

2024



# ANNUAL REPORT

ROANOKE COUNTY POLICE



# About Us

The Roanoke County Police Department is nationally accredited through the Commission on Accreditation of Law Enforcement Agencies and had a fiscal 2023-2024 budget of approximately \$15 million. The department has an authorized sworn staff of 140 officers and 16 civilian positions. The Roanoke County Police Department is a multifaceted agency that includes the following divisions:

- Uniform - Patrol, K9, SWAT, Community Service Officers (Animal Control), School Resource Officers, and a wide variety of secondary assignments
- Criminal Investigations - General Investigations, Fraud, Vice, and Special Investigations
- Administration - Professional Standards, Internal Affairs, Recruiting, Services, Records, Evidence Vault & Property, Budget, Purchasing & Fleet Management, and the Criminal Justice Academy

## Message From the Chief

**Michael Poindexter**

Chief of Police



It is my distinct honor to welcome you to the presentation of the 2024 Annual Report. As Chief, I not only want to reflect on the achievements and challenges of the past year, but also reaffirm our commitment to ensuring the well-being, safety, and security of our community.

The 2024 Annual Report is a testament to the hard work, dedication, and resilience of the men and women of the Roanoke County Police Department, who have tirelessly served our community with Integrity, Courage, Accountability, and Respect. Over the past year, we have faced numerous challenges, yet our officers have continued to demonstrate unwavering courage and resolve in upholding the law and protecting citizens and visitors to our county.

This report serves as a review of the progress we have made in key areas, including crime reduction, community engagement, and the implementation of new initiatives aimed at enhancing public safety and officer well-being. We will also highlight the strategies and partnerships that have been instrumental in driving these successes, as well as the areas where we must continue to focus our efforts.

I would like to extend my deepest gratitude to each of our community members for your continued support, cooperation, and dedication to our mission, vision, and values. Your support represents a collective commitment to making Roanoke County a safer place for all.



# Command Staff



**Mark Tuck**  
Assistant Chief of  
Administration



**Michael Poindexter**  
Chief of Police



**Jeffrey Johnson**  
Assistant Chief of  
Operations



**Cmdr. S. Lewis**  
Criminal Investigations



**Cmdr. E. Chidester**  
A-Platoon



**Cmdr. C. Jacobs**  
B-Platoon



**Cmdr. J. Hunts**  
C-Platoon



**Cmdr. S. Short**  
Vice



**Cmdr. P. Pascoe**  
Special Operations



**Cmdr. R. Torres**  
Services



**Cmdr. D. Bruch**  
Academy Director



**Cmdr. S. Dillon**  
Professional Standards

## Front Cover Photograph

2024 Police Officer of the Year, POIII W. R. Hendricks.  
Photograph courtesy of POIV Brad Hodge

## Our Mission

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



## Our Values

### Integrity

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



### Courage

Meet uncertainty and adversity in order to fulfill our mission, achieve our vision and uphold our values.



### Accountability

Honor our responsibilities to ourselves, our colleagues and our community.



### Respect

Value the perspective of others while being compassionate and empathetic.

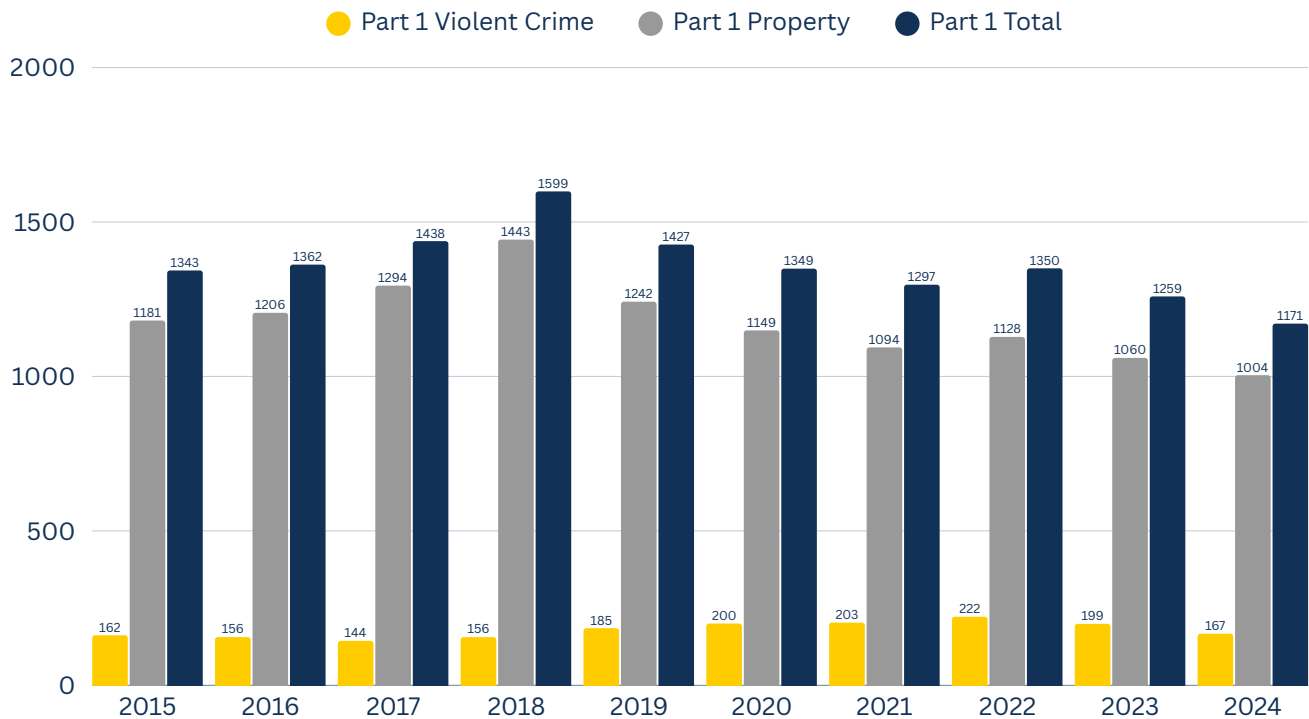


The Roanoke County Police Department is a premier law enforcement agency that utilizes innovative approaches to serve our community.



# Crime in Roanoke County

There was a statistically significant 15% decrease in all Part 1 Crime in 2024. There were also statistically significant reductions in burglaries, larcenies from vehicles, and total property crimes.

