



INTRODUCTION

In my campaign to become the Henry County Sheriff, I emphasized the importance of accomplishing matters important to the citizens of Henry County. My first 100-days included numerous accomplishments that improved staffing, facilities, operations, community engagement and a new mission.

Our mission is to employ twenty-first century law enforcement initiatives, while preserving our core values, that elevate Sheriff's Office operations through the performance of the constitutional and statutory mandates, while transparently serving our community to restore public trust.

To succeed in our mission, I prioritized six (6) goals for Henry County Sheriff's Office (HCSO):

1. Foster Community Engagement
2. Empower and Engage Employees
3. Create Multi-Jurisdictional Collaborations
4. Reduce Recidivism
5. Implement Restorative Justice
6. Garner National Certifications

The following are accomplishments of our first 100-days in office.

Community Engagement and Operations

- Engaged youth and community members within their neighborhoods with basketball games, snack distribution and random stop and talk events, which fosters positive relationships.
- Used evidence-based strategies to improve quality of life in communities experiencing criminal activity and aggressive solicitation. This resulted in



numerous arrests, firearms recovered and partnerships to serve our homeless and mental health populations.

- Honored senior citizens on Valentine's Day with roses and candy.
- Engaged youth from "A Friend's House" with a spa day for the young ladies and a visit from the Sheriff at Urban Air for the young men, several lunch events, candy and balloons on Valentine's Day and provided donated blankets and also held a fishing tournament to benefit "A Friend's House."
- Provided a new security system, Valentine's Day flowers and blanket donations to the "Haven House".
- Participated in the "Polar Plunge" annual fundraising event in support of Special Olympics.
- Donated water to support St. Vincent and the Grenadines for volcanic relief efforts.
- Participated in the Eagles Landing State Championship parade to support the youth basketball team.

Empower and Engage Employees

- We engaged our employees through showing appreciation for their work ethic, commitment and loyalty to the HCSO by having events (i.e., the Law Enforcement Appreciation Day Luncheon, the Telecommunications Appreciation Cupcakes and the Administrative Professional Day Brunch.
- We reviewed policies to establish organizational practices that reflect our community's values and expectations. These efforts align with best practices and emerging trends as a foundation towards accreditation.
- The HCSO created an internal Human Resources Manager position; who developed a consistent process for promotional opportunities and transfers. We held open internal promotional boards for Captain, Lieutenant, and Sergeant positions to provide opportunities for our current staff.



- The HCSO hired a military-trained IT Manager to assist the agency in increasing and upgrading our technology by meeting with Henry County's IT and the HCSO Operation Commanders to assess the growth needs, security and maintenance of the agency's network.
- The HCSO has reinstated random drug testing procedures in conjunction with the County Risk Management for all safety sensitive employees to provide accountability and reduce agency liability.
- The HCSO has acquired the PowerDMS software program, which provides an electronic method for all staff to review policies, training opportunities, and Sheriff's Administrative Orders and other informative documents.
- The Sheriff's Office purchased the Internal Affairs software program, IAPRO. This program will provide the agency a method of maintaining Internal Affairs cases, use of force reports, disciplinary actions, and secured documents.
- The HCSO has created and implemented an Employee Wellness Program policy that provides annual psychological wellness assessments. This will ensure that employees are adeptly processing stressful circumstances.
- "Operation FaceLift" was implemented to address the security and cleanliness of the agency. All four agency's Operations created plans to increase the safety protocols for inmates, facilities, and the public.
- A COVID-19 policy had not been established when the new administration arrived at the HCSO. We compiled a comprehensive COVID-19 policy that began aggressive efforts to eradicate the virus by executing the recommended CDC guidelines and consulting with the Georgia Department of Health.
- Placed temperature monitors at all entrances into the facility requiring all employees to enter through a designated checkpoint.
- Contracted with a professional company, which specializes in sanitation, to spray CDC recommended chemicals through the entire administrative offices and Jail complex.
- Partnered with a medical company to provide rapid COVID-19 testing to all employees and inmates, which is also used to classify inmates once they are admitted into the Jail.



- Joined the Georgia Department of Health's program to become a vaccination site with the express interest to vaccinate the entire inmate population, employees, and immediate family members.

