

ROANOKE COUNTY POLICE DEPARTMENT



2022 ANNUAL REPORT



Above: Meet Roanoke County Police Department's Mid-Atlantic Association of Women in Law Enforcement (MAAWLE) members (left to right): K. Myers, M. Brinkley, H. Pomposini, C. Wingate, J. Wickham, K. Lambert, L. Campbell, K. Wilhelm, C. Rickett – "Life's a beach and sometimes we get to go there."

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.

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FRONT COVER PHOTOGRAPH

2022 Roanoke County Police Officer of the Year M. Thomas.
Photography by POIV Brad Hodge, Roanoke County Police.

MESSAGE FROM THE CHIEF

As Roanoke County's newly appointed Chief of Police, I would like to thank you for taking the time to review our department's 2022 Annual Report.

At the end of 2022, we congratulated former Chief Howard Hall and former Assistant Chief Chuck Mason as they retired from our department. Both Chief Hall and Assistant Chief Mason enjoyed successful careers and made significant contributions to both the development of our officers and to the safety of our community.

I am pleased to share that 2022 saw the lowest number of personnel departures in seven years. We have been able to stabilize our staffing largely in part to community support and the implementation of the Public Safety Pay Plan approved by the Roanoke County Board of Supervisors. The department has also received a grant from the Department of Criminal Justice Services to fund eight elementary school resource officers.

Since April 2019, the department has used Micro-Time Hot Spot Policing, an evidence-based practice to target crimes that are occurring in specific areas of the County. While incidents have decreased, the department continues to experience a large number of thefts from autos and auto theft. When compared to the previous year, in 2022, larcenies from vehicles were down 3% and larcenies of vehicles were down 32%.

The department has identified three Target Zones within the County to help us better deploy our limited resources. These Target Zones represent the areas where the confluence of crime and crashes occur at the highest intensity. By employing Data-Driven Approaches to Crime and Traffic Safety (DDACTS), the department can focus its limited resources where they are needed the most. In 2022, officers committed 3,068 hours of patrol time using high visibility patrol, community outreach, and engagement within each of the Target Zones.

We began working closely with Blue Ridge Behavioral Healthcare, surrounding law enforcement agencies, and their Public Safety Answering Points, to advance a plan



Police Chief Michael Poindexter

to implement Marcus Alerts. Marcus Alert is a statewide framework designed to improve the response to mental and behavioral health crises in Virginia. The participating agencies are aligned to implement Marcus Alerts by July 2023.

Finally, we continue to look forward to serving our community. The men and women of the Roanoke County Police Department work diligently every day to ensure that members of our community are safe and secure in their homes and businesses. We appreciate the support of our community and will continue to work towards achieving our goals.



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.

2023 DEPARTMENT COMMAND STAFF



Mark Tuck
Assistant Chief of Administration



Michael Poindexter
Chief of Police



James Chapman
Assistant Chief of Operations



Cmdr. R. Torres
Criminal Investigations



Cmdr. S. Lewis
Patrol - A Platoon



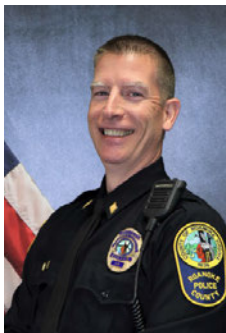
Cmdr. E. Chidester
Patrol - B Platoon



Cmdr. D. Bruch
Patrol - C Platoon



Cmdr. S. Short
Vice



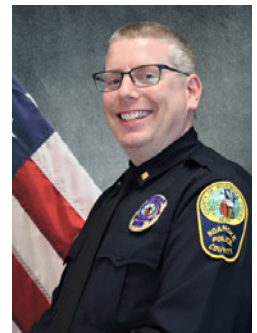
Cmdr. P. Pasco
Special Operations



Cmdr. K. Slough
Services Division



Cmdr. S. Dillon
Professional Standards



Cmdr. J. Johnson
Academy Director

HONORING THEIR SERVICE

In 2022, the Roanoke County Police Department said goodbye to three prominent command staff due to retirements, including former Police Chief Howard Hall (10 years), Assistant Chief of Administration Chuck Mason (48 years), and Commander Chris Kuyper (26 years). Those retirements created many opportunities for internal promotions and professional growth across the entire organization.