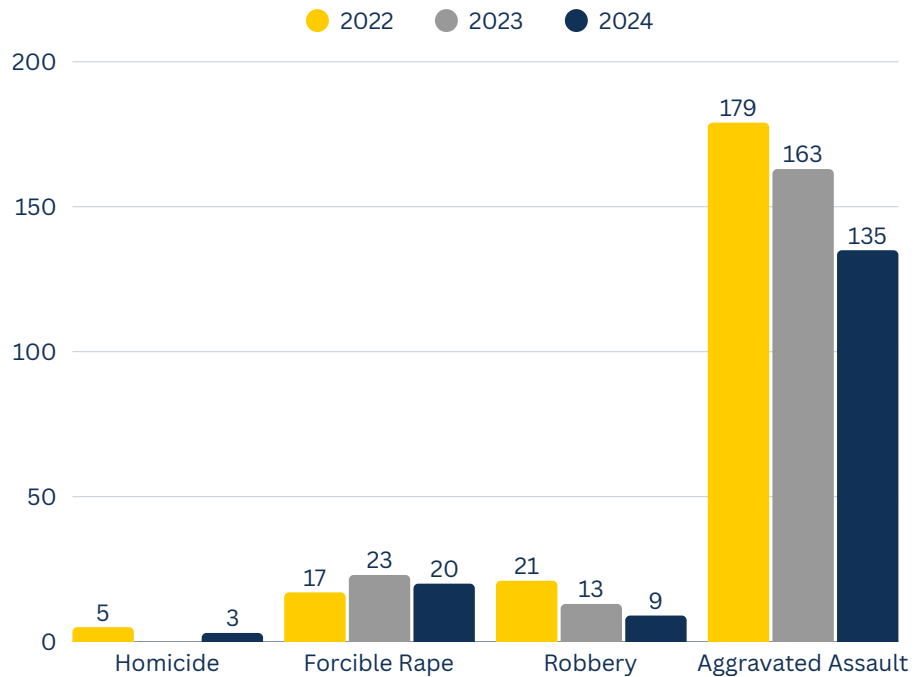


**15%**  
↓  
Decrease in Part 1  
Crime.

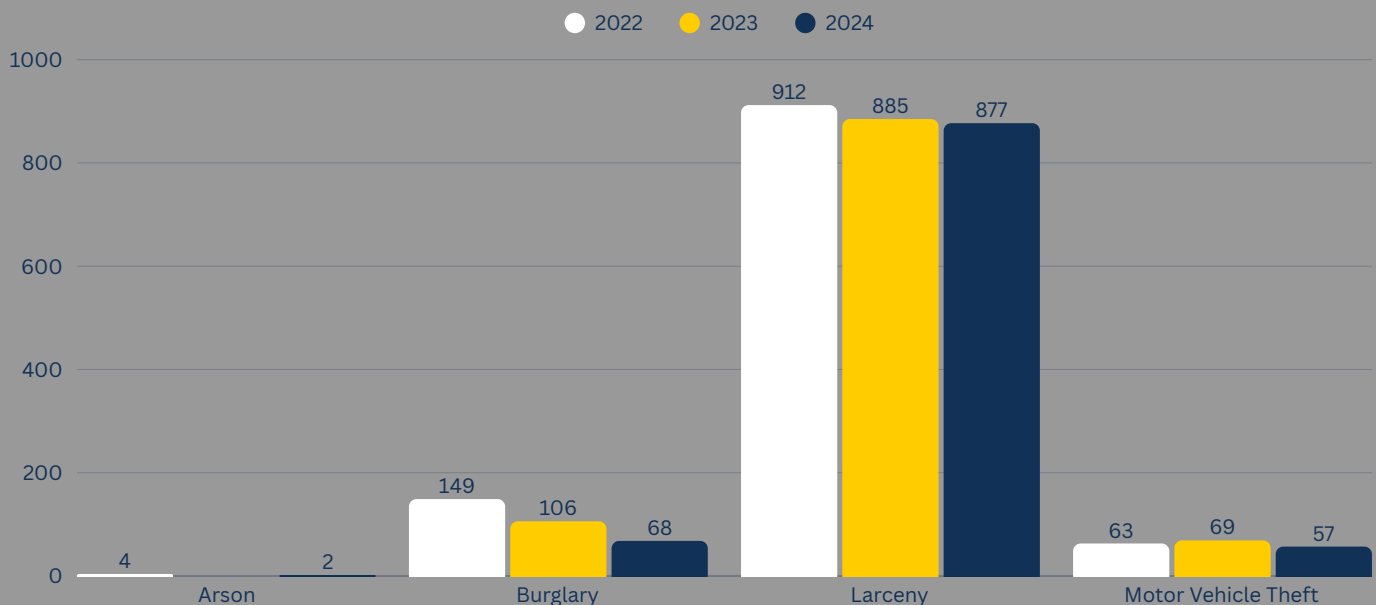
# Part 1 Crime

**Part 1 crimes are a set of serious offenses tracked by the FBI. These offenses are more likely to be reported to law enforcement, and are frequently used to assess crime trends.**

Part 1 Violent Crime



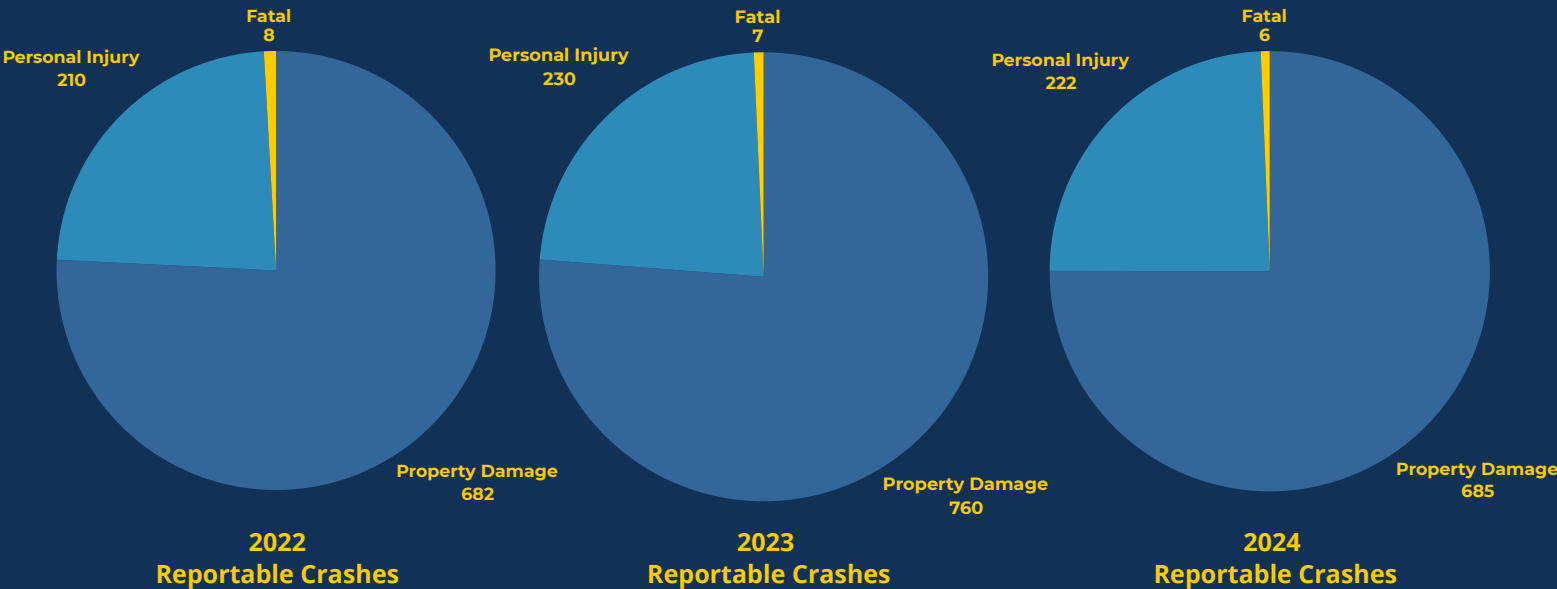
Part 1 Property Crime





# Crashes in Roanoke County

In 2024, Roanoke County Police Department responded to 2,504 crash calls for service. Of those crashes, 913 were reportable to the Virginia Department of Motor Vehicles. The highest density of crashes occurred along Electric Rd, Franklin Rd, and Challenger Ave. corridors.



**+63%**

Of the crashes involved two vehicles.

**+28%**

Of the crashes were rear-end crashes.

**15%**

Of the drivers admitted to being distracted.

# Our Strategies



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

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 crime, crashes, and traffic violations.

Two target zones were identified in 2013 as having the highest concentration of overlapping traffic crashes and crimes. Burglary and larceny from vehicles along with DMV Reportable crashes were the primary focus for these zones. In July 2021, the Department added a third target zone which focused on all Part 1 Crimes and DMV Reportable crashes.



