

# ROANOKE COUNTY POLICE DEPARTMENT



## 2015 ANNUAL REPORT

## Our Mission:

Our mission is to unite with our evolving community to provide professional and pro-active 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 initiatives.

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.

## Our Values:

We commit to uphold the following 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 perspectives of others, we will strive to be compassionate and empathetic to the needs of the community and each other.

On the front cover: Officer M. Hicks, selected by the Salem-Roanoke County Chamber of Commerce as 2015 Roanoke County Officer of the Year

## INSIDE THIS REPORT

CHIEF'S MESSAGE.....	4
ABOUT OUR DEPARTMENT .....	5
DDACTS .....	6-11
2015 BY THE NUMBERS.....	12
OPERATIONS DIVISION	
PATROL OFFICERS.....	13
INFORMATION AND SERVICES .....	13
TRAFFIC EDUCATION.....	14
TRAFFIC SAFETY AWARDS.....	15
COMMUNITY POLICING .....	16
R.A.D. CLASSES .....	16
SCHOOL RESOURCE OFFICERS .....	17
K-9 OFFICERS.....	18
C.O.P.S CAMP.....	18
COMMUNITY SERVICE OFFICERS.....	19
SWAT.....	19
CRIMINAL INVESTIGATIONS .....	20

ADMINISTRATION DIVISION	
SERVICES DIVISION .....	21
FOUR-YEAR BUDGET COMPARISONS .....	21
ROANOKE COUNTY	
CRIMINAL JUSTICE ACADEMY .....	22
PROFESSIONAL STANDARDS .....	22
INTERNAL AFFAIRS .....	23
EMPLOYEE RECOGNITION.....	24-25
GOALS FOR 2015-2016 .....	26-27
DEPARTMENT DIRECTORY .....	BACK COVER





## CHIEF'S MESSAGE

I am pleased to present the 2015 Annual Report for the Roanoke County Police Department. The men and women of our Department are professional, highly trained, and effective in working towards 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 that were achieved during the past year. These include:

- We opened a brand new facility to serve the Roanoke County Criminal Justice Academy. This will allow us to maintain the high level of training provided to our personnel and provides for joint training between the Roanoke County and Roanoke City Police Department.
- We successfully completed reaccreditation through the Commission on Accreditation for Law Enforcement Agencies. This is the eighth award for our Department, which has been accredited since 1992.
- We celebrated the 25th Anniversary of the Roanoke County Police Department with an open house that was attended by numerous community members.
- The United States Department of Justice awarded us a Smart Policing grant that will assist with the development of new interventions when police encounter persons suffering with mental illness. The intervention will be evaluated for effectiveness by the George Mason University. Our agency is the first in Virginia to receive a grant under this program.
- We are working with a Canadian company to develop new approaches for responding to and handling property damage traffic crashes. We anticipate that the first Collision Reporting Center in the United States will open in 2016.
- Operationally, our Department continues to utilize data-driven practices to deploy our personnel. Overall Part I crime decreased by 8% in 2015 as compared with the four-year average.
- Police resources continue to be deployed in accordance with our Data Driven Approaches to Crime and Traffic Safety initiative. We have achieved statistically significant reductions in several categories of targeted incidents.
- We completed the second year of our three-year strategic plan. By the end of 2015, we had completed 63 of our 89 objectives.
- We received awards from the National and Virginia Law Enforcement Challenge programs recognizing the effectiveness of our traffic safety programs.

None of our accomplishments would be possible without the hard work of our dedicated employees and the strong support of our community. In the coming year, we will continue to engage with our community, work with our regional partners, and strive to maintain a safe environment for all people in Roanoke County.

Thanks for your interest in our Department.



Police Chief Howard Hall  
Photo (c) Sam Dean Photography



### CALEA ACCREDITED AGENCY

The Roanoke County Police Department is accredited by the Commission on Accreditation for Law Enforcement Agencies, 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.

## 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 2014-2015 budget was \$11.3 million and the current staff level of full-time employees included 140 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.

## 2015 DEPARTMENT COMMAND STAFF



Chuck Mason,  
Assistant Chief, Operations



Howard Hall, Chief of Police



James Chapman,  
Assistant Chief, Administration



Cmdr. D. McMillan  
Criminal Investigations



Cmdr. M. Tuck  
Patrol - A Platoon



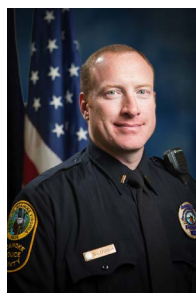
Cmdr. M. Poindexter  
Patrol - B Platoon



Cmdr. S. Short  
Patrol - C Platoon



Cmdr. S. Smith  
Vice



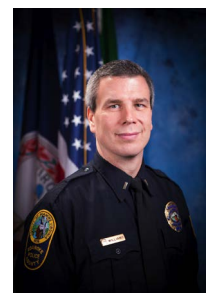
Cmdr. K. Slough  
Special Operations



Cmdr. K. Smith  
Services Division



Cmdr. M. Viar  
Professional Standards



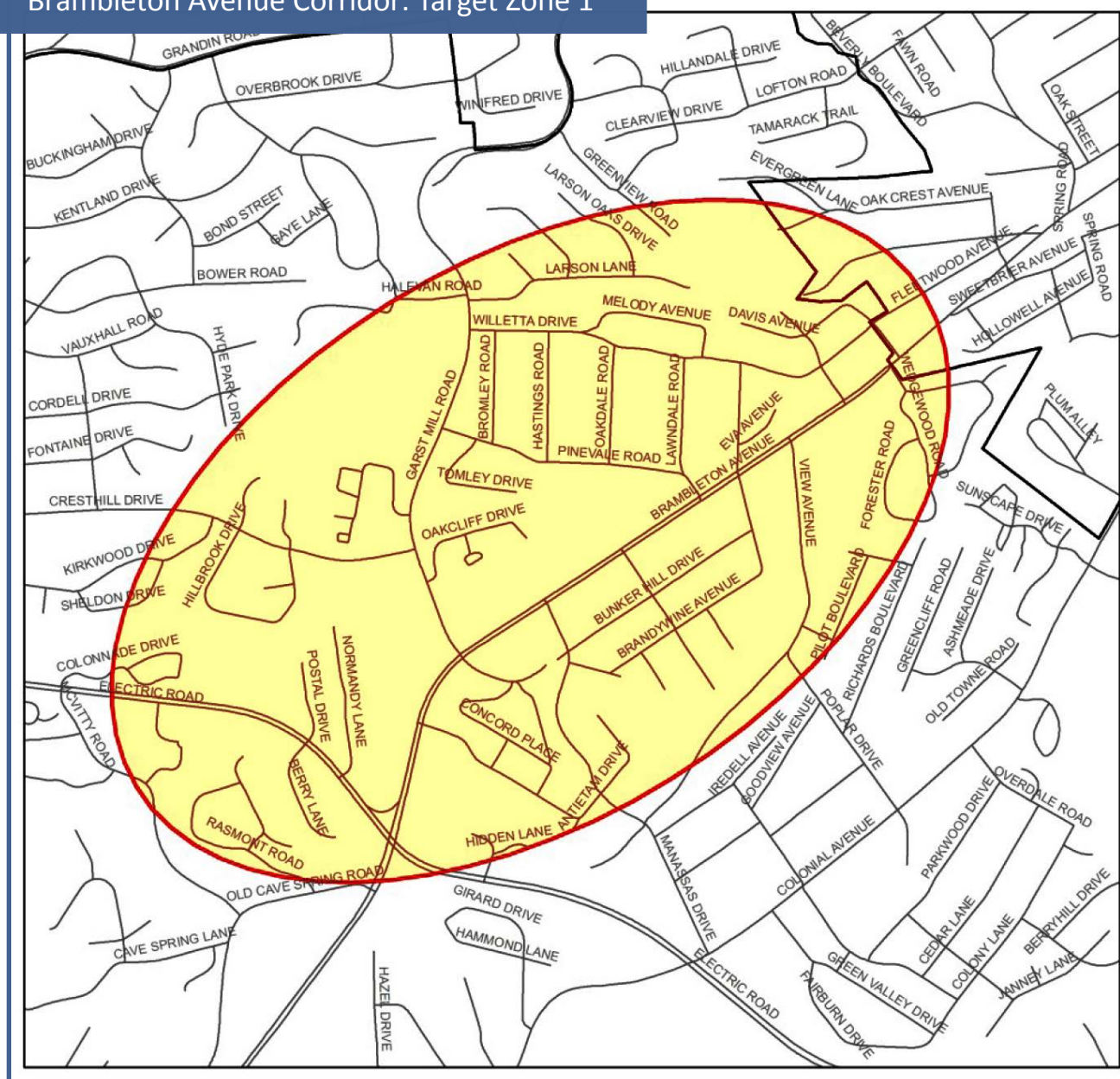
Cmdr. M. Williams  
Academy Director

Photos (c) Sam Dean Photography

## DDACTS - DATA-DRIVEN APPROACHES TO CRIME AND TRAFFIC SAFETY

Data-Driven Approaches to Crime and Traffic Safety or DDACTS is an operational model that uses the integration of 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 incidence of crime, crashes and traffic violations in Roanoke County.

