45 days from the award date.

Congratulations, and we look forward to working with you.

ROBERT CHAPMAN
Acting Director

Office for Civil Rights Notice for All Recipients

The Office for Civil Rights (OCR), Office of Justice Programs (OJP), U.S. Department of Justice (DOJ) has been delegated the responsibility for ensuring that recipients of federal financial assistance from the OJP, the Office of Community Oriented Policing Services (COPS), and the Office on Violence Against Women (OVW) are not engaged in discrimination prohibited by law. Several federal civil rights laws, such as Title VI of the Civil Rights Act of 1964 and Section 504 of the Rehabilitation Act of 1973, require recipients of federal financial assistance to give assurances that they will comply with those laws. Taken together, these civil rights laws prohibit recipients of federal financial assistance from DOJ from discriminating in services and employment because of race, color, national origin, religion, disability, sex, and, for grants authorized under the Violence Against Women Act, sexual orientation and gender identity. Recipients are also prohibited from discriminating in services because of age. For a complete review of these civil rights laws and nondiscrimination requirements, in connection with DOJ awards, see https://ojp.gov/funding/Explore/LegalOverview/CivilRightsRequirements.htm.

Under the delegation of authority, the OCR investigates allegations of discrimination against recipients from individuals, entities, or groups. In addition, the OCR conducts limited compliance reviews and audits based on regulatory criteria. These reviews and audits permit the OCR to evaluate whether recipients of financial assistance from the Department are providing services in a nondiscriminatory manner to their service population or have employment practices that meet equal-opportunity standards.

If you are a recipient of grant awards under the Omnibus Crime Control and Safe Streets Act or the Juvenile Justice and Delinquency Prevention Act and your agency is part of a criminal justice system, there are two additional obligations that may apply in connection with the awards: (1) complying with the regulation relating to Equal Employment Opportunity Programs (EEOPs); and (2) submitting findings of discrimination to OCR. For additional information regarding the EEOP requirement, see 28 CFR Part 42, subpart E, and for additional information regarding requirements when there is an adverse finding, see 28 C.F.R. §§ 42.204(c), .205(c)(5).

The OCR is available to help you and your organization meet the civil rights requirements that are associated with DOJ grant funding. If you would like the OCR to assist you in fulfilling your organization's civil rights or nondiscrimination responsibilities as a recipient of federal financial assistance, please do not hesitate to contact the OCR at askOCR@ojp.usdoj.gov.

∨ Award Information

This award is offered subject to the conditions or limitations set forth in the Award Information, Project Information, Financial Information, and Award Conditions.

⌂Recipient Information

Recipient Name
RICHMOND, CITY OF

DUNS Number	**UEI**	**ORI Number**
003133840	EG4LF5GYLK81	——

Street 1	**Street 2**
900 E BROAD ST STE 201	——

City	**State/U.S. Territory**
RICHMOND	Virginia

Zip/Postal Code	**Country**
23219	United States

County/Parish	**Province**
——	——

👤 Award Details

Federal Award Date	**Award Type**
10/12/21	Initial
Award Number	**Supplement Number**
15JCOPS-21-GG-02466-SPPS	00
Federal Award Amount	**Funding Instrument Type**
$125,000.00	Grant

Assistance Listing Number	Assistance Listings Program Title
16.710	Public Safety Partnership and Community Policing Grants

Statutory Authority

The Public Safety Partnership and Community Policing Act of 1994, 34 U.S.C. - 10381 et seq.

☑ *I have read and understand the information presented in this section of the Federal Award Instrument.*

⌄ Project Information

This award is offered subject to the conditions or limitations set forth in the Award Information, Project Information, Financial Information, and Award Conditions.

