

ROANOKE COUNTY POLICE DEPARTMENT



2014 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 P. McMillan, selected by the Roanoke Regional Chamber of Commerce as 2014 Roanoke County Officer of the Year.

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Above: In January 2015, the Roanoke County Criminal Justice Academy opened its new facility at 5401-B Barns Avenue. The new facility adjoins the Roanoke City Police Academy building, which allows the two agencies to share common areas, training simulators and instructional opportunities.

CHIEF'S MESSAGE

It's my privilege to present the 2014 annual report for the Roanoke County Police Department. The men and women of our department work tirelessly to provide excellent service and help to keep our community safe. This report provides you with an overview of the functions and activities of our department and highlights a variety of our accomplishments.

In 2014, our officers responded to just over 31,000 citizen generated calls for service and initiated almost 50,000 other actions, including traffic stops, building checks, warrant service, and other activities. Our operations are supported by a dedicated staff that ensures officers have the resources they need, exceptional training is provided, records are maintained in an effective manner, and evidence needed for successful prosecution is properly secured. The past year was the first that a strategic plan was utilized to set priorities and guide our operations and I am incredibly proud of the accomplishments that resulted from the work of our members. Some of the highlights are as follows:

- We continued to implement data driven strategies into our operations, focusing on the use of the DDACTS model as well as data related to specific problems occurring in our communities. We are pleased that the incidence of criminal activity is declining in several significant categories.
- There has been a significant increase in the number of active neighborhood watch and other community groups. This provides the opportunity for increasing crime prevention activities and establishing ongoing and productive communications between the Police Department and our community.
- Our outreach to the business community has increased and we are actively involved in several business associations. Additionally, we worked with the Roanoke County Economic Development Department to provide a series of workshops designed to help local businesses prevent and prepare for workplace violence incidents.
- The construction of the Roanoke County Criminal Justice Academy was completed. This is a joint facility with the Roanoke Police Department. The first joint Academy class graduated in December.
- Our traffic safety efforts were recognized with a variety of awards including first place in both the National and Virginia Law Enforcement Challenge Programs. We received the Commonwealth Award from the Virginia Association of Chiefs of Police, which recognizes the best overall traffic safety program in the state.
- The Roanoke Valley Regional Drug Unit was formed and is now handling all 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.
- Our efforts to prevent and prosecute incidents of domestic violence have been enhanced by the assignment of the Domestic Violence Coordinator and the implementation of the lethality assessment, which helps victims understand the dangers that they face and assists with identifying community resources for victims.

While we are pleased with the progress made during the past year, we recognize that it would not be possible without the continuing efforts of our employees and support of our communities. We are fortunate to have a staff of dedicated employees who continually work to help achieve our goals and a community that understands the need for strong, professional, regional law enforcement programs.

Thanks for your interest in the Roanoke County Police 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 17 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 and the U.S. Marshals.