Brambleton Avenue Corridor: Target Zone 1

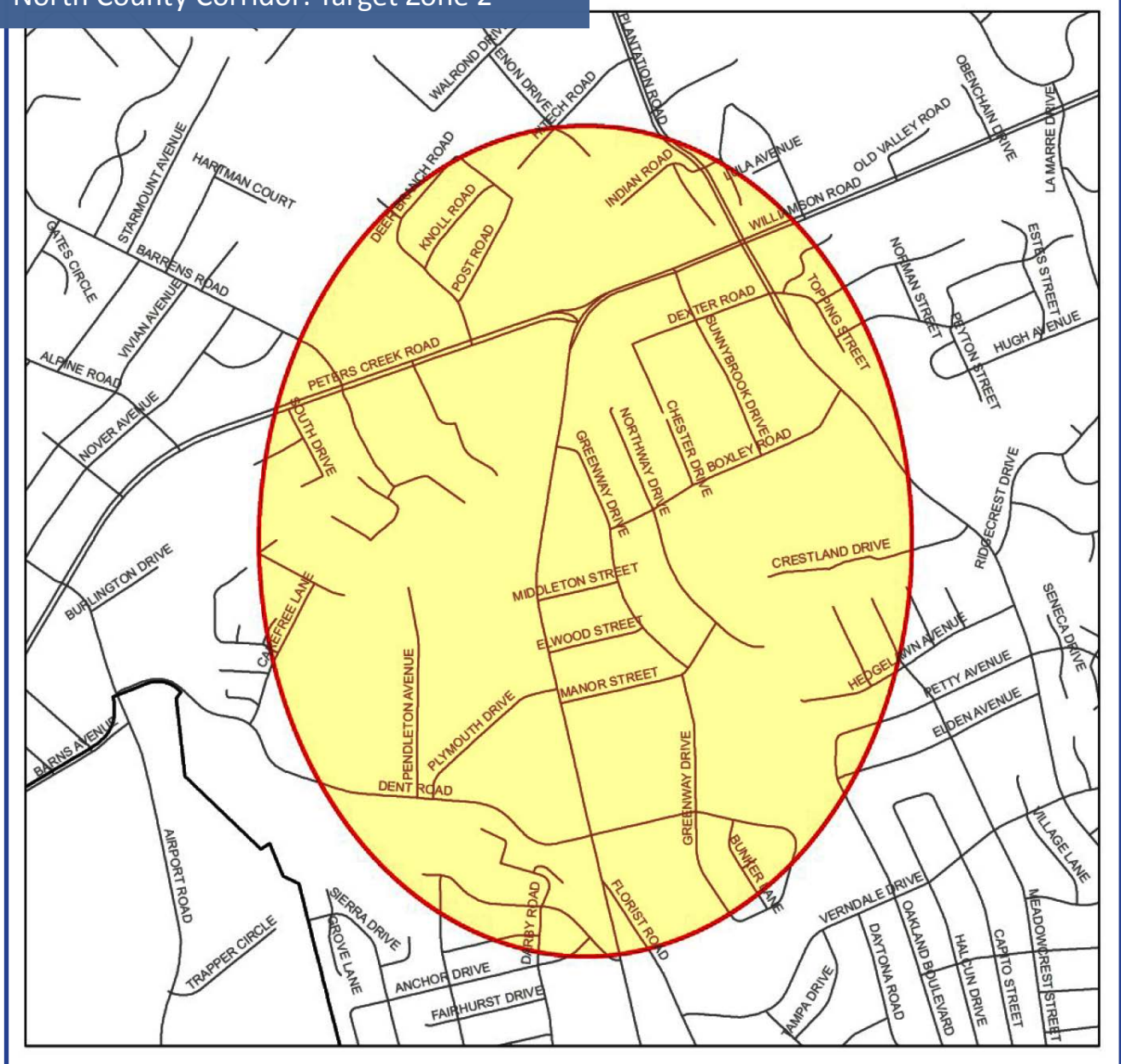




## DDACTS- DATA-DRIVEN APPROACHES TO CRIME AND TRAFFIC SAFETY

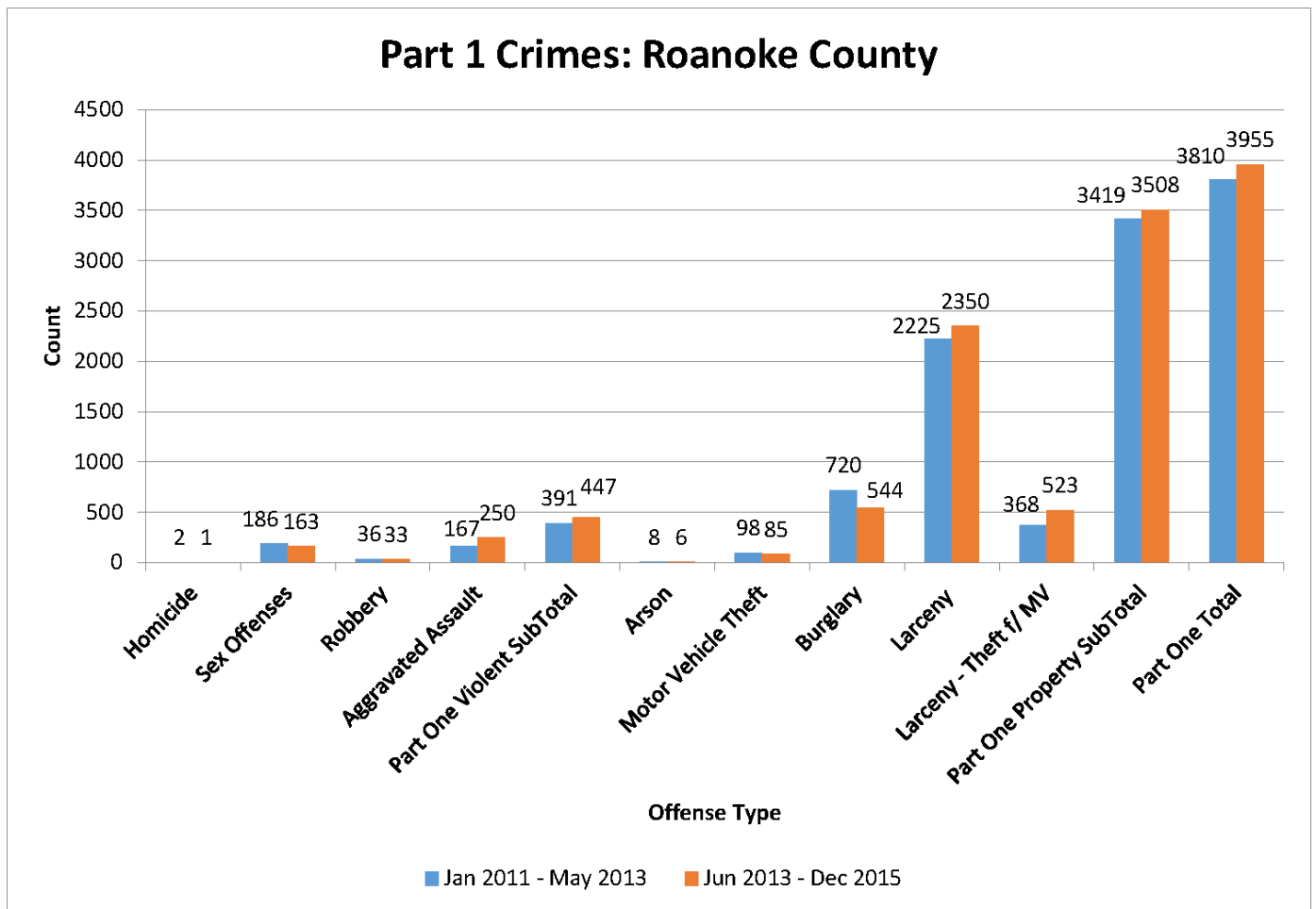
Through rigorous analysis of crime and traffic crash data two hot-spots were identified as having the highest concentration of incidents. This analysis included data over the past three years (2011-2014). Although a long-term perspective is helpful to understand the type and nature of crime and traffic activities the agency also considered contemporary/emerging crimes within the County. The following 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