Solicitation Title
2021 Community Policing Development (CPD)
De-Escalation Training Solicitation

Awarding Agency
COPS

Application Number
GRANT13413722

Project Title
Richmond, VA De-Escalation Training Project

Performance Period Start Date	**Performance Period End Date**
09/01/2021	08/31/2023

Budget Period Start Date	**Budget Period End Date**
09/01/2021	08/31/2023

Project Description

The Richmond Police Department (RPD) respectfully requests grant funding to support de-escalation training. Funds will be used to enhance our current de-escalation training program. The Apex Officer virtual reality training simulator requires only one person to operate the system, therefore, less personnel are needed to participate in scenarios. RPD is short-staffed which makes it challenging to practice de-escalation techniques. The ability to practice de-escalation techniques without additional personnel is cost-effective and does not compromise the quality of training. With this addition to our training program, our authorized strength of 754 officers will be trained effectively and efficiently. By updating our department's training to Apex Officer virtual reality training simulator, it will ensure that our officers can routinely use it for de-escalation and use of force training purposes. By being awarded this grant, RPD will have the funds to purchase the Apex Officer virtual reality training simulator that will assist in providing quality training to our officers. RPD anticipates training over 40 hours a month on the virtual reality system. Apex Officer is a higher and improved standard for decision-making simulation and use of force training. The immersive training environment ensures that time in the simulator translates into real-world skills. The system shows how quickly judgment decisions have to be made, and if they are not made immediately and quickly, lives can be lost. The community benefits from having an officer trained to the highest level possible who can make quick decisions. The additional training for police officers gives them more confidence and improves morale. Officers who know the public is standing behind them will take a greater, vested interest, in the City of Richmond which benefits every resident. This dynamic training equipment will allow our instructors/trainers the ability to create over 1,994,727 scenarios that range from no force to deadly force scenarios/exercises. Our officers will be conditioned to respond with proficient de-escalation tactics along with less-lethal use of force options such as the appropriate use of a taser, baton, and OC spray. The scenarios/modules will cover all aspects of law enforcement-related calls for service, including but not limited to; vehicle stops, domestic disputes, hostage situations, mental health crises, and active shooter situations.

☑ *I have read and understand the information presented in this section of the Federal Award Instrument.*

⌄ Financial Information

This award is offered subject to the conditions or limitations set forth in the Award Information, Project Information, Financial Information, and Award Conditions.

A financial analysis of budgeted costs has been completed. All costs listed in the approved budget below were programmatically approved based on the final proposed detailed budget and budget narratives submitted by your agency to the COPS Office. Any adjustments or edits to the proposed budget are explained below.

Budget Clearance Date: 9/23/21 8:26 PM

Comments

No items

Budget Category	Proposed Budget	Change	Approved Budget	Percentages
Sworn Officer Positions	$0.00	$0.00	$0.00	
Civilian or Non-Sworn Personnel	$0.00	$0.00	$0.00	
Travel	$0.00	$0.00	$0.00	
Equipment	$125,000.00	$0.00	$125,000.00	
Supplies	$0.00	$0.00	$0.00	
SubAwards	$0.00	$0.00	$0.00	
Procurement Contracts	$0.00	$0.00	$0.00	
Other Costs	$0.00	$0.00	$0.00	
Indirect Costs	$0.00	$0.00	$0.00	
Total Project Costs	$125,000.00	$0.00	$125,000.00	
Federal Funds:			$125,000.00	100.00%

FY2021 Community Policing Development (CPD)

De-Escalation State, Local, and Tribal Law Enforcement Agency Grants

Richmond Police Department

Project Narrative

7-22-2021

Issue Identification and Solicitation Responsiveness

To provide responsive, comprehensive de-escalation training to every officer in our department as well as an array of local partners, the Richmond Police Department proposes to adopt Apex Officer, a virtual reality training simulator used by many police departments across the US, to grow our officers' knowledge of and preparedness to use de-escalation strategies in the field. Apex Officer is an ideal tool because it offers a wide array of de-escalation training scenarios that mirror the experiences of RPD officers, ranging from large-scale protests to simple traffic stops to mental health crises and requires minimal support staffing to facilitate training sessions. Department leadership will use analytics from Apex Officer to identify officers who may need individualized training support as well as broader gaps in the adoption of de-escalation tactics across the entire police force. The Apex Officer tool will be made available to local partners in schools; nonprofits serving at-risk youth and other groups that have historically experienced crises, and neighboring police departments upon request. The Richmond Police Department will track both implementations of Apex Officer as a training tool and the use of de-escalation strategies as reported by officers and partners in the field. At the end of the project period, RPD will publish a report of the impact enhanced de-escalation training has had on policing protocols and the necessity of force as well as its impact in community settings such as schools and youth centers where staff has also received Apex Officer training.

