

# ROANOKE COUNTY POLICE DEPARTMENT



2017 ANNUAL REPORT



## Our Mission

Our mission is to unite with our evolving community to provide professional and proactive police services to maintain a safe environment.

## Our Vision

The Roanoke County Police Department is recognized for providing a safe community through data-driven policing, collaborative regional efforts, and public education incentives.

We understand that the members of the department are our greatest asset, and we provide them with knowledge, resources, and opportunities to offer the highest level of service.

On The Cover: Officer B. McBride, selected as the Roanoke County Police Department's 2017 Officer of the Year.  
Photo Credit: Keshia Saul and Christopher Gunter, Roanoke County Police Department.

## Our Values

### Integrity

Maintaining the highest degree of moral and ethical standards in our professional and personal lives.

### Courage

Dedicated to meeting uncertainty and adversity in order to fulfill our mission, achieve our vision, and live our values.

### Accountability

Accepting our commitments to our colleagues, our community, and our mission.

### Respect

While valuing the perspective of others, we will strive to be compassionate and empathetic to the needs of the community and each other.



# Table of Contents

Message from the Chief.....	5
About Our Department.....	6-7
DDACTS .....	8-13
Sober On All Roads (S.O.A.R.) .....	14
Traffic Safety Awards .....	15
Traffic Education .....	16
Community Policing.....	17
School Resource Officers .....	18
C.O.P.S. Camp .....	19
Coffee with a Cop .....	19
San Juan, PR Support Mission .....	20-21
Patrol .....	22
2017 by the Numbers.....	23
SWAT.....	24
Community Service Officers .....	24
K-9 Officers.....	25
Criminal Investigations Division .....	26-27
Professional Standards.....	28
Roanoke County Criminal Justice Academy ...	29
Services Division .....	30
Four-Year Budget Comparisons.....	30
Internal Affairs.....	31
Employee Recognition .....	32-36
Information and Services on the Web.....	37
Department Goals.....	38-39
Department Directory.....	Back Cover



# Message from the Chief

I am pleased to present the 2017 Annual Report for the Roanoke County Police Department. The men and women of our department work diligently to achieve our mission of providing professional and pro-active police services to maintain a safe environment. In addition to providing you with an overview of our functions, this report will highlight the many accomplishments achieved during the past year. These include:

- Operationally, our department continues to utilize data-driven practices to deploy our personnel. Overall Part I crime decreased by 9% in 2017 as compared with the yearly average
- Police resources continue to be deployed in accordance with our Data Driven Approaches to Crime and Traffic Safety initiative. We continue to achieve reductions in crime in the targeted areas.
- Our personnel participate in a variety of programs designed to engage our citizens and prevent crime. We have a number of active Neighborhood Watch groups and business associations within the County. We also offer a popular citizen's academy and participate in the "Coffee with a Cop" program.
- We continue to work closely with the Roanoke County Public Schools (RCPS) to enhance the safety of students and staff. The School Safety Task Force includes representatives of the RCPS, Police Department, and various other public safety organizations who work together to ensure that policy, training, and incident response are effective and well-coordinated.
- We continue to work with George Mason University and Intercept Youth Services to develop and evaluate a crisis intervention program that is designed to improve responses to people suffering from mental illness.
- Using grant funds from the Department of Motor Vehicles Highway Safety Office, we implemented the regional "Sober on All Roads" Task Force. Officers from Roanoke County, Roanoke City, Salem, and Vinton work together to enforce impaired driving laws throughout the Valley.
- After devastating hurricanes struck the US Territory of Puerto Rico, we deployed several teams of offi-



Police Chief Howard Hall  
Photo (c) Keshia Saul and Christopher Gunter  
Roanoke County Police Department

cers to the San Juan area to assist with the recovery efforts. Coordinated by the Federal Emergency Management Agency, our officers joined many others from various parts of the US in helping ensure the safety of local residents.

- We opened the new South County Substation on the campus of the Cave Spring Middle School. This provides a location for officers working in the southern part of the County to prepare reports, process evidence, and conduct meetings.
- We received awards from Virginia Law Enforcement Challenge program recognizing the effectiveness of our traffic safety programs

I hope that you enjoy reading about the services that we provide and the accomplishments of our staff. Please don't hesitate to reach out to us with any questions or concerns.

A handwritten signature in black ink, appearing to read "Howard B. Hall".

Howard B. Hall  
Chief of Police

# About our Department

The Roanoke County Police Department is nationally accredited through the Commission on Accreditation for Law Enforcement Agencies (CALEA). The department's fiscal year 2016-2017 budget was approximately \$12 million and the current staff level of full-time employees included 142 sworn staff and 16 civilian employees. The department also operates a full-service Criminal Justice Academy. The Roanoke County Police Department is a diverse agency that includes the following divisions:

- Uniform – Patrol, SWAT, K-9, Community Service Officers (Animal Control), Traffic Unit, Community Policing, Bike Patrol, Honor Guard, School Resource Officers, and Crime Scene Technicians.
- Criminal Investigations – General Investigations, Fraud, Vice, and Special Investigations.
- Administration – Professional Standards, Criminal Justice Academy, Internal Affairs, Records, Budget, Vault, Purchasing, and Fleet Maintenance.

The department is recognized for its professionalism and engages the community in crime solving and community enrichment strategies. The department is involved in a number of partnerships with local, state, and federal agencies including DEA, ATF, FBI and the U.S. Marshals.



# Department Command Staff



Chuck Mason  
Assistant Chief-Operations



Howard Hall  
Chief of Police



James Chapman  
Assistant Chief-Administration



Cmdr. M. Tuck  
Criminal Investigations



Cmdr. C. Kuyper  
Patrol - A Platoon



Cmdr. R. Torres  
Patrol - B Platoon



Cmdr. J. Johnson  
Patrol - C Platoon



Cmdr. S. Short  
Vice



Cmdr. K. Slough  
Special Operations



Cmdr. M. Williams  
Services Division



Cmdr. M. Poindexter  
Professional Standards



Cmdr. K. Smith  
Academy Director



## CALEA Accredited Agency

The Roanoke County Police Department is accredited by the Commission of Accreditation for Law Enforcement Agencies (CALEA), which issues standards to help strengthen crime prevention, formalize essential management procedures, establish fair and nondiscriminatory personnel practices, improve the delivery of services, solidify interagency cooperation and coordination, and boost citizen and staff confidence in the agency.

# Data-Driven Approaches to Crime and Traffic Safety (DDACTS) - Target Zones

Data-Driven Approaches to Crime and Traffic Safety, or DDACTS, is an operational model that uses location-based crime and traffic data to determine the most effective and efficient methods for deploying police and other resources. Using geo-mapping to identify areas that have high incidences of crime and crashes, DDACTS uses traffic enforcement strategies that play a dual role in fighting crime and reducing crashes and traffic violations. Drawing on the deterrent of highly visible traffic enforcement and the knowledge that crimes often involve the use of motor vehicles, the goal of DDACTS is to make the public safe by reducing the incidence of crime, crashes, and traffic violations.

Brambleton Avenue Corridor: Target Zone 1



# Data-Driven Approaches to Crime and Traffic Safety (DDACTS) - Target Zones

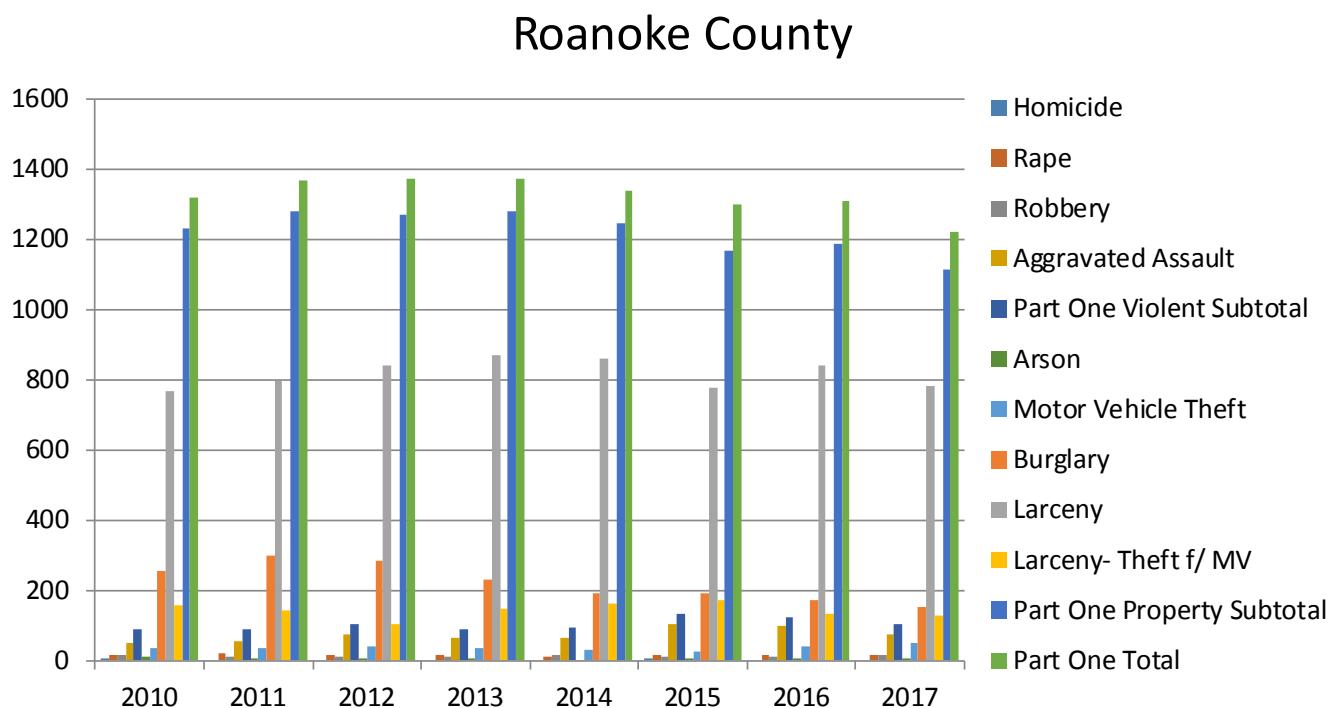
Through rigorous analysis of crime and traffic crash data, two hot-spots were identified as having the highest concentration of incidents. This analysis included data over the past three years (2015-2017). Although a long-term perspective is helpful to understand the type and nature of crime and traffic activities the agency also considered contemporary and emerging crimes within the County. The following crime categories were identified as incidents of focus: burglary, theft from automobiles, shoplifting, crashes, DUI arrest and complaints of speeding and reckless driving.

