

ROANOKE COUNTY POLICE DEPARTMENT



2020 ANNUAL REPORT

OUR VALUES

Integrity

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

Courage

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

Accountability

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

Respect

Value the perspective of others while being compassionate and empathetic.



OUR MISSION

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

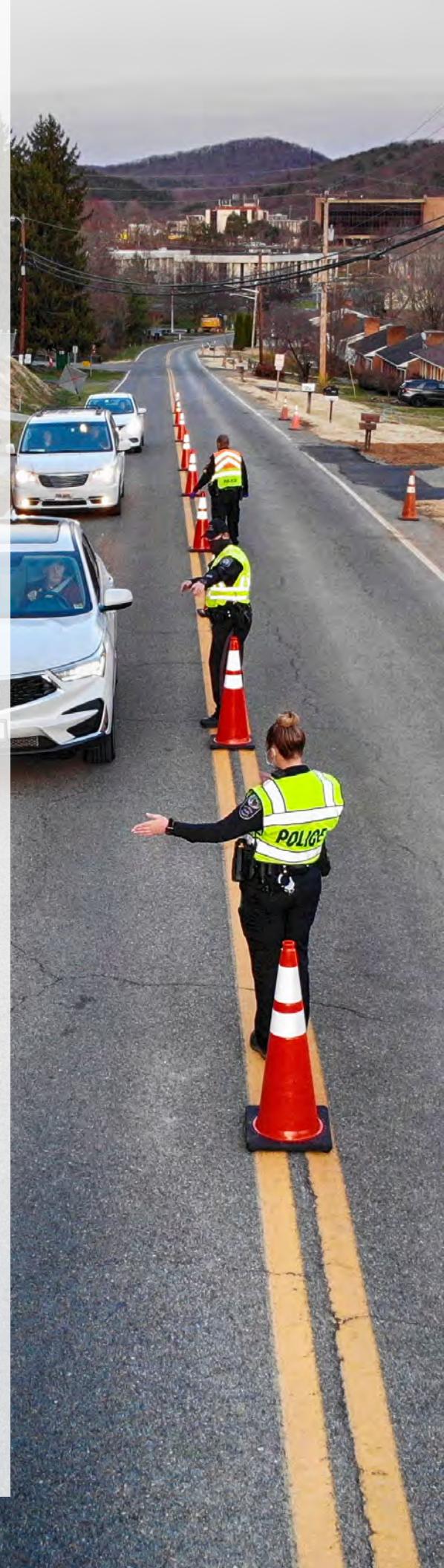
OUR VISION

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

TABLE OF CONTENTS

Message from the Chief.....	4
Command Staff.....	5
About Our Department	6
DDACTS	7-11
Traffic Safety Awards	12
Traffic Education / Enforcement.....	13
Uniform Patrol.....	14-15
Community Policing.....	16
Community Service Officers.....	17
Bike Patrol.....	18
School Resource Officers	18
RAD.....	18
2020 Statistics	19
K9 Officers.....	20
SWAT.....	21
Criminal Investigations Division.....	22
Administrative Division	23
Professional Standards.....	24
Roanoke County Criminal Justice Academy.....	25
Services Division	26
Four-Year Budget Comparisons.....	26
Internal Affairs	27
Employee Recognition	28-34
Information and Services on the Web	35
Department Goals.....	36
Department Directory.....	37

On The Cover:
2020 Officer of the Year POIV VanMarter.
Photography by Brad Hodge, Roanoke County Police.



MESSAGE FROM THE CHIEF

Welcome to the 2020 Annual Report for the Roanoke County Police Department. First and foremost, our work did not stop despite the COVID-19 pandemic and the difficult times we faced. While many parts of society shut down or reduced activities, our personnel continued to report to work each day. While taking steps to protect our staff, we continued to respond to calls for service, investigate crimes, enforce the law, and carry out all of the additional functions required of the Roanoke County Police Department. I could not be prouder of the men and women who delivered vital services under these very difficult circumstances.

Communities around the country experienced significant protests and unrest. While Roanoke County was not affected by this activity, we assisted agencies that were. Our officers did so in an exemplary manner and contributed to a professional response to protests that never evolved into violent or destructive activity.

Due to the pandemic and other factors, our workload changed during the past year. Calls for service and arrests were down slightly and traffic crashes were down substantially. Our officers spent more time making security checks at schools and closed businesses and we also spent more time investigating crimes. Our Part I Violent Crimes were up by 20 incidents from 2019, due primarily to an increase in aggravated assault. On a better note, our Part I Property Crimes were lower, due to decreases in burglary and theft from auto compared to 2019. Unfortunately, the pandemic did not reduce the use of dangerous drugs. Drug overdoses in Roanoke County increased by 90 percent from 2019, with resulting fatalities increasing from four in 2019 to 15 in 2020. It is likely that we will see further changes in these areas as we continue to recover from the pandemic and many activities return to more normal levels.

The challenges of the past year are reflected in our recruiting and attrition. During 2020, 28 police officers, fully 20% of our force, left our agency. At the same time, interest in law enforcement careers has waned. We were unable to find enough qualified applicants to fill our vacant positions and in order to maintain staffing in our patrol units, we have been forced to reduce service in some areas including School Resource Officers, Animal Control, and our Traffic Unit. I am happy to report that we have worked with the Board of Supervisors and County Administration to develop a compensation plan that will significantly increase the salaries of our officers and provide a framework for providing fair compensation over officers' entire careers. We are hopeful that this initiative will help to retain our current employees and attract new officers to our agency with the goal of resuming all of the services that have traditionally been provided by Roanoke County's Police Department.

Despite all of the challenges, I am pleased that we have continued to make progress towards several long-term goals and objectives. We continue to deploy available resources to the areas most in need of our services, with enforcement targeted to areas experiencing issues with crime, traffic crashes, and other violations, while working with the community to prevent future crimes. Our efforts to promote the wellness of our employees made significant progress during 2020 by expanding the availability of our Chaplain and peer support services. We continue to explore opportunities to find better responses to people suffering from mental illness in our communities and expect to work with the George Mason University on a new mental health initiative in 2021. We have also implemented unmanned aerial vehicles for search and rescue and emergency operations, which has already proven successful in several situations.

Finally, I would like to note that good things can come from challenging situations. During the past year, we have received a tremendous amount of support from our community. We have received cards, letters, and e-mails along with quite a few meals delivered to our officers. Additionally, our Board of Supervisors and County Administration provide a great deal of support, not only through the allocation of resources, but through numerous public expressions of support for our personnel and the work that they do. This has been incredibly important and helps all of us realize that, despite the challenges we face, our work is important and valued by those that we serve.



Police Chief Howard Hall

Photo (c) Keshia Saul and Christopher Gunter

DEPARTMENT COMMAND STAFF



Chuck Mason
Assistant Chief-Operations



Howard Hall
Chief of Police



James Chapman
Assistant Chief-Administration



Cmdr. M. Tuck
Criminal Investigations



Cmdr. R. Torres
Patrol - A Platoon



Cmdr. J. Johnson
Patrol - B Platoon



Cmdr. P. Pascoe
Patrol - C Platoon



Cmdr. S. Short
Vice



Cmdr. C. Kuyper
Special Operations



Cmdr. K. Slough
Services Division



Cmdr. M. Poindexter
Professional Standards



Cmdr. K. Smith
Academy Director



CALEA Accredited Agency

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



ABOUT OUR DEPARTMENT

The Roanoke County Police Department is nationally accredited through the Commission on Accreditation for Law Enforcement Agencies (CALEA) and had a fiscal year 2019-2020 budget of approximately \$12.8 million. Although authorized to field 140 sworn officers, the past year saw Roanoke County Police deploy 129 sworn officers in addition to its 16 civilian employees. The Roanoke County Police Department also operates a full-service Criminal Justice Academy and is a diverse agency that includes the following divisions:

Uniform – Patrol, SWAT, K9, 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, Services, Budget, Vault, Purchasing, and Fleet Maintenance.

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

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

Data-Driven Approaches to Crime and Traffic Safety, or DDACTS, is an operational model that uses location-based crime and traffic data to determine the most effective and efficient methods for deploying police and other resources. Using 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 the incidence of crime, crashes, and traffic violations.

Brambleton Avenue Corridor: Target Zone 1



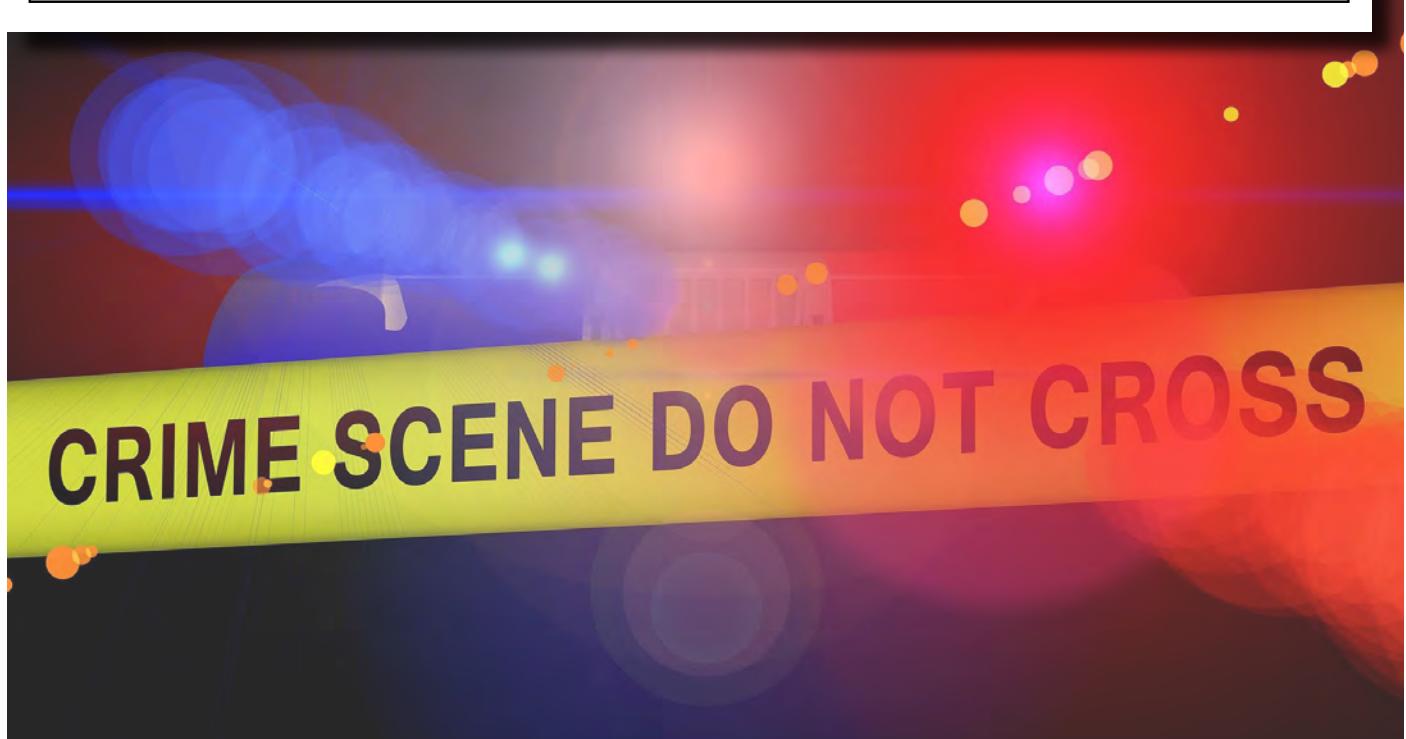
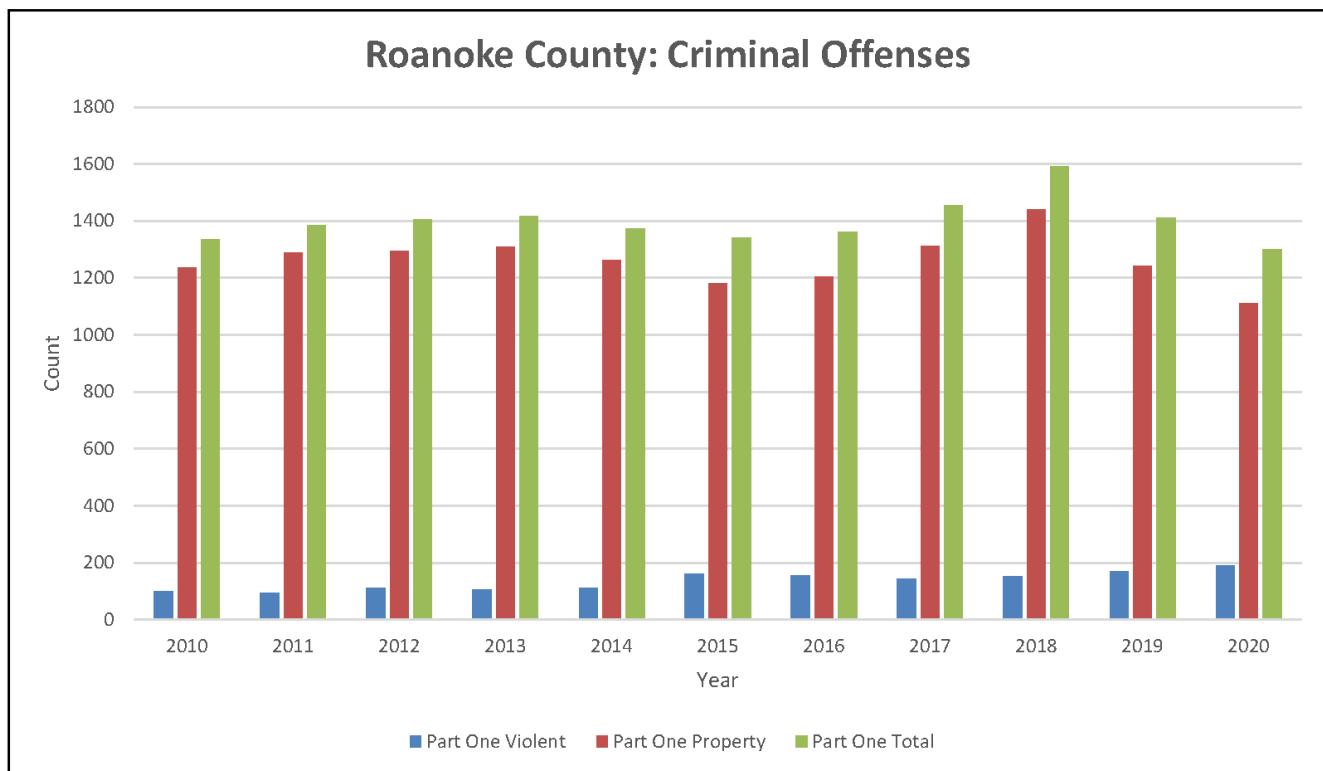
North County Corridor: Target Zone 2