The Richmond Police Department (RPD), led by Chief Gerald M. Smith and accredited by the Commission on Accreditation of Law Enforcement Agencies (CALEA), was founded in 1807. The RPD has an authorized strength of 750 officers and 170 civilian personnel. The department operates under its overarching mission and vision to make Richmond a safer city through community policing and engagement and to offer safe neighborhoods and an enhanced

quality of life through responsiveness, communication, and public trust. RPD has a history of working with various partners to include the City of Richmond departments, federal and state agencies, corporations, faith-based communities, non-profit/for-profit organizations, youth organizations, and colleges and universities.

As the former capital of the Confederacy, Richmond has a complex history of political, racial, and civil tensions that have resulted in a greater number of protests and assemblies than other mid-sized cities across the US. During the historic calls for police reform after the death of George Floyd and subsequent civil unrest of 2020, Richmond experienced 105 days of civil unrest from May 31, 2020, through September 13, 2020. During this period, there were 218 protests/marches /events. There were also at least 12 protests/marches/events deemed Unlawful Assemblies during this period. In 2021, Richmond continues to face the specter of additional marches and protests due to the legal battle over the removal of the General Robert E. Lee statue on historic Monument Avenue. Amid the aforementioned events, there were claims of unlawful or oppressive police practices and questions regarding the powers granted to law enforcement. And although the great majority of interactions between police and civilians do not involve force or unreasonable force, video-documented incidents of excessive force have moved the debate from one of questionable police behavior to the scope of excessive force, its causes, and effective remedies. The debate over the causes of unlawful or unreasonable police use of force has focused on the law enforcement agencies, in terms of training, supervision, and discipline. To support RPD's ability to build and maintain de-escalation proficiency not only during protests but also in all aspects of policing, the department must engage in an in-depth review of the use of force policies and training.

The Training Division is responsible for the training of all police department employees. It also oversees the daily operations of the Training Academy. Situated on the campus of Virginia Union University, the Richmond Police Training Academy is a service-oriented unit whose primary function is to provide high-quality training for police recruits, veteran sworn personnel, and civilian employees, in addition to ensuring compliance with required state-mandated training. Instruction offered by Academy staff includes basic recruit training, firearms training, and computer training. Academy staff also offers specialized training in crisis intervention and de-escalation.

How we train in advance determines how we will react at the moment. Now more than ever, officers must arrive at the scene with de-escalation techniques and strategies, and even more importantly, they need to be prepared to smoothly move among these strategies and to transition into force options if de-escalation proves impossible. In 2016, RPD received funding to purchase a Multiple Interactive Learning Objectives (MILO) training system. Since 1994, MILO has been the nation's fastest-growing simulation training solution. It features use-of-force and firearms training systems and offers a complete line of interactive training systems for classroom learning environments, lethal and less-lethal use of force judgmental training, and firearms application training. The MILO system is customizable and upgradeable. As a training tool, MILO allows officers to experience complex scenarios that adapt in real-time, responding to the officer's actions, and in which all de-escalation and force options are on the table. It includes a standard library of more than 1000 scenarios, ranging from routine traffic stops to complex mental-health crises and domestic situations that allow trainees to remain in conversations and maintain calm in intense situations. This simulation solution is shared with other jurisdictions, community groups, and individuals.