North County Corridor: Target Zone 2



# Data-Driven Approaches to Crime and Traffic Safety (DDACTS) - County-Wide Results

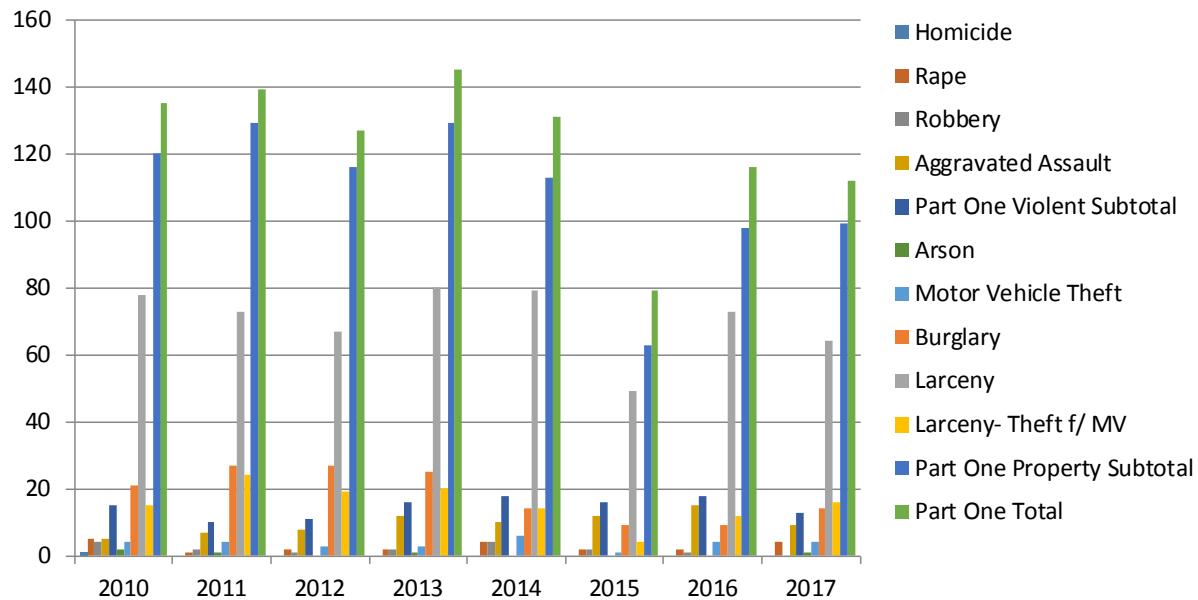
The **Crime Comparison** graph below shows criminal offenses related to the actual count from previous years. This data was taken from the Virginia State Police IBR report. Total Part 1 crimes decreased in 2017 by 9% compared to the yearly average. Burglaries have decreased by 34%. Motor vehicle thefts have increased by 39%.



# DDACTS Target Zone Results - Crime

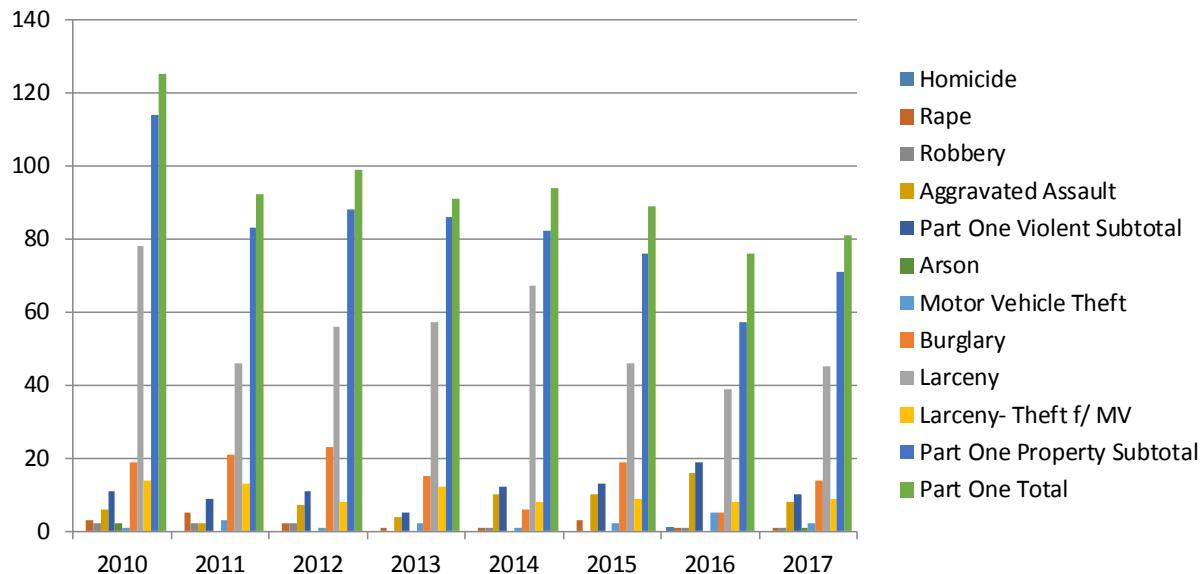
The **Crime Comparison** graphs below show criminal offenses by Target Zone related to the actual count from all previous years.

## Target Zone 1



The total part one crime offenses decreased by 10% in 2017 compared to the yearly average. Burglaries decreased by 26%.