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 three years (2010-2013). Although a long-term perspective is helpful to understand the type and nature of crime and traffic activities the agency also considered contemporary and emerging crimes within the County. The following crime categories were identified as incidents of focus: **burglary, theft from automobiles, and crashes**.

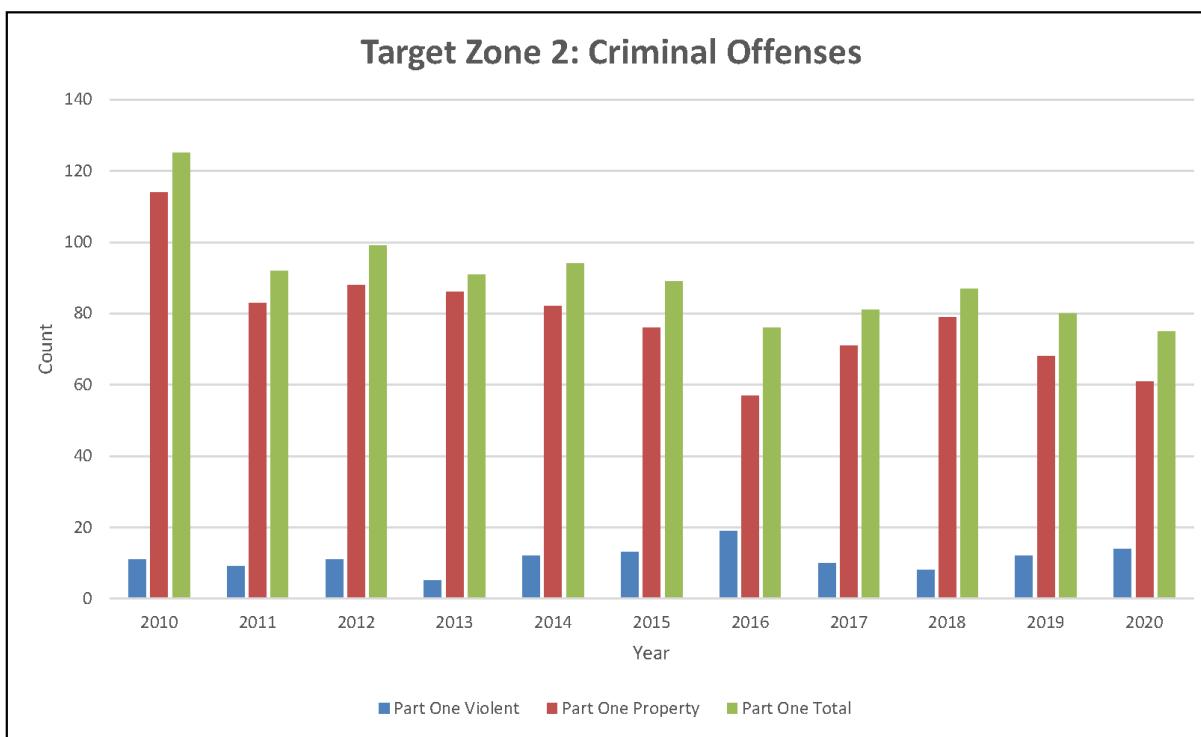
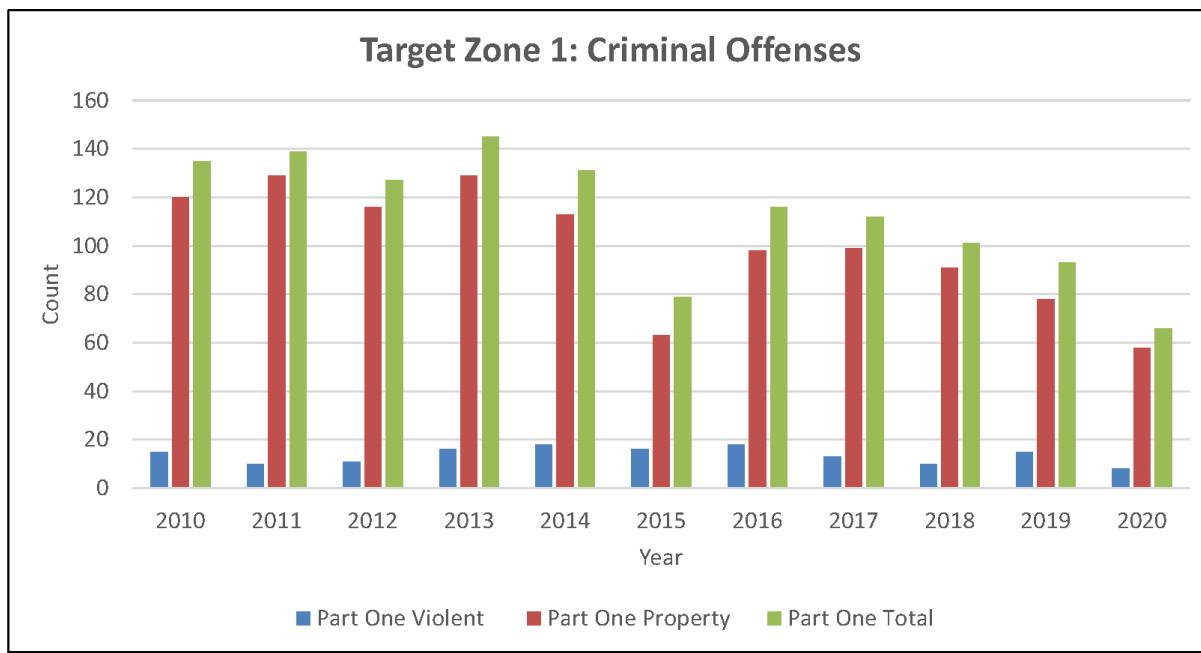
DATA-DRIVEN APPROACHES TO CRIME AND TRAFFIC SAFETY (DDACTS) - COUNTY-WIDE RESULTS

The **Crime Comparison** graph below shows criminal offenses related to the actual count from previous years.