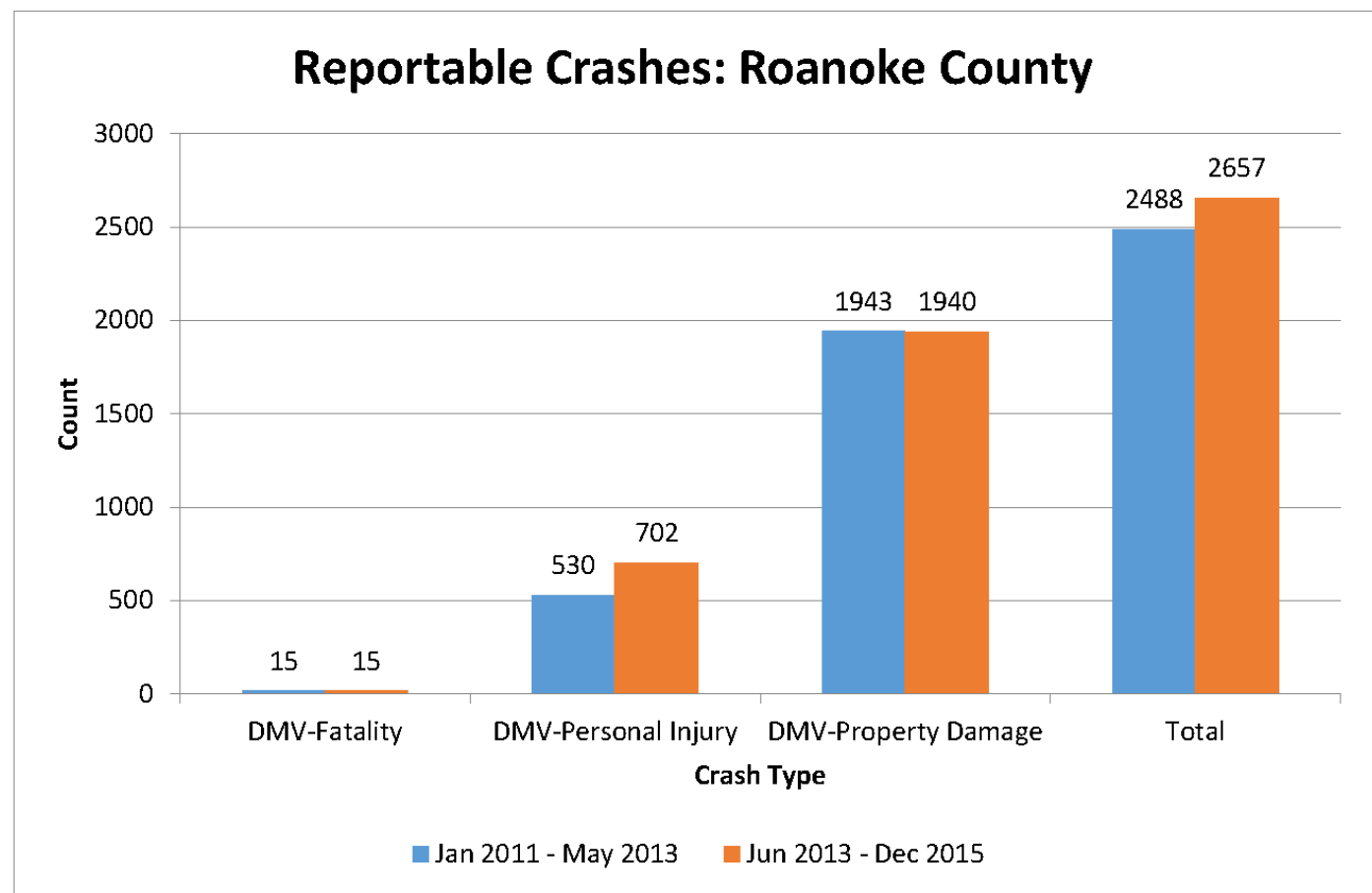
The **Crime Comparison** graph shows criminal offenses related to the actual count from previous years. The blue bar reflects the count prior to the implementation of DDACTS. The orange bar shows the count after the implementation of DDACTS. There have been decreases in sex offenses, robberies, arsons, motor vehicle thefts, and burglaries across Roanoke County.





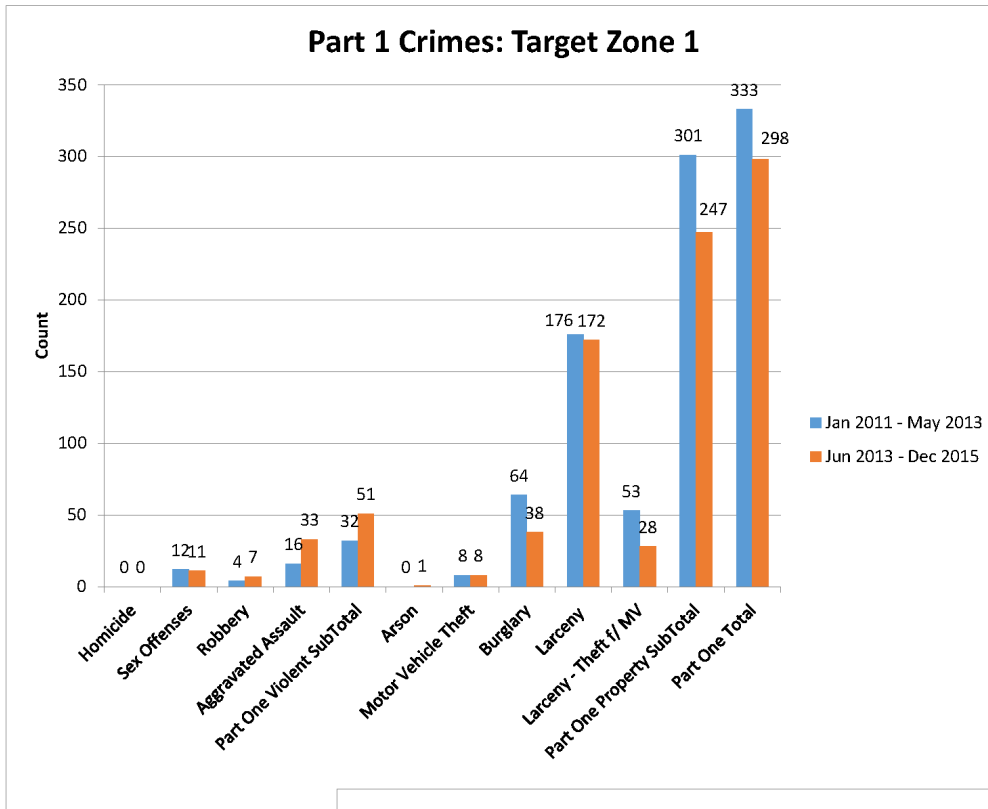
# DATA-DRIVEN APPROACHES TO CRIME AND TRAFFIC SAFETY (DDACTS) - COUNTY-WIDE RESULTS

The **Crash Data Comparison** shows the comparison of crash data prior to and after the implementation of DDACTS. Personal Injury crashes have increased by 32% across Roanoke County.



