In the June edition of Richmond: The City Magazine, Sheriff Woody offered ideas on how the community shares in the responsibility of closing the revolving door. The Sheriff offered the concept that “with a church on every corner,” our faith-based community can step in by “adopting inmates’ families” while they are incarcerated. This would not only help stabilize families as their loved one serves their time, it could also help in the reentry process by providing a stable home and support network as ex-offenders return to their homes and the community. To read the full story visit www.richmondmagazine.com.

In the June 5 City Edition, in a thought-provoking piece entitled The New Asylum, Sheriff Woody and Dr. William Rhoades detailed the problems facing the Jail regarding mentally ill inmates—the most severe of whom reside in 12 cells in A3R. As Dr. Rhoades (who is also a deputy) clarifies, the Jail houses about 200-300 inmates at any given time who are taking psychotropic meds. This is an expensive responsibility, which costs the RSO over half of its annual medication budget for a total of $464K. We face these rising expenses despite City Council’s rejection of the Sheriff’s budget request and asking the RSO to trim the existing budget by 1 percent.

A special thanks to the nine RSO Torch Run participants:

- Zenobia Brown (runner)
- Shawanda Davis (runner)
- Tara Dunlop
- Emily Hall (runner)
- Cynthia Johnson
- Shirl Isley (runner)
- Pat McDaniel
- John Oast
- Clayton Reed (runner)
- Shemeka Ware (runner)

Recreation Director, Shirl Isley and six RSO runners led the way as law enforcement agencies from around the state ran in the Special Olympics Torch Run at the University of Richmond on Friday, June 9. The RSO joined in celebrating the Olympic’s 25th anniversary in the Law Enforcement Torch Run for Special Olympics, which is the movement’s largest grassroots fundraiser and public awareness vehicle. Last year, the Torch Run raised $21.4 million for Special Olympics programs in 2005, with more than 85,000 law enforcement officers carrying the Flame of Hope across 35 nations.
Sheriff Announces the Richmond City Sheriff’s Office Mission

Sheriff Woody recently approved the RSO’s new mission statement. To this, you may ask, “why is this important?” In a nutshell, our mission will help us as we continue our strategic planning for this organization.

Our mission statement was not created in a vacuum and a special thanks goes to the members of the leadership team who worked on the SWOT* analysis and came up with real and thoughtful ideas that went into crafting the RSO mission. Our mission is not just a slogan--the statement takes into account the Strategic Planning Team’s input and incorporates the Richmond City Sheriff’s Office purpose, what it hopes to accomplish and how it plans to get there.

The RSO Mission answers four main questions:

1. What is our business?
2. Why do we exist?
3. What are we trying to accomplish?
4. How are we going to accomplish it?

MISSION

The Richmond City Sheriff’s Office is responsible for maintaining a secure jail and a safe court system, along with seamless inmate transport and civil process to preserve public safety. We remain committed to performing these duties with unsurpassed integrity 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 ex-offenders to become productive members of society.

*SWOT=Strengths, Weaknesses, Opportunities and Threats
Employee Spotlight: Yarina Gina Servellon
IAD’s Outspoken Latina Sets an Example and Takes No Prisoners

We proudly Spotlight Deputy Servellon a three-year employee, who is IAD’s most recent addition that hails from Long Island, NY. As the second female to work in IAD (Capt. LaTonya Crosby was the first) and the first Latin American in the division, Servellon brings plenty to the table. The quick study graduated at the top of the 56th Class, with a 98.59 GPA and is a bilingual interpreter and translator. In fact, while diving into IAD investigations, Servellon is translating several commonly used RSO documents, serving as the RSO’s principal Spanish-speaking interpreter, and is a Notary Public. Servellon stated, “I am so thankful that Sheriff Woody is allowing me this opportunity and I appreciate his confidence in me—I met with him to talk about becoming an interpreter and he dropped a bomb by asking that I move into the IAD job. The Sheriff’s Office is where I plan to grow and to stay. I see myself retiring here.”

Only a few weeks with Servellon in the office, Lt. Mike Genau smiled stating, “Life here in IAD has changed as we know it. Very few people are cut out for this job and I can say that Servellon has brought in fresh ideas, like our other newcomer, Investigator Bart. If someone brings in better ideas on doing things, I am all for it.” Investigator Gary Mimms said, “[Servellon] is a good fit in this office, given the nature of what we do. The fact that she speaks Spanish is a big help because our Spanish-speaking population is growing everyday and she is bringing an added advantage.”

When Servellon arrived in Richmond in 2002, she applied for the RSO with the support of her soon-to-be spouse and the reservations of her two children who were not used to the idea of their mother working in a jail. Servellon looked back stating, “Once my kids got over the idea I would no longer be working in the medical field, they were actually pretty excited for me.” As her tenure began on the 4-midnight shift, Servellon said, “Yes, we had to make some sacrifices back then. My husband and I own a restaurant called Mi Casita on Hull Street, so he was able to bond stay at home with the kids in the evening and was able to bond with them—in the end, it all worked out for the better.” In fact, Servellon’s time working in the Jail Annex Operations was the “most important” part of her career because “once you are in there, you have to learn everything at once, from IMATS, to NCIC, to the finger printing process.”