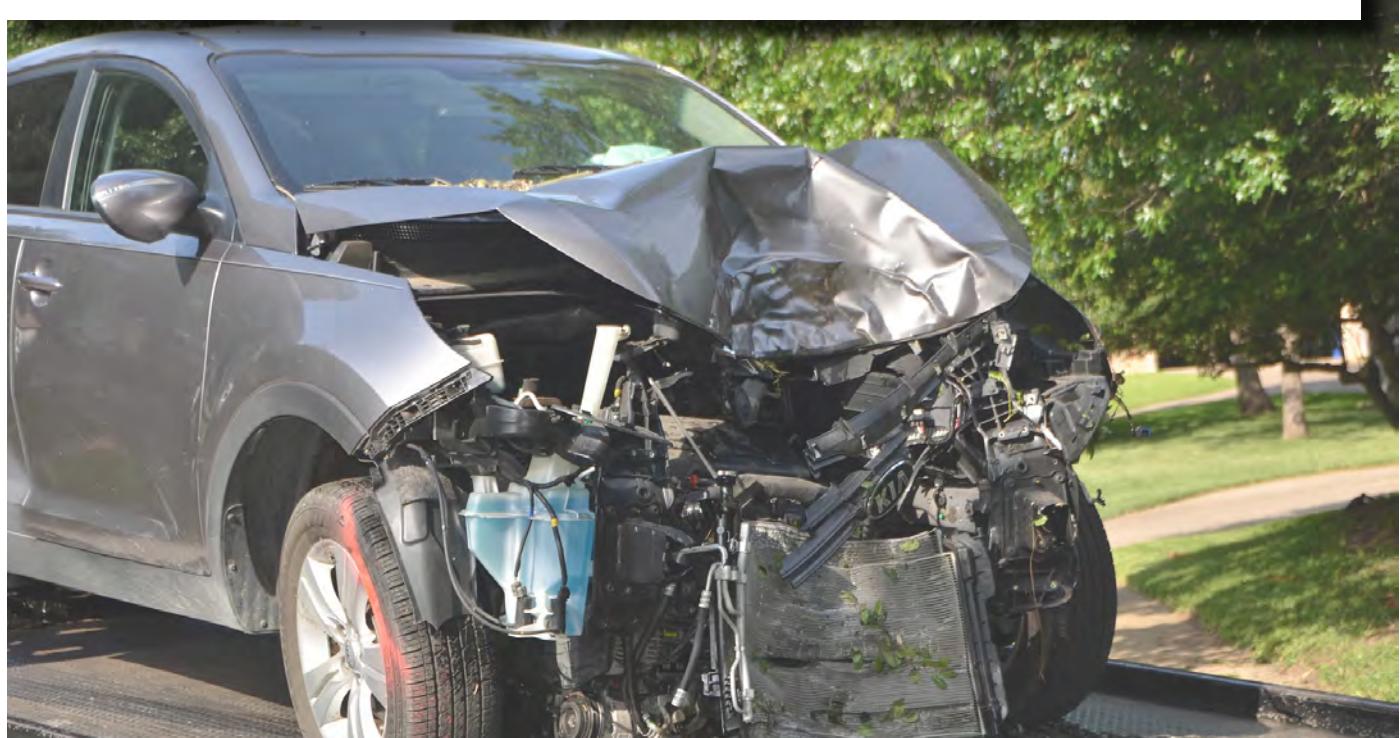
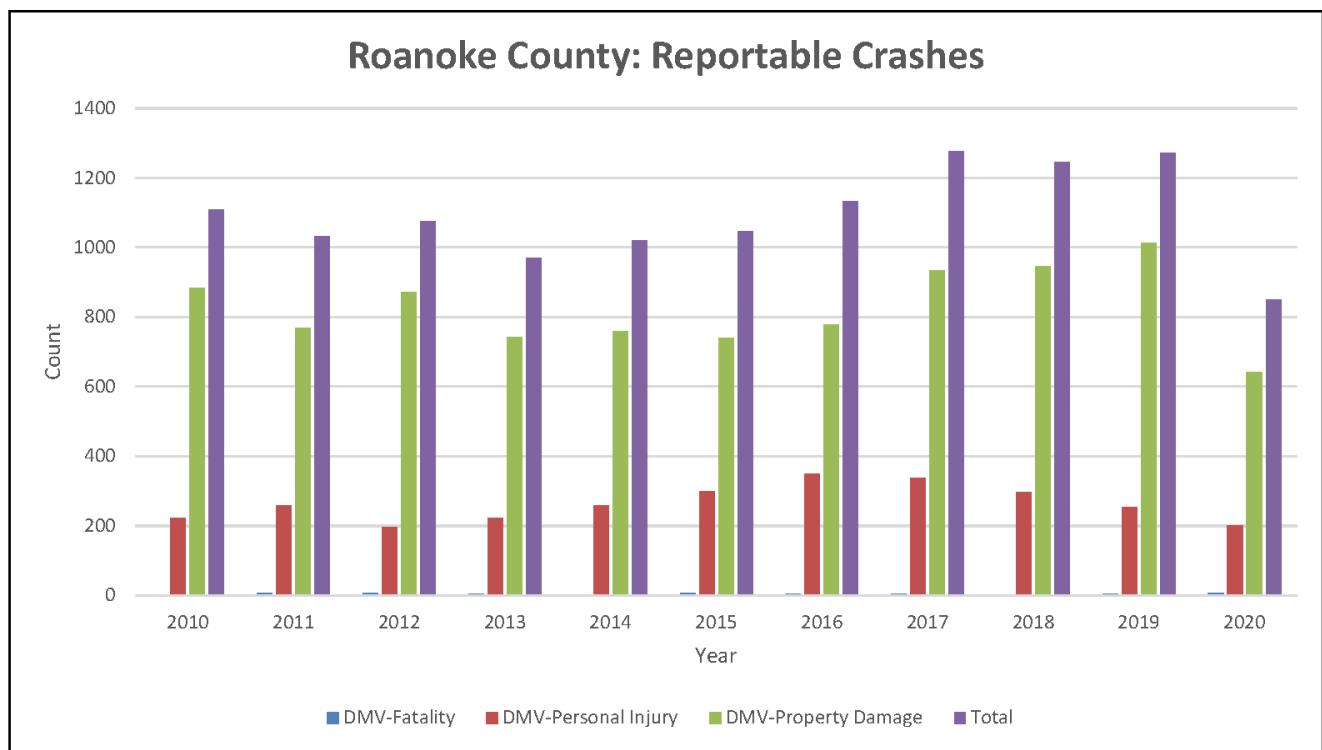
DDACTS TARGET ZONE RESULTS - CRIME

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



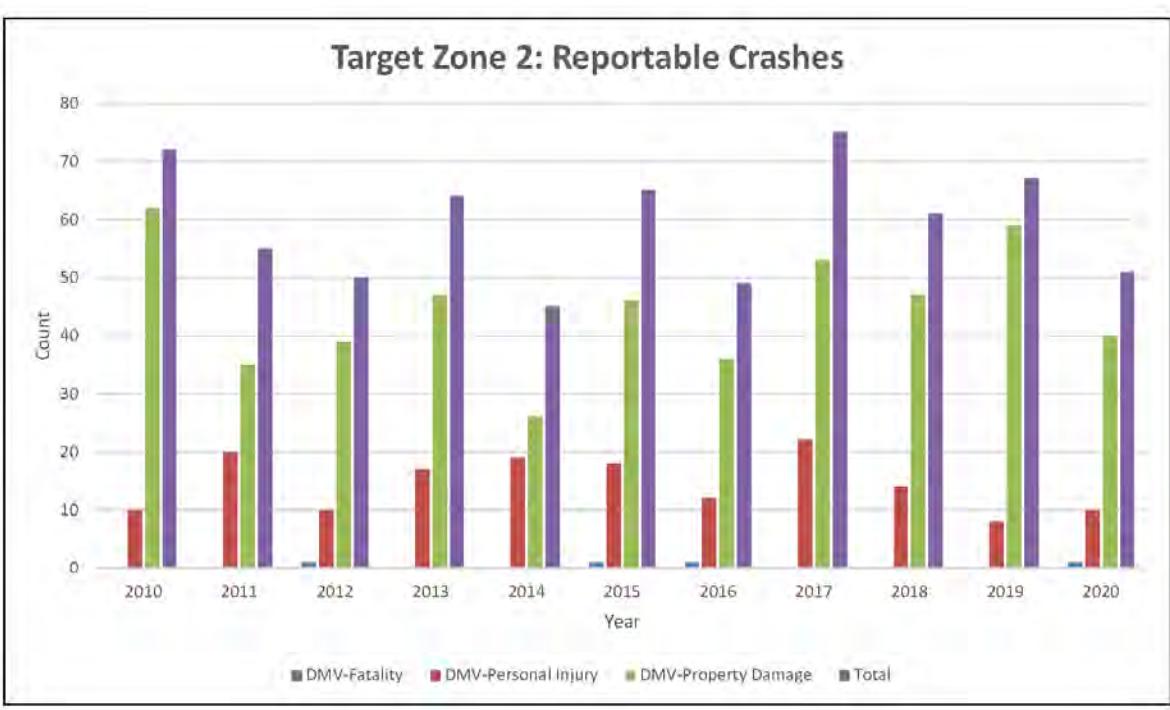
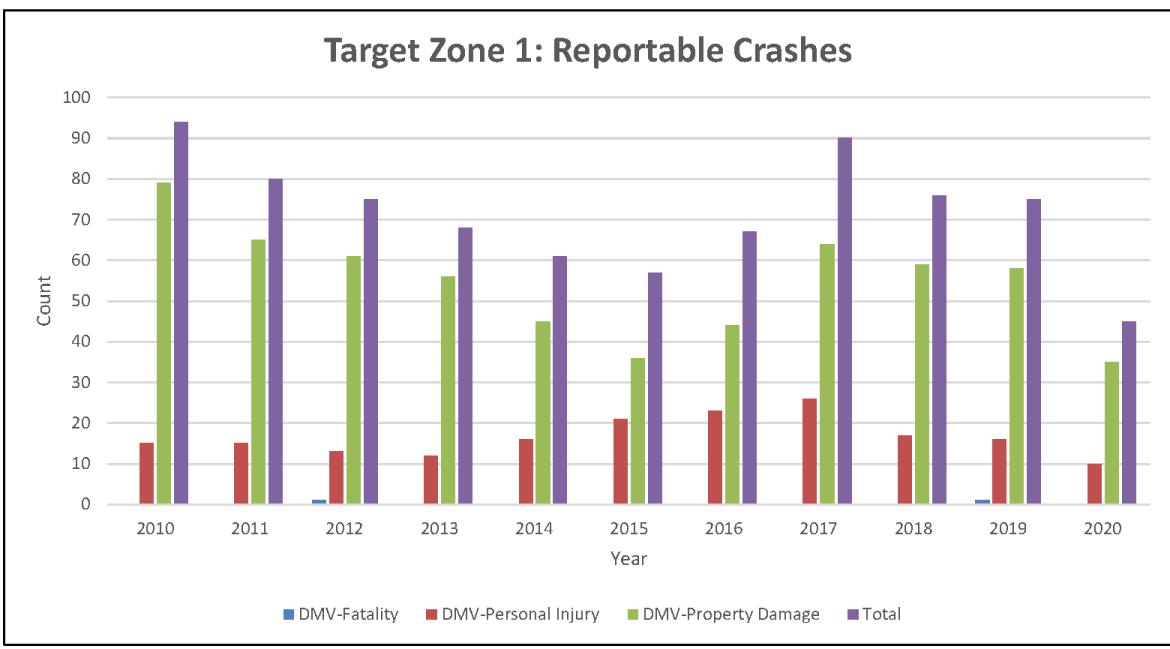
DATA-DRIVEN APPROACHES TO CRIME AND TRAFFIC SAFETY (DDACTS) - COUNTY-WIDE RESULTS

The **Crash Data Comparison** chart below shows the comparison of crash data prior to and after the implementation of DDACTS.



DDACTS TARGET ZONE RESULTS - TRAFFIC SAFETY

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.



TRAFFIC SAFETY AWARDS

The **Mothers Against Drunk Driving Award** is a traffic safety award presented to each jurisdiction's officer who showed commitment to reducing drunk and drugged driving through enforcement and education. Officer Bryan Loan was selected as the 2020 Roanoke County MADD award winner. He was recognized for his role as a member of the "Sober on All Roadways" Regional DUI Taskforce. During the 2019-2020 time frame, Officer Loan made more than 50 DUI arrests and placed more than 100 drivers through field sobriety tests. Thanks in part to Officer Loan's efforts, the number of alcohol related traffic fatalities fell to just one in 2020.

The Virginia Law Enforcement Challenge is an annual traffic safety recognition program that focuses on the traffic safety issues of impaired driving, occupant protection, and speed awareness. The awards are based on the participating agency's approaches to traffic safety issues based on problem identification, policies, planning, training, public information and education, enforcement, and outcomes of the agency's efforts. Due to the COVID-19 virus, the Virginia Law Enforcement Challenge was cancelled for 2020.

The **Sergeant Tim Wyatt Traffic Safety Award** is an award that recognizes substantial contributions to traffic safety, including purpose-driven traffic enforcement and criminal arrests from traffic stops, impaired driving enforcement, and outstanding efforts in community outreach and education. In 2020, the Roanoke County Police Department recognized POIV Mark Banks and POII Greg Benton with the Sergeant Tim Wyatt Traffic Safety Award.



Above: The Roanoke County Police Department recognized POIV M. Banks (left) and POII G. Benton (right) with the Sergeant Tim Wyatt Traffic Safety Award.