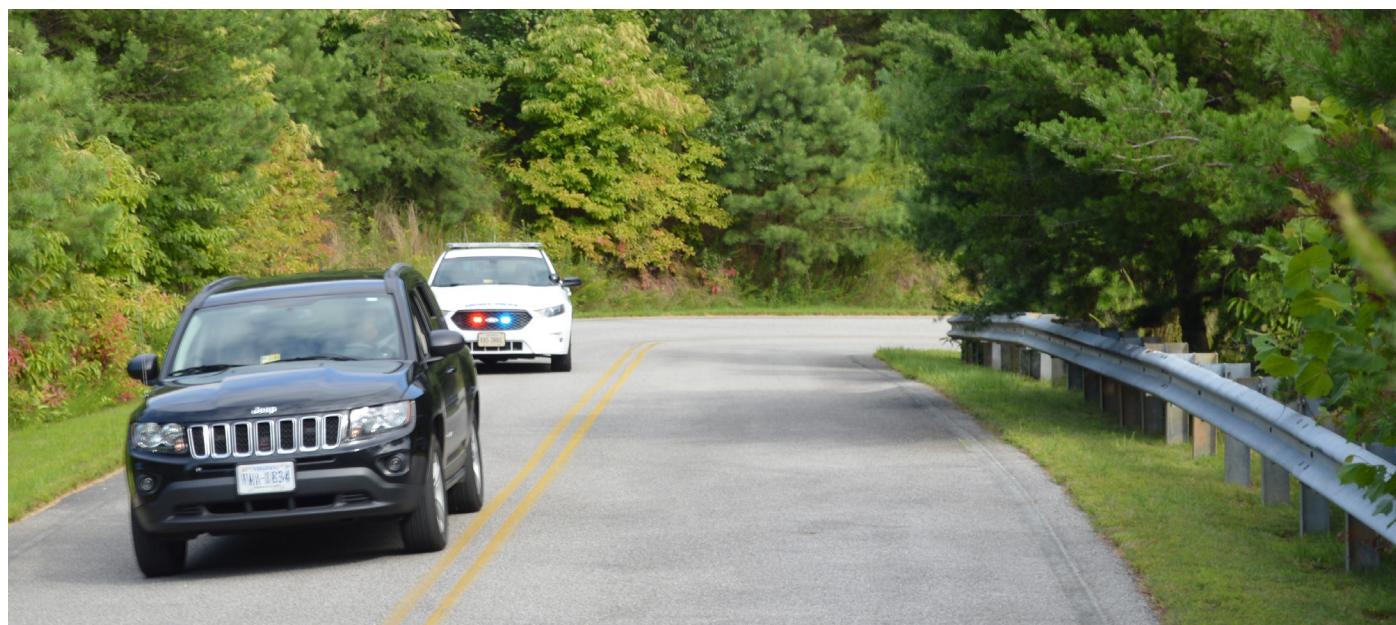
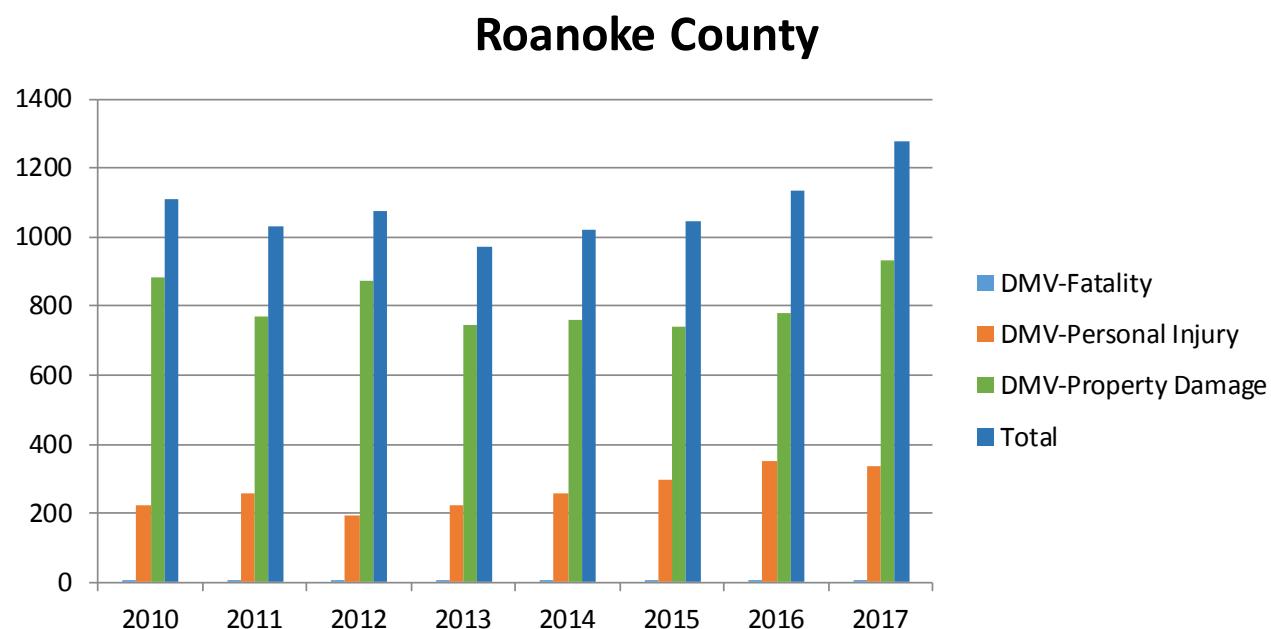
## Target Zone 2



In Target Zone 2, the total part one crime offenses decreased by 14% in 2017 compared to the yearly average. Burglaries decreased by 10%, and larceny from vehicle decreased by 13%.

# Data-Driven Approaches to Crime and Traffic Safety (DDACTS) - County-Wide Results

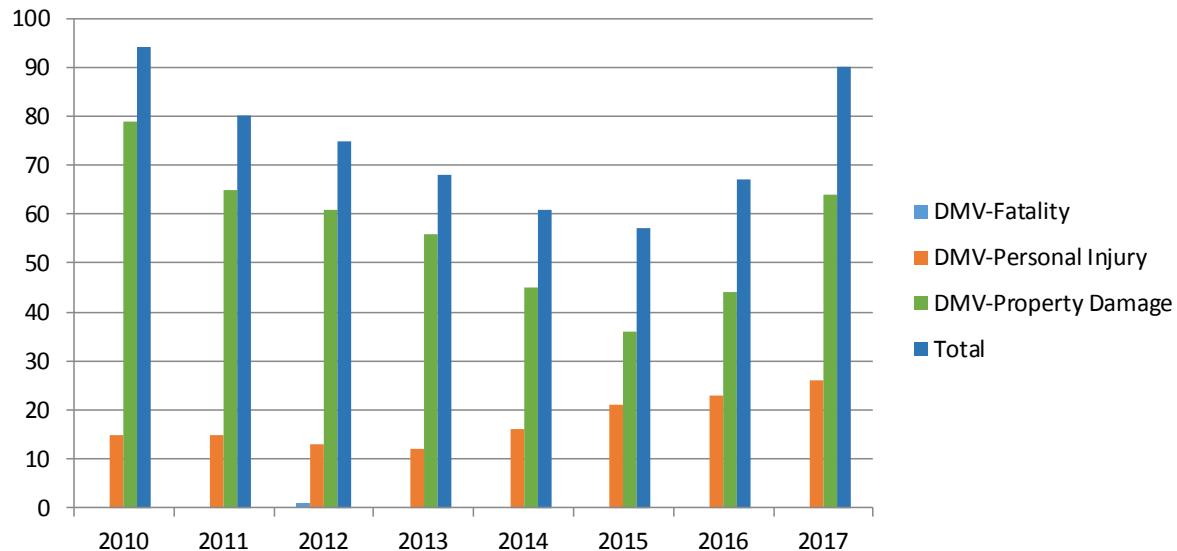
The **Crash Data Comparison** chart below shows the comparison of crash data prior to and after the implementation of DDACTS. Reportable crashes in Roanoke County have increased by 21%. This is due to the opening of the Crash Reporting Center. Since the opening of the CRC, the number of reportable crashes has increased by 21% in 2017 compared to the yearly average (2010-2016). The number of crash calls for service has only increased by 2%. The CRC reports accounted for 18% of the total number of reportable crashes. This increase in the number of reportable crashes can be explained by the number of reports being written by the CRC. Officers were only required to write a report on a crash if injuries were involved or the amount of property damage exceeded \$1500. It is likely that many of the reports written by the CRC would have been only an information exchange if left up to the officer.



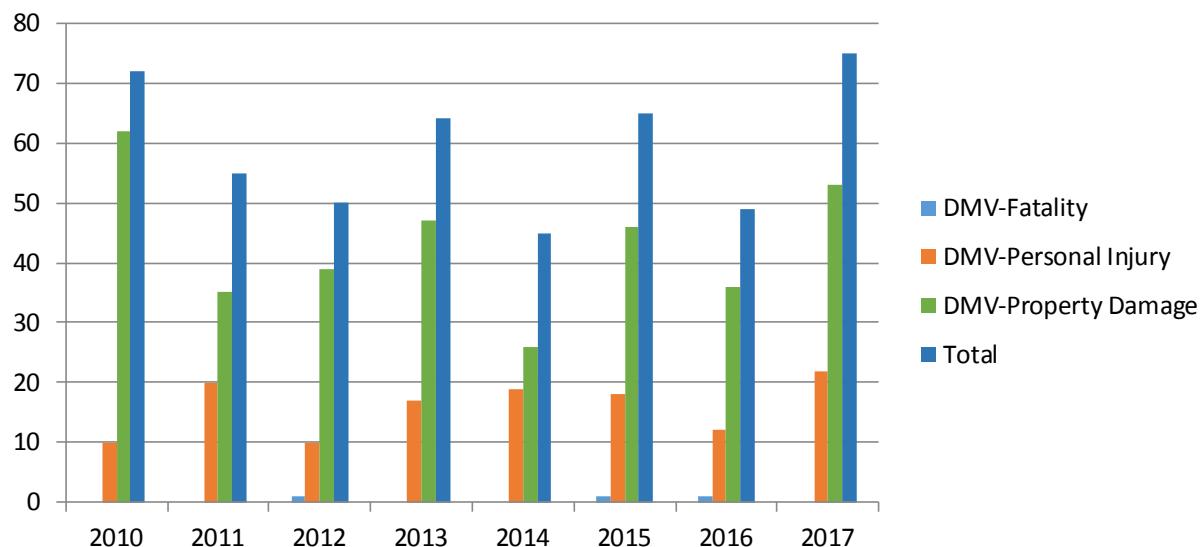
# DDACTS Target Zone Results - Traffic

The **Crash Data Comparison** graphs below show the comparison of crash data by Target Zone collected prior to and after the implementation of DDACTS in these selected enforcement areas. The target zones also experienced an increase in reportable crashes due to the CRC.