2014 DEPARTMENT COMMAND STAFF



Chuck Mason,
Assistant Police Chief, Operations



Howard Hall, Chief of Police



James Chapman,
Assistant Police Chief, Administration



Cmdr. M. Tuck
Patrol - A Platoon



Cmdr. D. McMillan
Criminal Investigations



Cmdr. K. Slough
Patrol - B Platoon



Cmdr. K. Smith
Services Division



Cmdr. S. Smith
Vice



Cmdr. M. Poindexter
Patrol - C Platoon



Cmdr. S. Turner
Special Operations



Cmdr. M. Viar
Professional Standards



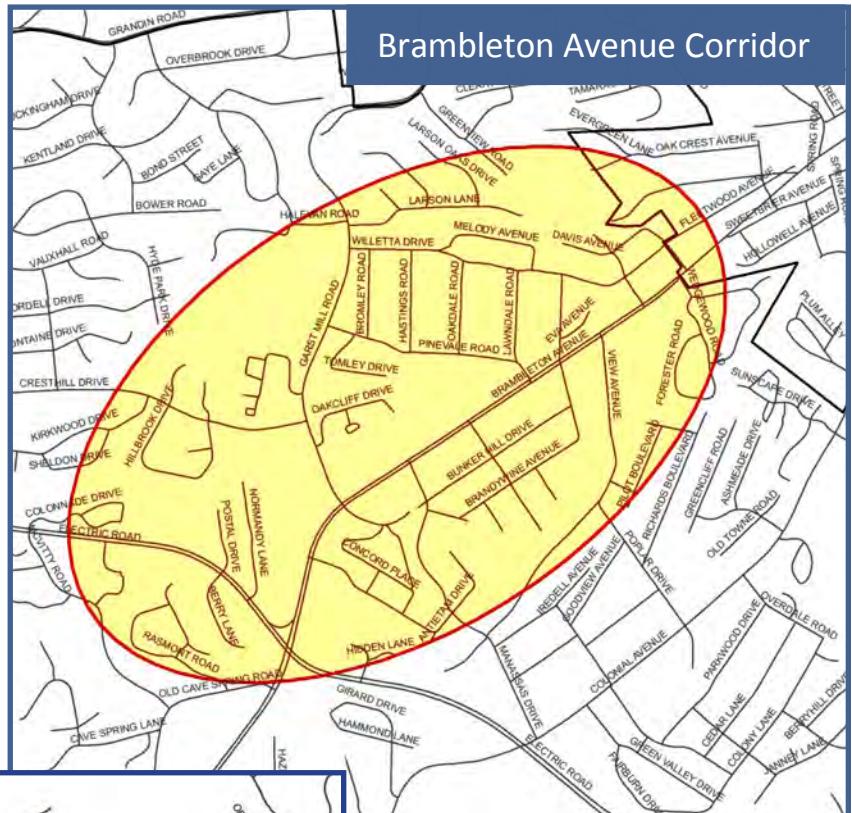
Cmdr. M. Williams
Academy Director

Photos (c) Sam Dean Photography.

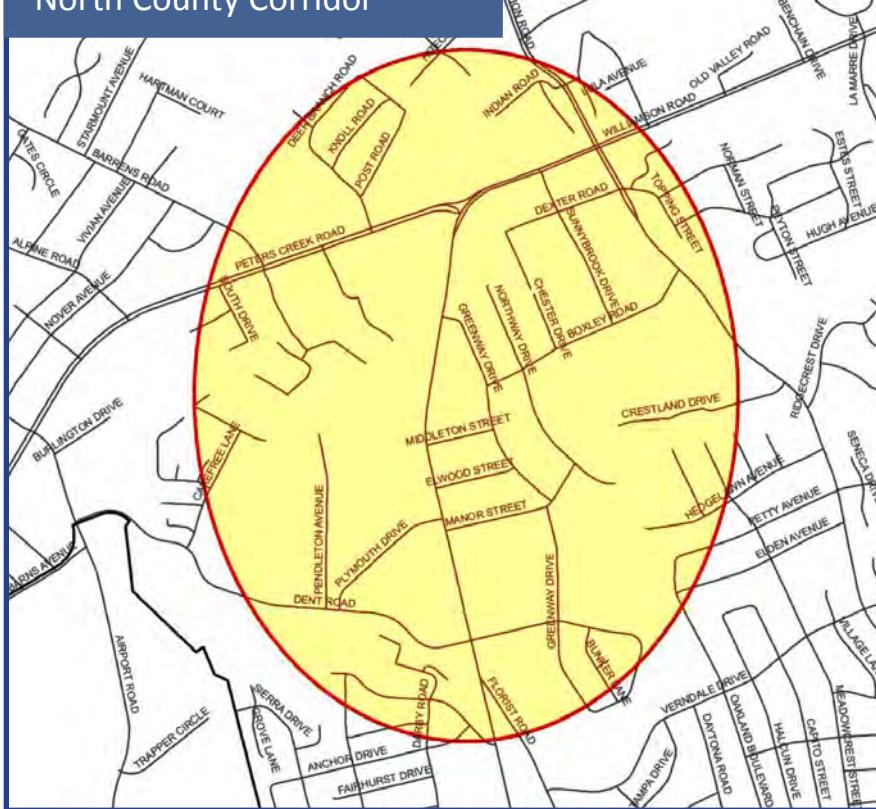
DDACTS - DATA-DRIVEN APPROACHES TO CRIME AND TRAFFIC SAFETY - ENFORCEMENT AREAS

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 geomapping 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.