In addition to MILO training, RPD participates in de-escalation training mandated by the Virginia Department of Criminal Justice Services (DCJS). To address the need to provide de-escalation training more frequently and the need to understand de-escalation strategies, Acting Captain Kimberly Mooney created RPD Awareness Response Training (ART). Art consists of six modules and four training components to include de-escalation skills. Since the training program's inception, two officers have been trained to teach the curriculum. As of May 2021, 97% of the department is trained. In June 2021, the training program will be taught at the Charlottesville Police Department. These trainings offer a broad knowledge base of de-escalation strategies, but they lack opportunities for officers to implement what they have learned in a realistic setting. RPD leadership can also identify which officers have received training but not readiness to implement these strategies in the line of duty. A high-quality virtual reality de-escalation training tool that offers a range of scenarios in which officers can practice their skills and shares comprehensive outcomes data will greatly improve the likelihood that existing trainings will translate to use of de-escalation strategies by officers in the field.

RPD requests funding to support an expansion to our current de-escalation training program. The interactive Apex Officer Virtual Reality Training Simulator (Apex Officer) would complement the ART program, MILO, and mandated de-escalation training. Apex Officer is a comprehensive solution designed to allow trainers the ability to give presentations and classes, conduct interactive testing and assessment, and provide immersive hands-on scenario-based exercises with detailed debriefing and after-action review. The system is designed to increase trainee knowledge, skills, and confidence in a safe, challenging environment that is highly interactive and engaging. Apex Officer will be located at the Richmond Police Training Academy and available to law enforcement agencies from other jurisdictions upon request as

well as teachers and security officers in local public schools and other community settings where de-escalation strategies would be beneficial.

Impact on the Field

At least 450 of RPD's 754 sworn employees will receive Apex Officer de-escalation training each year as well as staff from local schools, youth-serving nonprofits, or other community organizations. In addition, RPD works closely with the police departments of Henrico and Chesterfield Counties, which surround the City of Richmond and serve a combined population of more than 850,000 residents, and will make Apex Officer available to those police forces for de-escalation training upon request.

De-escalation training opportunities will be tailored to reflect common and recent challenges experienced by RPD officers in the field where de-escalation strategies may make a meaningful difference. The extensive library of scenarios available through Apex Officer and the self-contained nature of the tool itself will make it possible for officers to train without a need for additional officers to be pulled from their duties to role play. Unlike role-playing in a classroom context in the company of fellow officers, the use of virtual reality creates an opportunity for officers to feel fully immersed in a rapidly changing situation and be more likely to respond in a way that reflects choices they might make in the field. In this way, virtual reality offers more meaningful insight into where an officer's needs for professional development and additional training around de-escalation may lie.

The use of Apex Officer by community partners will offer a diverse array of Richmond residents the opportunity to experience the challenging decision points regarding de-escalation and use of force that officers encounter in the line of duty and may help to build confidence and trust between residents and RPD. Community partners who receive this training may also be able

to limit the need for police intervention when a crisis arises within the communities they serve or defuse tension to reduce the likelihood that police may need to use force upon arrival as a result of de-escalation training. Community participants will include public school staff, faith leaders, LGBTQ organizations that work with police, community activists, and the RPD Citizens Academy (a community patrol and relationship-building volunteer organization), and others upon request.

RPD's current de-escalation training options also lack the analytics and evaluation potential that Apex Officer offers, so the use of this tool has the potential to greatly improve the tracking of community policing performance measures and the impact of training on actual decisions made in the field. As RPD's academy leadership and data team review reports of trends among officers completing training as well as the training outcomes of individual officers, we can identify areas where additional professional development is needed and offer additional training or protocol shifts department-wide to address them. In this way, RPD leadership can be more confident that all officers have a sufficient understanding of and confidence in using de-escalation strategies and that this will translate to increased use of these strategies whenever possible in the field. Performance measures will include the number of officers and community partners trained; de-escalation training outcomes (in-training decisions, strategies implemented, and overall trends among all officers trained); and reported use of de-escalation strategies in the field among officers who have received Apex Officer training.