## Target Zone 1



## Target Zone 2



## S.O.A.R (Sober On All Roads) Task Force



The S.O.A.R. DUI Task Force is a collaboration between the Roanoke County Police Department, Roanoke Police Department, Salem Police Department, and Vinton Police Department that focuses on the initiative to keep roads safe from drunk drivers. The S.O.A.R. Task Force dedicates time to finding and removing drunk drivers from roadways, conducting DUI checkpoints, and uses a statistics-based approach to focus on problem areas.



# Traffic Safety Awards



The Mothers Against Drunk Driving award is a traffic safety award presented to each jurisdiction's officer who showed commitment to reducing drunk and drugged driving through enforcement and education. Officer Farmer was selected as the 2017 Roanoke Counties MADD award winner. He made 31 DUI arrests worked 18 sobriety check points and conducted 3 DUI/DUID related classes.

*Right: Officer Farmer pictured receiving the 2017 MADD award.*



*Above: Chief Hall and Assistant Chief Chapman were on hand to receive awards at the 2017 Virginia Law Enforcement Challenge.*

In 2017, the Roanoke County Police Department was honored with two state awards for traffic safety operations. The Virginia Law Enforcement Challenge is a traffic safety recognition program that focuses on the traffic safety issues of impaired driving, occupant protection, and speed awareness. The awards are based on the participating agency's approaches to traffic safety issues based on problem identification, policies, planning, training, public information and education, enforcement, and outcomes of the agency's efforts. The department was awarded second place in Municipal Category for 126-225 officers.

## Traffic Education



During 2017, Roanoke County's Traffic Enforcement Unit and School Resource Officers provided 43 traffic safety presentations to 18 high school classes and 25 middle school classes. These presentations ranged from speaking in classrooms to staging a crash in a school parking lot where multiple classes attended. The unit conducted several of its award-winning "Why Math Matters" presentations in Roanoke County High Schools. Twelve sessions were conducted in driver education classes, ten in physics classes, and two in math classes. The "Why Math Matters" program was developed to show the inherent dangers of risky driving in a format appropriate for each classroom discipline.

The unit also continued a program with Roanoke County Schools called "Partnering for the Privilege," a program designed for new drivers and their parents. This program is held at each county high school.

Since 2006, the department has used a crashed car, crashed motorcycle, and additional props to create mock crashes to provide talking points and presentations in the schools. The unit continued to provide specific traffic safety education programs as requested by private and governmental agencies.

The unit used the department's Impaired Driving Simulator at all county high schools and eleven other events. The simulator is a golf cart converted to look like a police car and participants drive the cart through a course while wearing "Fatal Vision" goggles to simulate the effects of driving while under the influence.

## Traffic Enforcement

The Traffic Enforcement Unit also continued oversight of specialized traffic enforcement programs in 2017. "Operation Daily Watch" and "Road of the Day" continued to place officers in residential and other secondary roadways for focused speed and occupant protection enforcement. The Traffic Enforcement Unit also directed its focus to specific areas within Roanoke County in conjunction with the DDACTS System implementation.

The department conducted 46 seat belt surveys throughout the county during 2017 resulting in an average seat belt use rate of 89%, which is higher than the state average of 85%. The department conducted 100 covert and visible speed surveys during the year, which is 13 more than the previous year. Covert speed studies were conducted in order to determine where and when most speeding offenses occurred in order to effectively manage speed enforcement. The visible speed surveys collected speed-related data but also provided a visual display of the driver's speed in order to affect driver behavior.



# Community Policing & Crime Prevention

The Roanoke County Police Department takes pride in the innovative and effective approach it takes to crime prevention through a variety of community policing programs. The Neighborhood Watch program continues to see an increase in interest and support from the public. Most of these Neighborhood Watch groups use social media, such as Facebook and Nextdoor, to communicate and keep members informed about events in their neighborhood.

The Roanoke County Police Department continues to receive increased requests for security assessments as well as presentations on "Active Shooter" and "Workplace Violence." Many requests for security assessments and security training have been received from churches and other faith-based organizations. Training has been provided to members of churches and faith-based organizations with information specific to violence in places of worship, addressing potential threats, policy and planning for violence, safety in outreach, firearms in places of worship, and civilian response to active shooter events.

The Citizen Police Academy continues to generate a great deal of public interest. This program educates citizens on how and why Roanoke County Police Department carries out its mission of crime prevention and public

safety. This program continues to be the strongest community policing program that we have to date.

Project Lifesaver is another successful program assigned to the Community Policing Office. This program provides comfort and support to caregivers of individuals with cognitive disorders such as Dementia, Alzheimer's, Autism, and Down syndrome. Tracking bracelets are placed on individuals which allows them to be quickly located if they wander away from their caregiver. The Roanoke County Police Department has seen an increase in requests from the community to have participants placed in the Project Lifesaver program.

The TRIAD is a program run by the Roanoke County Police Department and is supported by the Attorney General's Office. TRIAD is a cooperative effort of law enforcement agencies, senior citizens, and senior organizations, focused on reducing crimes against seniors. The goal of TRIAD is to reduce the fear of crime and victimization among seniors by increasing awareness of scams and frauds targeting them, strengthening communication between the law enforcement and senior communities, and educating seniors on local and state resources that are available in their community.



# School Resource Officers

The School Resource Officer program is offered in cooperation with Roanoke County Schools, with 10 SROs permanently assigned to five Roanoke County high schools, four middle schools, and the Burton Center for Arts and Technology. The SROs also help out at the elementary schools with law-related incidents or programs.

SROs provide classroom instruction on law enforcement topics and the Virginia Rules Program, an expansion of the Class Action program offered from the Virginia Attorney General's Office. During the 2016-2017 school year, SROs conducted 83 classroom instructions, 232 classroom observations and 16 special events. Additionally, they had 834 conferences with students, 906 meetings with staff, and 527 conferences with parents.

During the 2016-2017 school year, there was an increase in the number of reported incidents. Of the 537 criminal incidents investigated by the SRO unit, the highest number of investigations continues to involve incidents defined as assault, with 100 total assault investigations. Other incidents investigated by the SRO Unit include alcohol, tobacco and drug abuse issues; disorderly conduct;

larceny; traffic violations; threats; property damage; weapons; and other crimes. Criminal charges as a result of investigations also increased for the 2016-2017 school year compared to the 2015-2016 school year.

In total, 336 cases or reports resulted in a disposition other than criminal charges, up from 118 the previous year. During this past school year, 29 incidents were cleared by a formal diversion while 193 incidents were handled by the school's disciplinary process. While there was an increase in formal diversions, there was also an increase in incidents handled by the schools compared to the previous year.

**83** Classroom Instructions

**232** Classroom Observations

**16** Special Events

**834** Student Conferences

**527** Parent Conferences

**906** Staff Conferences



# C.O.P.S. Camp

C.O.P.S. Camp (Challenging Opportunities for Police and Students) is a week-long overnight camp program organized by the School Resource Officers and held at Camp Roanoke. This camp for rising 6th, 7th, and 8th grade students is largely funded by private donations and would not be possible without the support of Roanoke County Schools and the Department of Parks Recreation and Tourism.

Activities include programs about traffic safety, healthy lifestyles, and good citizenship. Outdoor activities include a high ropes course, archery, hiking, swimming, canoeing and team-building exercises. Each year C.O.P.S. Camp sees an increase in the number of participants over previous years.



## Coffee with a Cop



*Coffee* ~~WITH~~ *Cop*

In 2016 the department began participation in the "Coffee with a Cop" program. Coffee with a Cop is a national initiative supported by the United States Department of Justice and Office of Community Oriented Policing Services. This program began in California with the purpose of breaking down barriers between police officers and citizens. The department recognizes the importance of community engagement and is constantly working to find ways to interact with the public. During these events there are no agendas or speeches, and citizens are encouraged to come with their questions and share their concerns. These type of events allow citizens and officers to get to know each other and discover mutual goals for the communities in which they live and serve.

**“Building relationships.  
One cup at a time.”**



## San Juan, Puerto Rico Law Enforcement Support Mission

# Puerto Rico Support Mission

In September, 2017, the U.S. territory of Puerto Rico was devastated by two extremely powerful hurricanes. When the entire island lost electricity, food and water shortages resulted, and all essential services, including law enforcement, were overwhelmed. Puerto Rico requested help from the States and Roanoke County Police Department was one of many law enforcement agencies that responded to the call. Numerous Roanoke County police officers volunteered to go and beginning Thanksgiving Day weekend until mid-January, RCPD sent three two-officer teams, each on 16 day deployments to the island .

County officers were sworn in to serve as law enforcement in Puerto Rico. They were teamed up with local officers and performed a variety of duties ranging from general patrol and answering calls for service to traffic control (many of the stoplights had been destroyed and the ones that were left had no power). They saw scenes of terrible destruction. These officers experienced the warm welcome of many Puerto Ricans who understood that our officers had come to help.



# Patrol Officers

Roanoke County's Patrol Officers are vigilant in keeping the County's roads and neighborhoods safe. Patrol Officers have thousands of interactions with citizens each year by responding to calls for service and through self-initiated activities such as vehicle stops, building checks, and disabled vehicle checks.