North County Corridor

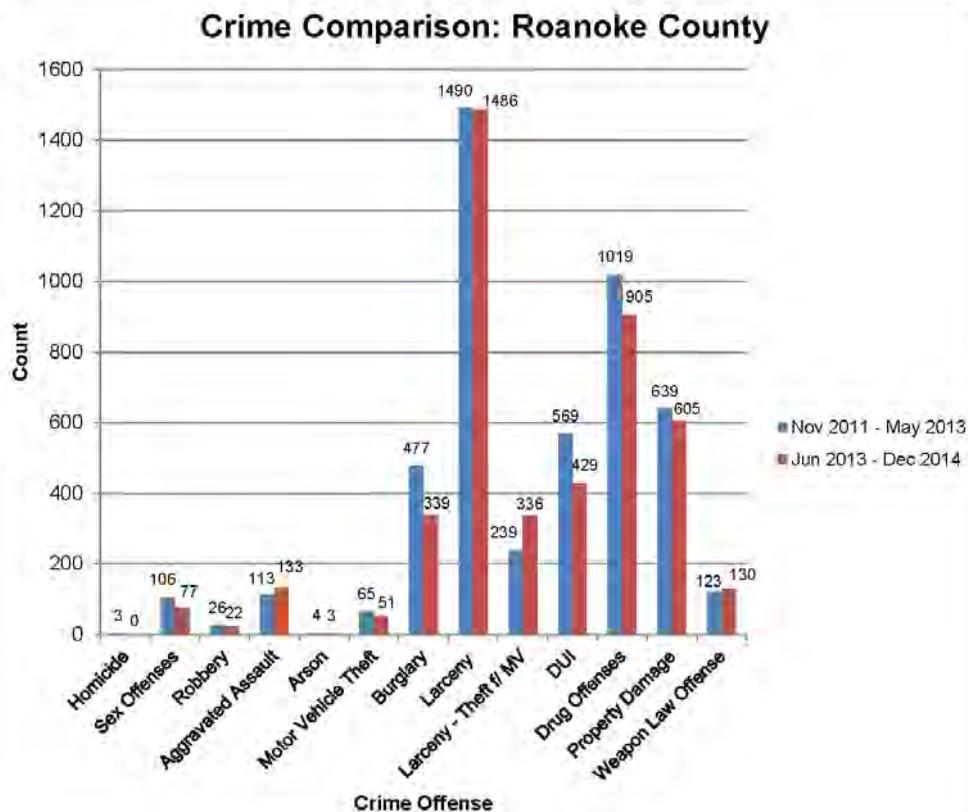


Through rigorous analysis of crime and traffic crash data for three years (2010-2013), two hot-spots were identified as having the highest concentration of incidents.

Although a long-term perspective is helpful to understand the type and nature of crime and traffic activities in these areas, the agency also considered contemporary/emerging crimes within the County.

The following activities were identified as incidents of focus: burglary, theft from automobiles, shoplifting, crashes, DUI arrest, and complaints of speeding and reckless driving.

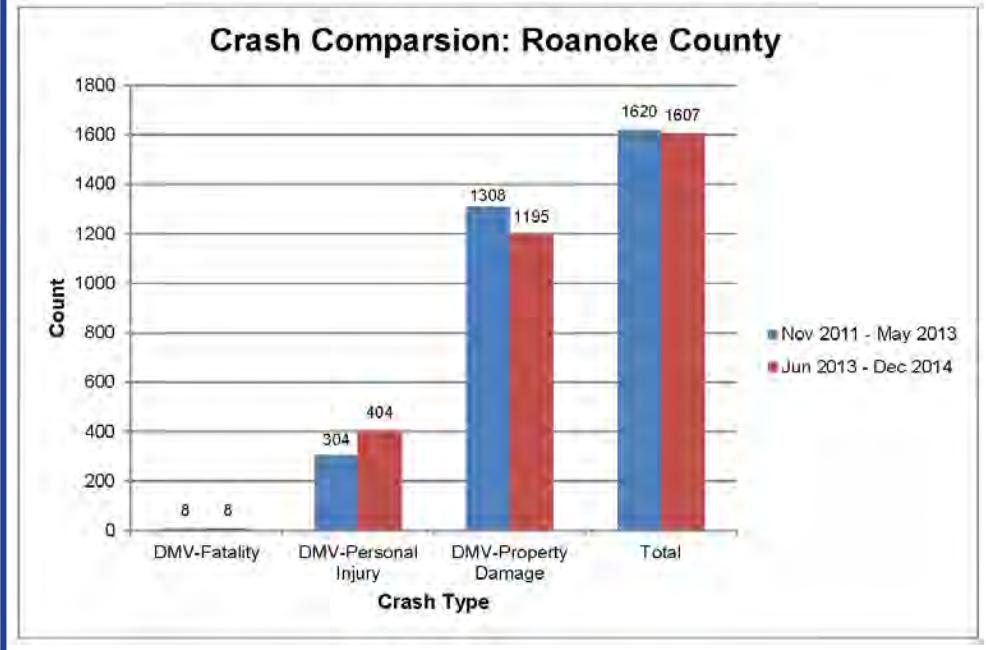
DDACTS - DATA-DRIVEN APPROACHES TO CRIME AND TRAFFIC SAFETY - RESULTS



The **Crime Comparison** graph at left shows criminal offenses 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.

The **Crash Data Comparison** shows the comparison of crash data 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.