TRAFFIC EDUCATION

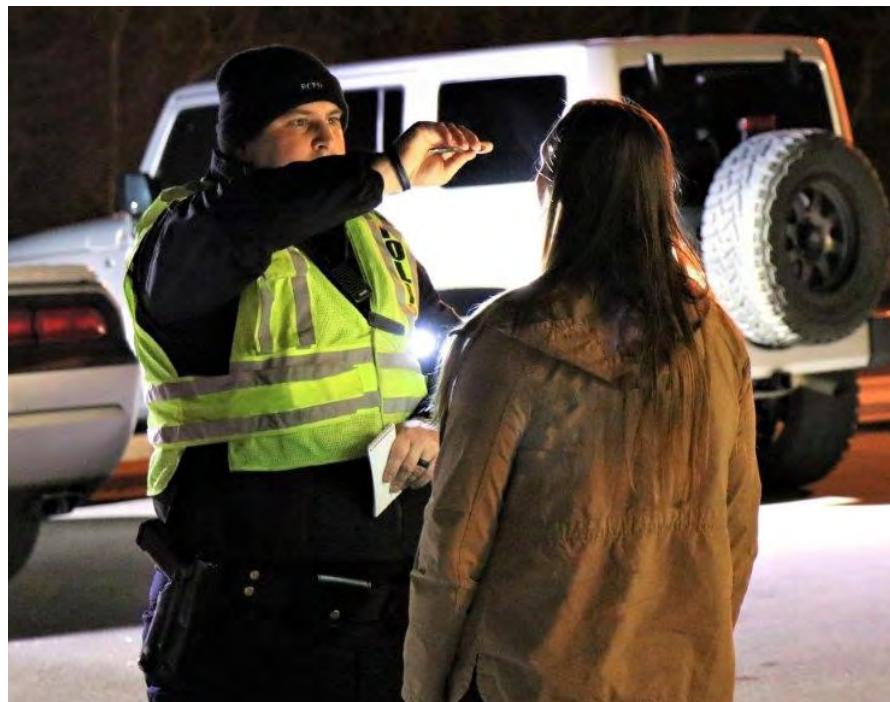
During 2020, Roanoke County's Traffic Enforcement Unit was impacted by the COVID-19 virus. As a result many of the traffic safety presentations that were planned for all Roanoke County high schools and middle schools were cancelled. In addition, the Roanoke County Police Department was forced to cancel several other scheduled presentations to private businesses and civic groups. The only traffic safety presentation that was made was to the Citizens Police Academy. This group was able to learn about DUI detection and field sobriety tests, traffic crash investigation and reconstruction, and speed measuring devices and enforcement measures.

TRAFFIC ENFORCEMENT

The Traffic Enforcement Unit continues oversight of specialized traffic enforcement programs in 2020. "Operation Daily Watch" and "Road of the Day" continued to place officers in residential and other secondary roadways for focused speed and occupant protection enforcement. The Traffic Enforcement Unit also directed its focus to specific areas within Roanoke County in conjunction with the DDACTS System implementation.

The Roanoke County Police Department conducted more than 52 seat belt surveys throughout the county during 2020 which was more than double the surveys conducted in 2019. Those surveys resulted in an average seat belt use rate of 85%.

Even while battling COVID-19, the Roanoke County Police Department was able to safely conduct 25 sobriety and license checkpoints. Those checkpoints allowed officers to have positive interactions with citizens and thank them for utilizing their seat belts, driving sober, and practicing other safe driving behavior. Officers also conducted 91 covert and visible speed surveys during the year. Covert speed studies were conducted in order to determine where and when most speeding offenses occurred in order to effectively manage speed enforcement. The visible speed surveys collected speed-related data but also provided a visual display of the driver's speed in order to affect driver behavior. Roanoke County Police has also begun an initiative, in conjunction with VDOT and Roanoke County Community Development, to look for long-term traffic calming solutions in neighborhoods that have a verified speeding concern, and where targeted high visibility enforcement has not generated the desired effect.



Despite COVID-19, officers were able to safely conduct 25 sobriety and license checkpoints in 2020.

UNIFORM PATROL OFFICERS

The Uniform Operations Division is the largest component in the Roanoke County Police Department and is separated into three platoons covering nine patrol districts, 24-hours a day. In 2020, highly-trained officers responded to 33,165 calls for service ranging from crimes in progress, medical emergencies, vehicle crashes, mental health emergencies, and non-emergency requests.

When not responding to calls, officers engage in proactive patrols. The officers utilize a weekly crime report of current trends generated by our crime analyst to direct their patrol time. Patrol officers are the primary contributor of the Roanoke County Police Department's policing strategy of Data-Driven Approaches to Crime and Traffic Safety (DDACTS) and the Micro-Time Hot Spot Program to combat larcenies from autos.



MICRO-TIME HOT SPOTS

Larceny from Motor Vehicle Intervention Program.

In 2018 the department saw a spike of 240 larceny from auto offenses.

What is a Micro-Time Hot Spot?

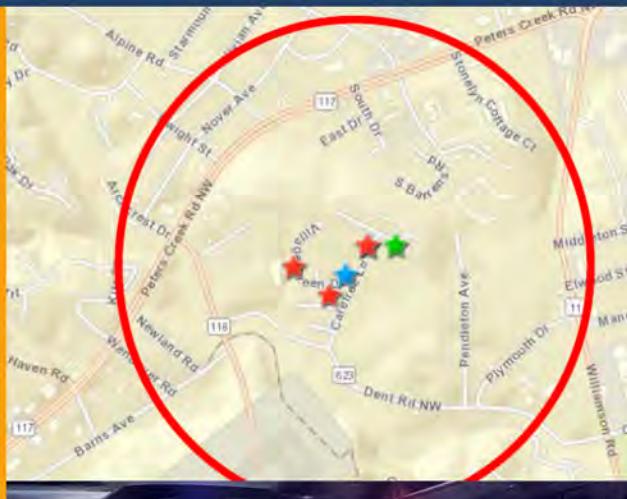
Micro-Time Hot Spots are several crimes occurring in a relatively small geographic area, with repeat victimization. They are developed by examining data over the last couple of weeks.

Response:

When our Crime Analysis Unit determines the need for a Micro-Time Hot Spot a crime bulletin is prepared for officers providing them the most up to date information. Directed patrols are conducted in those areas, and a variety of methods are used to alert area residents about the recent activity and what they can do to stop it.

Results:

The department implemented this program in 2019 and since then 42 hot spots were identified. In 2019 the department saw a 16% decrease from 2018's spike. In 2020 the department saw a 31% decrease in larceny from autos in 2018.



LARCENY FROM
AUTO
NEIGHBORHOOD
ALERT

COMMUNITY POLICING & CRIME PREVENTION

The Roanoke County Police Department takes pride in the innovative and effective approach it takes to crime prevention through a variety of community policing programs. The Neighborhood Watch program continues to see an increase in interest and support from the public. Most of these Neighborhood Watch groups use social media, such as Facebook and Nextdoor, to communicate and keep members informed about events in their neighborhood. Neighborhood Watch groups are also educated on how to access crime statistics through PoliceView, a public website service that provides important information about select police activity in neighborhoods for the past 30 days.

The Roanoke County Police Department continues to receive requests for security assessments as well as presentations on active shooter and workplace violence. Many requests for security assessments and security training have been received from "non-essential" businesses closed due to COVID-19. These businesses requested guidance and programs that would help keep their businesses safe while not in operation. These security assessments included surveillance, intrusion detection and Crime Prevention Through Environmental Design (CPTED).

The Citizen Public Safety Academy continues to generate a great deal of interest. This program educates citizens on how and why Roanoke County Police, Fire & Rescue, Sheriff's Office, Emergency Communications Center and Western Virginia Regional Jail carry out their missions of crime prevention, community outreach and public safety. This program continues to be the strongest community policing program we have to date.

The Roanoke County Police Department, Roanoke County Sheriff's Office and Roanoke County Fire & Rescue held its annual National Night Out event in 2020. This event, as well as Coffee with a Cop, provides a unique opportunity for community members to discuss issues, build relationships, and learn more about Roanoke County's public safety efforts. Coffee with a Cop is a national initiative supported by The United States Department of Justice, Office of Community Oriented Policing Services. The Roanoke County Police Department was unable to participate in other community outreach programs in 2020 due to the COVID-19 pandemic. Chuck E. Cheese "Touch-A-Truck," an event for children of all ages and citizens of the community, was canceled due to social distancing requirements.

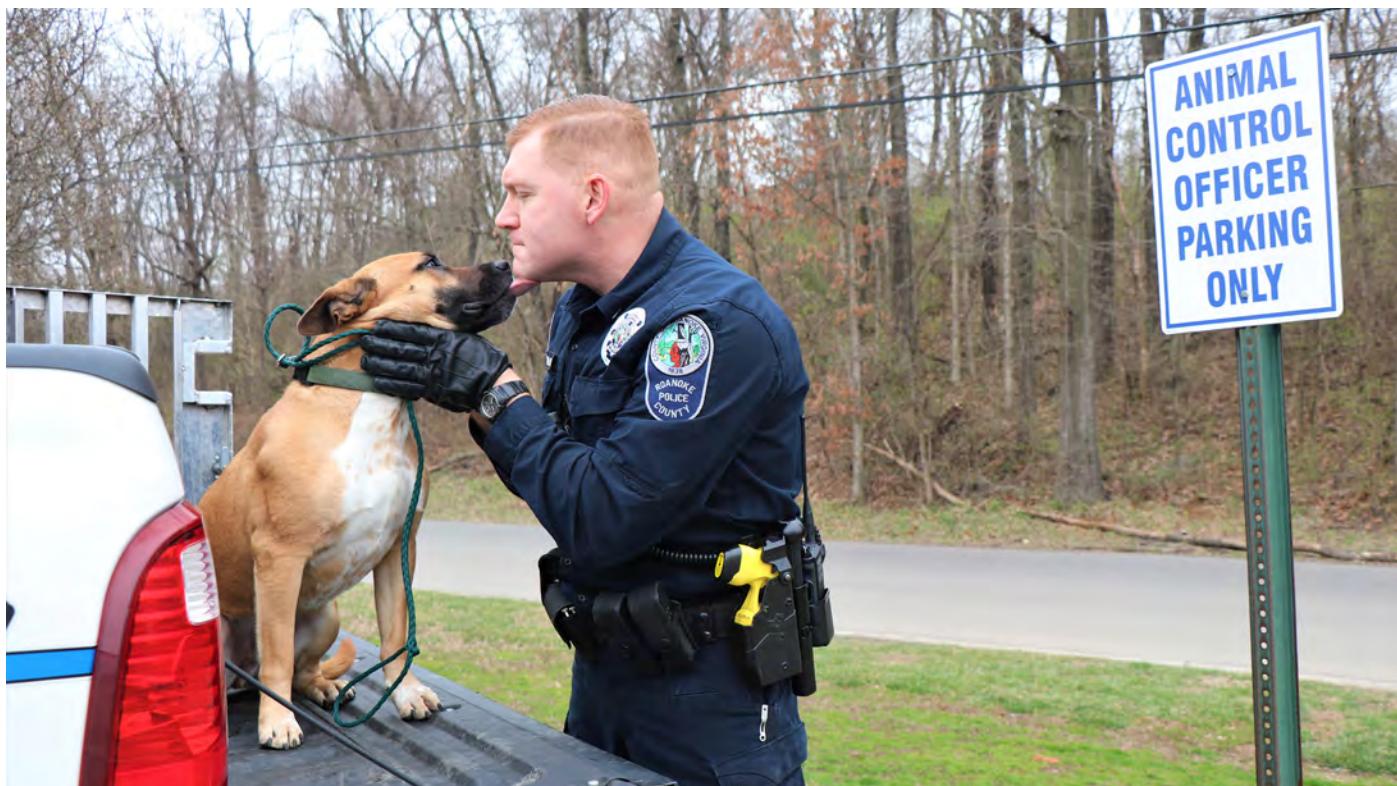
Project Lifesaver is another successful program assigned to the Community Policing Office. This program provides comfort and support to caregivers of individuals with cognitive disorders such as dementia, Alzheimer's, autism, and Down syndrome. Tracking bracelets help officers quickly locate individuals who wander away from caregivers. In 2020, the Roanoke County Police Department Project Lifesaver program continued to grow and excel by utilizing a national database that allows for client profiles to be easily disseminated to outside agencies if necessary to locate a loved one.