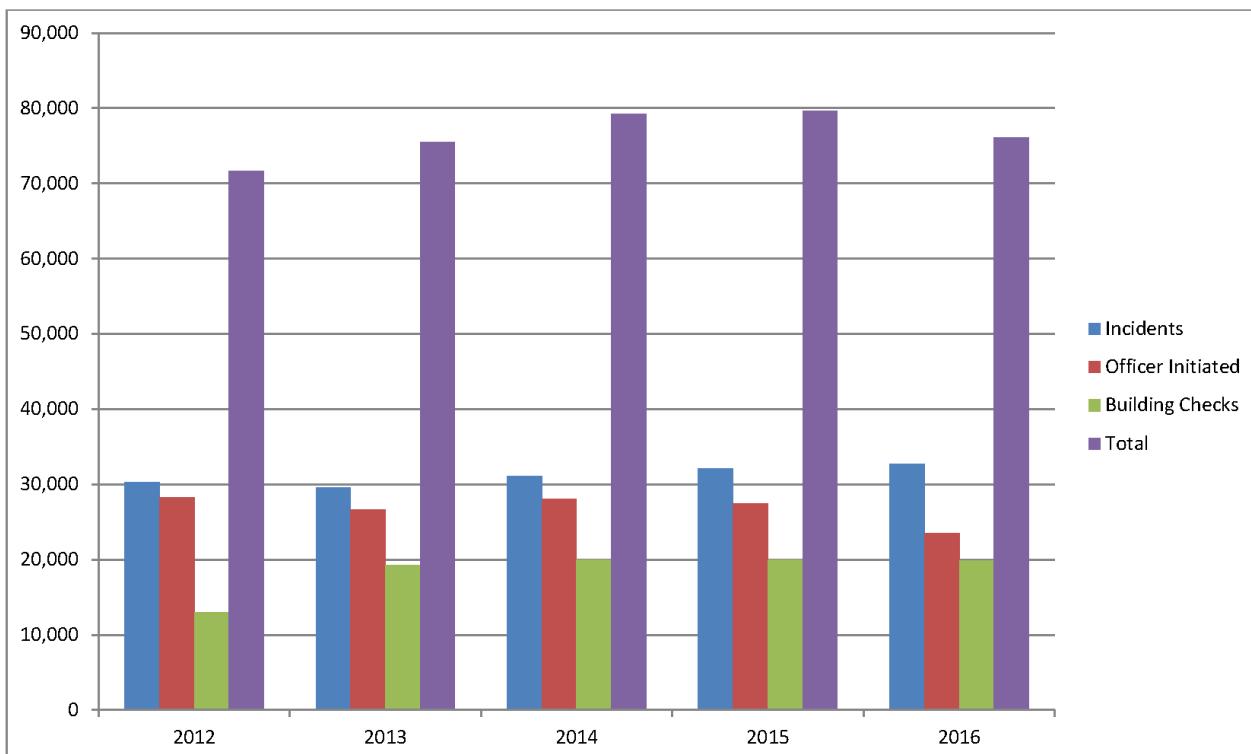
When citizens interact with the Roanoke County Police Department they have most likely been in contact with a patrol officer. In 2017, officers handled approximately 32,608 calls for service, ranging from vandalism, theft and simple assault, to more violent crimes against individuals. The department strives to provide each caller with respect, compassion, and a willingness to resolve the issue regardless of the call type.



# 2017 Statistics

Reported Offenses	2015	2016	2017
Homicide	1	1	0
Forcible Rape	15	20	18
Robbery	9	11	15
Aggravated Assault	106	99	73
Simple Assault	681	640	608
Burglary	189	176	154
Larceny	945	983	909
Vehicle Theft	26	46	48
Arson	2	1	2
<b>Total</b>	<b>1,974</b>	<b>1,977</b>	<b>1,827</b>
Other Offenses	2015	2016	2017
Alarms Calls Responded	1,853	1,955	2,056
Vehicle Crashes Responded	2,718	2,716	2,694
Traffic Summons	15,324	12,430	15,527

## Incidents By Year



# Special Weapons and Tactics (S.W.A.T.)

The Roanoke County Police Department's Special Weapons and Tactics (SWAT) team consists of 17 members from various divisions within the agency. SWAT is an elite tactical unit, trained to perform high-risk operations. SWAT team duties include: performing hostage rescues and counter-terrorism operations, serving high-risk arrest and search warrants, subduing barricaded suspects, and engaging heavily-armed criminals. SWAT teams are equipped with specialized firearms, riot control equipment, and stun grenades.

SWAT members use specialized equipment including heavy body armor, ballistic shields, entry tools, armored vehicles, advanced night vision optics, and motion detectors for covertly determining the positions of hostages or hostage takers inside enclosed structures.



## Community Service Officers

The Community Service Unit handled a total of 2509 calls in 2017, a 20% decrease compared to 2016. A breakdown of the calls reveals 1409 domestic animal calls, 374 wildlife calls, and 352 police calls—most of which were in a support role for patrol officers.

Wildlife calls decreased by 14% in 2017. Community Service Officers also captured 93 at-large animals, which were either returned to their owners or transported to the shelter for holding. There was an increase in the number of at-large animals captured compared to the previous year.

As of December 31, 2017, the Community Service Unit had seven dogs listed on the Virginia Dangerous Dog Registry. The property of each dog owner was inspected to ensure compliance with Virginia's regulations for keeping a dangerous dog. For more information, see our website at [www.roanokecountyva.gov/animalcontrol](http://www.roanokecountyva.gov/animalcontrol).



## K-9 Officers

The K-9 Unit has a monthly training regimen in cooperation with Roanoke City Police Department's K-9 Unit, Town of Vinton Police Department's K-9 Unit, and the Town of Rocky Mount Police Department's K-9 Unit. This arrangement allows Roanoke County's K-9 handlers to establish better working relationships with other jurisdictions and their K-9 Units, which results in more efficient training with shared resources and knowledge.

During 2017, the department was staffed with five trained and certified K-9 handlers with their K-9 partners Chaos, Titan, Body, Cash, and Jabbo.

### Activities

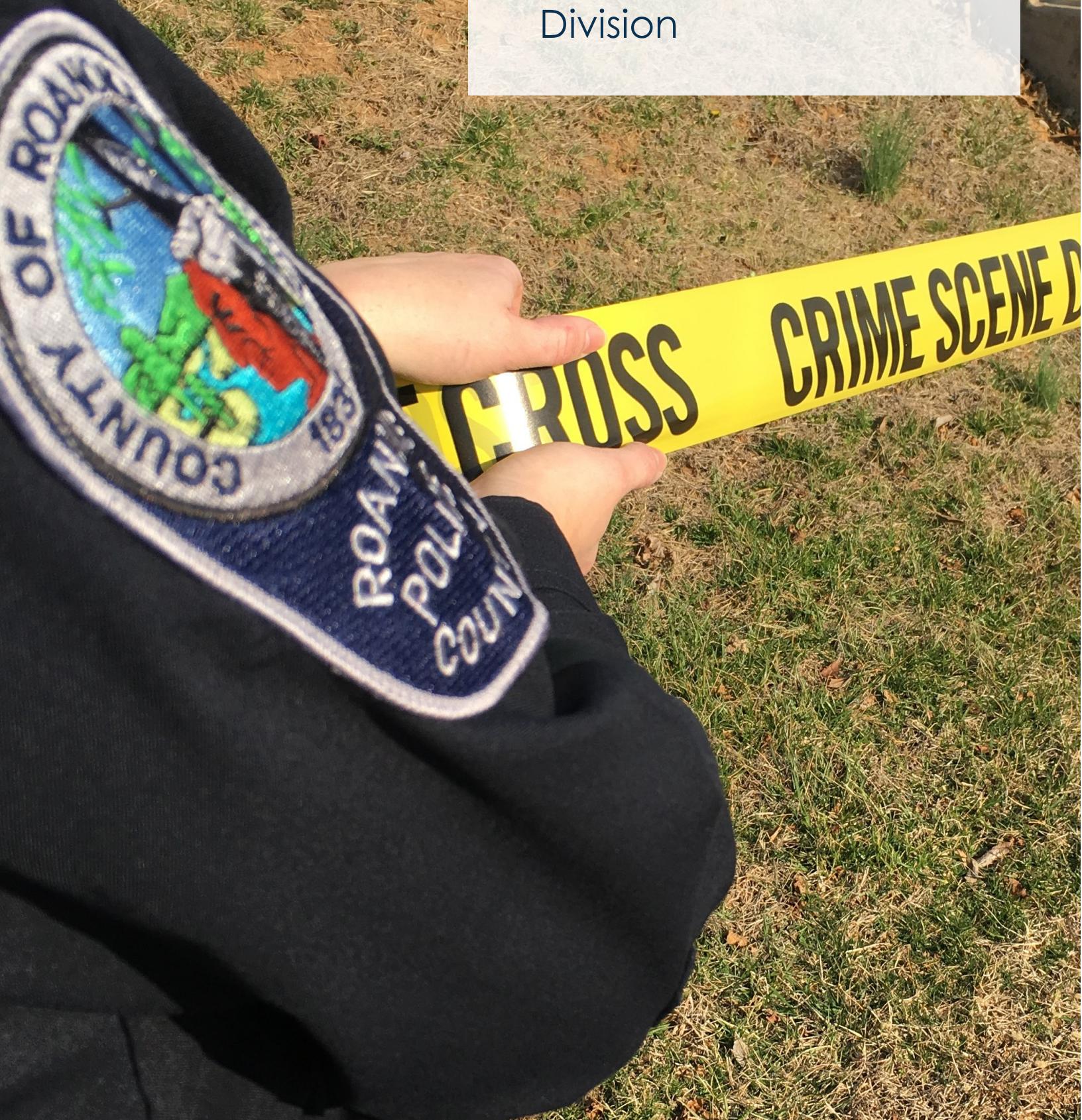
Drug Finds	104
Explosive Searches	8
Apprehensions	14
Total	126