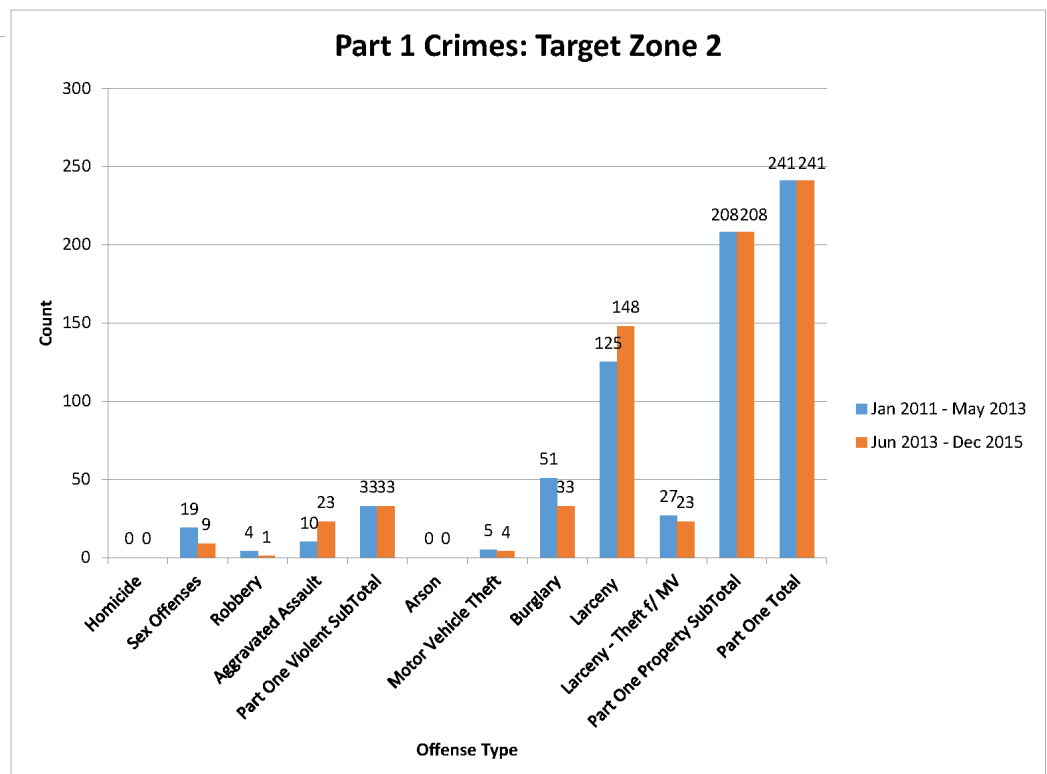
# DATA-DRIVEN APPROACHES TO CRIME AND TRAFFIC SAFETY (DDACTS) - CRIME RESULTS FOR TARGET ZONES

The **Crime Comparison** graphs below show criminal offenses by Target Zone related to the actual count from previous years. The blue bars reflect statistics collected prior to the implementation of the DDACTS program. The red bars show the positive impact of crime prevention strategies through the proactive use of the DDACTS program.



*At left: In Target Zone 1, 10.5% reduction in the total number of Part 1 crimes. Burglaries have decreased by 40.6%, and larcenies from vehicles have decreased by 47.2%.*

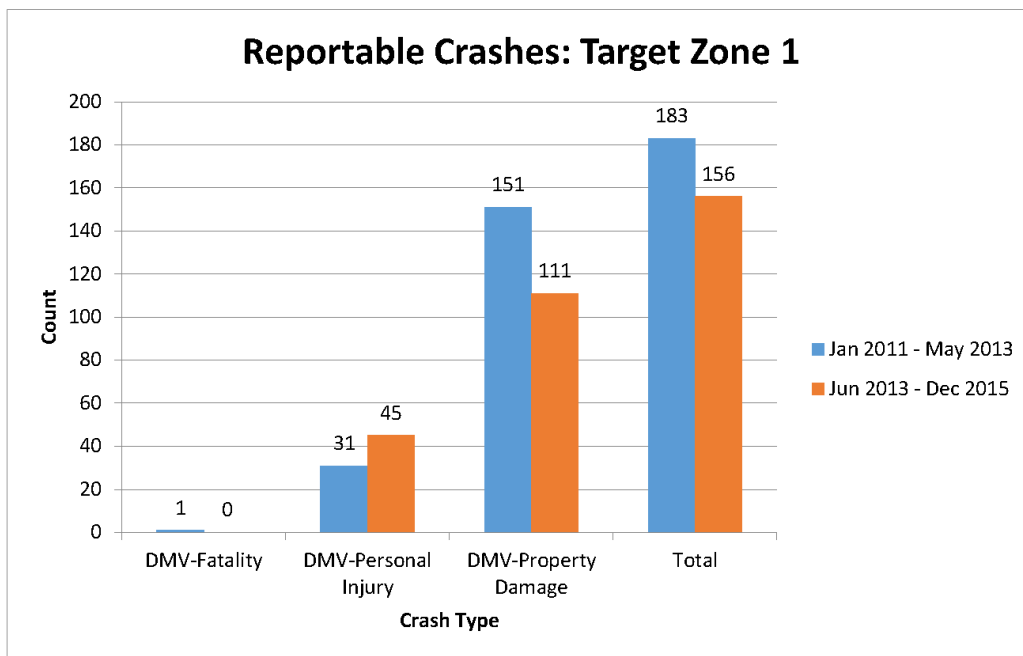
*At right: There has been no change in the overall number of Part 1 crimes in Target Zone 2, but Burglaries have decreased by 35.3%.*



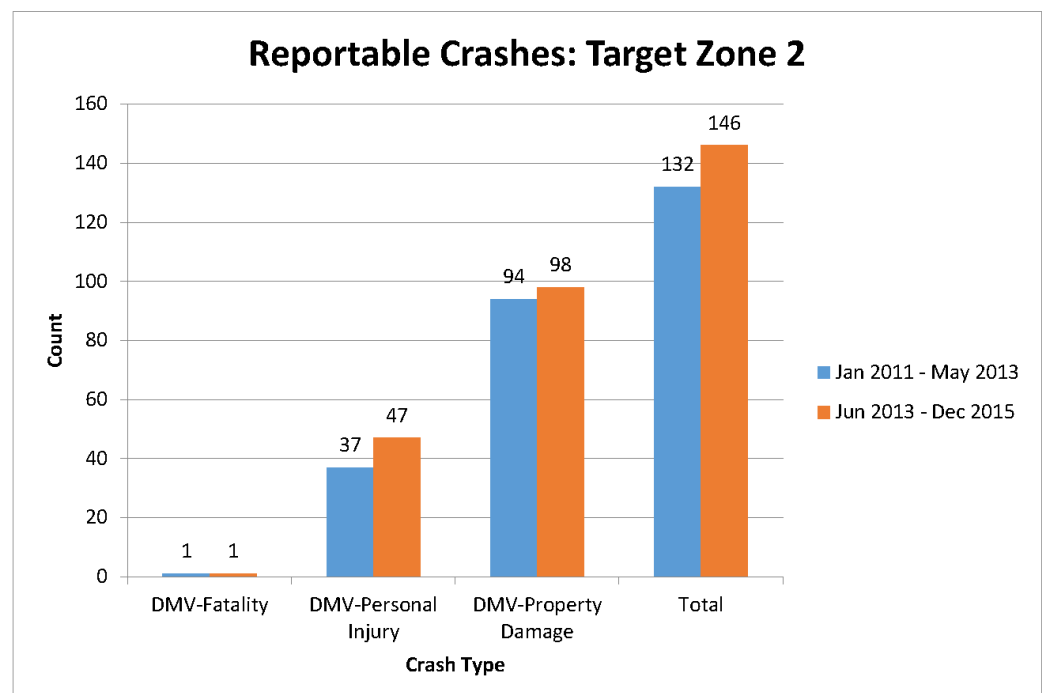
# DATA-DRIVEN APPROACHES TO CRIME AND TRAFFIC SAFETY (DDACTS) - CRASH RESULTS TARGET ZONES

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.