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

COMMUNITY SERVICE OFFICERS

During 2020, the Community Service Unit (CSO) consisted of four full-time police officers. The unit investigated a total of 3,220 calls for service. A breakdown of the total call volume is as follows:

- 492 stray and at large domestic animals
- 396 wildlife animals
- 83 livestock animals
- 137 animal bite investigations
- 14 dangerous animal investigations
- 424 non-CSO calls in which the CSO officer assisted patrol units in calls for service
- 605 animal ordinance violations (animal well-being checks, nuisance investigations, hoarder investigations)
- 645 security checks (local parks and schools)
- 110 traffic stops
- 314 other animal related investigations not mentioned above



Above: POIII B. Schoonover reassures a stray dog picked up during his patrol.

Throughout 2020, the CSO unit obtained 23 criminal violations, issued 65 summonses, and issued 41 warning citations. The criminal violations were for various Roanoke County animal ordinance violations. Please refer to [Chapter 5 of the Roanoke County Code of Ordinances](#) for a full list and explanation of various ordinances and violations.

As of December, 30, 2020, Roanoke County Police listed five dogs on the Virginia Dangerous Dog Registry. The property of each dog owner was inspected to ensure compliance with the Commonwealth of Virginia's regulations for keeping a dangerous dog. More information on the dangerous dog registry can be viewed at <https://dd.va-vdacs.com>. For more information about the CSO unit, please see [Animal Control's website](#).

BIKE PATROL

The Roanoke County Police Department currently has 20 active bike officers assigned to the unit, two of which are International Police Mountain Bike Association (IPMBA) certified instructors, who also serve as certified bike mechanics to reduce the fiscal impact of the team. Due to the COVID-19 pandemic, the need for bike patrol at civic events was greatly reduced, but officers still logged over 668 hours on bikes during the year. Of the 668 hours logged by the bicycle response team (BRT), 150 hours were spent patrolling crime hot spots, with 518 hours dedicated to crowd control incidents. Roanoke County Police was one of the first agencies in the Commonwealth to form a bicycle response team, which uses trained bike officers for crowd management. The majority of the hours logged by BRT came from mutual-aid responses to other jurisdictions. The Roanoke County Police Department believes that bike patrol increases visibility and interaction with our community. Additionally, the mobility of bike patrol versus patrol vehicles allows officers to have another means to address crime and traffic safety within the County.

SCHOOL RESOURCE OFFICERS

The School Resource Officer (SRO) program is offered in cooperation with Roanoke County Schools with 10 SROs assigned to the five Roanoke County high schools, four middle schools and the Burton Center for Arts and Technology. The SROs also conduct security checks and patrol the sixteen elementary schools throughout the County.

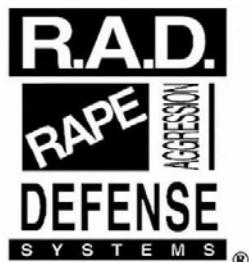
During the 2019/2020 school year, SROs provided 54 classroom programs on law enforcement topics as part of the Virginia Rules Program created to inform students about the laws and ordinances of Virginia and Roanoke County.

Throughout the year, the SRO unit investigated 991 incidents, including (but not limited to): alcohol violations (6), assault (108), disorderly conduct (81) drugs (33), larceny (27), property damage (10), threats (36), tobacco (52), traffic enforcement (274), trespassing (6), weapons (3), and other special investigations (7).

The majority of incidents investigated by the unit resulted with the individual school or Juvenile Court Services opting to conduct their own diversion program or in-school discipline. In total, 214 cases resulted in a disposition other than criminal charges. Twenty-eight incidents were cleared by a formal diversion, 141 incidents were handled by the school's disciplinary process, and 45 incidents were handled by some other form of resolution at the request of the victim.

The 2019/2020 school year ended prematurely on March 13, by order of the Governor due to the outbreak of COVID-19. The SROs were temporarily assigned to the Patrol Division for the remainder of the year. The annual COPS camp was canceled due to COVID-19 and social distancing requirements.

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



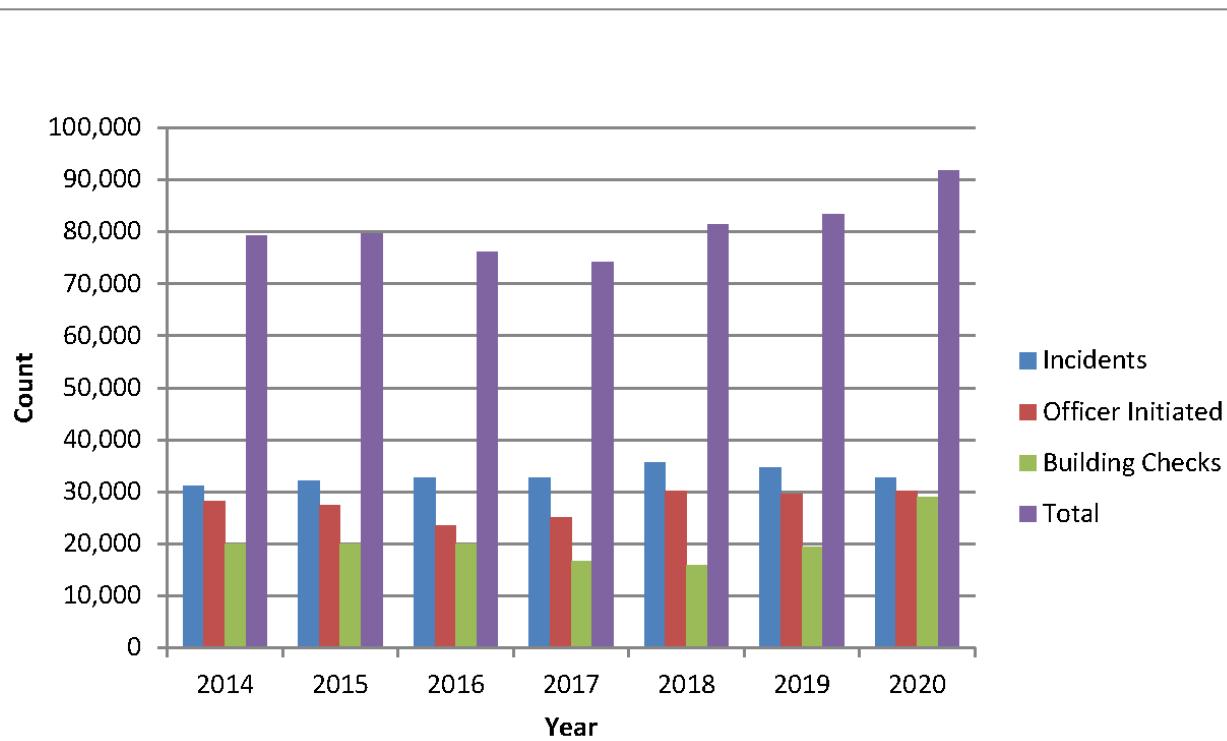
Roanoke County generally offers the Rape Aggression Defense Program (RAD) twice each year. Only one class was held in 2020 and was not completed due to COVID-19 and social distancing requirements. This program is a realistic self-defense tactics and techniques program just for women, a comprehensive course that begins with awareness, prevention, risk reduction and risk avoidance, and then progresses on to the basics of hands-on defensive training. Participants must be age 14 or older, and all participants under age 18 must have parental consent to attend.

2020 STATISTICS

REPORTED OFFENSES	2018	2019	2020
Homicide	7	2	1
Forcible Rape	25	19	14
Robbery	30	21	22
Aggravated Assault	91	140	152
Simple Assault	929	676	621
Burglary	151	148	105
Larceny	1,203	1,011	922
Vehicle Theft	85	82	79
Arson	1	0	5
Total	2,522	2,099	1,921

OTHER OFFENSES	2018	2019	2020
Alarms Calls Responded	1,938	1,760	1,498
Vehicle Crashes Responded	2,700	2,669	2,079
Traffic Summons	18,976	17,485	17,115

Incidents By Year



K9 OFFICERS

During 2020, the Roanoke County Police Department's K9 Unit experienced an unprecedented turnover of 60% in handlers, retired one canine, and welcomed one new canine into the program. The unit also purchased a 4 month-old puppy from donations received from Steel Dynamics, New Millennium Building Systems and Omnisource. The puppy, K9 Steel, will be living with his handler until he is ready for active duty. We expect the puppy to be in service the beginning of 2022. The unit is currently staffed with five K9 teams. Our canines currently in service are Cash, Ghost, Doerak, Tito, and Remi. While K9 Steel is in the bullpen learning the ropes, the unit has three dual purpose Narcotics/Patrol K9 teams; one dual purpose Explosives/Patrol K9 team; and one single purpose Explosive Detection K9 team (with passive tracking capabilities).

K9 Body Retires in 2020



K9 Body, pictured above, was purchased from Tarheel K9 April 2013 after flying in from Slovakia. He completed Basic K9 training in August 2013 and worked as dual purpose K9 in Narcotics and Patrol until his official retirement in November 2020.



Above: Officer Wilhelm and K9 Officer Ghost.

The K9 Unit conducts semi-monthly training with surrounding jurisdictions which results in a more efficient training regimen and facilitates positive partnerships with several agencies throughout the area.

The Roanoke County Police Department was able to build a K9 agility course in 2020, thanks to our friends at Spikes K9 and Eastern Atlantic States Regional Council of Carpenters, who donated their time and the materials to give us an agility course where our dogs can stay in top physical condition.

2020 K9 ACTIVITIES

Vehicle Searches	98
Building Searches	10
Area Searches	5
Tracks	16
Apprehensions / Arrests	28
Missing / Endangered / Wanted Persons Found	13
SWAT Deployment	4

SPECIAL WEAPONS AND TACTICS (S.W.A.T.)

The Roanoke County Police Department's SWAT Team consists of 17 Members from the various divisions within the agency. SWAT is an elite tactical unit, specifically trained for the highest risk operations. SWAT responds to active shooters, counter-terrorism, high-risk warrant service, hostage situations, armed barricaded subjects, VIP Protection, special events, and engaging heavily armed suspects.

SWAT members utilize special equipment such as robots, drones, trained tactical K9's, night vision equipment, heavy body armor, ballistic shields, and manual and mechanical entry tools. SWAT members are trained in the deployment of various weapons, including multiple less than lethal platforms, electronic control devices, and BolaWrap®. SWAT focuses on training, teamwork, special equipment, advanced tactics and ingenuity to bring peaceful resolution to the most dangerous situations. SWAT's Mission is "To Save Lives."



Photos above and below: SWAT uses multiple vehicles in the performance of its duties. Pickup Trucks, Utility Vehicles, Armored Special Rescue Vehicle (SRV), and often the Mobile Command Post, may be on the scene at an active incident.



CRIMINAL INVESTIGATIONS

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

In 2020, the division investigated 673 cases. Of those cases, approximately 72 cases involved crimes against persons, 131 were financial crimes, and 246 cases involved crimes against property. The total number of cases investigated represented a 27% increase from the previous year.