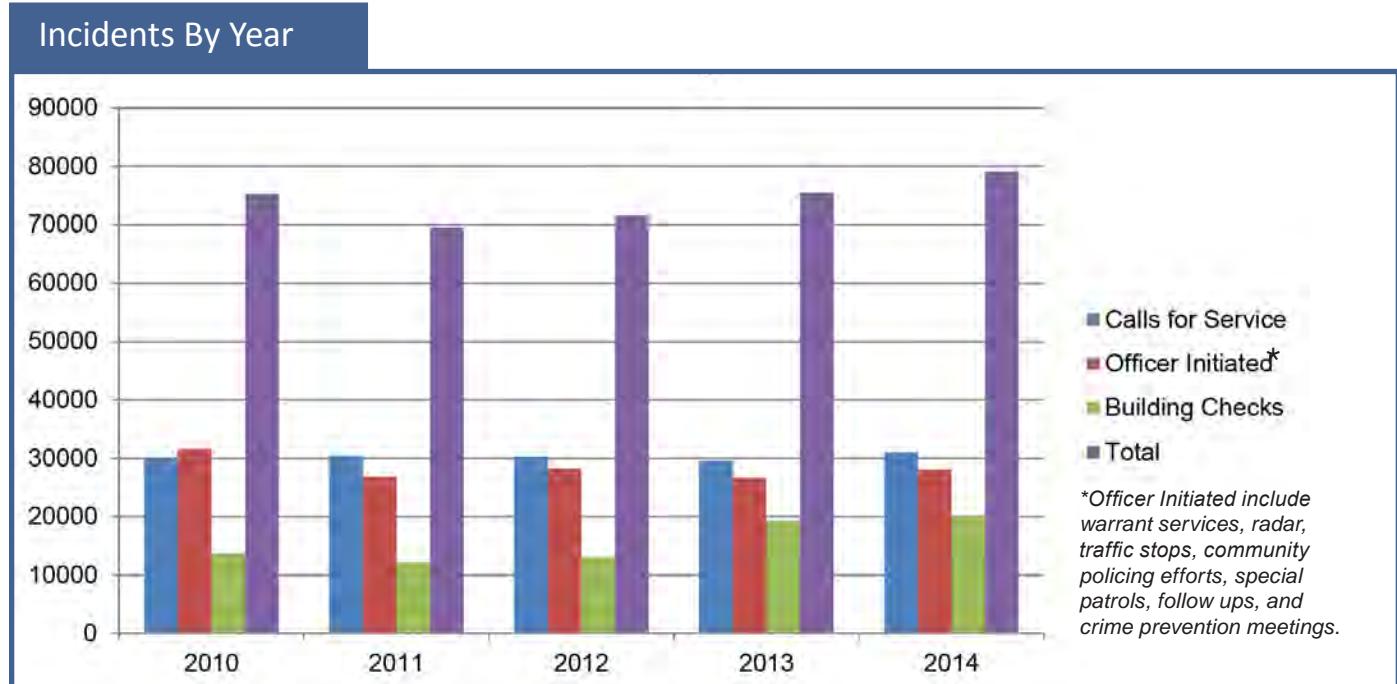
2014 BY THE NUMBERS

Reported Offenses*	Year 2012	Year 2013	Year 2014
Homicide	2	1	0
Forcible Rape	27	15	11
Robbery	12	9	14
Aggravated Assault	72	67	67
Simple Assault	715	671	625
Burglary	286	231	193
Larceny	944	1,015	1,021
Vehicle Theft	38	33	32
Arson	1	2	0
Total	2,097	2,044	1,963

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

Other Responses*	Year 2012	Year 2013	Year 2014
Total Alarm Calls Responded	1,907	1,903	1,914
Total Vehicle Crashes Responded	2,365	2,800	2,646
Traffic Summons	14,109	14,598*	15,579*

*Data Based on RMS Incident Reports (Warning Citations implemented in June 2013 and reflected in the 2013 and 2014 data).



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 2014, officers handled approximately 31,100 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

Report Littering Online

Littering can be reported online directly to Roanoke County Police at 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



Follow @RoCoPD on Twitter
[@RoCoPD](http://RoCoPD)

TRAFFIC EDUCATION



During 2014, Roanoke County's Traffic Enforcement Unit provided 60 traffic safety presentations to 22 high school classes and 38 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 38 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 county high schools and at more than 15 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 2014. "Operation Daily Watch" and "Road of the Day" continued to place officers in residential and other secondary roadways for focused speed 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 are sobriety and license checkpoints on secondary roads. The department conducted 21 sobriety checks and 40 license checkpoints last year. Ten of the sobriety checks were multi-jurisdictional exercises involving other agencies, with 15 conducted on secondary roads. Roanoke County Police continues to be a leader in Virginia due to the number of checkpoints conducted through its annual "Checkpoint Strike Force" operations.

TRAFFIC SAFETY AWARDS



Pictured above, left to right: Cmdr. S. Turner, Chief Hall, and Sergeant T. Wyatt accepting the first place Virginia Law Enforcement Challenge award in the Municipal Category for 126-300 Officers at the 2014 Virginia Association of Chiefs of Police Annual Training Conference.

In 2014, Roanoke County Police Department was honored with two state awards and a national award for traffic safety operations.