Creating Multi-Jurisdictional and Private Collaborations

- I am very proud of the collaboration with Pepsi Stronger Together, which launched our de-escalation training program for our sworn officers. This "Train the Trainer" course allows the HCSO to train other agencies, locally to nationally, with techniques to decrease the tension in high stress situations encountered in the field, courts or inside of jails.
- The HCSO and the Henry County Board of Education (BOE) are developing a new Memorandum of Understanding to update School Resource Officers' (SRO) roles, responsibilities, and relationships with our youth and community.
- Assigned a deputy to collaborate with Homeland Security to investigate and fight crimes against children and sex trafficking in Henry County.
- Field and Support Operations reorganized staff to increase communication and positive outcomes with a community-centered approach.
- Evaluated the effectiveness of the K-9 Unit to increase certifications and improve support to the office and community.
- Partnered with the Henry County Police Department (HCPD), Georgia Emergency Management Agency, and Henry County EMA in assisting with the implementation of COVID-19 vaccines to our community, officers, and inmates.
- The HCSO entered into a task force with the McDonough Police Department, the Locust Grove Police Department, the Hampton Police Department and the HCPD, in response to the sexual assault of an elderly woman, leading to the identification and apprehension of a suspect.

Training and Professional Development Training/Garner National Certifications



- The HCSO has created a Policy Review Team to review of all agency policies. The team is updating and creating policy that reflects the standards of the American Correctional Association (ACA), Commission on Accreditation for Law Enforcement Agencies (CALEA) and National Commission on Correctional Health Care (NCCHC) to begin the agency's process of accreditation.
- All lieutenants, captains, majors and colonels attended the HCSO Leadership Training Conference. The training included nationally recognized organizational leaders in leadership development that set a foundation for our HCSO leadership team.
- Increased frequency of training for the Motor (Motorcycle) Unit and Special Weapons and Tactics (SWAT) Team, which aligns the HCSO with recognized national practices and improves deputy safety and operational tactics.
- Initiated the "Leadership Roundtable" with Field and Support Operations leader team. Each month staff research and analyze at least one scholarly journal article, current event and/or relevant book. During the monthly team meeting, leaders discuss and develop insights into personnel and operations level applications.
- Implemented *Strategic Tracking Accountability and Results (STAR)* meetings to analyze issues and problems, identify solutions, and assess results for better outcomes in service to our community.
- Our school youth population is a high priority for this office. To meet that goal, SROs are scheduled for GPS (pathway) for Success training. This training incorporates life skills, mentoring, goal setting, leadership skills, and civic responsibilities, among other important skill sets.

Technology, Equipment & Infrastructure

- All Field and Support deputies have been certified and trained on the use of the Tyler Mobile System. The system is used to track and analyze data and crime statistics, complete reports, deploy resources and increase supervision and operational effectiveness. We purchased laptop computers with the Tyler Mobile System for installation in all agency vehicles.



- Purchased new SWAT Tactical ballistic protective equipment including: vests, helmets, and a new SWAT protective deployment vehicle.
- Increased safety for students, staff, visitors, and deputies within our schools by deploying less-lethal electronic control devices. These devices increase options for the officer to use de-escalation tactics in stressful situations.
- A new key-control system and camera system were installed for the safety and security of inmates and Jail personnel.
- The overall cleanliness of the Jail was below industry standards. The Jail was thoroughly cleaned and painted inside and out, kitchen vents were replaced, molded, damaged or rusted air vents and floor tiles were replaced or cleaned, inoperable equipment and excess trash were removed. The alternate chiller (HVAC) had to be replaced to create redundancy.
- Extensive erosion management was needed to resolve the flooding issues by installing sod on the east of the Jail.
- Partnered with the County to hire a contractor to analyze mold and air quality issues. Based off of those recommendations, we initiated measures to eradicate the mold and air-quality issues.
- Partnered with the Urban League of Atlanta and Southern Crescent Technical College to provide GED classes to provide inmate services, which is the beginning of my efforts toward providing restorative justice programming to reduce recidivism.
- Formed a Jail Court Team to provide video court services for Magistrate, State, and Superior Court and established an outside cleaning and maintenance detail to pick up trash and cut grass on Henry County properties.
- Purchased an inmate property storage system to eliminate storage issues and mislaid property.
- Reconfigured the jail lobby, positioned a twenty-four (24) hour officer, purchased clear bags for all employees, and installed a metal detector to prevent contraband from entering the premises to fortify security. Created a disciplinary system to resolve personnel issues and inmate complaints in a fair and impartial manner.
- The main security gate was in disrepair for several months prior to the new administration taking office, which was a major security breach. Temporary 24-hour security was placed at the entrance until it was repaired.



- Immediately changed the policy of inmates unescorted. Inmates will always be escorted by a staff member.
- Upgraded alarm system with industry specific high-efficiency particulate air filtration system for the property and evidence room.
- Fortified security and instituted strong security measures for entry into courthouses preventing the introduction of weapons and other prohibited items. Increased security for parking with fenced and controlled access.
- Security analysis provided the best hours to implement a second shift at courthouse.

The success of the HCSO is greatly dependent upon the support of the citizens of Henry County. Thank you for this opportunity to serve you.

Sincerely,

Reginald B. Scandrett
Sheriff, Henry County