With the exception of reportable DMV Accidents involving Personal Injury, the results showed either no change or a significant decrease in the areas chosen for DDACTS implementation.



*At left: Total reportable crashes in Target Zone 1 have decreased by 14.8%.*



*At right: There was a 10.6% increase in the number of reportable crashes in Target Zone 2.*



## 2015 BY THE NUMBERS

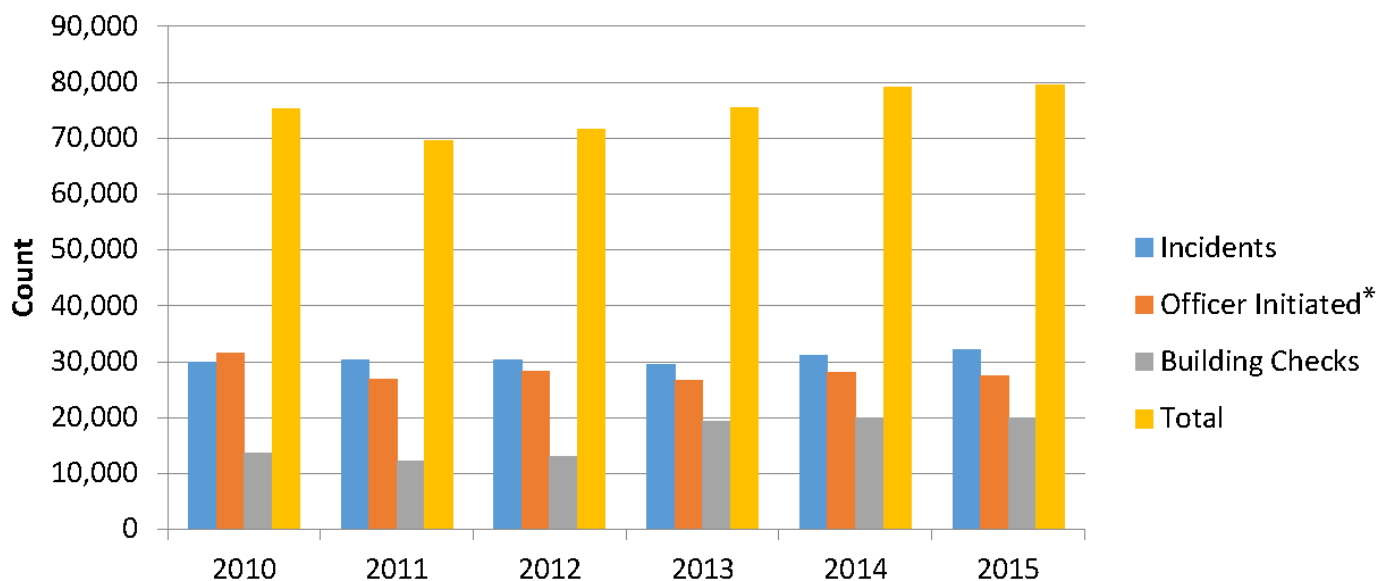
Reported Offenses*	Year 2013	Year 2014	Year 2015
Homicide	1	0	1
Forcible Rape	15	11	15
Robbery	9	14	9
Aggravated Assault	67	67	106
Simple Assault	671	625	681
Burglary	231	193	189
Larceny	1,015	1,021	945
Vehicle Theft	33	32	26
Arson	2	0	2
Total	2,044	1,963	1,974

\*Data based on Incident Based Reporting (IBR) System.

Other Responses*	Year 2013	Year 2014	Year 2015
Total Alarm Calls Responded	1,903	1,914	1,853
Total Vehicle Crashes Responded	2,800	2,646	2,718
Traffic Summons	14,598*	15,579	15,324

\*Warning Citations implemented in June 2013.

### Incidents By Year



\*Officer Initiated include warrant services, radar, traffic stops, community policing efforts, special patrols, follow ups, and crime prevention meetings.

## 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 Police Department they have most likely been in contact with a patrol officer. In 2015, officers handled approximately 28,700 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.



## INFORMATION AND SERVICES ON THE WEB...

### 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](http://www.roanokecountyva.gov/warrants)

### Report Littering Online

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

### 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**

[/RoanokeCountyPolice](https://www.facebook.com/RoanokeCountyPolice)



**Follow @RoCoPD on Twitter**

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

### 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](http://www.roanokecountyva.gov/callsforservice)

### Reported Offenses

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

## TRAFFIC EDUCATION



*Pictured above: "Save Your Tail-Gate, Buckle Up Challenge" at Northside Middle School*

During 2015, Roanoke County's Traffic Enforcement Unit and School Resource Officers provided 59 traffic safety presentations to 14 high school classes and 45 classes in middle schools. 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, eight in physics classes, and two in math classes. The "Why Math Matters" program was developed by the unit 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.

Most of the 45 middle school presentations were conducted with the Department's ScanEd Program. 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 more than 10 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 that simulate the effects of driving while under the influence.

The Traffic Enforcement Unit also continued oversight of specialized traffic enforcement programs in 2015. "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 the County in conjunction with the DDACTS System implementation.

Another key part of the Traffic Enforcement Unit's work includes sobriety and license checkpoints. The Department conducted 31 sobriety checks and 4 license checkpoints in 2015. Nine of the sobriety checks were multi-jurisdictional exercises involving other agencies and 12 were conducted on secondary roads. The Roanoke County Police Department continues to be a leader in Virginia due to the number of checkpoints conducted through its annual "Checkpoint Strike Force" operations.



## TRAFFIC SAFETY AWARDS

In 2015, the Roanoke County Police Department was honored with two national awards and one state award 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 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.

In addition, Roanoke County Police received the 2015 Click it or Ticket award for Highest Seat Belt Use Rate also to include the 2015 Click it or Ticket Most Improved Seat Belt Use Rate.

On the national level, the Roanoke County Police Department won Mothers Against Drunk Driving (MADD) Outstanding Heroes Award – Agency for an ongoing, proactive approach to impaired driving enforcement. As a result of dedication, overall arrests are down by more than 30 percent since 2010.

The Roanoke County Police Department also placed second in the 2015 National Law Enforcement Challenge in the Municipal Category for 126-250 officers. The National Law Enforcement Challenge is a friendly competition among law enforcement agencies, focusing on the traffic safety issues of Impaired Driving, Occupant Protection and Speed Awareness. Additionally, agencies can select a traffic safety issue that has been identified as a problem in their state or locality. Agencies are evaluated and awarded points on their approaches to addressing these traffic safety issues.



*Pictured above, left to right: Assistant Chief C. Mason and Sgt. T. Wyatt accepting the second place International Association of Chiefs of Police 2015 National Law Enforcement Challenge Award in the Municipal Category for 76-250 Officers*



*Pictured above: Assistant Chief J. Chapman accepting the second place Virginia Law Enforcement Challenge Award in the Municipal Category for 126-250 Officers at the 2015 Virginia Association of Chiefs of Police Annual Conference*

## COMMUNITY POLICING AND 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. Last year we reconstructed the program from the ground level with fourteen groups. As stressed last year, homeowners associations are becoming a very integral part of the Neighborhood Watch Program. We are in the process of working with four new groups to get them formed and regular meetings scheduled. Most of the Neighborhood Watch groups are starting to use social media such as Facebook and Nextdoor to increase communication among groups and their members.

The Business Watch Program has remained consistent and stable since inception. The Roanoke County Police Department has observed an increase in the requests for security assessments as well as presentations on "Active Shooter" and "Workplace Violence" over the past year. We are a member of the Williamson Road Area Business Association as well as the Brambleton Avenue Business Association, which was established in 2015. Within this category also came an increased interest from churches and other faith-based organizations for security assessments as well as assisting them with setting up security teams. Faith-based crimes are one of the fastest growing crimes in the country today.