The Virginia Law Enforcement Challenge program promotes professionalism in traffic safety enforcement and encourages agencies to share best practices and programs with each other. The awards are based on entries prepared by the participating agencies that highlight their traffic safety education and enforcement activities in the past calendar year. Judges award points to the agencies in the six areas that comprise a comprehensive traffic safety program: problem identification, policies, planning, training of officers, public information and education, enforcement, and an evaluation of the outcomes of the agency's efforts.

In addition, Roanoke County Police received the association's prestigious Commonwealth Award for the most outstanding traffic safety program in Virginia, regardless of agency size or type.

On the national level, Roanoke County Police placed first in the 2014 National Law Enforcement Challenge in the Municipal Category for 75-250 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.

COMMUNITY POLICING AND CRIME PREVENTION

The Roanoke County Police Department prides itself on its innovative and effective approach to crime prevention through a variety of community policing programs. The **Neighborhood Watch** program saw increasing interest from the public, with a total of fourteen new groups either formed or inactive groups deciding to become active again. Homeowner's Associations are becoming the new wave of Neighborhood Watch groups, with meetings started at the Fairways at Hanging Rock and Huntridge Grove areas.

The **Business Watch** program has remained strong and stable since inception, and has become involved with the Williamson Road Area Business Association as well as the newly formed Brambleton Avenue Business Association. This enables the Roanoke County Police Department to have more interaction with businesses on a personal level throughout the year by providing educational programs and general support.

Our **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 has also seen tremendous growth in popularity, with an average weekly attendance of 27 participants. Many new speakers have devoted time to educate participants, including presentations from the Virginia Department of Game and Inland Fisheries, Roanoke County's Fire Marshal, State Police, Department of Social Services, Roanoke County Sheriff's Office, and the Western Virginia Regional Jail.

In addition, officers made 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. Talks have been given to realtor groups, apartment managers, Boy Scout groups, and many more.



Project Lifesaver is another successful community policing program that helps provide comfort and support to caregivers of individuals with cognitive disorders such as Dementia, Down Syndrome and Autism. This program places tracking bracelets on individuals that enables them to be quickly found if they wander away. Last year the Roanoke County Police Department raised just under \$10,000 in donations for this program. Twenty new transmitters were purchased which will bring the total number of participants close to forty-three when all the transmitters are issued.

The Community Policing Program also conducted public seminars to educate students and parents about the "Dangers of Social Media."

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



In 2014, the Rape Aggression Defense Program (R.A.D.) conducted two sessions averaging 25 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 generally held weekly for four weeks and participants must be age 14 or older, and all participants under age 18 require parental consent to attend.

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. 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 2013-2014 school year, SROs provided 109 classroom presentations in the high schools and middle schools. They also conducted 345 classroom observations and 63 special events. Additionally, they had 663 conferences with students, 383 with staff, and 333 with parents.

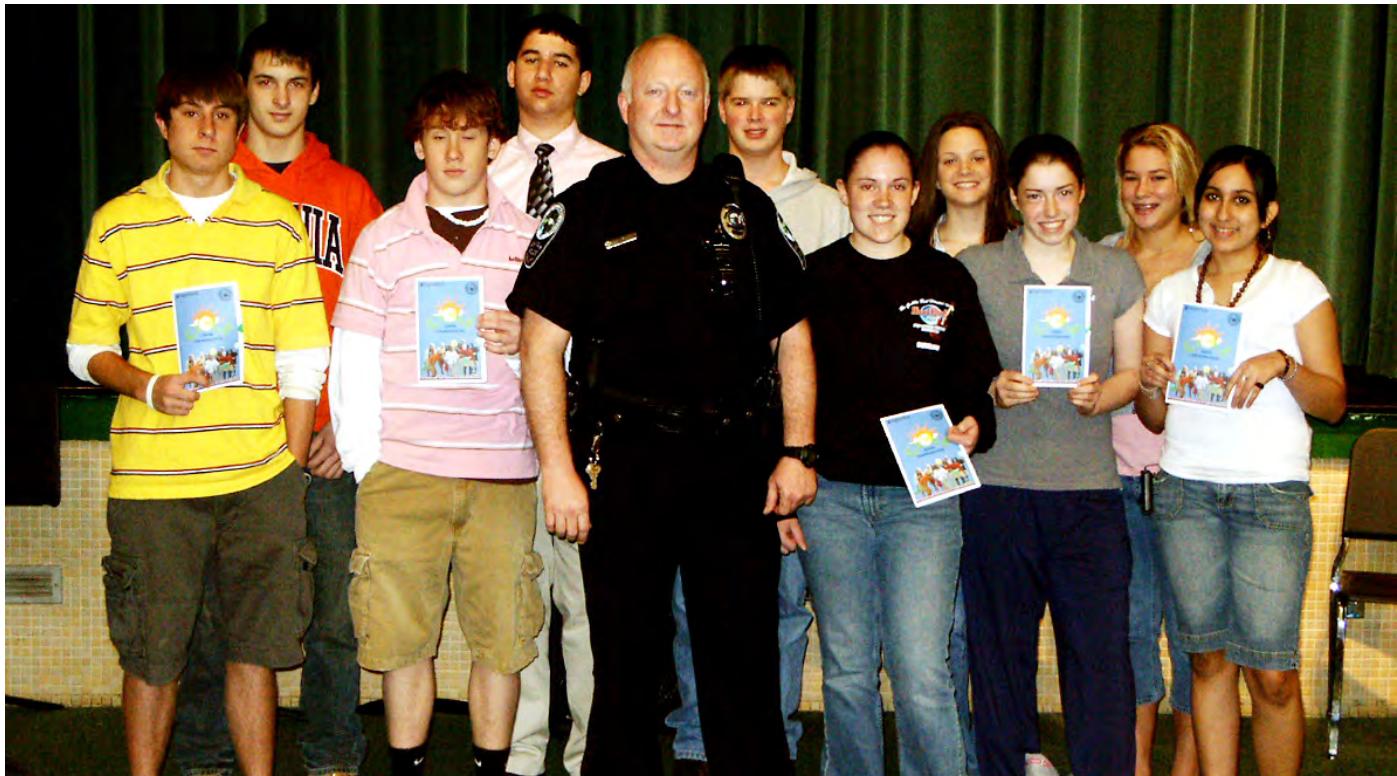
During the 2013-2014 school year, there was a decrease in the number of reported incidents, down 2.6% from the previous school year. Of the 296 criminal incidents investigated by the SRO unit, the highest number of investigations continues to involve incidents defined as as-