Given that Apex Officer is a VR tool created by a privately owned company founded jointly by law enforcement and virtual reality professionals, the use of this tool will not duplicate any specific efforts by the COPS office or the DOJ. The tool is also not currently in use in Central Virginia. As the capital city of Virginia, Richmond often seeks to set a standard for

progressive strategies and policies for other localities across the state. By prioritizing de-escalation, adopting a comprehensive tool with consistent quality and detailed data reporting, and sharing the tool with community partners, we have the potential to set a new standard for local policing across the Commonwealth.

RPD will require all sworn officers who interface with the public to participate in Apex Officer training. Training will begin with patrol officers who deal with highly tense situations daily. Officers who complete the training can serve as ambassadors to the rest of the department, sharing the value of the VR training experience. RPD will also create marketing materials to be shared with community partners who may benefit from de-escalation training and will distribute these electronically to create community interest in participation. RPD collaborates closely with police departments in neighboring jurisdictions and will share findings regarding the impact of Apex Officer with neighboring departments and will make its final report regarding the use of Apex Officer during the grant funding period available online to encourage other local police departments to scale up de-escalation training and prioritize de-escalation in the field.

Project Management Plan and Strategy

RPD plans to accomplish the goals of the Community Policing Development program by growing capacity both within the department and among community partners to implement de-escalation tactics in a wide array of situations in the field, thereby reducing use of force, building greater trust with communities, and embracing community policing as essential to our department's mission. The goals of the de-escalation training program are to 1) utilize Apex Officer to increase the number of officers who receive high-quality de-escalation training; 2) community partners who complete Apex Officer training will report increased knowledge of and confidence in their ability to implement de-escalation strategies in the community, and 3) train at

least 3 additional officers to teach and facilitate de-escalation training annually. Community partners will be provided several resources upon completion of the training program. These resources will translate into educational, social, emotional, and psychological support from community members to include Richmond residents and law enforcement agencies.

The project is aligned with the goals of the solicitation as follows:

Develop knowledge: Apex Officer provides immersive de-escalation training scenarios of high and consistent quality. Officers can build on their existing de-escalation training from required modules already in place within our department and practice them in scenarios ranging from traffic stops to domestic disputes to large-scale protests. In this way, officers can shift from academic knowledge of de-escalation strategies to practical knowledge through the repeated experience of implementing those strategies in a VR setting. Forty to fifty officers will be trained monthly.

Increase Awareness: RPD will share the tool with a wide range of community partners, but we will also share reports of our progress with City leadership (the Mayor's office, City Council, etc.) as well as local press and police departments in neighboring jurisdictions. A train-the-trainer program component will be developed to allow additional opportunities for regional training.

Increase Skills and Abilities: The detailed analytics offered by Apex Officer will allow training academy staff and RPD leadership to identify training deficiencies, problematic trends, and needs for additional training for specific officers or the entire department. In this way, department leadership can assure that de-escalation training is resulting in a shift in mindset and response strategies among officers and is not merely an empty exercise that has little impact on decision-making in the field. In addition, community partners will be provided several resources

upon completion of the training program. These resources will translate into educational, social, emotional, and psychological support from community members to include Richmond residents, Richmond Public Schools, Mental Health Professionals, and Mentors.

Increase Practice: RPD's data team will track self-reporting of use of de-escalation strategies within reports filed by officers responding to calls to determine whether there is an increase on a quarterly and annual basis as a result of Apex Officer training. In addition, RPD's community engagement team will meet with community partners who complete Apex Officer training to understand when and how de-escalation strategies learned through Apex Officer are used in community settings. This will allow RPD to identify opportunities for additional training for community partners upon request.

Institutionalize Practice: Performance reviews of individual officers will take into account evidence of use of de-escalation strategies in the field. RPD will also make public a report of its commitment to de-escalation and the impact that training has had on expansion of community policing and reduction of use of force in communities across the city.

The Apex Officer program will obtain the optimal outcome for officers as well as encourage community partnerships and involvement. Quality control measures are built into the program given the detailed analytics that shows performance by individual officers as well as trends among all participants combined. Standardized reporting of all police work in the field will also provide a straightforward source for identifying whether enhanced de-escalation training is translating to increased use of these strategies in the field. The Department of Criminal Justice Services will also certify the new training modality and require a report of training completion by individual officers.