Pictured at left: Former Police Chief Howard Hall (left) received his commemorative display honoring his decade-long service to Roanoke County's residents and the greater law enforcement community. During his tenure, former Chief Hall introduced the use of data-driven methods to optimize law enforcement in Roanoke County, championed staff development and wage increases, and was an advocate of crisis intervention and mental health issues as it pertains to public safety. Hall was also instrumental in developing a partnership with the Washington Baltimore HIDTA to combat the flow of illegal drugs throughout the Roanoke Valley.



Pictured above: In December 2022, Assistant Chief of Administration Chuck Mason (left) received a commemorative display from former Chief Howard Hall (right) that highlights his accomplishments and law enforcement career over more than 48 years, beginning with the Roanoke County Sheriff's Office. Mason joined the Roanoke County Police Department shortly after the department's creation in 1990. Although now retired from active duty, Mason will continue to teach criminal justice as an adjunct faculty member for Radford University.



Pictured at left: Commander Chris Kuyper (center) at his retirement celebration after serving 26 years in the Roanoke County Police. County Administrator Richard Caywood (left) and former Chief Howard Hall (right) were on hand to recognize Commander Kuyper's service and achievements during his career.

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 2021-2022 budget of approximately \$13 million. Although authorized to field 140 sworn officers, the past year saw Roanoke County Police deploy 134 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, and the FBI.



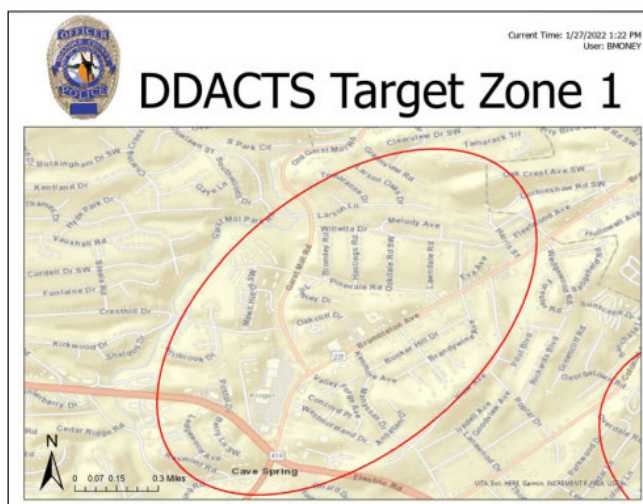
Above: Law enforcement never takes a break, but patrol officers on C Platoon are lucky enough to see some spectacular sunrises as day breaks across Roanoke County.

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

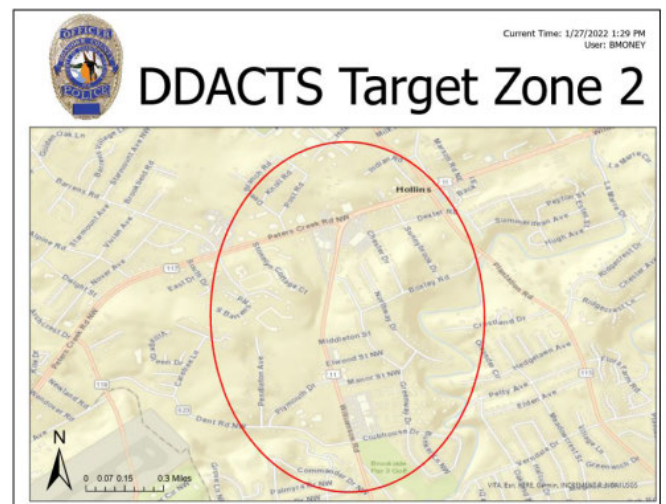
Data-Driven Approaches to Crime and Traffic Safety, or DDACTS, is an operational model that uses location-based crime and traffic data to determine the most effective and efficient methods for deploying police and other resources. Using geo-mapping to identify areas that have high incidences of crime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

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

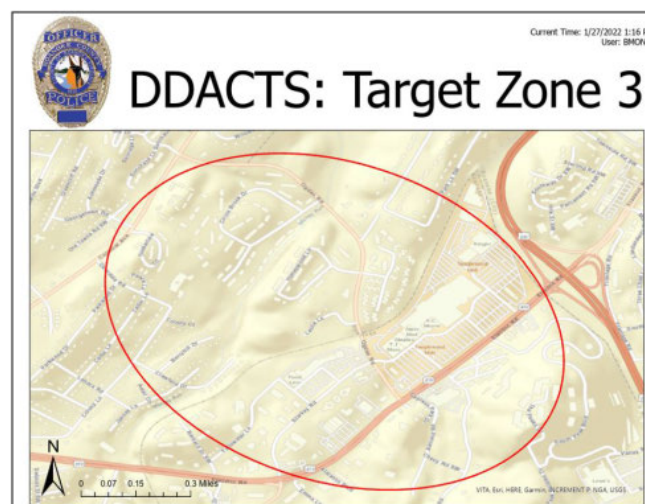
Brambleton Avenue Corridor: Target Zone 1