sault, with 88 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 decreased by 21.88% compared to the 2012-2013 school year.

In total, 178 cases/reports resulted in a disposition other than criminal charges, up from 148 the previous year. During this past school year, 22 incidents were cleared by a formal diversion while 92 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 SROs' 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 2014, the Department was staffed with five trained and certified K-9 handlers with their K-9 partners Moon, Bruno, Body, Cash and Jabbo.

2014 K-9 Officer Activities

Activities	Totals
Narcotics Searches	202
Explosive Searches	18
Patrol Tracking	31
Suspect Searches	27
<i>Total Searches</i>	278
Public Demonstrations	14
Schools Searched	13
Grand Total K-9 Activities	305



(c) Sam Dean Photography.

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 2,870 calls in 2014, a 3% increase compared to 2013. A breakdown of the calls reveals 1,955 domestic animal calls, 348 wildlife calls, and 567 police calls—most of which were in a support role for patrol officers.

Wildlife calls decreased 33% in 2014, while police calls handled by the Community Service Unit increased by 111%. Community Service Officers also captured 667 at-large animals, which were either returned to their owners or transported to the shelter for holding. There was a 22% increase in the number of at-large animals captured compared to the previous year.

As of December 31, 2014, 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.



SPECIAL WEAPONS AND TACTICS (SWAT)

The Roanoke County Police Department's Special Weapons and Tactics (SWAT) team consists of 16 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 2014, the Division investigated 763 cases, 250 of which were related to domestic violence. During the year, 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 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 2014 a Domestic Violence Coordinator (DVC) position was created to provide for review and single source analysis of domestic violence cases for the department. This position coordinates cases to make certain domestic violence victims receive important information about assistance programs and the court process.

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's 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.



The graphic features a purple ribbon with the Roanoke County Police Department seal in the center. The text "Domestic Violence Prevention, Information and Resources" is at the top. A large circle on the right contains the text "EVERY 9 SECONDS A WOMAN IS ASSAULTED OR BEATEN". Below it, a statistic says "50% of men who frequently assault their wives also frequently assault their children". At the bottom, it says "Approximately 33 MILLION AMERICANS (15) admit that they have been victims of domestic violence". A URL "http://www.roanokecountyva.gov/domesticviolence" is at the bottom.

SERVICES DIVISION

The Roanoke County Police's Services Division is the record-keeping and processing center of the department. 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 this 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.