The Citizen Police Academy program educates citizens on how and why the 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. Many new speakers have devoted time to educating participants, including presentations from the Virginia Department of Game and Inland Fisheries, Roanoke County Fire Marshal,

Virginia State Police, Roanoke County Department of Social Services, Roanoke County Sheriff's Office, and the Western Virginia Regional Jail. This program continues to be a free program and you do not have to be a Roanoke County resident to attend.

In addition, officers continue to make presentations to civic groups, church groups, and other community organizations. This program provides an opportunity to speak one-on-one with citizens to address issues and concerns. Presentations continue to be made to Boy Scout and Girl Scout Troops, apartment managers, faith-based groups, and many more.

Project Lifesaver is another successful program assigned to the Community Policing Office. This is a program that helps provide comfort and support to caregivers of individuals with cognitive disorders such as Dementia, Alzheimer's, Autism, and Down Syndrome. There are currently thirty people on Project Lifesaver. This program places tracking bracelets on individuals which enables them to be quickly located if they wander away from their caregiver. Although every police officer is trained on the search equipment as they go through the Police Academy we have a five person search team that is dedicated to performing any searches that need to be made.

TRIAD is a program that is designated for senior citizens and teaches prevention and strategies to protect this group from scams and fraud. This group formed in April of 2015 and has grown to approximately twenty people each month. This is a program run by the Roanoke County Police Department but is strongly supported by the Attorney General's Office. This year we are partnering with AARP to bring programs and activities to the senior citizens of Roanoke.

## R.A.D. CLASSES - SELF DEFENSE FOR WOMEN



In 2015, the Rape Aggression Defense Program (R.A.D.) conducted two sessions averaging 15 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 and participants must be age 14 or older, and all participants under age 18 require parental consent to attend.



The School Resource Officer program is offered in cooperation with Roanoke County Schools, with 8 SROs permanently assigned to five Roanoke County high schools, four middle schools, and the Burton Center for Arts and Technology. At this time, Glenvar High School and Glenvar Middle School share an SRO. 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 2014-2015 school year, SROs provided 137 classroom presentations in the high schools and middle schools. They also conducted 491 classroom observations and 44 special events. Additionally, they had 887 conferences with students, 652 with staff, and 393 with parents.

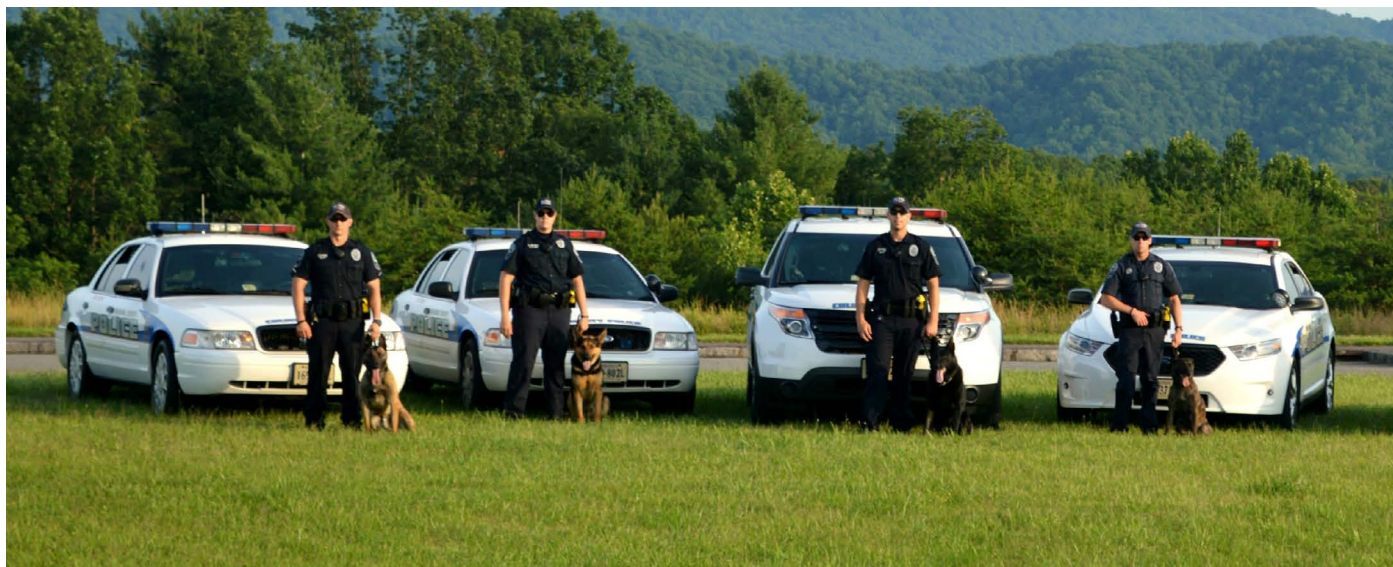
During the 2014-2015 school year, there was a decrease in the number of reported incidents, down 5.3% from the previous school year. Of the 281 criminal incidents investigated by the SRO unit, the highest number of investigations continues to involve incidents defined as assault, with 72 total assault 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 by 4.5% compared to the 2013-2014 school year.

In total, 179 cases/reports resulted in a disposition other than criminal charges, up from 178 the previous year. During this past school year, 28 incidents were cleared by a formal diversion while 36 incidents were handled by the school's disciplinary process. While there was a decrease in formal diversions, there was an increase in incidents handled by the schools compared to the previous year.

The Blue Ridge Crash Team implemented the ScanEd Program to compliment the SRO's educational programs. ScanEd is an interactive, hands-on approach to teaching teens the dangers associated with unsafe driving. This program continues to be a highly requested and is presented throughout the school year. For more information, please visit <http://blueridgecrashteam.weebly.com/scaned.html>.



## 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 2015, the Department was staffed with four trained and certified K-9 handlers with their K-9 partners Moon, Body, Cash, and Jabbo.

### 2015 K-9 Officer Activities

Activities	Totals
Narcotics Searches	141
Explosive Searches	6
Patrol Tracking	22
Suspect Searches	12
<i>Total Searches</i>	<i>181</i>
Public Demonstrations	11
Schools Searched	16
<b>Grand Total K-9 Activities</b>	<b>208</b>

## 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.



## COMMUNITY SERVICE OFFICERS

The Community Service Unit handled a total of 4,021 calls in 2015, a 4% increase compared to 2014. A breakdown of the calls reveals 2,431 domestic animal calls, 483 wildlife calls, and 1,107 police calls—most of which were in a support role for patrol officers.

Wildlife calls increased 39% in 2015, while police calls handled by the Community Service Unit increased by 85%. Community Service Officers also captured 710 at-large animals, which were either returned to their owners or transported to the shelter for holding. There was a 7% increase in the number of at-large animals captured compared to the previous year.

As of December 31, 2015, the Community Service Unit had eight 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).



## SPECIAL WEAPONS AND TACTICS (SWAT)

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.





## CRIMINAL INVESTIGATIONS

The detectives assigned to the Criminal Investigations Division (CID) are responsible for the investigation of most of the serious felony crimes committed against persons or property in the county. In 2015, the Division investigated 605 cases. Financial Crimes increased to 217 from 143 cases. The increase in Financial Crimes is due to the IRS and Jury Duty scams. The IRS scams are believed to be the result of the personal data breach at Anthem. During 2015, one detective position was moved to support the Department's Domestic Violence initiative, and two positions remained unfilled to accommodate staffing needs in the Department's Patrol Division.



*Detectives processing and investigating crime scenes*

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 teach investigative techniques to recruits and train experienced officers in advanced crime scene methods. The Department's detectives also coordinate with prosecutors in the Commonwealth Attorney's Office to prepare for cases, and work closely with Department of Social Services caseworkers in cases 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. This regional initiative was expanded in 2014 to include the formation of the Roanoke Valley Regional Drug Unit (HIDTA group) to handle drug-related investigations across the Valley. This is a joint effort of the Roanoke County, Roanoke City, Salem, and Vinton Police Departments as well as the Virginia State Police and a variety of federal partners.