# Our Strategies



## DDACTS Target Zone 1



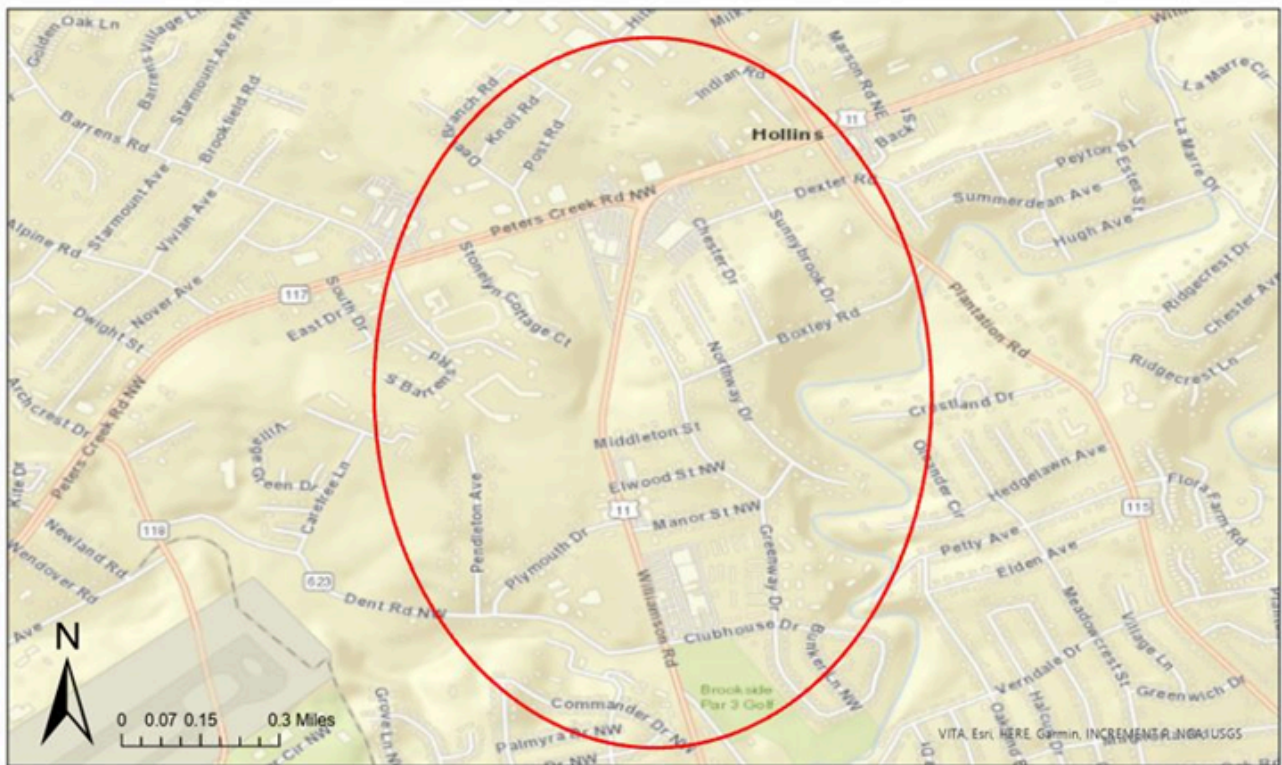
In 2024, there was a 15% increase in overall crime in Target Zone 1 compared to the yearly average. This was driven by a 50% increase in larcenies. 70% of the larcenies were shopliftings. Although the overall crime was higher, there was statistically significant decreases in burglaries and larcenies from vehicles.

There was a 4% reduction in crashes compared to the yearly average.

# Our Strategies



## DDACTS Target Zone 2



In 2024, there an 80% decrease in burglaries compared to the yearly average. Although not statistically significant, there was an 8% decrease in the total number of Part 1 crimes.

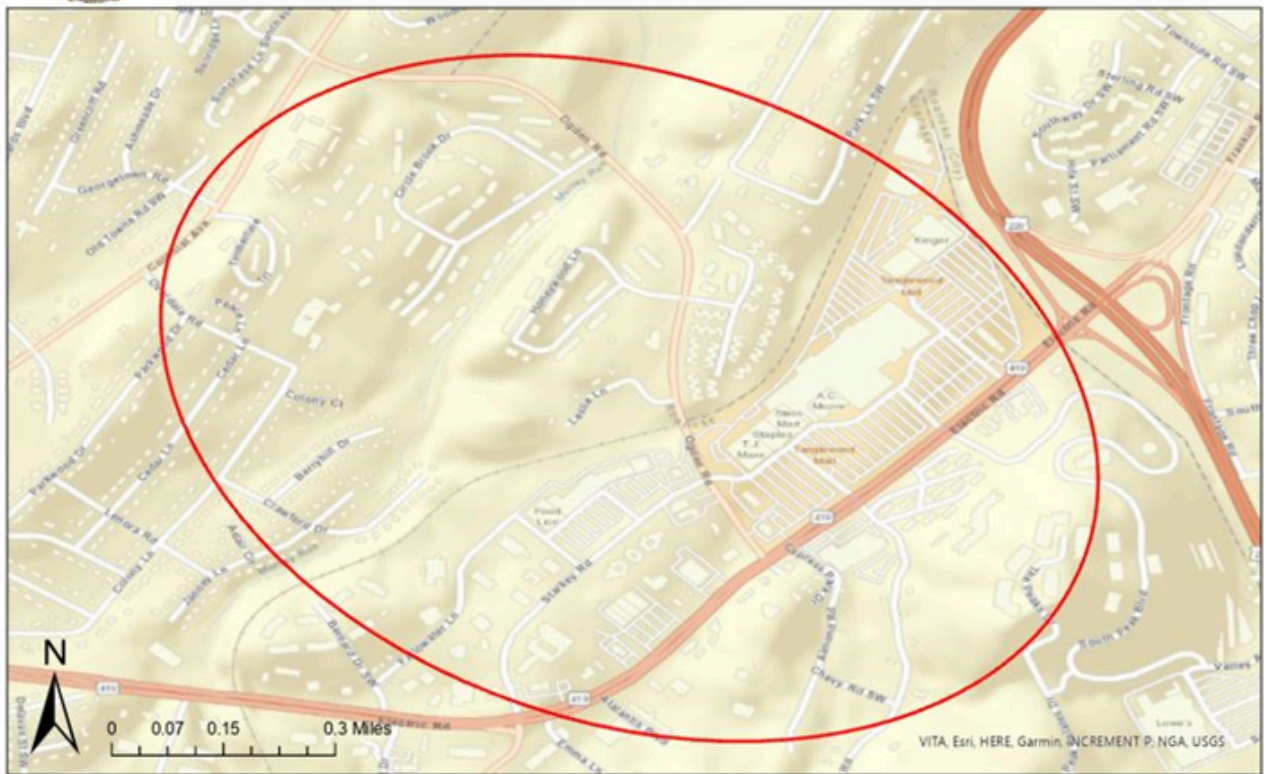
There was a 17% decrease in total crashes in Target Zone 2 in 2024.



# Our Strategies



## DDACTS Target Zone 3



There were no statistically significant changes in Part 1 crimes in Target Zone 3. There was a 42% increase in larcenies. 51% of the larcenies were shopliftings.

Reportable crashes remained within averages for the last three years, with no fatalities, and six personal injury crashes.


# Our Strategies

## Micro-Time Hot Spots

Micro-Time Hot Spots are several crimes occurring in a relatively small geographic area, with repeat victimization. They are developed by examining data over a period of 2 weeks. Larcenies from vehicles and auto thefts were targeted due to a significant increase in 2018.