North County Corridor: Target Zone 2

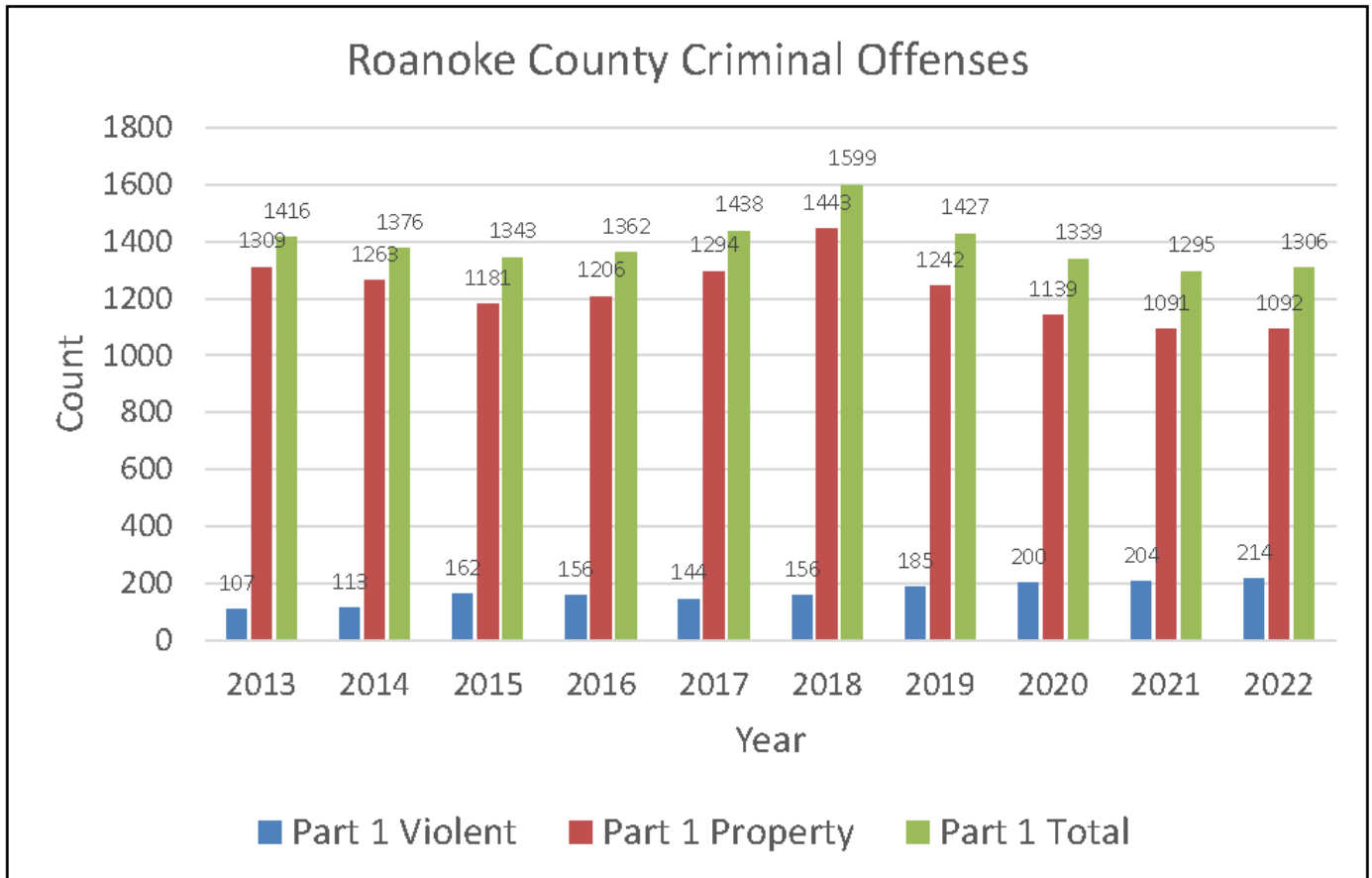


Tanglewood Corridor: Target Zone 3



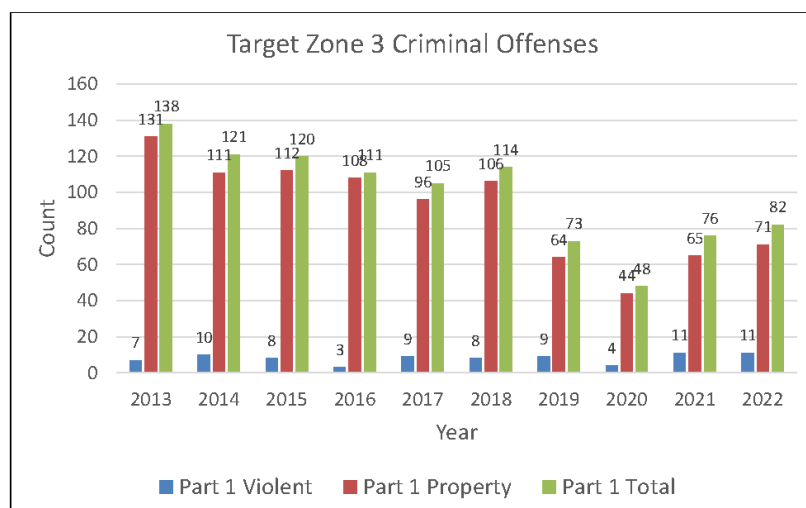
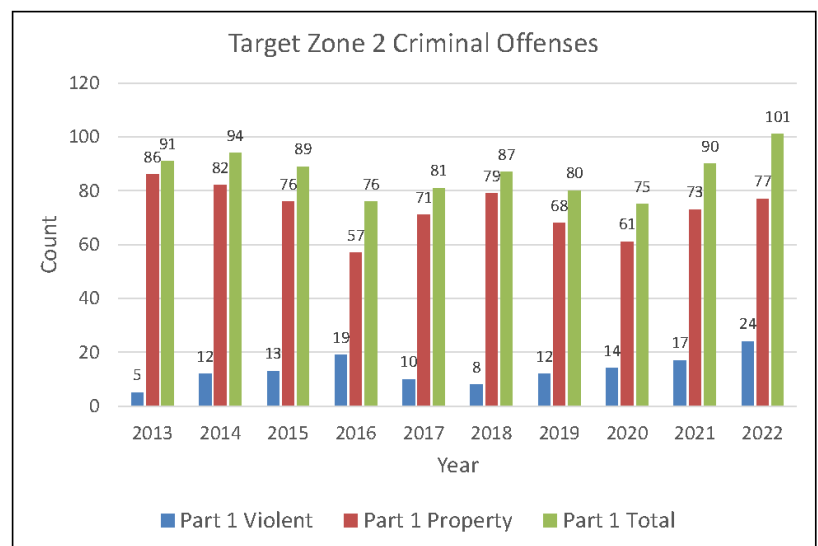