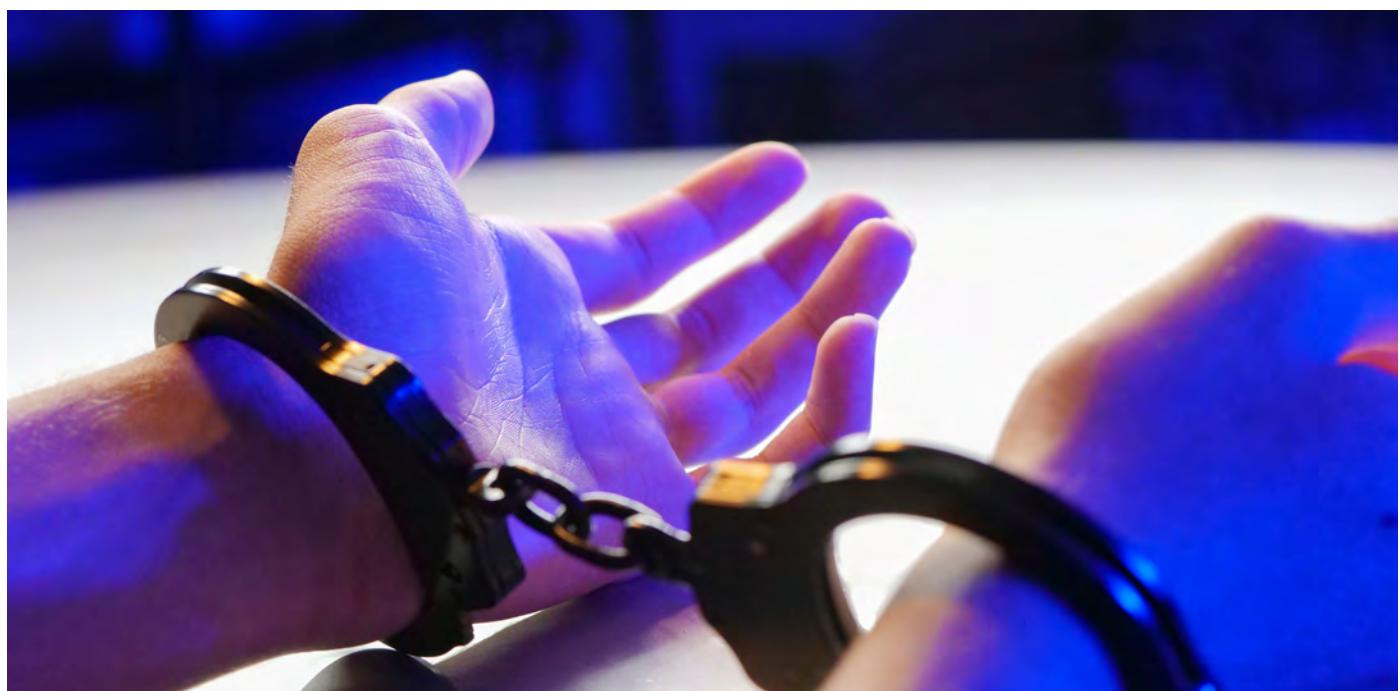
Detectives in CID are divided into four units:

- 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 Units.
- The Fraud Unit investigates credit card theft, forgeries, embezzlement, identity theft, scams and similar offenses.

- The Special Investigations Unit investigates sex offenses committed against children and adults, child and elder abuse, and serious domestic violence crimes.
- The Forensics Unit processes major crime scenes for physical evidence and performs forensic examinations of electronic devices.

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

Detectives regularly meet and share information with investigators from local, state and federal agencies. In these meetings, detectives identify known perpetrators who may be committing crimes in multiple jurisdictions and discuss new patterns of criminal activity that may affect the surrounding areas.



ADMINISTRATIVE DIVISION



PROFESSIONAL STANDARDS UNIT



The recruitment and selection of new officers is an ongoing effort within the Roanoke County Police Department's Professional Standards Unit (PSU). It takes almost a year to put a fully-trained officer on the streets. The level of training required for the development and growth of a competent and professional workforce takes time and dedication, not only from the recruit but from the staff members that are involved in the process.

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

In 2020, the COVID-19 pandemic forced the Roanoke County Police Department to adapt to a virtual recruiting environment. Officers attended several virtual career fairs at various colleges and universities and began using webinars as a means to recruit and provide information to potential applicants. Additionally, the Professional Standards Unit began using digital advertising techniques, such as social mirroring, to reach qualified applicants throughout the state.

Finally, PSU staff continued to recruit through more traditional ways whenever possible, by attending community civic events, community policing events, enhanced area canvassing events, college tours and set ups, along with military separations and transitional phase recruitment.

Another major responsibility of PSU is managing the Roanoke County Police Department's CALEA accreditation. In 2020, PSU successfully transitioned Roanoke County Police to the new 6th edition of CALEA standards. By the end of the year, PSU had revised 28 policies and created several new ones. Roanoke County's Police Department continues to strive for excellence and follow best practices for professional service.

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 Criminal Justice Academy contains three classrooms, conference room, a weight room, locker rooms and administrative offices. The academy also shares facilities with the Roanoke Police Academy, including a gymnasium, driving and shooting training simulators, four additional classrooms, and a swimming pool. The Roanoke County Criminal Justice Academy provides training to the Roanoke County Police Department, Roanoke County Sheriff's Office, Western Virginia Regional Jail and the Roanoke County Emergency Communications Center. The training consists of basic recruit classes for law enforcement, jail, emergency communications, and mandated officer in-service training.

In 2020 the Roanoke County Criminal Justice Academy held two Basic Law Enforcement classes. The first Basic Law Enforcement Class was a joint recruit class with the Roanoke Police Academy and the second class was comprised of only Roanoke County Police recruits. Each class lasts 27 weeks and the academy graduated a total of seven Roanoke County Police officers. Recruits in the basic class attended classes on search & seizure, basic laws, accident investigation, firearms, criminal investigations, defensive tactics, driving and many other topics.

The Roanoke County Criminal Justice Academy also holds a Basic Jailor Class for the Roanoke County Sheriff's Office and Western Virginia Regional Jail. Basic Jailor training lasts 10 weeks. In 2020, the academy hosted two jailor sessions that graduated a total of 25 jail officers. The academy also offers a Basic Dispatch class to 911 Communication Officers that are trained to work in the Roanoke County's Emergency Communications Center. In 2020, the academy hosted one Basic Dispatch session with a total of three graduates.

Meet Our Most Recent Academy Graduates



Above, from left to right: Roanoke County Law Enforcement Basic Class 55 recruits R. Shoemaker, S. Sturgill, and J. Russell.



Above, from left to right: Roanoke County Law Enforcement Basic Class 56 recruits J. Ireland, H. War, M. Brinkley, and J. Price.

SERVICES DIVISION

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

Currently, the Services Division employs a records manager, two full-time warrant technicians, four records technicians, a system technician, and an office support specialist for our Uniform Division. The Records Division's staffing levels have remained fixed since the Roanoke County Police Department's inception in 1990. Even though an increase in patrol officers over the same period has resulted in more service calls, as well as increased demand for reports, citations, and FOIA requests, the Records Division has been able to accommodate the extra work by maximizing internal processes and procedures.

In addition, the Services Division staff maintains mobile computer terminals in patrol cars, office computers, E-Citation devices, and other key technologies that keep officers connected with the information they need to perform their duties more effectively.

2020 SERVICES DIVISION ACTIVITIES

Cases Entered	6,720
Traffic Crashes Entered	1,105
Summonses Entered	13,062
Arrests Processed (Adults)	3,811
Arrests Processed (Juvenile)	184
Total Protective Orders	1,490
Weapons Permits Processed	2,818
Background Checks Requested	371
Insurance Requests Processed	83
Parking Tickets	149
Warning Tickets	4,686
Warrants Entered	4,158

FOUR-YEAR BUDGET COMPARISONS

BUDGET CATEGORY	FY 2016-2017	FY 2017-2018	FY 2018-2019	FY 2019-2020
Personnel	\$9,752,945	\$9,920,781	\$10,218,446	\$10,408,482
Non-Personnel	\$1,714,816	\$1,731,816	\$1,652,824	\$1,856,824
Vehicle Replacement	\$585,000	\$585,000	\$585,000	\$585,000
Total	\$12,052,761	\$12,237,597	\$12,456,270	\$12,850,306

INTERNAL AFFAIRS

The Roanoke County Police Department investigates, from any source, all allegations of employee misconduct. The Roanoke County Police Department's core values are Integrity, Courage, Accountability and Respect. These values provide direction to staff to consistently strive to provide the citizens of Roanoke County the most professional police services. The function of internal affairs investigations serves as one of the most important procedures for sustaining community trust and building community partnerships.

The information provided in this review includes internal affairs investigations from the period beginning January 1, 2020 through December 31, 2020. A single complaint/investigation may involve one or more officers and include multiple dispositions. Internal affairs conducted nine investigations in 2020, of which three were generated from inside the agency and the remaining six investigations were generated from citizen complaints.

In 2020, the average time required to complete an internal affairs investigation was 33 days. Over the past five calendar years, the Roanoke County Police Department has completed 77 internal affairs investigations and six of these investigations exceeded the 90 day requirement. These six investigations were prolonged due to their complex nature, requiring multiple levels of review prior to the disposition. Internal Affairs consistently demonstrates a practice of completing investigations within 90 days.

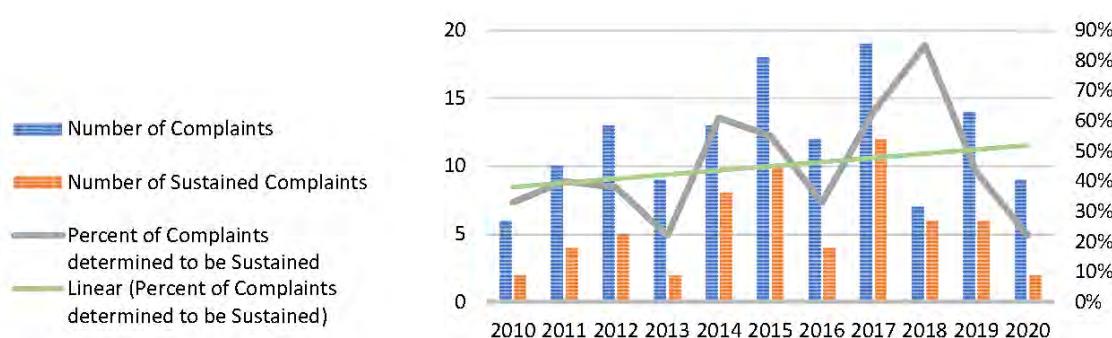
NATURE OF INVESTIGATION	Total Reported	Percent of Total
Conduct Unbecoming	1	11%
Harassment	2	22%
Obtain Money by False Pretenses	1	11%
Neglect of duty	1	11%
Racial Profiling	3	33%
Social Media Usage	1	11%

OUTCOMES OF COMPLAINTS	Total	Percent of Total
Sustained	2	22%
Not Sustained	3	33%
Unfounded	3	33%
Exonerated	0	0%
Incomplete*	1	11%

*Officer under investigation died.

OUTCOMES OF SUSTAINED COMPLAINTS	Total
Termination	2
Resignation	0
Demotion	0
Suspension	0
Written Reprimand	0
Verbal Reprimand	0
Counseling / Training	0
Total	2

Internal Affairs Activity 2010-2020





EMPLOYEE RECOGNITION

Each year the Roanoke County Police Department celebrates staff excellence at an annual awards ceremony, recognizing examples that serve as performance benchmarks both within our ranks and across our community.

PATRICK PERKINS
PHOTOGRAPHY
ROANOKE
BEST OF 2019
ROANOKE
BEST OF 2020
Roanoke
Business
Journal
PLATINUM
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EMPLOYEE RECOGNITION

Officer of the Year

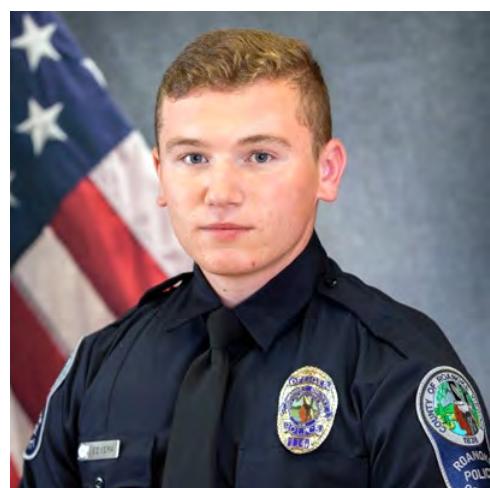
POIV T. VanMarter received the Officer of the Year award for 2020. VanMarter is a veteran officer and has used his experience and leadership skills to become an unofficial supervisor on his shift. Officer VanMarter often helps direct new officers and takes the lead on the shift. He also helps check reports, teaches at the academy, and assists with managing the Field Training Officer program. On critical scenes, Officer VanMarter takes charge to ensure that proper steps are taken to resolve calls while maintaining safety for both officers and the community.