When our Crime Analyst determines the need for a Micro-Time Hot Spot, a crime bulletin is prepared for officers providing them with the most up-to-date information. Directed patrols are conducted in those areas for a 14-21 day period on average, and a variety of methods are used to alert area residents about the recent activity and what they can do to stop it. Since 2019, over a 100 hot spots have been designated.


**Roanoke County Police Department**  
Micro Hot Spot: June 4, 2024  
Directed Patrol until June 18, 2024



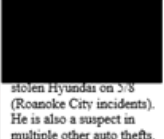
**Oak Grove Attempted Auto Thefts:**  
Target Time: 2000 - 0800  
Target Area: In the buffer zone shown above  
M.O.: 2 Kia vehicles were damaged after attempted auto thefts. The trim around the steering column had been pulled down, and tools marks were on the ignition. The suspect(s) was likely utilizing a USB cord to start the vehicles. 1 had been left unlocked, but the other had a busted window. Another Kia was damaged in the same manner during the same time frame on Carolyn Cir. These incidents are likely related to an auto theft and larceny from vehicle on Chaparral Dr.

**Stolen Property:**  
Headphones

**Possible Suspects:**



stolen Hyundai on 5-8 (Roanoke City incidents). He is also a suspect in multiple other auto thefts.



during an auto theft that occurred on 6/2 (Neil Dr 24-036360) returns to [redacted] was recently found in possession of a black BB pistol that closely resembled a real firearm\*\*

The department implemented this program after seeing a dramatic spike in these offenses to 240 in 2018. In 2019, the department rolled out this data-driven, evidence-based policing strategy and since then Roanoke County's neighborhoods have seen a continued reduction in this type of criminal activity. By 2021, incidents had been reduced by half of the 2018 spike, and in 2024 larcenies from vehicles continued to trend downward. Both larcenies from vehicles and auto thefts have returned to or are below their normal threshold ranges set prior to the spike in 2018.

# Uniform Operations Division

The Uniform Operations Division represents the largest and most visible component of the County Police Department. The division is structured into three platoons, providing continuous law enforcement coverage 24 hours a day, seven days a week. For operational efficiency, the county is segmented into nine geographic patrol districts, enabling the strategic allocation of police resources across the jurisdiction.

Uniformed officers are responsible for responding to the full spectrum of service calls, including both emergency and non-emergency incidents. These range from welfare checks, stranded motorists, and injured wildlife to serious criminal matters such as armed robberies and violent assaults.

In addition to call response, officers are tasked with proactive policing and community engagement responsibilities. Weekly crime trend analyses produced by the department's crime analyst are utilized to inform deployment strategies and optimize patrol effectiveness. The division is also the primary driver of the department's evidence-based policing strategies, including the Data-Driven Approaches to Crime and Traffic Safety (DDACTS) and the Micro-Time Hot Spot Program, both of which are integral to reducing larcenies from vehicles and combating auto theft.

**86,400** Total Incidents handled

**34,000**  
Citizen Initiated

**26,600**  
Officer Initiated

**25,800**  
Building Checks

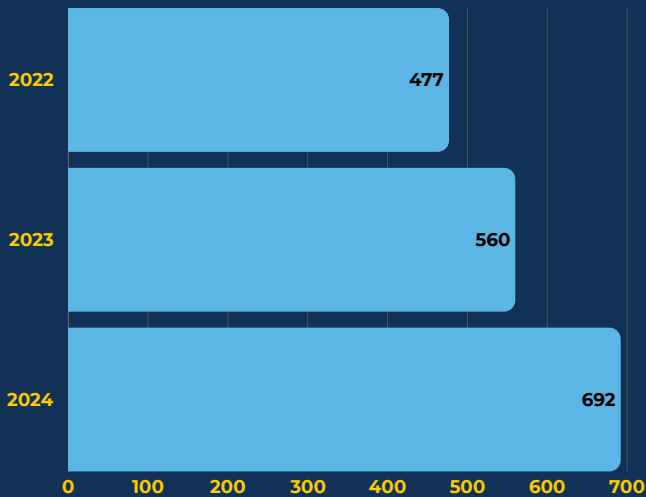




# Public Safety Initiatives

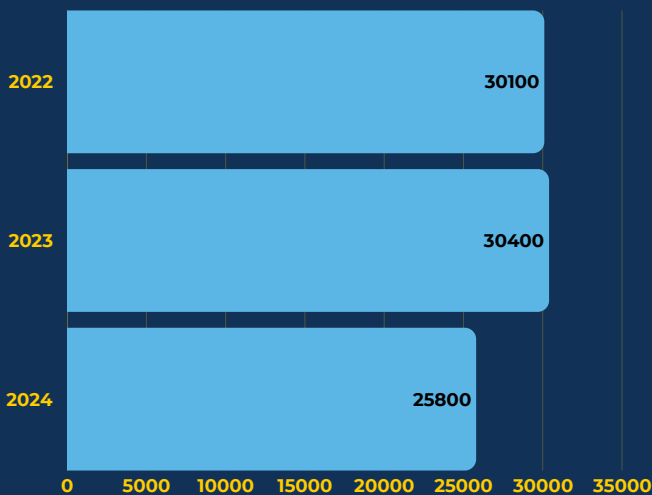
## Civic/Crime Prevention

Officers participate in a wide-variety of civic/crime prevention activities. These activities can range from changing a battery for one of our many Project Lifesaver participants, checking in with a local business, or one of our more formal programs like Special Olympics, Trunk or Treat, or National Night Out.

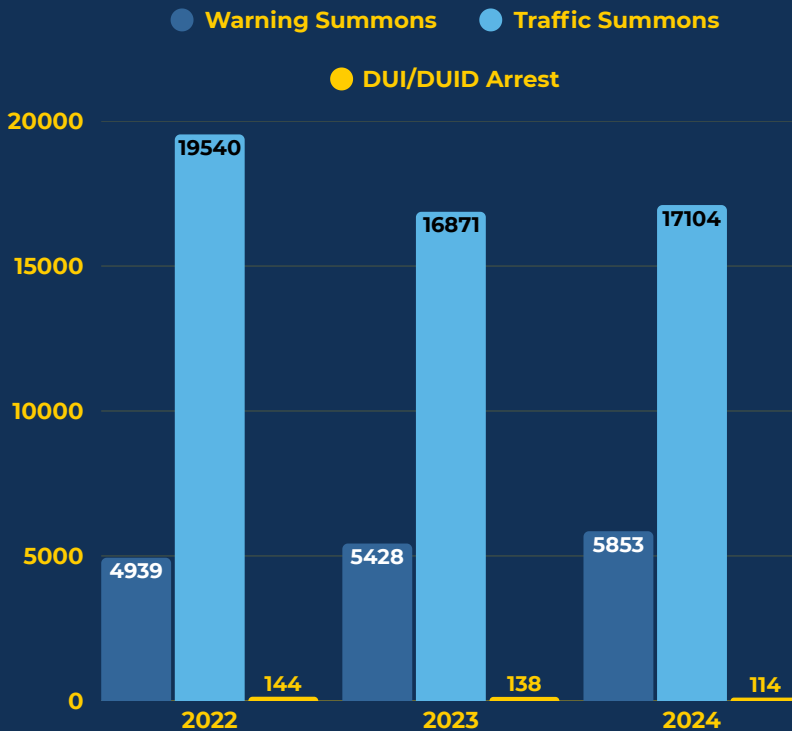


## Building Checks

Building checks are a vital service to our community, providing both prevention and reassurance to citizens and businesses. These proactive measures deter criminal activity, allow officers to identify potential issues before they escalate, and enhance community safety through visible presence. Officers also conduct residential checks for citizens under certain circumstances, offering peace of mind that their homes remain secure. These efforts strengthen community partnerships and ensure officers are familiar with facilities and neighborhoods, which is critical for effective emergency response.