2014 Service Division Activities

Cases reported and processed	6,361
Reported traffic crashes	1,302
Summons entered and processed	9,693
Arrests processed (adults)	3,196
Arrests processed (juveniles)	207
Emergency custody & temporary detention orders (calls for service)	286
Total protective orders	1,125
Weapons permits processed	1,548
Background checks requested	279
Insurance requests processed	605
Parking Tickets	123
Warning Tickets	5,878

FOUR-YEAR BUDGET COMPARISONS

Budget Category	Fiscal Year 2010/2011	Fiscal Year 2011/2012	Fiscal Year 2012/2013	Fiscal Year 2013/2014
Personnel	\$8,972,249	\$8,959,318	\$9,307,835	\$9,254,075
Operating	\$1,196,846	\$1,205,846	\$1,205,846	\$1,379,492
Capital	\$728,404	\$728,404	\$608,404	\$644,758
TOTAL	\$10,897,499	\$10,893,568	\$11,122,085	\$11,278,325

ROANOKE COUNTY CRIMINAL JUSTICE ACADEMY

In January 2015, the Roanoke County Criminal Justice Academy opened its new facility at 5401-B Barns Avenue. The new facility adjoins the Roanoke City Police Academy building, which allows for the sharing of joint facilities, training simulators and instructors. The Roanoke County Academy addition contains three classrooms, a weight room, locker rooms, and staff administrative offices.

In 2014, the Roanoke County Criminal Justice Academy hosted several courses to include NTOA SWAT Commander, Basic SWAT Operator, Advanced Field Training Officer, Active Shooter Training, Driver Instructor, Basic & Advanced Crash Investigations, Leadership training by Dr. Jim Reese, Reid Interview and Interrogation, Glock Armorer, Advanced Roadside Drug Recognition, Domestic Violence Danger Assessment, Force Science, Crisis Intervention, and Traffic Incident Management.

The 2014 Basic Law Enforcement Class for new police recruits was a joint recruit class with the Roanoke City Academy. The class lasted 27 weeks and graduated 23 police officers. Recruits in the basic class attend classes on search & seizure, basic laws, accident investigation, firearms, criminal investigations, defensive tactics 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 2014, the academy hosted three jailor sessions that graduated a total of 43 jail officers. The academy also offers a Basic Dispatch class, tailored to the needs of new communications officers being trained to work in 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 in 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 overhire to address staffing needs, any over hires must be accomplished within the constraints of the existing budget.

In 2014 the department also revamped its recruitment strategy and was able to conduct numerous recruitment events at area colleges and job fair events. Informal surveys also revealed that young people considering law enforcement careers often turn to a locality's website and social media to learn more about what an agency has to offer. In addition to the college outreach, Facebook and Twitter pages for the Police Department and Criminal Justice Academy are continuously updated to help connect with this younger audience and the community at large.

In 2014, the Professional Standards Unit was also tasked with the review and editing of 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 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 members. The department investigates all allegations of employee or department misconduct received from any source.

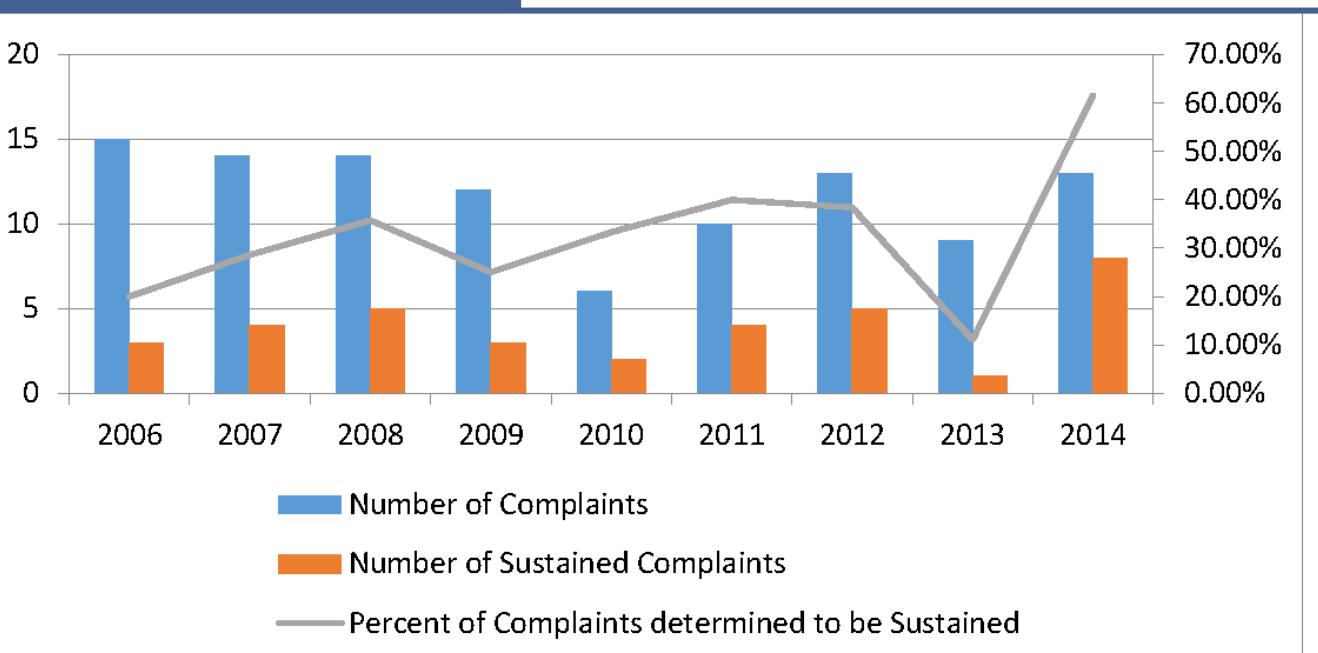
The information provided in this review includes internal investigations from the period beginning January 1, 2014 through December 31, 2014. A single complaint/investigation may involve one or more officers and include multiple dispositions. The department conducted 13 internal affairs investigations, three (3) of the complaints were generated from outside of the agency and the remaining ten (10) complaints came from internal sources either as a result of an internal audit procedure or due to an officer's actions. The average time needed to complete an investigation was 16 days.