POIV T. VanMarter

Rookie of the Year

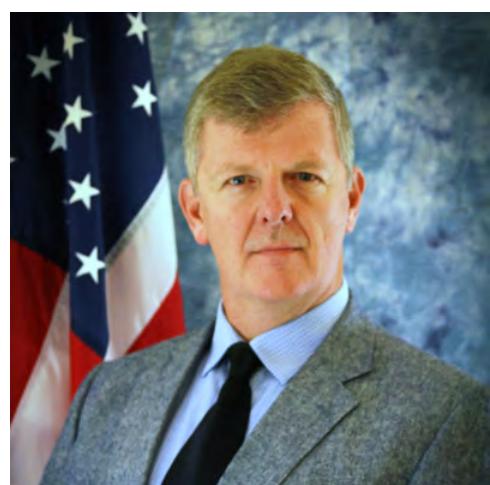
Officer T. Sevara received the 2020 Rookie of the Year award. Officer Sevara had over 300 traffic stops, issued 167 traffic tickets, 41 arrests, 18 DUI arrests and 11 drug arrests during the year. This activity shows his proactive nature and how hard he works on a daily basis given reduced traffic and calls for service. Officer Sevara is always willing to help other officers and carries himself in a polite and professional manner when dealing with the general public on a daily basis.



Officer T. Sevara

Clay Sturgill Award

Detective M. Weiss's primary focus of investigations deals with sex crimes. Detective Weiss is a certified forensic interviewer for child interviews. He regularly works cases with Internet Crimes Against Children (ICAC), Child Protective Services (CPS) and the Childrens Advocacy Center (CAC). Detective Weiss maintains a good working relationship with these agencies while representing Roanoke County Police in a professional manner. In 2020, Detective Weiss worked over 16 straight hours during a parental abduction call to help ensure the safe return of the children. He received positive feedback from his peers for several other investigations, including assistance with an armed robbery involving many hours of follow-up and a homicide investigation involving a gunman at large. Detective Weiss is a certified polygraph examiner and administers polygraph tests for both criminal investigations and pre-employment purposes. Detective Weiss has been noted to go out of his way for the betterment of others in the Roanoke County Police Department and the community.

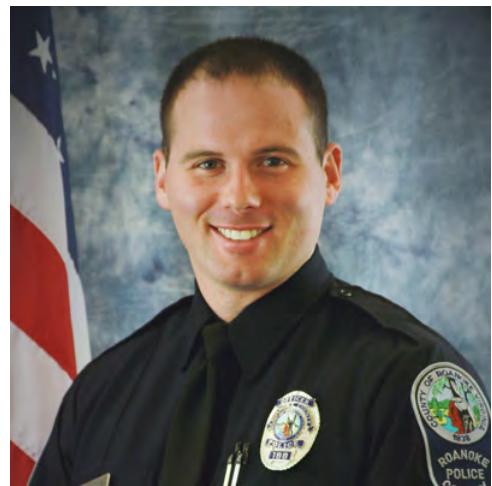


Detective M. Weiss

EMPLOYEE RECOGNITION

Special Operations Officer of the Year

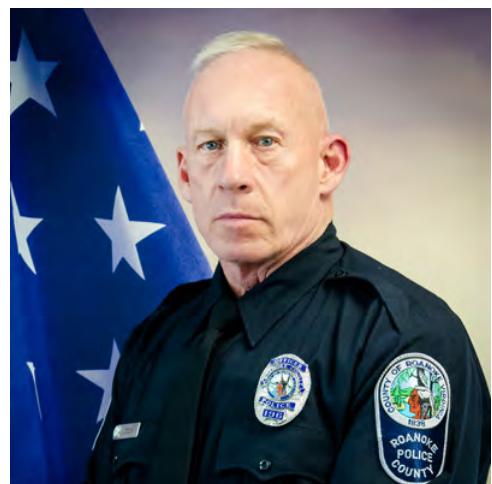
POIV M. Banks earned the Special Operations Officer of the Year award for 2020. Officer Banks led the Roanoke County Police Department in speeding summons issued and was one of the leaders in DUI arrests. He is a Commercial Motor Vehicle Inspector and has helped train new CMV officers when they join the unit. Over the course of the year, Officer Banks participated in the majority of the year's DUI and license checkpoints. He served as a liaison with All Traffic Solutions and is responsible for conducting most of the speed studies within the County. Officer Banks is recognized as one of only four instructors in Virginia in the field of Crash Investigation and Reconstruction. During the year he helped teach the new recruits at the Academy and has passed the FAA Flight Test to become one of the Roanoke County Police Department's first drone pilots.



POIV M. Banks

Carol Paxton Award

POIV D. Cook earned the Carol Paxton award for 2020 for his exceptional performance throughout the year. During his last evaluation period, Officer Cook was the top of his shift in paper services, traffic stops, summonses, written warnings, total incidents and arrests. Officer Cook was above the shift average in radar assignments, security checks, cases, DUI and drug cases. Officer Cook had a total of 160 paper services, 857 traffic stops, 562 summonses, 85 written warnings, 2602 total incidents, 91 arrests, 67 radar assignments, 559 security checks, 81 cases, two DUI arrests and nine drug cases.



POIV D. Cook

Exceptional Performance Award

POIII L. Campbell received the Exceptional Performance award in 2020. While on patrol, Officer Campbell observed a juvenile standing at the top of a tower and stopped to investigate and render assistance. Officers from another jurisdiction were already on scene. She learned that the child was autistic and called up to him to ask for permission to come up and speak with him. The child advised that it would be okay. Officer Campbell began a conversation with the child and built a rapport with him. She was able to have him articulate why he was upset, got him calmed down, and convinced him to walk down to the bottom of the tower with her. Officer Campbell took quick action and used effective communication skills to save a life and build a positive interaction between the Roanoke County Police Department and the community.



POIII L. Campbell

EMPLOYEE RECOGNITION

Employee of the Year

Brittni Money received the 2020 Employee of the Year award for her hard work and dedication in helping the Roanoke County Police Department to most effectively deploy its resources. Ms. Money creates regular activity reports and generates hot spots based on current clusters of criminal activity. She also provides information to officers and detectives to assist them with their cases. Ms. Money coordinates with other jurisdictions to share and obtain relevant information. She has held monthly investigator's meetings and stepped up to help a coworker with other duties when they needed assistance.



Crime Analyst Brittni Money

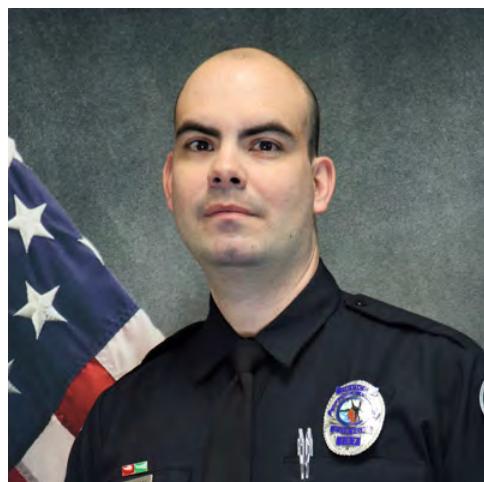
Tim Wyatt Traffic Safety Awards

POIV M. Banks earned the Tim Wyatt Traffic Safety Award for his dedication in assisting with traffic enforcement and safety. He leads the Roanoke County Police Department in summons issued for 2020 and leads the special operations unit in DUI arrests. Officer Banks conducted multiple fatal crash investigations and followed up with VDOT in attempts to improve safety and avoid further preventable incidents. Officer Banks is also an active Drug Recognition Expert and has responded from being off-duty to conduct multiple evaluations. In addition, he is an active crash instructor for the Roanoke County Police Department.



POIV M. Banks

POII G. Benton made over 200 traffic stops and issued over 150 citations in 2020 before being assigned to the DUI task force. In 2020, he made 22 DUI arrests with 14 of the 22 involving drugs. He made nine drug possession arrests, seized two guns and \$702. Officer Benton also assisted with 13 evaluations as a Drug Recognition Expert. He has assisted other officers as an instructor in the areas of Drug Recognition Expert, Standard Field Sobriety Tests, and Advanced Roadside Impaired Driving Enforcement.



POII G. Benton

EMPLOYEE RECOGNITION

Leadership Award

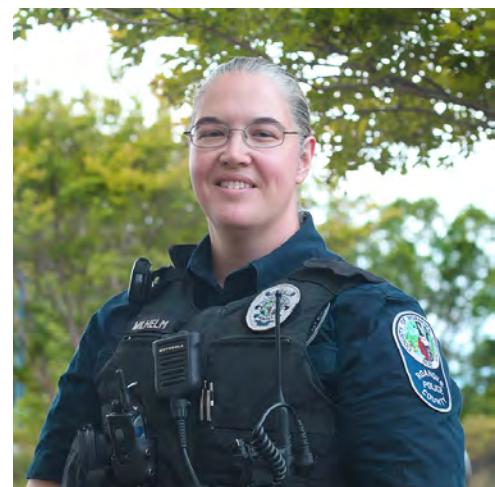
Sgt. A. Ayers was chosen for the Leadership Award for his dedication to his subordinates and the Roanoke County Police Department. Sgt. Ayers is an outstanding mentor to his officers and he makes a concerted effort to assist with their career development. He is always willing to share his investigative knowledge by walking an officer through the steps, instead of just telling them what needs to be done. Sgt. Ayers is in charge of the Threat Assessment Team and the Roanoke County Police K9 Unit. He was instrumental in making the K9 obstacle course a reality. This obstacle course will benefit our canines and other canine officers in the valley as well. The course will also allow for public demonstrations to help foster positive community relations.



Sgt. A. Ayers

Meritorious Service Award

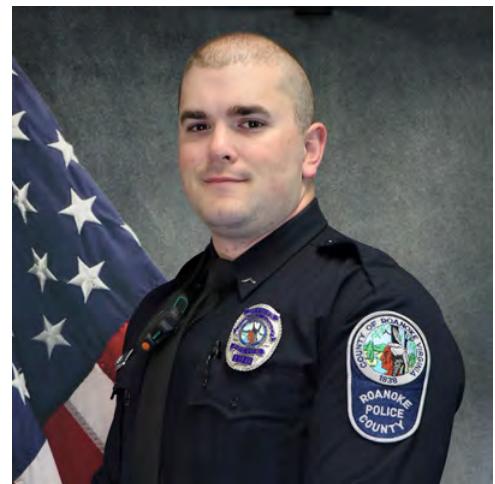
POIV K. Wilhelm earned the Meritorious Service award for excellent work with the K9 unit in 2020. During the first quarter of 2020, Roanoke County Police lost approximately 60% of its K9 handlers, leaving Officer Wilhelm to train several new K9 teams. Officer Wilhelm accepted the challenge of training a new dog while still working shifts and responding to call-outs with her partner. She played dual roles of K9 trainer and mentor for another officer with the training docket, along with coaching new handlers. Wilhelm routinely goes above and beyond her normal duties to represent Roanoke County Police as a member of the K9 unit.



POIV K. Wilhelm

Adam Childress Award

POIII K. Cahoon is a member of the Roanoke County Police Department's Traffic Enforcement Unit. During 2020, he made 43 drug arrests, served 65 warrants, and seized multiple firearms. In addition to his regular duties, Officer Cahoon takes the time to fully investigate each stop and uses his training and resources to ensure that dangerous substances are removed from the roadways to prevent drug impaired crashes.