# Public Safety Initiatives

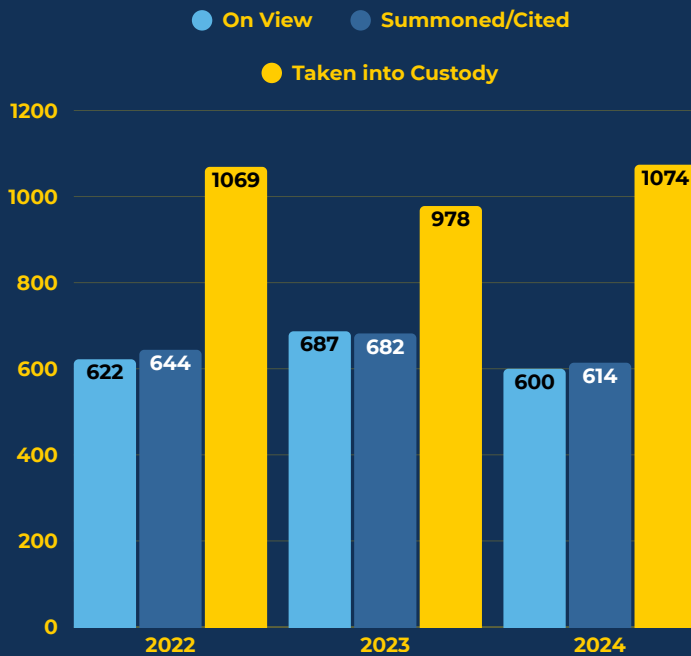


## Traffic Enforcement

The Roanoke County Police Department conducts enforcement efforts based on DDACTS Reports, and Crash analysis. The department utilizes a written warning to remind citizens to stay safe on the roadways as an alternative to enforcement.



# Public Safety Initiatives



## Arrests

Officers may make arrests under three circumstances:

**On View** – When authorized by the Code of Virginia, an officer personally observes an offense or has probable cause to believe that an offense has occurred.

**Summons/Citation** – When authorized by the Code of Virginia, an officer may issue a criminal summons for certain offenses (e.g., shoplifting).

**Taken into Custody** – When an individual has an outstanding warrant for a crime.





# Community Policing/Crime Prevention

The Roanoke County Police Department continues to partner with the community to ensure that Roanoke County is a safe place to live, work, and play. We partner with local Neighborhood Watch groups to inform citizens of crime trends in their area and how to deter, detect, delay, and defend against them. These groups vary from in-person, to online, or a hybrid of the two. In 2024, we had 10 active groups. Also, at the request of our community members we provide teachings on various safety topics and conduct security assessments of commercial and residential structures.

Each year we partner with the Roanoke County Sheriff's Office, Roanoke County Fire and Rescue Department and the Western Virginia Regional Jail, to hold a Citizens Public Safety Academy (CPSA). The goal of the CPSA is to educate citizens so that they can formulate responsible conclusions on public safety activities. In 2024, twelve participants graduated from the CPSA. The CPSA continues to be a great way for our citizens to immerse themselves in their local public safety departments.

To perform our duties with excellence we need the trust of our community. One of the ways that we build trust with our community is through coordinating a variety of community events. In 2024 some of our events were the Easter Egg-Stravaganza, Cuts with Cops, Trunk-or-Treat, and Shop with a Cop. In addition to these events, we attended events hosted by our community members.

Another way that our department works to build trust with our community is by keeping them informed through the modern-day public-square, social media. We have two active social media accounts, Facebook and Instagram. We also disseminate information through the local news stations.

Our department continues to participate in Project Lifesaver which is a community based, public safety, non-profit organization that provides law enforcement, fire/rescue, and caregivers with a program designed to protect, and when necessary, quickly locate individuals with cognitive disorders who are prone to the life-threatening behavior of wandering. In 2024, our Project Lifesaver program had 50 active clients.

Our department is responsible for leading the Roanoke County TRIAD which is a cooperative effort between the Roanoke County Police Department and Sheriff's Office, the Vinton Police Department, the Attorney General's office, senior citizens, and senior organizations, focused on reducing crimes against our most vulnerable citizens: our seniors. We currently have two active TRIAD groups.

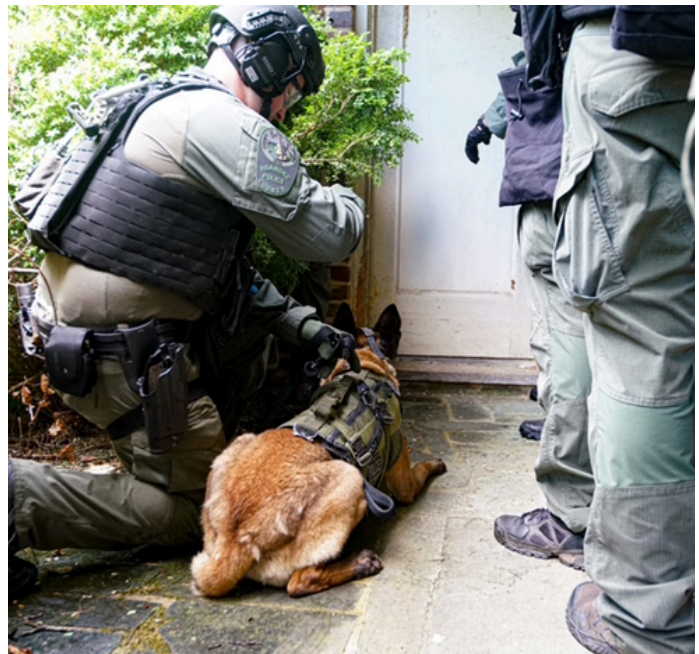


# Tactical Operations

In 2024, the department's SWAT and Crisis Negotiations Teams played a critical role in safeguarding the community during high-risk incidents. The SWAT Team responded to 14 operations, including high-risk warrant services and barricaded subjects, demonstrating precision, discipline, and professionalism. Seventeen officers currently serve on the team, all of whom volunteer and meet rigorous annual standards while receiving advanced tactical and medical training.

The Crisis Negotiations Team, with eight trained officers, focuses on resolving critical incidents through communication and de-escalation, including hostage situations, barricades, and mental health crises.

Together, these teams exemplify the department's commitment to protecting the community with professionalism and an unwavering focus on preserving life.





# K9 Unit

The K9 Unit continued to serve as a vital resource in 2024, providing specialized support in patrol operations, narcotics & explosives detection, suspect apprehension, and community engagement. The unit consists of 4 highly trained handlers and their K9 partners, who undergo training throughout the year to maintain performance and readiness. All our K9 teams are certified through the Virginia Police Work Dog Association and/or the North American Police Work Dog Association.

The K9 teams respond to numerous calls for service throughout the year, assisting in searching for suspects, missing persons, and evidence recovery. The K9 team's efforts resulted in 90 arrests, 33 persons located, and 104 seizures.