## R.A.D. - Self-Defense for Women



In 2017, the Rape Aggression Defense Program (R.A.D.) conducted two sessions averaging 14 graduates per class. The Rape Aggression Defense System is a program of realistic self-defense tactics and techniques just for women. Classes offer a comprehensive course that begins with awareness, prevention, risk reduction and risk avoidance, and then progresses on to the basics of hands-on defensive training. The program is held weekly for four weeks, participants must be age 14 or older, and all participants under age 18 require parental consent to attend.

Criminal  
Investigations  
Division



# Criminal Investigations

The Detectives assigned to the Criminal Investigations Division (CID) are responsible for the investigation of serious felony crimes committed against persons or property in the County. The division is also staffed by an Investigative Support Specialist who performs technical, analytical and administrative work to support the Criminal Investigations Division and the Crime Analyst function.

In 2017, the division investigated 676 cases. Of those cases, approximately 100 cases involved crimes against persons and 200 cases involved crimes against property. The total number of cases investigated represented a 130% increase from 2016.

Detectives in Criminal Investigations Division are divided into four units:

- The General Investigations Unit investigates burglaries, armed robberies, motor vehicle thefts, and a host of other crimes not covered by the Fraud or Special Investigations details.
- The Fraud Unit investigates credit card theft, forgeries, embezzlement, identity theft, scams, and similar offenses.
- The Special Investigations Unit investigates sex offenses committed against children and adults, child and elder abuse, and serious domestic violence crimes.
- The Forensics Unit processes major crime scenes for physical evidence and performs forensic examinations of electronic devices.

In addition to conducting investigations, Detectives routinely teach investigation techniques to recruits and train experienced officers in advanced crime scene management. The department's Detectives also coordinate with prosecutors in the Commonwealth's Attorney's Office to prepare for cases, and work closely with the Department of Social Services caseworkers in investigations where children and the elderly have been victimized.

Because criminal offenders don't confine their criminal activities to a single jurisdiction, Detectives regularly meet and share information with investigators from nearby localities and state and federal agencies. In these meetings, officers identify known perpetrators who may be committing crimes in multiple jurisdictions and discuss new patterns of criminal activity that may affect the surrounding area.



# Professional Standards Unit

The recruitment and selection of new officers is an ongoing effort within the department's Professional Standards Unit (PSU). To ensure the very best officers are in service, it takes the better part of a year to put a fully trained officer on the streets, from the closing of the application to completion of training. This level of training is required for the development and growth of a competent and professional workforce.

Though the selection, recruitment, and training time are essential, satisfying these requirements often affects how quickly the department can respond to declines in staffing levels. While the department is authorized to over-hire to address staffing needs, any over-hires must be accomplished within the constraints of the existing budget.

In 2017, the department continued its recruitment strategy and was able to attend 16 recruiting events at area colleges and job fair events. The department has also began working with

Handshake, an online University platform for recruiting students. Currently on Handshake the department is advertising at 76 Universities and Colleges outside of Virginia.

In addition to college outreach, Facebook and Twitter for both the Roanoke County Police Department and Criminal Justice Academy are continually updated to help connect with a younger audience and the community at large.

Other ways the department has chosen to advertise to the local community is by wrapping the Crime Prevention Officer's vehicle with recruitment information and by connecting with a local production company and to film a recruitment video to be broadcast locally and online.

Through the Professional Standards Unit, the department was awarded its 8th accreditation in August 2015. The unit is currently working towards its next reaccreditation and continues to review and revise all department policies and procedures.



# Roanoke County Criminal Justice Academy



The Roanoke County Criminal Justice Academy is co-located with the Roanoke Police Academy at 5401-B Barns Ave. The Roanoke County Academy contains three classrooms, weight room, locker rooms and administrative offices. The academy also utilizes shared facilities with the Roanoke Police Academy to include gymnasium, driving and shooting training simulators, additional four classrooms, and swimming pool. The Roanoke County Criminal Justice Academy provides training to the Roanoke County Police Department, Roanoke County Sheriff's Office, Western Virginia Regional Jail and the Roanoke County Emergency Communications center. The training consists of basic recruit classes for law enforcement, jail and mandated officer in-service training.

In 2017 the Roanoke County Criminal Justice Academy held two basic law enforcement classes. The Basic Law Enforcement Class is a joint recruit class with the Roanoke City Academy. Each class lasts 27 weeks and the Roanoke County Academy graduated a total of 14 officers. Recruits in the basic class attend classes on search & seizure, basic laws, accident investigation, firearms, criminal investigations, defensive tactics, driving and many other topics.

The Roanoke County Criminal Justice Academy also holds a Basic Jailor Class for the Roanoke County Sheriff's Office and Western Virginia Regional Jail. Basic Jailor training lasts 10 weeks. In 2017, the academy hosted three jailor sessions that graduated a total of 33 jail officers. The academy also offers a Basic Dispatch class to 911 Communication Officers that are trained to work in the Roanoke County's Emergency Communications Center. In 2017, the academy hosted two Basic Dispatch sessions with a total of 12 graduates.

# Services Division

The Roanoke County Police Department's Services Division is the center for record-keeping and warrant processing. Each year, staff processes thousands of documents, produces reports for state and federal programs, and handles Freedom of Information Act requests received by the department.

At present, the department employs two full-time warrants technicians. Staffing levels of the Records Unit have remained fixed since the department's inception in 1990. However, an increase in patrol officers over the same period has resulted in more service calls along with an increased demand for reports, citations, and information requests.

While the need for additional administrative service has increased significantly, the Records Unit staff has been able to accommodate the extra work by maximizing internal processes and procedures.

In addition, Services Division staff maintains mobile computer terminals in patrol cars, office computers, and other key technologies that keep officers connected with the information they need to do their jobs more efficiently.

## 2017 Services Division Activities

Cases Reported and Processed	7,009
Reported Traffic Crashes	1,528
Summons Entered and Processed	9,683
Arrests Processed (Adults)	3,574
Arrests Processed (Juvenile)	209
Total Protective Orders	1,171
Weapons Permits Processed	1,636
Background Checks Requested	486
Insurance Requests Processed	181
Parking Tickets	116
Warning Tickets	5,643

# Four-Year Budget Comparisons

Budget Category	FY 2013-2014	FY 2014-2015	FY 2015-2016	FY 2016-2017
Personnel	\$9,254,075	\$9,280,659	\$9,555,815	\$9,752,945
Operating	\$1,379,492	\$1,379,944	\$1,579,058	\$1,714,816
Capital	\$644,758	\$644,758	\$59,758	---
Vehicle Replacement	\$0	\$0	\$585,000	\$585,000
Total	\$11,278,325	\$11,305,361	\$11,779,631	\$12,052,761

# Internal Affairs

The Roanoke County Police Department's core values are Integrity, Courage, Accountability, and Respect. These values provide direction for our officers as we constantly work towards providing the most professional police services to our citizens. Internal investigations are a necessary component for the department to build community trust and sustain confidence in its officers. The department investigates all allegations of employee or department misconduct received from any source.

The information provided in this review includes internal investigations from the period beginning January 1, 2017 through December 31, 2017. A single complaint or investigation may involve one or more officers and include multiple dispositions. The department conducted 17 internal affairs investigations, of which sixteen were generated from inside the agency and the remaining investigation from Virginia State Police-VCIN Division.