Captain Mooney is responsible for implementing the program; however, measurement of the program's implementation is managed by the Virginia Department of Criminal Justice Services (DCJS), which certifies all training for police officers. The DCJS Division of Law Enforcement oversees and manages training standards and regulations for all criminal justice agencies across the Commonwealth. Successful implementation of Apex Officer in Richmond and a clear connection to increased use of de-escalation strategies in the field could result in wider adoption of this tool and these strategies in local police departments across the Commonwealth.

The Training Academy Executive Director, Captain Mooney, is also responsible for identifying community partners and resources for the training program. A training task force will be established to assist with this effort to ensure that officers and their specific issues are being addressed and supported. In addition to DCJS and the Office of the Attorney General, Richmond is home to the Virginia Capital Police given that it is the capital city of Virginia as well as the police department at Virginia Commonwealth University, a large public university with the main campus and a medical school located in the city center. RPD will work closely with these partners to identify training needs, plan training modules, and share outcomes to create better alignment among all law enforcement stakeholders in the city.

Experience and Capacity

The Apex Officer virtual reality training program has the support of Chief Gerald Smith and is managed by Acting Captain Kimberly Mooney, Training Academy Executive Officer. A/C Mooney is responsible for the implementation, coordination, and evaluation of Apex Officer. The RPD Office of Professional Accountability is responsible for tracking how this extensive training translates to greater use of de-escalation strategies in the field.

- Acting Captain Kimberly Mooney – A/C Mooney, Training Academy Executive Director, has over seventeen years of experience with the Richmond Police Department. She has held numerous positions within the department such as Major Crimes Detective, Sector Lieutenant, Officer in Charge (OIC) of Personnel and Recruitment, and Executive Officer - Support Services. Captain Mooney has extensive experience and training in law enforcement and investigations. She possesses a combination of analytical, organizational, and interpersonal communication skills. In her current role, she is responsible for training police recruits and facilitating training department-wide. Additional duties consist of but are not limited to identifying resources for training, partnering with law enforcement agencies, and ensuring certifications and compliance with state-mandated training officials. As a proven leader, manager, and instructor, she is equipped to implement and facilitate the Apex Officer virtual learning training program.

RPD's current Crisis Intervention training contains a de-escalation training component, and officers also build de-escalation knowledge and skills through the MILO and ACT training mentioned in the first section of this narrative, so RPD is well-prepared to facilitate training of this magnitude across the entire department and among our partners. Apex Officer also offers troubleshooting assistance for any issues with the tool itself, so any learning curve or technical issues with the VR tool should be easily managed by the training academy team.

RPD Training Academy personnel strives to work with community partners, special projects, and services to bridge the gap between law enforcement and the community. The Training Academy has been a valuable resource and serves as the hub for law enforcement training. The project is important and will improve performance, professionalism and reduce

liability. The simulator will help us meet DCJS mandates for basic training, re-entry training, use

of force training, and in-service training.

Goals, Objectives, Deliverables, and Timeline (web-based form)

Budget and Associated Documentation (web-based form)

Timeline Form (web-based form)

Budget and Budget Narrative

BUDGET		
Description	**Computation**	**Price**
Apex Officer Pro Training Simulator	1 x $95,868.00	$95,868.00
First In Virginia Discount		-$48,368.00
Total		**$47,500.00**
Apex Officer X2 – Hardware Upgrade		$22,000.00
First in Virginia Discount		-$7,000.00
Total		**$15,000.00**
Grand Total w/ Upgrades		**$62,500.00**
Grand Total w/ Upgrades	2 x $62,500.00	**$125,000.00**

Budget Narrative:

The Apex Officer – Pro Training Simulator System Includes:
- Apex Officer Content Library
- High-Performance VR-Ready Workstation
- Virtual Reality Head Mounted Display
- Virtual Training Accessories
- Apex Wireless
- Dynamic Scenario Generator
- After Action Debriefing
- Advanced Officer Analytics
- Apex Reporting and Monitoring
- Apex Officer Training with Set Up

Sworn and non-sworn personnel are asked to participate in real-life scenarios to practice de-escalation tools and techniques. Apex Officer requires only one person to operate the system, therefore, less personnel are needed to participate in scenarios. RPD is short-staffed which makes it challenging to practice de-escalation techniques on a regular basis. The ability to practice de-escalation techniques without additional personnel is cost-effective and does not compromise the quality of training.

The vendor provided a deep discount categorized as "First in Virginia" to highlight the simulator's introduction in Virginia. Although the RPD is unable to purchase the system due to local government budget constraints, the discounts allow sustainability post the grant award.

SPECIAL FUND SUMMARY BY AGENCY

Agency	FY2019 Actual	FY2020 Actual	FY2021 Adopted	FY2022 Adopted
Adult Drug Court	$417,233	$358,615	$500,000	$500,000
Animal Care and Control	(10,650)	82,118	75,000	75,000
Circuit Court	204,491	260,948	465,000	640,000
Citizen Service and Response	—	—	—	150,000
City Attorney	6,046,256	1,068,459	1,501,829	696,435
City Council	—	—	261,869	261,869
City Treasurer	—	—	350,000	—
Commonwealth Attorney	791,746	777,713	835,274	932,908
Community Wealth Building	1,596,911	1,609,822	2,282,866	2,394,866
Criminal/Manchester Court	286,445	4,913	150,000	150,000
Economic Development	3,962,781	1,657,077	2,944,918	2,944,918
Emergency Communications	4,414,391	4,772,427	14,942,000	6,107,000
Finance	386,341	400,428	—	—
Fire & EMS	1,247,819	1,347,110	1,071,526	1,047,050
Housing and Community Development	10,343,107	9,518,601	24,990,948	20,200,340
Human Services	260,453	204,450	—	—
Justice Services	1,565,117	1,419,313	2,409,500	2,084,500
Library	542,984	473,811	565,200	339,000
Office of the Mayor	114,525	85,481	—	—
Office of the Press Secretary	735,512	(27,225)	150,000	—
Parks, Recreation and Community Facilities	1,076,521	1,189,264	3,661,493	2,361,627
Planning and Development Review	371,388	416,225	573,792	800,000
Police	732,154	803,853	2,983,000	2,063,000
Public Works	31,982,780	31,672,793	34,422,564	55,111,627
Retirement	1,446,186	1,494,261	1,951,747	1,943,586
Sheriff and Jail	464,188	577,337	2,235,000	1,835,000
Social Services	16,003,564	12,331,936	16,897,192	15,870,081
Default	—	32,723	—	—
Total Special Fund	**$84,982,243**	**$72,532,453**	**$116,220,718**	**$118,508,807**

Agency	FY2019 Actual	FY2020 Actual	FY2021 Adopted	FY2022 Adopted
Art Classes 70/30	7,505	8,756	—	—
PASS After School	45,776	99,634	—	—
Trophies By Teens Program	(470)	(201)	—	—
Park Maintenance	(87,415)	14,079	—	—
Park Concessions	11,787	10,035	—	—
City Stadium Rental	680	25,800	—	—
USTA Best Tennis Town	14,000	—	—	—
Misc - Service Levels	31,547	(10,761)	—	—
Community Gardens	—	—	20,000	—
Recreation	9,772	—	331,000	—
No Kid Hungry	4,978	—	5,000	5,000
Cultural Arts	1,120	783	97,500	—
James Park System	—	—	26,000	—
Other Parks	969	—	12,000	—
Pump House Park	—	—	25,200	—
AmeriCorps	—	—	380,503	380,503
Workforce Development	—	—	500,000	—
JF Bright	—	32,000	—	—
Calhoun	—	22,507	—	—
COVID-19	—	16,074	—	—
17th Street Farmer's Market	—	142,863	311,290	256,124
NRPA	—	3,585	—	—
Total Agency Special Funds	**$1,076,521**	**$1,189,264**	**$3,661,493**	**$2,361,627**