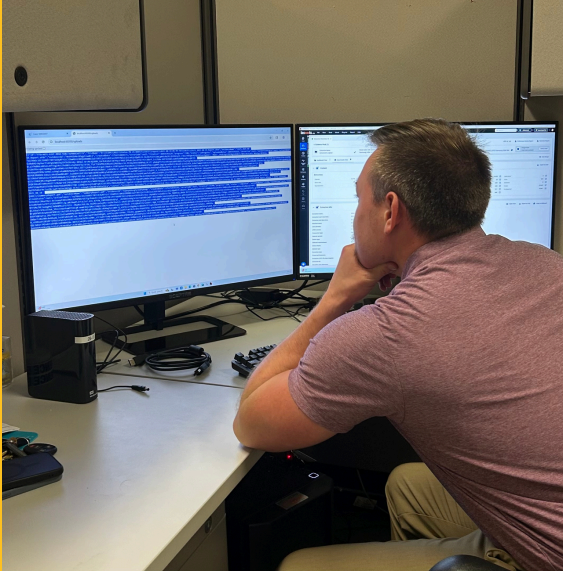
Beyond enforcement, the K9 unit takes part in numerous civic events, to include the Citizens Police Academy, Cops Camp, events with Parks and Recreation, working with local schools and conducting demonstrations at various police related functions.



In 2024, we saw the retirement of K9 Tito (pictured above). Tito had several years of dedicated service, demonstrating bravery and unwavering commitment from tracking suspects to locating illegal narcotics. K9 Tito began his career with the Department in 2018 partnering with Police Officer-IV Hiner in 2020. Over that time, K9 Tito was utilized in narcotics detections and patrol (apprehension) deployments. Tito entered retirement in July of 2024.



# Criminal Investigations Division



The Criminal Investigations Division (CID) is responsible for the investigation of serious crimes committed against persons, society, or property in the County. There are 9 detectives, 2 sergeants, 1 commander and 1 Investigative Support Specialist assigned to the division.

Detectives in CID are divided into five teams:

- The Fraud Unit investigates credit card theft, forgeries, embezzlement, identity theft, scams and similar offenses.
- The Property Crimes Investigations Unit investigates burglaries, armed robberies, motor vehicle thefts, and a host of other crimes not covered by the Fraud or Special Investigations Units.
- The Special Victims Unit investigates sex offenses committed against children and adults, child and elder abuse, child pornography production and distribution,
- The General Investigations group is capable of investigating all the above crimes and is assigned cases based on the need of the division.
- The Forensics Unit processes major crime scenes for physical evidence and performs forensic examinations of electronic devices.

In 2024, the Criminal Investigations Division (CID) conducted thorough investigations into 379 cases spanning a wide range of serious offenses. Among these were two homicide cases and approximately 44 death investigations. Detectives also investigated 40 crimes against persons, 82 crimes against children, 94 financial crimes, and 102 cases involving crimes against property. Additionally, the division handled three weapons violations and 14 major crimes.

The scope of these cases reflects the diverse and complex nature of criminal activity addressed by CID. Through diligent investigative work and collaboration with partner agencies, CID continues to play a vital role in holding offenders accountable while providing closure and support to victims and their families.

# Special Operations Division - Community Services



## 2024 CSO Activity

Stray/At large Domestic Animals	412
Animal Ordinance Violations	373
Livestock Investigations	69
Animal cruelty Investigations	174
Wildlife Investigations	338
Animal Bite Investigations	117
Injured or Sick Animals	67
Barking Dog Complaints	56

**Community Services Officers (CSO's)** are fully sworn police officers that serve as the animal control officers for the county. They primarily respond to incidents related to animal bites, mistreatment, and stray animals. The unit investigated 3,972 total calls. As fully sworn police officers CSO's will also handle or assist with regular law enforcement incidents. In 2024, CSO's responded to 846 regular incidents, conducted 114 traffic stops, and conducted 1022 building checks.

As of December 31, 2024, Roanoke County Police listed 8 dogs on the Virginia Dangerous Dog Registry. The property of each dog owner was inspected to ensure compliance with the Commonwealth of Virginia's regulations for keeping a dangerous dog.



# Special Operations Division - School Resource

The School Resource Officer (SRO) program is offered in cooperation with Roanoke County Schools and its 27 public schools. Currently, there are 20 Roanoke County Police officers assigned to the SRO unit. Nine officers are assigned to the 10 middle and high schools throughout the county, including the Burton Center for Arts and Technology. The remaining eleven officers are assigned to various elementary schools throughout the county.

Beginning in 2023, Roanoke County Police applied for and received a grant from the Department of Criminal Justice Services (DCJS). This grant enabled the department to hire part-time certified law enforcement officers for the specific role as SRO, and assign them to elementary schools.

Currently, nine of the eleven officers assigned to elementary schools are part-time personnel. This program has provided the ability for our police officers to develop relationships with the students at an early age. It's believed this positive relationship will carry on as the students go on to middle and high School. The Elementary SRO's keep themselves busy by making regular trips to the classroom to read to the students, sitting with the students in the cafeteria during lunch time, playing with the kids on the playground and conducting regular security checks throughout the school grounds.



Throughout 2024, the SRO unit investigated 387 incidents. After consultation with the Commonwealth Attorney's Office, the majority of these investigations resulted in no criminal charges. It was determined criminal charges were not warranted and that the school system or Juvenile Court Services could conduct their own diversion programs or "in-school discipline."

In total, 374 cases or reports resulted in a disposition other than criminal charges being placed:

- 27 incidents were cleared by exception (no crime occurred)
- 52 incidents were cleared by a formal juvenile court diversion
- 255 incidents were handled by the school's disciplinary process
- 40 incidents resulted in prosecution declined at the request of the victim or Commonwealth Attorney's Office.



# Special Operations Division - School Resource

COPS Camp is a week-long program for area middle school age kids that emphasizes safety, healthy lifestyles, and responsible citizenship. Campers participated in engaging sessions from the Virginia Rules program, which educates young Virginians about state laws and equips them with the skills to make sound decisions, avoid legal trouble, and become active, informed members of their schools and communities.

In addition to classroom learning, campers enjoyed a variety of outdoor activities such as hiking, nature walks, team-building exercises, and rock wall climbing. A highlight of this year's camp was a new adventure to Treetop Quest at Explore Park—a ropes course that quickly became a favorite among participants.

Other special features included an emergency vehicle Touch-A-Truck event, demonstrations by the K9 and SWAT teams, and a live Lifeguard 10 helicopter landing provided by Carilion Clinic, offering campers a firsthand look at emergency response operations.



# Special Operations Division - Traffic Enforcement Unit



The Traffic Enforcement Unit, comprised of two officers and a sergeant, committed to improving roadway safety through targeted enforcement, thorough crash investigations, and public education. In 2024, the unit consistently supported the department's DDACTS (Data-Driven Approaches to Crime and Traffic Safety) strategies through proactive enforcement efforts.

Key initiatives like "Operation Daily Watch" and "Road of the Day" continued to guide enforcement on high-traffic and high-complaint secondary and residential roads. These efforts were supported not only by traffic officers but also by patrol personnel, promoting a broader commitment to addressing community concerns.

Beyond enforcement, the unit utilized both covert and visible speed surveys to assess whether specific locations had traffic-related issues. In 2024, 64 speed surveys were conducted. Visible surveys provided real-time feedback to drivers while capturing valuable speed data, promoting immediate behavior change. These efforts proved especially effective in neighborhoods such as Meadowlark Road and Canter Drive, leading to increased collaboration with other departments to address traffic safety across Roanoke County. Data collected from these surveys is routinely shared with the Virginia Department of Transportation (VDOT) and Roanoke County Community Development, ensuring a coordinated approach to improving roadway safety.

The unit also maintained a strong focus on community education. In 2024, officers continued giving presentations at Roanoke County middle and high schools, private schools, and community organizations. These efforts were further enhanced through partnerships with the Virginia State Police and the Virginia Tech Transportation Institute, providing students and residents with engaging, evidence-based education on safe driving practices.