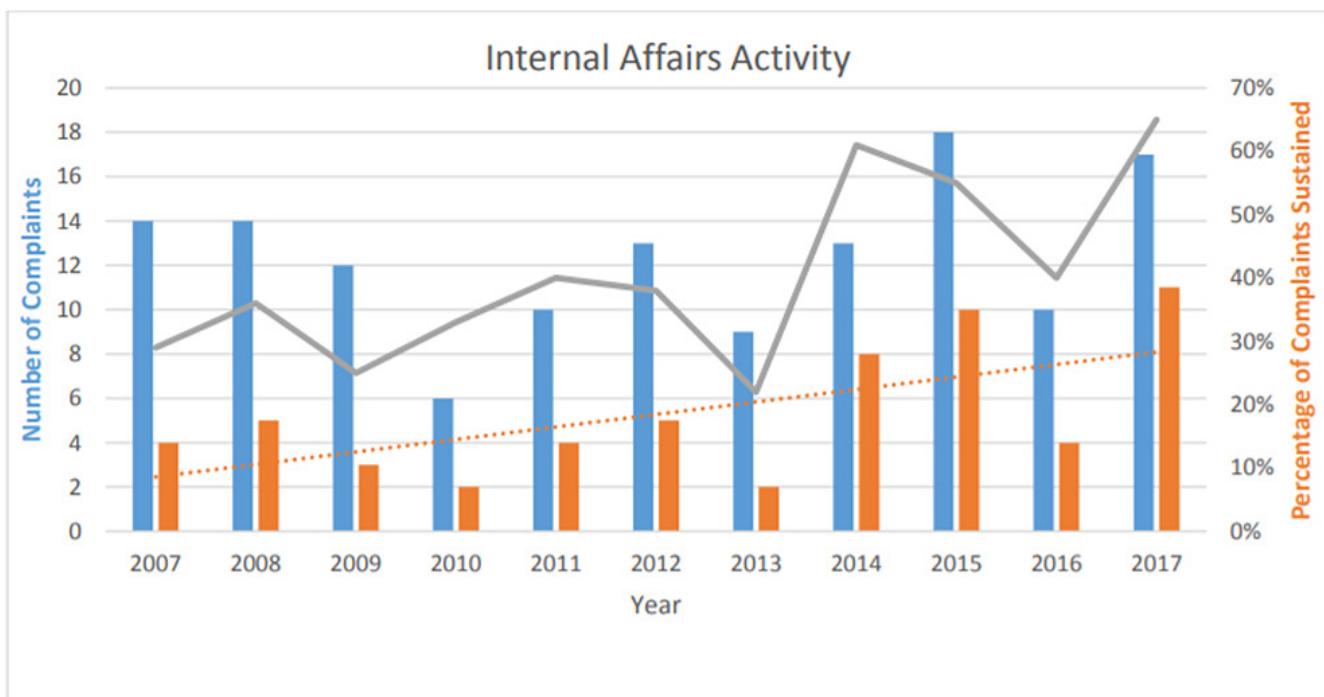
Nature of Investigation	Total Reported
Conduct Unbecoming	4
Lost Department Property	1
Neglect of Duty	1
Reckless Handling of Equipment	1
Use of Force	1
Violation of Policy- Evidence	7
Violation of Policy- Pursuit*	1
Violation of Policy- VCIN	1
Violation of Rules and Regulations	1

\*The investigation was combined with the investigation involving reckless handling of equipment.

Outcomes of Complaints	Total
Sustained	11
Unfounded	4
Exonerated	2

Outcomes of Sustained Complaints	Total
Termination	2
Resignation	1
Suspension	5
Written Reprimand	3
Counseling/Training	2

\*The outcome for sustained complaints may include more than one officer involved in the investigation.



# Employee Recognition

## Department Officer of the Year

### *PO II B. McBride*

Officer McBride has a strong work ethic and has a great attitude. He is a very pro-active officer with a high activity level. Officer McBride has done a great job in pursuing a large amount of drug cases throughout the entire department. Within his short period with the department, he has seized numerous amounts of illegal narcotics, U.S. currency, and firearms.



## Rookie of the Year

### *PO K. Lambert*

Officer Lambert has been a leader on her shift since joining the department. She has a passion for traffic safety and her DUI enforcement is evident in her efforts to keep roadways safe. Officer Lambert has earned a prestigious position on the department's Honor Guard, and is always looking for way to improve her skills and knowledge. Officer Lambert is a great role model for her peers.



## Leadership Award

### *Sgt. P. Pascoe*

Sgt. Pascoe has played a vital role in developing the department's Field Force Unit, as well as preparing the department for overall operational readiness. Sgt. Pascoe has developed several operational plans for recent deployments of the unit that have ensured a safe and smooth operation. Sgt. Pascoe regularly interacts with both of his units in Special Operations. He is always assisting animal control officers and presenting civic presentations at schools.



## Vice Detective of the Year

### *Detective B. Boardwine*

Detective Boardwine performs computerized forensic analysis of cellular devices for the Criminal Investigations Division. The information retrieved from cellular devices is extremely beneficial to related cases and is very time consuming to complete. Detective Boardwine analyzes these devices as well as serves as the DIMS Systems Administrator in addition to his primary responsibilities.



# Employee Recognition

## Adam Childress Award

*PO III C. Jacobs*

Officer Jacobs is a member of the Regional DUI Taskforce and has had an even larger impact before joining the taskforce. Officer Jacobs is an asset to the department's efforts to thwart DUI/DUID offenses, and helps ensure the safety of our citizens by identifying and removing criminal drivers from the road.



## Carol Paxton Award

*PO II B. McBride*

Officer McBride has been involved in excess of 100 drug interdiction cases since his employment with the department. His activity within the department is among the best. Officer McBride has done an outstanding job with drug interdiction and handles a large amount of the department's drug seizures.



## Clay Sturgill Award

*Detective B. VanPatten*

Detective VanPatten has diligently worked on numerous credit card skimmer cases in 2017. She provided patrol officers, local businesses, and surrounding jurisdictions with pertinent information on suspects, suspect vehicles, and what to look for when checking for skimmers on gas pumps. Detective VanPatten is always willing to assist detectives and road officers when help is needed on a case.



## Employee of the Year

*Mrs. Kellee Johnson*

Kellee is always willing to lend a helping hand to all employees regarding day-to-day computer issues in addition to her heavy workload. Kellee is always sacrificing her already limited amount of time to selflessly assist department employees.



# Employee Recognition

## Meritorious Service Award

### *Ms. Sharon Griffith*

Sharon is truly dedicated to the cleanliness of the Roanoke County Police Department. Sharon always fulfills her duties and does it without complaint. When a need arises for special attention, Sharon steps up and takes extra measures to ensure we have a clean environment. Sharon takes pride in her job and shows up with a smile and positive attitude every day.



## Lifesaving Award

### *PO D. Lovelace (not pictured), PO T. Butts, and PO II C. Mason*

Officers Lovelace, Butts, and Mason were awarded the lifesaving award due to their outstanding performance and dedication in saving lives. Their courage and dedication in protecting and saving the lives of others is not overlooked, and their conspicuous initiative capability has earned each of them admiration as Roanoke County Police officers.



## Traffic Safety Award

### *DUI Task Force Members*

The members of the DUI Task Force are recognized for outstanding police performance in the area of DUI enforcement, attention to duty, and commitment to reduce impaired driving as members of the Regional DUI Task Force.



## Traffic Safety Award

### *PO IV T. Farmer*

Officer Farmer issued 462 speeding citations and 147 seatbelt and child safety citations. He was the sole Traffic Enforcement Officer from July to October, during which he was responsible for all the traffic units' activity and additional tasks. He conducted 29 speed studies, issued 180 citations and conducted 11 civic and educational training events. Officer Farmer is a hardworking and passionate Traffic Safety Officer.



# Employee Recognition

## Traffic Safety Award

### *PO III M. Banks*

Officer Mark Banks is currently assigned to the Traffic Division. Officer Banks has stopped multiple cars, made criminal arrests, and assisted on numerous traffic fatalities throughout 2017. Officer Banks spends the required amount of time in both DDACT hot spots and is always willing to assist other officers with questions relating to traffic enforcement.



## Chief's Award of Excellence

### *Detective K. Saul*

Detective Saul was recognized for exceptional performance as the department's lead evidence technician. She's a graduate of the Virginia Forensics Academy and is the only member of our department to be certified by the International Association for Identification as a Crime Scene Analyst. During 2017, she responded to over 50 crime scenes. In addition, she coordinates the training for all of the department's evidence technicians. Her expertise in this area is widely respected throughout the Roanoke Valley and beyond.



## Chief's Award of Excellence

### *PO IV K. Stickley*

Officer Stickley was recognized for his work in the K-9 Unit. In addition to training and deploying his K-9 partner, Officer Stickley has completed the extensive process of becoming a K-9 trainer. He coordinates K-9 training for our personnel and assists various outside agencies. His expertise in this area contributes significantly to the success of our K-9 program.



## Chief's Award of Excellence

### *PO II D. Wilcox*

Officer Wilcox was recognized for his excellent work as the department's CIT coordinator. He facilitates training for both new and experienced personnel and works with a variety of outside agencies to ensure that we respond effectively to people in crisis. He also had a key role in providing critical incident support to department personnel.



# Employee Recognition

## Teamwork Award

### *A-Platoon Officers*

Throughout the past year, A-Platoon officers have maintained a high level of outstanding teamwork spirit given the challenges they have faced. At any given time this shift struggles with personnel shortages, changes in leadership, and training challenges. At no time did the shift fail the department or community as a result of stepping up to these challenges.



# Chamber of Commerce Awards



Every other month, the Roanoke Regional Chamber of Commerce recognizes the work of one Roanoke County police officer.