2014 Nature of Complaints	Total Reported	Totals
Neglect of Duty/ Misfeasance	1	
Other	2	
Conduct Unbecoming	1	
Harassment	1	
Demeanor	1	
Fitness for Duty	1	
Racial Profiling	1	
K-9 Policy Violation	1	
Total	9	

2014 Outcomes of Complaints	Totals
Sustained Complaints	2
Not Sustained Complaints	7
Under Investigation/Outcome Pending	0
Total	9

2014 Outcomes of Sustained Complaints	Totals
Resignation	0
Suspension and Demotion	0
Counseling/Written Reprimand	1
Termination	1
Totals	2

Internal Affairs Activity by Year



EMPLOYEE RECOGNITION

Special Operations Officer of the Year

Officer **Chad Beheler** currently serves as a School Resource Officer. Officer Beheler communicates well with peers and superiors alike and has demonstrated a tireless work ethic and above average performance. Beheler is noted for his efforts in completing background investigations, quality of work, and community policing efforts.



Officer of the Year

Officer **Paul McMillan** is seen as a leader on his shift by his peers. Officer McMillan is very familiar with the laws of arrest, Virginia traffic laws and Roanoke County Police Dept. policies and procedures. McMillan actively supports and participates in the DDACTS model as implemented by Roanoke County Police Dept. Officer McMillan is also a current member of Roanoke County's SWAT team.



Chamber of Commerce Awards

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

2014 Chamber of Commerce Award Winners

Jan-Feb.	Officer D. McHenry
Mar-Apr.	PO II B. Boardwine
May-June	Det. D. Palmer
Jul-Aug.	Officer P. McMillan
Sep.-Oct.	Officer P. Braxton-Sears
Nov.-Dec.	PO II W. Fosbre

Officer Paul McMillan was selected as the Roanoke Regional Chamber of Commerce Officer of the Year for 2014. In addition, the Salem-Roanoke County Chamber of Commerce named Detective A.D. Palmer as 2014 Officer of the Year.

Rookie of the Year

Officer **Travis Honse** has developed an interest in DUI detection and narcotics enforcement. Honse has conducted high visibility traffic stops and made arrests on a regular basis. Honse is also devoted to processing crime scenes and evidence handling and recently graduated from the two-week evidence school. Honse has been recognized by his peers as being dedicated to the job, often going above and beyond to assist other officers.



EMPLOYEE RECOGNITION

Leadership Award

Commander Tuck takes advantage of any opportunity to learn more about his role as a platoon commander. During the last year, Tuck attended a class in tactical operations as well as the Professional Executive Leadership School at the University of Richmond. Commander Tuck works hard to support the goals and vision of the Police Department and has helped lead the employee policy review committee, which plays an important role in the creation and review of the department's policies.



Detective of the Year

Detective Maxey has worked to create strong working relationships with HIDTA investigators from the other participating departments and agencies. Maxey also maintains strong relationships with many of our uniform officers and has carried a larger case load than other county vice investigators assigned to the HIDTA group. Maxey also works outside of the Vice unit to assist in policy review and accreditation for the department.

Civilian Employee of the Year

Kellee Johnson was promoted to the department's System Technician 2014. In addition to her regular job duties, Johnson continues to provide support to the department's Records Technicians. She is the go-to-person for questions regarding IBR and she provides assistance in merging reports whenever needed. Johnson has also obtained her General Instructor and VCIN Instructorships.



Civilian of the Year

Assistant County Administrator **Dan O'Donnell** was the lead project manager for the Roanoke County Criminal Justice Academy building project. As the lead manager he was responsible for the budget, approving payouts, approving change orders, and coordinating biweekly meetings throughout the project. O'Donnell's dedication and leadership was instrumental during the project.



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 2014-2015

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



Pictured above, from left to right: Commander D. McMillan and Assistant Chief C. Mason, Officers C. Mason and P. McMillan. These father-son pairs represent a multigenerational legacy for the 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**