## 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 has 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.

### 2015 Service Division Activities

Cases reported and processed	6,411
Reported traffic crashes	1,331
Summonses entered and processed	9,966
Arrests processed (adults)	3,374
Arrests processed (juveniles)	259
Emergency custody & temporary detention orders (calls for service)	300
Total protective orders	1,239
Weapons permits processed	1,571
Background checks requested	317
Insurance requests processed	588
Parking Tickets	186
Warning Tickets	3,588

## FOUR-YEAR BUDGET COMPARISONS

Budget Category	Fiscal Year 2011/2012	Fiscal Year 2012/2013	Fiscal Year 2013/2014	Fiscal Year 2014/2015
Personnel	\$8,959,318	\$9,307,835	\$9,254,075	\$9,280,659
Operating	\$1,205,846	\$1,205,846	\$1,379,492	\$1,379,944
Capital	\$728,404	\$608,404	\$644,758	\$644,758
<b>TOTAL</b>	<b>\$10,893,568</b>	<b>\$11,122,085</b>	<b>\$11,278,325</b>	<b>\$11,305,361</b>

## 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, a weight room, locker rooms and staff administrative offices. The Academy provides training to the Roanoke County Police Department, Roanoke County Sheriff's Office, Western Virginia Regional Jail and the Roanoke County 911 center. The training consists of basic recruit classes for law enforcement, jail and required officer mandated in-service training. The facility adjoins the Roanoke City Police Academy building, which allows for the sharing of joint facilities, training simulators and instructors.

In 2015, the Roanoke County Criminal Justice Academy hosted several in-services courses to include Cell Phone Investigations, Ethics, Interview and Interrogations, Crime Prevention, Riot Control, Gang Training, National Honor Guard Academy, Child Abuse Investigations, Advanced Roadside Drug Recognition, Crash Data Recovery, and First Line Supervisor Leadership.

For 2015 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 11 weeks. In 2015, the academy hosted two jailor sessions that graduated a total of 21 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.

## PROFESSIONAL STANDARDS UNIT

The recruitment and selection of new officers is an ongoing effort within the Department's Professional Standards Unit (PSU). Each candidate goes through a comprehensive selection process to ensure the very best officers are hired. From the closing of the application to completion of training, it takes the better part of a year to put a fully trained officer on the streets. 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 2015 the Department revamped its recruitment strategy and was able to conduct numerous recruitment events at area colleges and job fair events. A Recruiting Committee was created to gain employee input on the Department's recruiting strategies, and as a result, recruiting supplies and the recruiting brochure were updated. In addition to the college outreach, Facebook and Twitter feed for the Police Department and Criminal Justice Academy are continuously updated to help connect with this younger audience and the community at large.

Through the Professional Standards Unit, the Police Department was awarded its 8<sup>th</sup> accreditation in August, 2015. The unit continues to review and revise all Department policies and procedures.

## INTERNAL AFFAIRS

The Roanoke County Police Department's core values are Integrity, Courage, Accountability, and Respect. These values provide direction for our members as we continually 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 members. 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, 2015 through December 31, 2015. A single complaint/investigation may involve one or more officers and include multiple dispositions. The Department conducted 18 internal affairs investigations, 11 which were generated from inside the agency. The remaining seven (7) complaints were generated from citizens. In 2015, the average time required to complete an investigation was 35 days.

### 2015 Nature of Complaints Total Reported

Neglect of Duty/ Misfeasance	1
Other	1
Conduct Unbecoming	13
Harassment	1
Demeanor	0
Fitness for Duty	1
Racial Profiling	1
<b>Total</b>	<b>18</b>

### 2015 Outcomes of Complaints Totals

Sustained Complaints	10
Not Sustained Complaints	8
Under Investigation/Outcome Pending	0
<b>Total</b>	<b>18</b>

### 2015 Outcomes of Sustained Complaints Totals

Resignation	2
Suspension and Demotion	4
Counseling/Written Reprimand	3
Termination	1
<b>Totals</b>	<b>10</b>

### Internal Affairs Activity by Year



## EMPLOYEE RECOGNITION

### Officer of the Year

PO II **Matt Hicks** is highly proactive in his self-initiated field activity. He is a recognizable leader amongst his peers and supervisors. Hicks has an enriched skill-set and challenged himself in enhancing his overall experience by successfully reaching several professional goals. Hicks serves the Department as a Narcotics K-9 Handler, SWAT operator, Crisis Intervention Team member, and Field Training Officer. Hicks is always willing to help cover minimum staffing on short notice and readily volunteers to stay on-duty well beyond the end of his shift if need arises.



Above: Officer Matt Hicks accepting his award from Chief Hall

### Chamber of Commerce Awards

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

#### 2015 Chamber of Commerce Award Winners

Jan-Feb.	Officer A. Morris
Mar-Apr.	Officer M. Banks
May-June	Officer T. Honse
Jul-Aug.	Police Officer II N. Hartwell
Sep.-Oct.	Police Officer II P. McMillan

**Officer T. Honse** was selected as the Roanoke Regional Chamber of Commerce Officer of the Year for 2015. In addition, the Salem-Roanoke County Chamber of Commerce named **Officer M. Hicks** as 2015 Officer of the Year.

### Special Operations Officer of the Year

PO II **Spencer Hoopes** led the Traffic Enforcement Unit with DUI arrests as well as number of summonses issued. During 2015 he conducted numerous covert speed studies. Hoopes is noted for his phenomenal work during traffic safety presentations at schools, safety fairs, and related events. Hoopes is actively recognized by his peers for assisting other divisions within the department on a routine basis.



Above: Officer Hoopes accepting his award from Chief Hall

### Rookie of the Year

Officer **Benjamin Cundiff** has developed an interest in DUI detection and has developed a reputation of being a team player and reliable officer. Cundiff regularly checks local hotels for illegal drug activity. He also contributes to the department's missions and goals by performing enforcement and area checks in both DDACTS and Hot Spots. Cundiff is recognized by his peers for his positive attitude and eagerness to learn.



Above: Officer Cundiff accepting his award from Chief Hall



# EMPLOYEE RECOGNITION

## Leadership Award

Sgt. **Jeff Johnson** has brought a tireless work ethic and dedication to the department's overall mission while assigned to both the Criminal Investigation and Patrol Divisions in 2015. In addition to his regular duties, he continues to be a valued instructor at the Roanoke County Criminal Justice Academy teaching topics including traffic and officer survival. He was commended for his dedication in making sure officer's career development goals are met. Sgt. Johnson strategically places the right people into the right positions in to get the unit goals accomplished.



Above: Sgt. Jeff Johnson accepting his award from Chief Hall

## Detective of the Year

**Detective Ryan Finney** has developed a high level of skill and proficiency in the area of interview and interrogation. He has a high level of enthusiasm and motivation in his work. Finney is extremely committed to solving his cases. He is always willing to stay out late, take on a call, or assist other detectives in their case work. Detective Finney is usually the first person to respond if a fellow detective needs assistance with a case. He is always eager to help in any way he can.



Above: Detective Ryan Finney accepting his award from Chief Hall

## Civilian Employee of the Year

**Megan Lawless** immediately took ownership of her position as Uniform Support Specialist and sought ways to provide the best service possible to not only the Uniform Division, but other divisions as well. One of her greatest accomplishments included the role she played in planning and executing the Department's 25<sup>th</sup> Anniversary Luncheon. She did an excellent job organizing and overseeing the entire event. Megan is recognized by her peers for her thoroughness and attention to detail.



Above: Megan Lawless accepting her award from Chief Hall

## Civilian of the Year

**David Wray** and his GIS Team created two programs that have proved extremely beneficial to the Department since implementation. The program PoliceView allows any citizen to access crash and crime activity in any area of the county. The second program, SecureView, allows Police personnel to track crash and crime locations, patterns of activity, and assess traffic enforcement efforts. David Wray and his GIS Team created both programs at no cost to the Police Department.