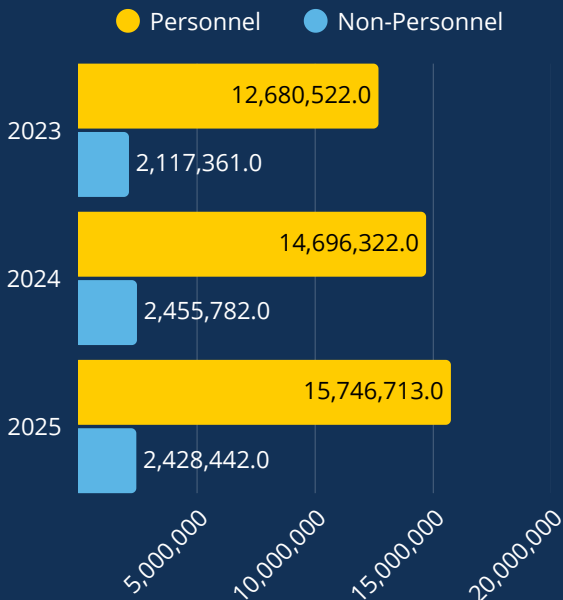


# Services Division

The Roanoke County Police Department's Services Division is the hub for record keeping and processing warrants. Each year, the staff handles thousands of documents (reports, summonses and warrants), produces reports for our state and federal partners and is the point of contact for all Freedom of Information Act (FOIA) requests from citizens and businesses.

In addition, the Services Division is responsible for the management and control of all property directed to them for safekeeping. The evidence vault is staffed by a sergeant and an officer assigned as the evidence vault custodian. They serve in the capacity of property custodians for the department. The sergeant is also responsible for fleet management. The sergeant coordinates with the county's Fleet Center to purchase vehicles and equipment, assigns vehicles and serves as a liaison to the Roanoke County Communications Shop.

## 3-Year Budget Comparison



## Records Processed

397	Citations*
471	Warning Summons*
110	Parking Tickets
496	Background Checks
1,232	FOIA Requests
1,701	Weapon Permits
3,433	Arrests
1,074	Crash Reports
7,847	Case Reports
1,440	Protective Orders
5,372	Warrants Entered

\*Most Citations are transmitted electronically



# Roanoke County Criminal Justice Academy

The Roanoke County Criminal Justice Academy (RCCJA) is an independent academy serving the Roanoke County Police Department, the Roanoke County Sheriff's Office, the Western Virginia Regional Jail and the Roanoke County Emergency Communications Department. Academy training includes basic level classes in law enforcement, jailor training, emergency communications, civil process and courtroom security.

Additionally, the academy provides all the mandated in-service training required by the Department of Criminal Justice Services and advanced training opportunities for member agencies. The RCCJA is co-located with the Roanoke Police Academy and regularly holds joint basic law enforcement classes with the Roanoke Police Department.



In 2024, the RCCJA graduated two basic law enforcement classes, two basic jailor classes and one basic emergency communications class.

## LAW ENFORCEMENT CLASS #68

Police Officer J. Donaldson (SRO)

Police Officer M. Fulcher

Police Officer T. Kincaid (SRO)

Police Officer D. Ours

Police Officer A. Thompson

## LAW ENFORCEMENT CLASS #70

Police Officer T. Cavenas

Police Officer J. Moshman Jr.

Police Officer D. Newlon Jr.



# Professional Standards

## Recruitment:

The recruitment and selection of new officers remains a continuous priority for the Department's Professional Standards Unit (PSU). Like many law enforcement agencies across the nation, the Roanoke County Police Department has faced challenges due to a declining number of applicants for police positions in recent years. Despite these trends, the Department achieved full staffing during the 2023 calendar year—a significant accomplishment.

However, ongoing retirements and cyclical hiring needs mean that fluctuations in staffing levels and applicant availability will remain a persistent challenge. As of December 31, 2024, the Department was staffed with 137 full-time sworn officers, 9 part-time sworn school resource officers, 11 full-time civilian staff, and 3 part-time civilian staff. While police departments nationwide are reporting officer shortages of 10% to 15%, the Roanoke County Police Department maintains a staffing deficit of just 2.14%, well above the national average.

Throughout 2024, the Professional Standards Unit processed 236 sworn officer applications. Given the rigorous nature of public safety hiring, which includes extensive testing and background investigations, the process typically takes four to six months. During the year, PSU successfully processed 41 candidates to fill 10 available positions.





# Professional Standards

## Administrative Processes:

In addition to recruitment and accreditation, PSU coordinates all internal promotional processes and selections for specialized roles. In 2024, the Department promoted seven Police Officer IIs, eight Police Officer IIIs, seven Police Officer IVs, two Sergeants, and one Commander. PSU also manages the Department's Annual Awards, recognizing outstanding employees whose efforts exemplify innovation and community-focused policing.

PSU also oversees the Department's accreditation efforts through the Commission on Accreditation for Law Enforcement Agencies (CALEA). In November 2023, the Department was awarded its 10th Meritorious Accreditation. PSU ensures that departmental policies align with national standards and that all annual CALEA compliance proofs are submitted. The four-year accreditation cycle involves both web-based and on-site evaluations. In 2024, the Department successfully completed its web-based assessment and is actively preparing proofs for the 2025 review.



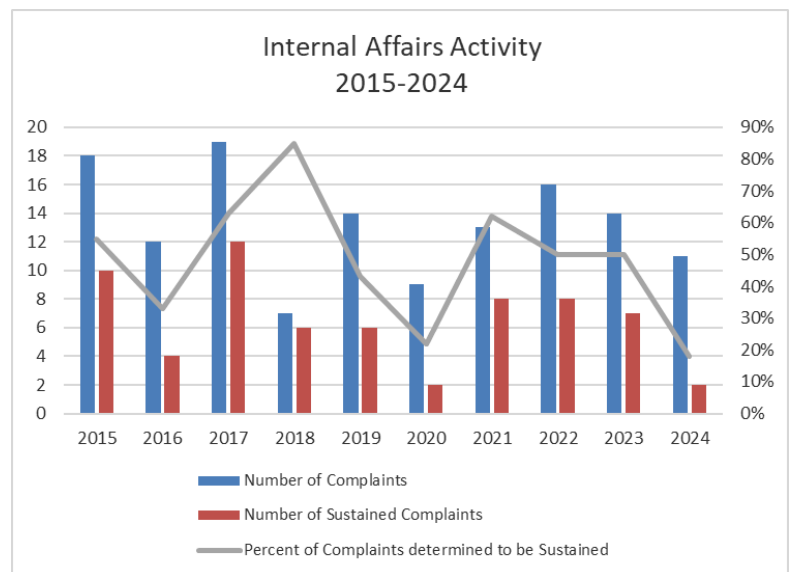


# Internal Affairs

The Department will investigate, from any source, all allegations of employee misconduct. The function of Internal Affairs investigations serves as one of the most important procedures for sustaining community trust and building community partnerships.

The information provided in this review includes Internal Affairs investigations from the period beginning January 1, 2024, through December 31, 2024. A single complaint/investigation may involve one or more officers and include multiple dispositions. The Department conducted 11 Internal Affairs investigations, of which five were generated from inside the agency and the remaining six investigations were generated from a citizen complaint.