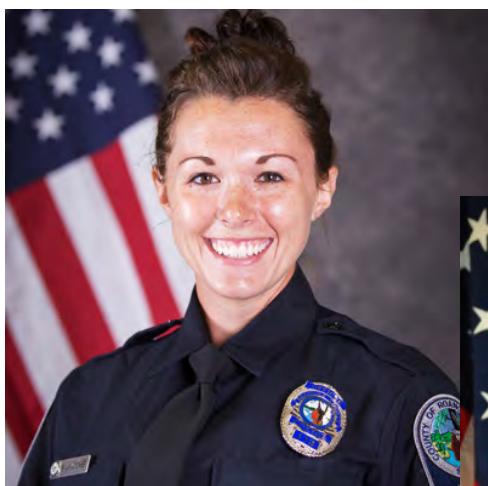
POIII K. Cahoon

EMPLOYEE RECOGNITION

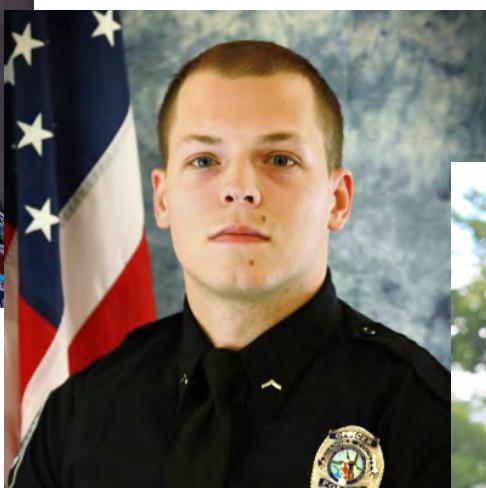
Gallantry Star Awards

Officer G. Baskcomb and **POIII C. Mason** both earned the Gallantry Star for their bravery during an arrest. While dealing with an uncooperative passenger of a vehicle who was ingesting substances and ignoring commands, Officer Baskcomb attempted to gain compliance by grabbing the suspect's hand. The suspect reached his other hand into a bag and withdrew a pistol. Officer Baskcomb immediately lunged into the vehicle and grabbed the firearm in both hands. While dealing with another individual, Officer Mason observed the altercation, helped gain control of the firearm and suspect, and radioed for assistance. The officers were able to gain control and take the subject into custody without injury to themselves or the suspect.

POIII L. Campbell responded to a call involving a subject that had fired shots on Plantation Road and taken hostages inside a store. Upon arrival, the suspect was still in possession of the firearm and waving it around. Officer Campbell positioned herself between the bystanders and the suspect, took cover, and gave commands to the suspect. The suspect then attempted to gain control of the officer's vehicle as well as gear within the vehicle. Officer Campbell confronted the subject and was able to gain physical control of him while waiting for other officers to arrive. She remained calm throughout the incident and was able to provide effective medical care and relay necessary information to rescue personnel all without regard to her own personal safety.



Officer G. Baskcomb



POIII C. Mason

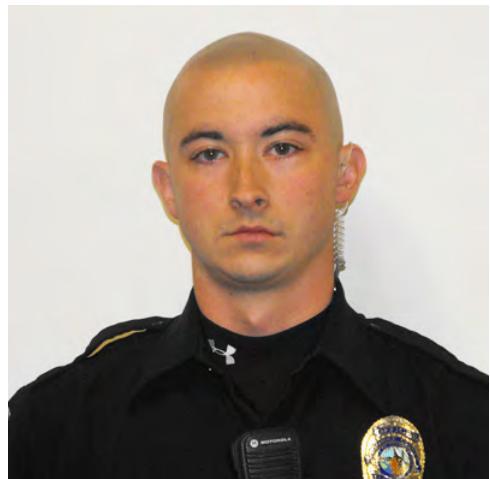


POIII L. Campbell

EMPLOYEE RECOGNITION

Chief's Award of Excellence

POIII W. Chesser was awarded the Chief's Award of Excellence for his dedication to the K9 team during the shortage of handlers in 2020. Officer Chesser accepted the role as a lead trainer and put in place a four-month program to train three new handlers and one new canine. This assignment was given to him with less than a month's notice and Officer Chesser worked tirelessly to develop a training program to meet the needs of the handlers and canines. He also assisted in having a canine obstacle course built to improve the canines' agility, fitness, and overall health. Officer Chesser rose to the challenge and is a very effective trainer and leader within the unit.



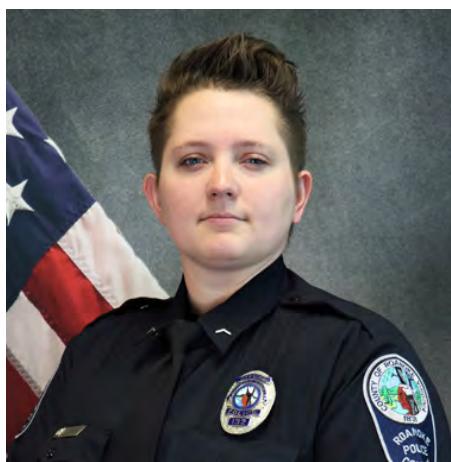
POIII W. Chesser

Life Saving Awards

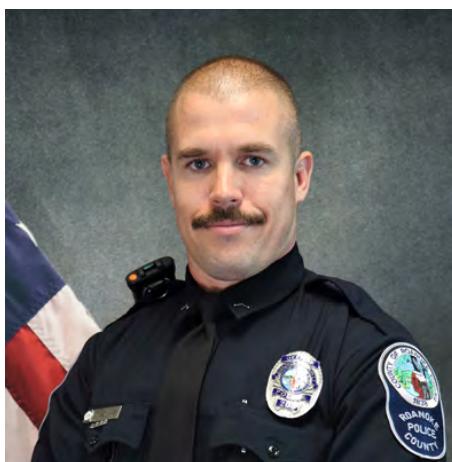
POII H. Pomposini earned the Life-Saving Award for her response to a subject not responding while in a locked bathroom. She was able to force entry into the bathroom and locate an unresponsive subject that was not breathing. Officer Pomposini provided CPR until Fire & Rescue arrived, who then transported the subject to the hospital. Her actions helped save an individual in grave danger of death.

POII M. Thomas responded to a call involving an unconscious subject foaming from the mouth while seated in a vehicle. Officer Thomas found the subject also losing color and with shallow breathing. He and another officer were able to remove him from the vehicle and begin CPR until Fire & Rescue arrived. The subject eventually regained consciousness and was transported to the hospital. His actions helped save an individual who was near death.

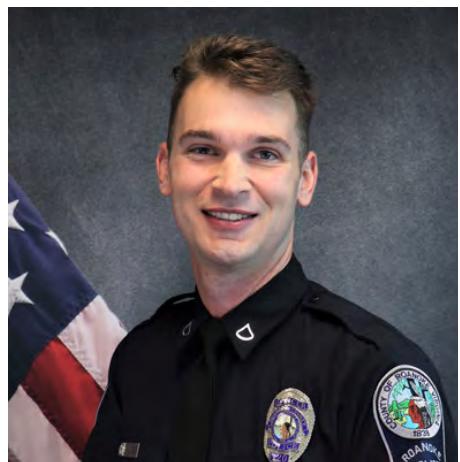
POIII Officer J. Hunts was conducting speed enforcement when he observed a vehicle traveling at a high rate of speed and conducted a traffic stop. When he approached the vehicle, the driver advised her mother was choking in the backseat. Officer Hunts assisted the female out of the vehicle and moved her out of the roadway. He then performed the Heimlich maneuver and saved the woman's life due to his immediate intervention.



POII H. Pomposini



POII M. Thomas



POII J. Hunts

INFORMATION AND SERVICES ON THE WEB

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)

Report Littering Online

Littering can be reported online directly to Roanoke County Police at
www.roanokecountyva.gov/litter

PoliceView

GIS-enabled crime reporting application available at <https://policeview.roanokecountyva.gov/>

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 call (540) 562-3265.

www.roanokecountyva.gov/warrants

Crime Reports Online

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

Calls for Service

<https://www.roanokecountyva.gov/1085/Crime-Reports>

Reported Offenses

<https://www.roanokecountyva.gov/1085/Crime-Reports>

2020 CHAMBER OF COMMERCE AWARDS



The Roanoke Regional Chamber of Commerce named **Police Officer II Matthew Schartau** as its 2020 Police Officer of the Year. Every other month, the Roanoke Regional Chamber of Commerce recognizes the work of one Roanoke County police officer.

2020 Roanoke Regional Chamber Awards

Jan-Feb	Police Officer I N. Clements
Mar-Apr	Police Officer III K. Cahoon
May-Jun	Police Officer II M. Schartau
Jul-Aug	Police Officer IV M. Hicks
Sep-Oct	Police Officer I B. Campbell
Nov-Dec	Police Officer I R. Shoemaker



The Salem-Roanoke County Chamber of Commerce named **Police Officer III K. Cahoon** as the 2020 Officer of the year.

DEPARTMENT GOALS FOR 2020

STRATEGIC DRIVER: ORGANIZATIONAL EXCELLENCE

Goal #1: Improve employee retention & recruitment

- Develop and implement a recruitment plan that highlights positive attributes of the Department and community and incorporates all communication platforms.
- Complete workload assessment and implement recommendations.
- Review hiring qualifications and make revisions to improve.

Goal #2: Provide comprehensive and specialized training for all employees.

- Expand availability of firearms training.
- Develop and implement relevant training for Civilian staff.
- Identify and implement Leadership Development trainings pertinent for all levels of supervision and leadership.

Goal #3: Maintain the highest level of professional standards within the Department.

- Complete successful transition to the 6th Ed. CALEA standards.
- Revise All Hazard Plan in coordination with Public Safety Partners.
- Review and revise use of force policy

STRATEGIC DRIVER: ORGANIZATIONAL SAFETY & WELLNESS

Goal #1: Create comprehensive programs to support employees' emotional and mental health

- Conduct internal research (e.g. focus groups) to identify barriers to usage of existing programs.
- Identify opportunities to include employees' families in RCPD programs, events and trainings.

Goal #2: Create a comprehensive program to enhance employees' physical health and wellness

- Research the feasibility of having a wellness coach available for all employees.
- Research the possibility of offering positive rewards for participation in fitness programs.
- Identify barriers to participation of current health and wellness services offered and implement actions to overcome them.

Goal #3: Strengthen services provided for officers involved in Critical Incidences

- Define and apply criteria for critical incidence.

Goal #4: Provide state of the art equipment

- Evaluate effectiveness of BOLA wrap device and proceed with implementation of recommendations.
- Study the efficacy of load bearing vests to determine application for patrol.

STRATEGIC DRIVER: COMMUNITY OUTREACH & ENGAGEMENT

Goal #1: Educate and engage with the community

- Conduct a comprehensive community survey to assess public safety and perceptions.
- Research best practices for interfacing with faith-based communities.

Goal #2: Create efficiencies for interactions between the police and the public

- Develop and implement procedures for direct referrals of property damage crashes to the CRC.

STRATEGIC DRIVER: INNOVATIVE POLICING

Goal #1: Align technologies to meet operational demands

- Complete implementation of e-summons.
- Explore feasibility of implementing a digital evidence tag system.
- Implement an Unmanned Aerial Vehicles (UAV) program.
- Create a community wide registry of outward facing cameras.

Goal #2: Improve police response to mental health related calls

- Evaluate threat assessment team utilization and identify additional needs and trends.

Goal #3: Operationalize data-driven strategies

- Evaluate success of micro-hotspot program for theft from motor vehicles and implement recommendations.
- Study use of street segment analysis to better define target areas.
- Review and update DDACT strategies as appropriate.
- Analyze crash and speed data to establish and implement patrol tactics.

ROANOKE COUNTY POLICE DEPARTMENT



SERVICES DIRECTORY DIAL 9-1-1 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