Above: David Wray accepting his award from Chief Hall

# DEPARTMENT GOALS FOR 2015-2016

## STRATEGIC DRIVER 1: FOSTER ORGANIZATIONAL EXCELLENCE

### GOAL 1: IMPROVE EMPLOYEE RETENTION

- Develop and implement an employee recognition program.
- Develop, propose and recommend ways to improve compensation plan.

### GOAL 2: RECRUIT AND HIRE WELL-QUALIFIED CANDIDATES

- Review, enhance, and update recruitment plan.
- Review, enhance, and update hiring process.

### GOAL 3: PROVIDE COMPREHENSIVE AND SPECIALIZED TRAINING FOR ALL EMPLOYEES

- Establish regional response training for critical incidents.

### GOAL 4: CREATE AND IMPLEMENT A COMPREHENSIVE LEADERSHIP DEVELOPMENT PROGRAM

- Develop and implement promotion process.

### GOAL 5: MAINTAIN THE HIGHEST LEVEL OF PROFESSIONAL STANDARDS WITHIN THE POLICE DEPARTMENT

- Review and update quality control processes to ensure compliance with internal and external procedures and standards.
- Complete the transition of all CALEA documentation to the PowerDMS system.



## STRATEGIC DRIVER 2: DEVELOP, FOSTER, AND MAINTAIN REGIONAL PARTNERSHIPS

### GOAL 1: FOSTER PARTNERSHIPS WITH THE BUSINESS COMMUNITY

- Develop and implement a regional business police academy.
- Identify and develop partnerships with business associations in Roanoke County.

### GOAL 2: IDENTIFY NEW OPPORTUNITIES TO COLLABORATE WITH OUR PUBLIC SAFETY PARTNERS

- Establish a regional Project Lifesaver task force.
- Establish coordinated working relationship with Fire Marshal's office to ensure alignment with all teaching materials.
- Work closely with the County Sheriff's office to attend local events to strengthen our working relationship and to share resources.
- Develop relationship with zoning to assist in managing code enforcement.
- Work with regional law enforcement, fire/rescue, and other partners to develop and practice joint response plans for critical incidents.
- Expand work with the Prevention Council of Roanoke County to coordinate education/enforcement efforts targeting youth substance abuse.
- Enhance work with the court system to identify and follow-up on issues of mutual concern.
- Develop relationships with the Department of Social Services to expand joint efforts to prevent family violence.

### GOAL 3: EXPAND AND ENHANCE PARTNERSHIPS WITH THE RESIDENTIAL COMMUNITY

- Establish a team of Uniform Division employees to focus on crime prevention and community policing.
- Provide effective and efficient follow-up investigations of serious crimes.

### GOAL 4: ESTABLISH PARTNERSHIPS WITH THE FAITH-BASED COMMUNITY

- Work with faith-based communities to talk with parents and children about crime prevention and safety, especially in high activity areas.

# DEPARTMENT GOALS FOR 2015-2016

## STRATEGIC DRIVER 3: ENHANCE PUBLIC SAFETY THROUGH PROACTIVE POLICING

### GOAL 1: INTEGRATE DATA DRIVEN POLICING TECHNIQUES AND PHILOSOPHY INTO ALL LEVELS OF OPERATION

- Monitor, evaluate and adjust the Department's response to DDACTS initiatives.
- Conduct a workload analysis of all agency functions.

### GOAL 2: IMPROVE TRAFFIC SAFETY THROUGHOUT ROANOKE COUNTY

- Conduct annual analysis of traffic crashes to include location, temporal factors, and causation.
- Develop crash reduction plans based on high crash locations and primary causation factors, to include impaired driving, speed and occupant protection.
- Develop and implement an annual evaluation of traffic safety efforts based on desired outcomes of crash reduction, speed reduction, and occupant protection usage.

### GOAL 3: ESTABLISH COMPREHENSIVE PROCESS FOR PREVENTING AND RESPONDING TO DOMESTIC ASSAULTS

- Establish a Domestic Violence Coordinator.
- Investigate the use and feasibility of the "lethality assessment tool" as a strategy to reduce domestic violence.

### GOAL 4: IMPROVE RESPONSES TO PEOPLE IN CRISIS

- Enhance relationships with area mental health organizations and Veterans Administration services.

### GOAL 5: ENHANCE SCHOOL SAFETY

- Continue to work with Roanoke County Public Schools to enhance physical security of schools.
- Partner with Roanoke County School Administration to expand threat assessment capabilities regarding persons who may pose a danger to other students and adults in the schools.

## STRATEGIC DRIVER 4: ALIGN TECHNOLOGY STRUCTURE TO MEET OPERATIONAL DEMANDS

### GOAL 1: STUDY AND PRIORITIZE INTERNAL IT NEEDS

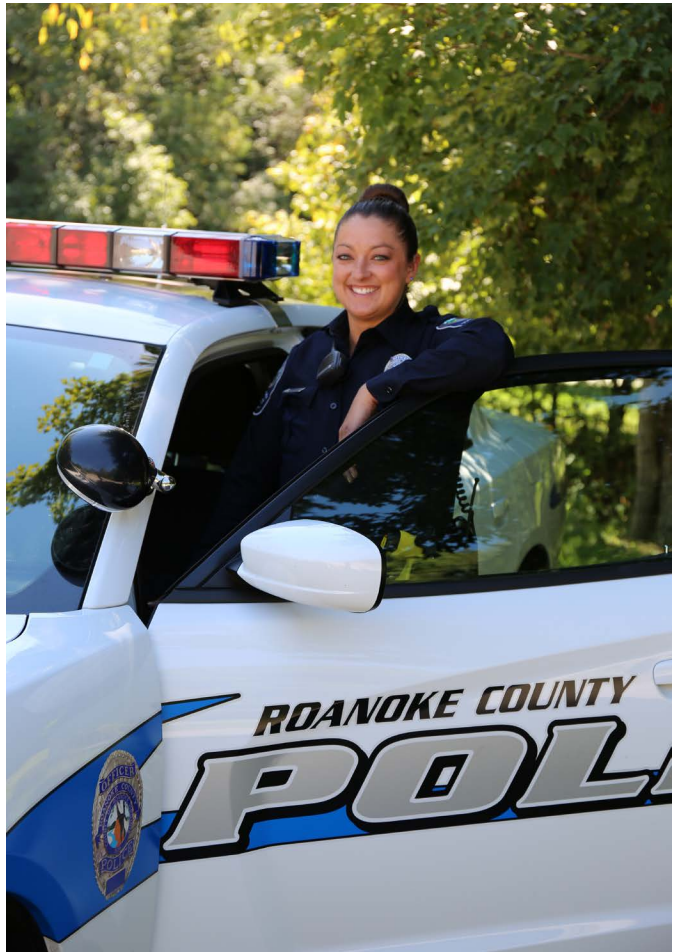
- Develop a feasibility plan for tablet Mobile Data Terminals (MDTs).
- Implement in-car cameras in all patrol vehicles.

### GOAL 2: STUDY AND PRIORITIZE EQUIPMENT NEEDS

- Develop a plan to ensure appropriate distribution of supplementary weapons (less lethal shotguns and beanbags).

### GOAL 3: ENHANCE COMMUNICATIONS TECHNOLOGY

- Update all SWAT personnel with tactical headsets.





# ROANOKE COUNTY POLICE DEPARTMENT



## SERVICES DIRECTORY

DIAL 911 FOR EMERGENCIES  
FOR NON-EMERGENCIES, CALL (540) 562-3265.

Administration	(540) 777-8601
Animal Control	(540) 777-8606
Crime Prevention Specialist	(540) 777-8651
Criminal Investigations	(540) 777-8641
Criminal Justice Academy	(540) 777-8697
Dispatch Non-Emergency	(540) 562-3265
Evidence Vault/Property Room	(540) 777-8616

Professional Standards Unit	(540) 777-8680
Records Unit	(540) 777-8605
School Services Unit	(540) 777-8647
Traffic Unit	(540) 777-8649
Uniform Division	(540) 777-8610
HIDTA Group/Vice Unit	(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)