“After taking the Boards for the courts, I went to Oliver Hill because I love working with kids. After some of my own experiences, I wanted to share what I have been through and what I have learned.” Servellon continued, “I have done hundreds of hours of community service and at Oliver Hill, I did a lot of volunteering on weekends and evenings through the Drug Court—that was the best part of working there, because I truly love helping others.”

After a year and a half, Servellon was assigned to John Marshall Courts as the Officer in Charge of Front Door Security, where she became known by some of the judges as the “Tough Puerto Rican in Charge.” According to Servellon, “It’s not that I was so tough—I consider myself tough but firm and I treated the public the same way I treated the judges. I just followed policy and if, for example, a police officer came to the door with no ID, I could not let them in, simple as that.”

TRIAD Program Adds Touch of Caring to Senior Lives

Many seniors in our city are living their lives alone and with few social and emotional supports. The TRIAD Program gives us an opportunity to intervene and help prevent the isolated reality of older people living on their own in our community. The Richmond City Sheriff’s Office TRIAD Program is a voluntary program that pairs employees with seniors around the community. According to Community Relations Director and TRIAD coordinator, Bill Hicks, “The program is back up again, is moving forward and is in need of more volunteers.” Volunteers can do everything with their TRIAD partner from after-work visits to weekend errands to attending church. The level of interaction is strictly up to you and your TRIAD. Volunteering is easy because partners are conveniently located in an area of the city near your home or work. For more information or to volunteer, contact Bill Hicks at 646-0911.

Aging Population Facts:
- Everyday 1,000 people in the U.S. reach the age of 65.
- The number of people turning 100 has doubled every ten years since 1950.
- By the year 2015 all Baby Boomers, born between 1946 and 1964, will be considered senior citizens.
Redemption Chapel Reflections

Loyalty is not a Four Letter Word

by Chaplain Alonzo Pruitt

Growing up in Chicago, long a bastion of the Democratic Party, I learned a number of truths early on. One of them was, “you take care of the Party, and the Party will take care of you.”

This sounds like an obsolete idea that brings to mind backroom deals and sweetheart contracts, but it really isn’t at all. Being faithful to and supportive of those with whom we share an important mission is one of the primary ways that we demonstrate both self-respect and our commitment to the goals we hold dear. No one can do it all, alone. Even Bill Gates, Microsoft’s $50 billion dollar man, needs committed associates.

We may need to meditate on this idea now more than ever, because our immediate gratification-oriented society, with its penchant for throw away marriages, disposable children, and locked away and overlooked inmates, is not going to teach us to stand together and to grow by being as committed to others as we are to ourselves.

I don’t think it will ever happen that I disagree with a Deputy or Staff Member in the presence of a Jail Resident. If it were a matter of life and death, maybe, and only. Otherwise, I see that person after the situation and identify what I think and feel. The Jail Residents function best in a climate of control, compassion, and cooperation, and when Deputies, Staff, or Chaplains, openly disagree with each other or contend with each other, we all lose, chaos wins, and loyalty silently weeps.

The issue isn’t so much WHETHER we are loyal, for even the demons adhere. The issue is: can we be loyal to the best interests of the families and institutions, which populate our lives, or will we merely practice self-interest and coalesce as convenient?

Of course it’s true that we need, and Richmond deserves, a new Jail. But it’s also true that we can build a new Jail everyday by being increasingly loyal to Sheriff Woody, to the principles of excellence in corrections and in correctional chaplaincy, and to each other.

The big problem with the “looking out for number one” attitude is that the number one so many look out for is themselves, and not God, and the work and tasks He has entrusted to us. Ask yourself: “What does it mean for me to be a loyal member of the Sheriff’s Office? Do I make disparaging comments about Staff or Jail Residents? Do I demean others? Is this likely to cause them or me to be better?”

Loyalty means that I get better because WE get better, and we get better when “we” is MORE IMPORTANT than “I.” If the griots* and old priests were right; if WORK is another form of PRAYER; another means of communicating to God our spiritual condition, then our commitment to do our best, to put sixty seconds of effort into every minute of work, is both a form of loyalty to God and to the people we work with, and there’s nothing back-room or sleazy about that. On the contrary, it is a statement of self love, and of obedience to the Almighty.