Nature of Investigation	Total Reported	Percent of Total
Conduct Unbecoming	4	37%
Neglect of Duty	2	18%
Use of Force	1	9%
Policy Violation	1	9%
Discrimination	1	9%
Criminal Activity	1	9%
Officer Safety	1	9%



Outcomes of Sustained Complaints	Totals
Termination	0
Resignation	0
Demotion	0
Suspension	1
Written Reprimand	0
Verbal Reprimand	0
Counseling / Training	1
<b>Totals</b>	<b>2</b>

Disposition	Total	Percent of Total
Sustained	2	18%
Not Sustained	6	55%
Unfounded	3	27%
Exonerated	0	0%

# 2024 Awards Recognition

## Chief's Achievement

K. Johnson  
POIV T. VanMarter  
POIV N. Maxey

## Officer of the Year

POII W. Hendricks

## Rookie of the Year

POI P. Haston

## Employee of the Year

B. Money

## Leadership Award

Sgt. T. Knicely

## Exceptional Performance Award

Cmdr. S. Dillon  
POIV C. Rickett  
POIII B. Lee  
POIII C. Wingate

## Clay Sturgill Award

POIV Detective R. Finney

## Carol Paxton Award

POIII N. Harris

## Adam Childress Award

POI A. Nichols

## Special Operations Officer of the Year

POIV J. Hubbard

## Outstanding Civilian Award

Kenneth & Lori Assenat

## Sgt. Tim Wyatt - Traffic Safety Award

POI P. Haston

## Outstanding Teamwork Award

POIII A. Mundy and POIII N. Harris  
POI S. Williams and POI R. Potter

## Life Saving Award

POIII M. Jennings  
POII M. Minnix  
POI M. Fulcher



# 2023-2025 Strategic Plan

## STRATEGIC DRIVER: ORGANIZATIONAL EXCELLENCE

**Goal #1:** Develop, implement, and continuously improve a comprehensive employee retention strategy.

**Goal #2:** Increase employee recruitment.

**Goal #3:** Ensure adequate work force to protect Roanoke County.

**Goal #4:** Provide comprehensive and specialized training for all employees.

## STRATEGIC DRIVER: COMMUNITY OUTREACH & ENGAGEMENT

**Goal #1:** Develop and implement age appropriate, prevention-oriented programs for school aged children.

**Goal #2:** Develop and implement methods to continually increase proactive interactions between police and the community.

**Goal #3:** Partner with new residential and business developments to implement crime prevention measures.

## STRATEGIC DRIVER: ORGANIZATIONAL SAFETY & WELLNESS

**Goal #1:** Create a program that actively engages and educates our employee's support network.

**Goal #2:** Maintain and enhance comprehensive programs to support employee's emotional and mental health.

**Goal #3:** Establish a process for line-of-duty death.

## STRATEGIC DRIVER: INNOVATIVE POLICING

**Goal #1:** Improve police response to mental health related calls.

**Goal #2:** Align technologies to meet operational demands.

**Goal #3:** Operationalize data driven and predictive policing strategies.





# Information Online

## 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, call (540) 562-3265.

[Outstanding Warrants](#)

## Crime Data Online

To access current crime data in the community we utilize a GIS-enable crime reporting application that maps out offenses for the last 90-days.

[Police View](#)

## 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.



Find us on **Facebook**



Find us on **Instagram**

## Forge Your Path

Interested in a career in law enforcement? Contact our recruiter and learn more about all the opportunities and benefits available to you when you start a career with Roanoke County Police.

**Officer B. Lee - Recruiter**  
**Email**

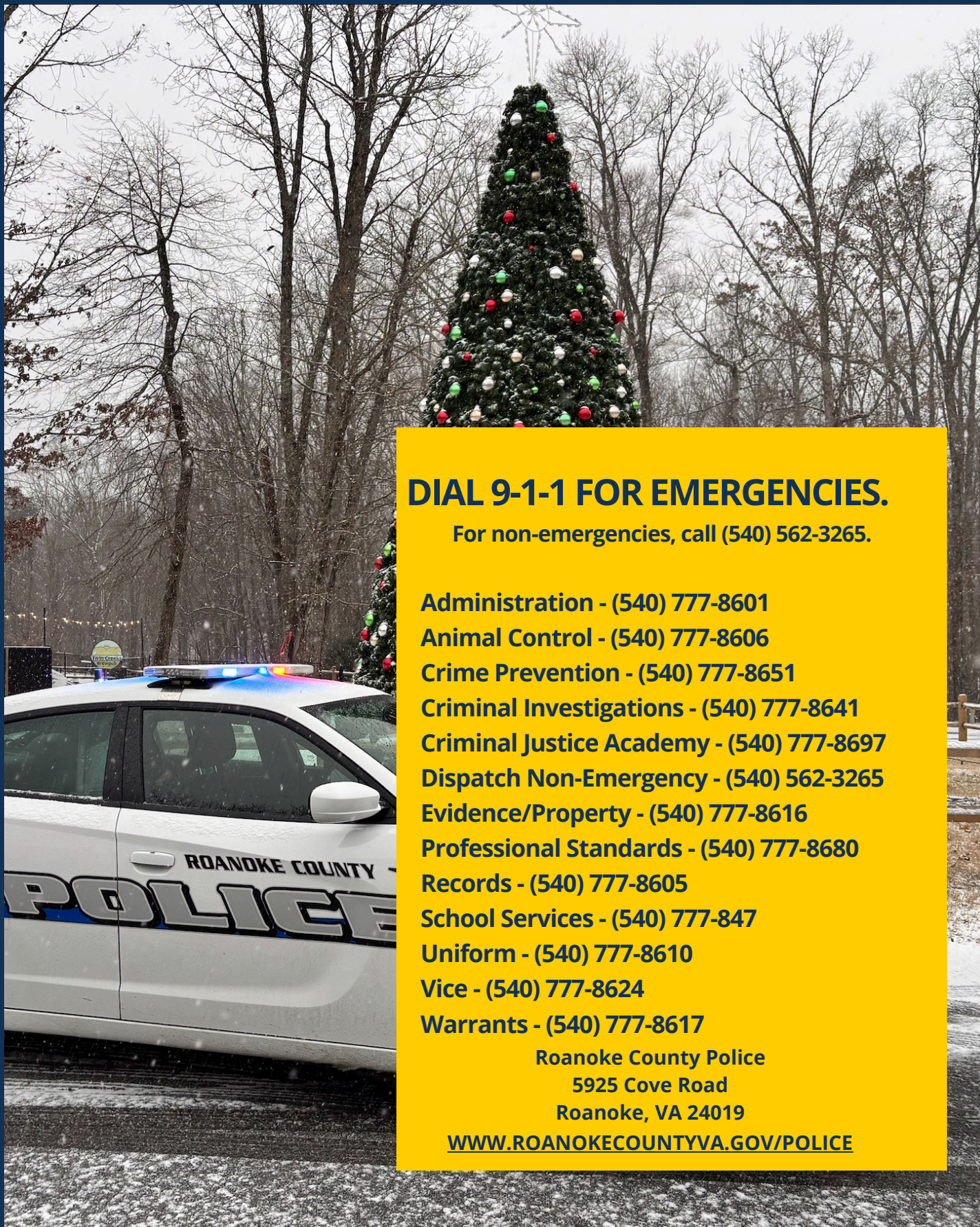
**Phone: (540) 314-5428**

Click this [LINK](#) for more information or to apply today.





# CONTACT US



## **DIAL 9-1-1 FOR EMERGENCIES.**

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

**Administration - (540) 777-8601**

**Animal Control - (540) 777-8606**

**Crime Prevention - (540) 777-8651**

**Criminal Investigations - (540) 777-8641**

**Criminal Justice Academy - (540) 777-8697**

**Dispatch Non-Emergency - (540) 562-3265**

**Evidence/Property - (540) 777-8616**

**Professional Standards - (540) 777-8680**

**Records - (540) 777-8605**

**School Services - (540) 777-847**

**Uniform - (540) 777-8610**

**Vice - (540) 777-8624**

**Warrants - (540) 777-8617**

**Roanoke County Police**

**5925 Cove Road**

**Roanoke, VA 24019**

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





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.