Planning and Development Review

Public Art Commission	—	—	100,000	100,000
Permitting & Insp Tech Renewal Fund	371,388	237,256	473,792	700,000
CDBG	—	178,969	—	—
Total Agency Special Funds	**$371,388**	**$416,225**	**$573,792**	**$800,000**

Police

Federal Asset Forfeiture	—	56,886	300,000	300,000
State Asset Forfeiture	283,786	255,390	500,000	500,000
Internet Crimes Against Children	558	—	—	—
Edward Byrne Justice Asst. Grant (JAG)	51,028	168,243	200,000	200,000
DMV Traffic Enforc. & Safety Initiative	105,983	138,217	125,000	170,000
TRIAD	2,474	—	3,000	3,000
Washington/Baltimore HIDTA	—	134,288	—	—
Cal Ripken	4,479	3,581	5,000	5,000
VDEM/Homeland Security	—	—	100,000	—
Project Safe Neighborhood (OAG)	76,055	12,615	90,000	100,000
Department of Criminal Justice Services	—	—	300,000	300,000

Agency	FY2019 Actual	FY2020 Actual	FY2021 Adopted	FY2022 Adopted
Community Oriented Policing Services (COPS)	—	—	100,000	100,000
Local Law Enforcement Crime Gun Intelligence Center Integration Initiative	—	—	300,000	—
Comprehensive Opioid Abuse Site-Based Program	—	—	600,000	—
Police E-ticket Special Fund	—	—	200,000	200,000
Paul Coverdell Forensic Science Improvement Grant	—	—	150,000	—
Virginia Rules Camp	—	—	10,000	10,000
Tactical Entry Equipment	19,970	—	—	—
Bomb Squad EQ Capability	60,000	—	—	—
Smart Policing Program - RichmondAction	50,529	—	—	—
Police Department Project/Grants	750	—	—	—
LISC - RVA League for Safer Streets	49,035	—	—	—
LISC - Midnight Basketball	108	—	—	—
OAG Violent Crimes	—	34,634	—	—
VA Department of Enforcement Crime Gun Intelligence Center integration Initiative	—	—	—	175,000
LIFE Program	27,399	—	—	—
Total Agency Special Funds	**$732,154**	**$803,853**	**$2,983,000**	**$2,063,000**

Public Works

	FY2019 Actual	FY2020 Actual	FY2021 Adopted	FY2022 Adopted
Litter Control Act Grant	15,906	11,718	—	30,000
Richmond Employee Trip Reduction	191,334	—	350,000	304,112
Winter Storm Events	1,440,251	412,917	—	1,148,923
Main Street Station Operating	350	2,428,300	2,023,318	2,389,118
Street Maintenance	30,334,964	28,215,754	30,486,246	33,723,672
Shared Mobility Special Fund	—	—	800,000	—
Special Residential District Parking	—	213,960	363,000	363,000
CVTA	—	—	—	16,692,802
Transportation	(25)	114,493	—	—
City Bike Share	—	275,650	400,000	460,000
Total Agency Special Funds	**$31,982,780**	**$31,672,793**	**$34,422,564**	**$55,111,627**

Retirement

	FY2019 Actual	FY2020 Actual	FY2021 Adopted	FY2022 Adopted
Richmond Retirement System	1,446,186	1,494,261	1,951,747	1,943,586
Total Agency Special Funds	**$1,446,186**	**$1,494,261**	**$1,951,747**	**$1,943,586**

Sheriff and Jail

	FY2019 Actual	FY2020 Actual	FY2021 Adopted	FY2022 Adopted
State Asset Forfeiture	—	1,089	5,000	5,000
SCAAP (State Criminal Alien Assistance Program)	—	—	75,000	75,000
Byrne Justice Assistance Grant (DCJS)	—	—	50,000	50,000