*Word for the Day: GRIOTS

To learn more...Check out the article on page 5

A Look at the First Six Months: Sheriff Woody Reaches First Benchmark

During the June 2 Command Staff Meeting, Sheriff Woody asked the Command Staff to speak about what they thought went well and what could be done better as we enter into his sixth month leading the RSO. Below, is a highlight of the top 10 Positives vs. Negatives:

What went well:

1. New employees bring new perspective
2. Openness with the media and changing public perception
3. Sheriff is tough but fair and shows that he cares
4. Sheriff participates with staff & has more visibility in the Jail
5. Increasing professionalism
6. Catching up with surrounding jurisdictions and creating working partnerships
7. Regular Command Meetings allow more communication between divisions
8. Leadership encourages ideas through openness
9. Graduation was a “big deal” with attendance of Sheriff, command staff and others
10. Good to postpone the academy to help alleviate staff shortages

What we can do better:

1. Customer service / telephone etiquette
2. Improving respect demonstrated toward inmates
3. Improving cohesiveness and team spiritedness
4. Better office space needed for Recruitment as the first point of contact for new employees
5. Use technology to push the Sheriff’s message and improve effective communications
6. Career development for deputies who do not want to supervise
7. Long-term employees who say that “I have done my time, now it’s my turn to relax” drain the system
8. Add health and wellness initiatives
9. Behind the scenes, many go to an employee’s boss, instead of working out problems directly
10. Expand W1 to not only include people in shift
Factoid: Griots...preserve ancient roles

The ancient West African profession of griots and griottes -- individuals who orally pass on history -- can be traced back nearly 1,000 years, yet these esteemed historians-musicians are thriving and expanding their audiences, with the help of modern technology such as the Internet and communications satellites.

"Widely popularized by Alex Haley's narrative 'Roots,' griots are best known outside Africa for genealogy and musical performances," said Thomas Hale, professor of African, French and comparative literature. "But over the centuries, they have performed a variety of important functions for African rulers and communities -- providing advice, serving as a spokesperson, reporting news and praise-singing -- that served as a social glue for African societies."

"No profession in any other part of the world is charged with such wide-ranging and intimate involvement in the lives of the people," he said. "What distinguishes griots from poets in the Western tradition is that the speech of these African wordsmiths combines both poetic art and, in many cases, a much less clearly defined occult power that listeners respect and sometimes fear. This verbal art ranges from short praise songs for people in society today to long epics about heroes of the past." SOURCE: www.psu.edu ☼
**RECOGNIZING A STROKE:** Remember the Three Steps of S.T.R.

**STROKE:** A stroke is the sudden death of a portion of the brain cells due to a lack of oxygen. A stroke occurs when blood flow to the brain is damaged resulting in abnormal function of brain. It is caused by blockage or rupture of an artery to the brain. (SOURCE: www.thinkquest.org)

Sometimes symptoms of a stroke are difficult to identify. Unfortunately, the lack of awareness spells disaster. The stroke victim may suffer severe brain damage when people nearby fail to recognize the symptoms of a stroke. Now, doctors say a bystander can recognize a stroke by asking three simple questions:

- **S**—Ask the individual to SMILE
- **T**—Ask the person to TALK and speak a simple sentence
- **R**—Ask him or her to RAISE BOTH ARMS.

**NOTE:** Another ‘sign’ of a stroke is this: Ask the person to stick out their tongue... if the tongue is crooked, if it goes to one side or the other, is also an indication of a stroke. If he or she has trouble with ANY ONE of these tasks, call 9-1-1 immediately and describe the symptoms to the dispatcher.

---

**RSO Rolls Out New Dress Code**

Making the best possible impression is paramount when seeking employment and remains important once you get the job. Even though we would like to think that our skills and abilities get us the job and allow us to keep it, appearance does count. And let’s face it, either you make a good professional impression or the direction of your career may suffer the consequences. Like it or not, the wrong wardrobe can sabotage your upward mobility in an organization. According to the June 7 policy, Professional Attire is considered “Jacket, sports coat, dress shirt with or without a tie, socks, skirts, hose, appropriate footwear, slacks, and blouse.”

**What is Casual Friday Attire:**

- Business casual is acceptable
- No bare shoulders
- No jeans
- No tennis shoes

**HR Men Take Dress Code to New Heights with Pinstripes and Polka Dots**

The ranking factors include the three C’s of neck wear fashion: Color, Coordination and Creativity. Right now, there’s no declared winner, only two well-groomed RSO workers representing us well and making the fashionistas among us quite proud!

**Want a Free Ride?**

The City of Richmond offers each of its employees the opportunity to participate in the Employee Trip Reduction Program. This program enables employees to ride the bus for free! This service is only given to the employees and can only be used when arriving or leaving work and other work-related trips. The Employee Trip Reduction Program also applies to vanpool commutes and will assist in the formation of new vanpools.

If a registered participant of either program has an emergency and needs transportation to their home or vehicle on a day they have ridden the bus or vanpool to work, RideFinders will make arrangements and pay the costs for a taxi or rental car for the individual.

For more information, contact Ms. Hubbard in Human Resources at 646-0820 to have an application sent to them via inter-office mail.

---

**About Town: A Community Relations Update**

Summer is here, and the Richmond City Sheriff’s Office is taking part in local community activities. Compensatory Time is available for most events! Please call Sgt. J. Oast at 646-0911 for more information. Comp Time is also available for assistance with group tours at the Richmond City Jail.

---

**The Spotlight: A Monthly Update for You** welcomes your story ideas, article submissions, and comments on how this publication can continue to improve. Please contact me via email at dunloptt@ci.richmond.va.us

Publisher and Editor: Tara T. Dunlop, Communications Director