## 2017 Bi-Monthly Award Recipients

Jan-Feb.	Police Officer R. Murphy
Mar-Apr.	Police Officer III C. Jacobs
May-June	Police Officer II C. Mason
Jul-Aug.	Detective VanPatten
Sep.-Oct.	Detective T. Knicely
Nov.-Dec.	Detective J. Musser

**Officer B. McBride** was selected as the 2017 Roanoke Regional Chamber of Commerce Officer of the Year.



The Salem-Roanoke County Chamber of Commerce named **Officer C. Mason** as the 2017 Officer of the Year.



The Roanoke Valley Chamber of Commerce named **Detective B. VanPatten** as the 2017 Officer of the Year.

# Information and Services on the Web



 Find us on Facebook  
[/RoanokeCountyPolice](https://www.facebook.com/RoanokeCountyPolice)

 Follow @RoCoPD on Twitter  
[@RoCoPD](https://twitter.com/RoCoPD)

## Social Media

Roanoke County Police Department uses social media to inform the community about local criminal activity and promote crime prevention strategies. For more information, call (540) 777-8605.

## Outstanding Warrants Posted Online

Roanoke County Police Department publishes outstanding warrants on its website. If you have information that may lead to the arrest of a person listed in a warrant, please contact the Department at (540) 562-3265.

[www.roanokecountyva.gov/warrants](https://www.roanokecountyva.gov/warrants)

## Report Littering Online

Littering can be reported online directly to Roanoke County Police at [www.roanokecountyva.gov/litter](https://www.roanokecountyva.gov/litter)

## Crime Reports Online

These reports are updated each week by the Roanoke County Police Department with data displayed by police district. Citizens may also contact the department directly for more information at (540) 777-8605.

## Calls for Service

[www.roanokecountyva.gov/callsforservice](https://www.roanokecountyva.gov/callsforservice)

## Reported Offenses

[www.roanokecountyva.gov/reportedoffenses](https://www.roanokecountyva.gov/reportedoffenses)

# Department Goals for 2018-2019

## Strategic Driver 1: Foster Organizational Excellence

### IMPROVE EMPLOYEE RETENTION

- Develop and implement a mentoring program using PO III / POIV positions.
- Work with Human Resources to address compensation challenges.
- Collaborate with Roanoke County government to develop a compensation plan for Public Safety.

### PROVIDE COMPREHENSIVE AND SPECIALIZED TRAINING FOR ALL EMPLOYEES

- Partner with Roanoke County Human Resources to train supervisors on completing career plans for each of their employees to ensure every employee has an updated and useful career plan included in their annual evaluation.
- Explore possibility of utilizing retired range officers to increase availability of the firing range, and develop a plan based on findings.
- Explore utilization of retired supervisors as trainers and/or mentors, and develop a plan based on findings.
- Work with Human Resources to develop and implement a life skills training and education program to develop more well-rounded officers.

### CREATE AND IMPLEMENT A COMPREHENSIVE LEADERSHIP DEVELOPMENT PROGRAM

- Provide leadership training opportunities to line level officers to prepare them for leadership roles.
- Develop and implement a succession plan for supervisory and key contributor positions.
- Implement Leadership in Public Safety Organization (LIPSO) training.

### MAINTAIN THE HIGHEST LEVEL OF PROFESSIONAL STANDARDS WITHIN THE POLICE DEPARTMENT

- Create a task force assigned to assess department fitness and wellness needs, research occupational trends/solutions and innovations, and develop recommendations for improving health and wellness of department employees.
- Explore department mental wellness needs and develop plan for providing active and relevant mental wellness resources.
- Prepare for and successfully achieve reaccreditation.
- Revise the All Hazard Plan in coordination with Public Safety Partners.



# Department Goals for 2018-2019

## **Strategic Driver 2: Foster, Develop and Maintain Community and Regional Partnerships**

### **FOSTER PARTNERSHIPS WITH THE BUSINESS COMMUNITY**

- Collaborate with Public Service Partners to conduct feasibility and community needs study to develop and implement an App to push out Public Safety and Police Department information to community.
- Create and implement a comprehensive security camera database program that includes commercial and residential sites.

### **IDENTIFY AND ENHANCE OPPORTUNITIES TO COLLABORATE WITH OUR PUBLIC SAFETY PARTNERS**

- Seek opportunities to expand joint response protocols with Roanoke County Fire and Rescue.
- In conjunction with regional partners, explore implementation of a regional threat assessment team; develop and implement a plan based on findings.

### **IN COORDINATION WITH PUBLIC SAFETY PARTNERS, EXPAND AND ENHANCE COMMUNITY OUTREACH THROUGH PUBLIC SAFETY PARTNERS**

- Establish a team of Uniform Division employees to focus on crime prevention and community policing.
- Conduct a comprehensive community survey.
- Implement a public relations campaign that is linked to Roanoke County's Strategic Plan as an effort to "humanize the badge."
- Develop and implement a plan for establishing on-going communication with community organizations and leaders.
- Develop a Roanoke County Public Safety Academy.

## **Strategic Driver 3: Enhance Public Safety Through Proactive Policing**

### **CONTINUE TO UTILIZE AND DEVELOP EVIDENCE BASED STRATEGIES TO ADDRESS PUBLIC SAFETY ISSUES**

- Monitor, evaluate and adjust the department's response to DDACTS initiatives.
- Develop and implement feasibility plan to establish regional crime/incident mapping capability.

### **CONTINUALLY DEVELOP THE COMPREHENSIVE EVIDENCE-BASED PROCESS FOR PREVENTING AND RESPONDING TO DOMESTIC ASSAULTS**

- Collaborate with Community Service partners to develop and implement a plan to improve community outreach / education on domestic violence issues.
- Work with commonwealth attorney to enhance prosecution efforts for violent or repeat offenders.
- Evaluate the lethality assessment and make recommendations for improving.

### **IMPROVE RESPONSES TO PEOPLE IN CRISIS**

- Explore state legislative solutions to counter te effect of

ECO/TDOs on police staffing.

- Develop and implement training on resources related to substance abuse.
- Complete the Crisis Response Study funded by the Smart Policing Grant and assess feasibility of implementing its findings.

### **ENHANCE SCHOOL SAFETY**

- Develop and implement education program with schools to improve and supplement core curriculum with law enforcement applications.
- Evaluate physical security of school environments, and make recommendations for improving.
- Partner with alternative/private schools to develop and implement safety plans and initiatives.

### **IMPROVE TRAFFIC SAFETY THROUGHOUT ROANOKE COUNTY**

- Maintain liaison program with VDOT and incorporate engineering solutions for frequent crash locations and other problem areas.
- Complete pilot project of Crash Reporting Center (CRC ) and evaluate and make recommendations for improving.

### **DENTIFY POTENTIAL CRITICAL COMMUNITY CHALLENGES AND PROJECTED RESOURCE NEEDS**

- Collaborate with other regional public safety partners to develop operational plans for anticipated lawful/unlawful crowd management.
- Project potential strain on RCPD resources and possible solutions for collateral issues.
- Assess training and equipment needs and develop a plan/ recommendations to address findings.

## **Strategic Driver 4: Align Technology Structure to Meet Operational Demands**

### **STUDY AND PRIORITIZE INTERNAL IT NEEDS**

- Complete implementation of installation of in-car cameras in all patrol vehicles.
- Study feasibility of documenting evidence electronically in the field and use the findings to make recommendations.

### **STUDY AND PRIORITIZE EQUIPMENT NEEDS**

- Proceed with purchase of a S.W.A.T. robot to optimize officer safety.

### **ENHANCE COMMUNICATIONS TECHNOLOGY**

- Update all Criminal Investigations Division vehicles with mobile radios.
- Work with CommIT on the radio replacement project.
- Study standardization of in-car technology and equipment procurement and replacement.

### **ASSESS FEASIBILITY OF BODY CAMERAS FOR ALL OFFICERS**

- Determine policy requirements re: FOIA, Privacy, Data Storage & Use

# ROANOKE COUNTY POLICE DEPARTMENT



## S E R V I C E S D I R E C T O R Y

Dial 911 for Emergencies

For non-emergencies, call (540) 562-3265.

Administration	(540) 777-8601	Professional Standards Unit	(540) 777-8680
Animal Control	(540) 777-8606	Records Unit	(540) 777-8605
Crime Prevention Specialist	(540) 777-8651	School Services Unit	(540) 777-8647
Criminal Investigations	(540) 777-8641	Traffic Unit	(540) 777-8649
Criminal Justice Academy	(540) 777-8697	Uniform Division	(540) 777-8610
Dispatch Non-Emergency	(540) 562-3265	HIDTA Group/Vice Unit	(540) 777-8624
Evidence Vault/Property Room	(540) 777-8616	Warrants	(540) 777-8617

ROANOKE COUNTY POLICE - 5925 COVE ROAD, ROANOKE, VA 24019

[WWW.ROANOKECOUNTYVA.GOV/POLICE](http://WWW.ROANOKECOUNTYVA.GOV/POLICE)