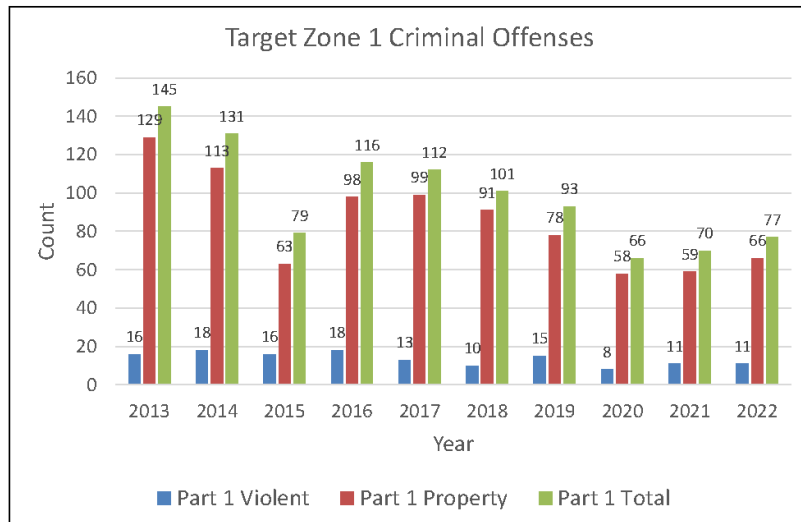
DATA-DRIVEN APPROACHES TO CRIME AND TRAFFIC SAFETY (DDACTS) - COUNTY-WIDE RESULTS

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



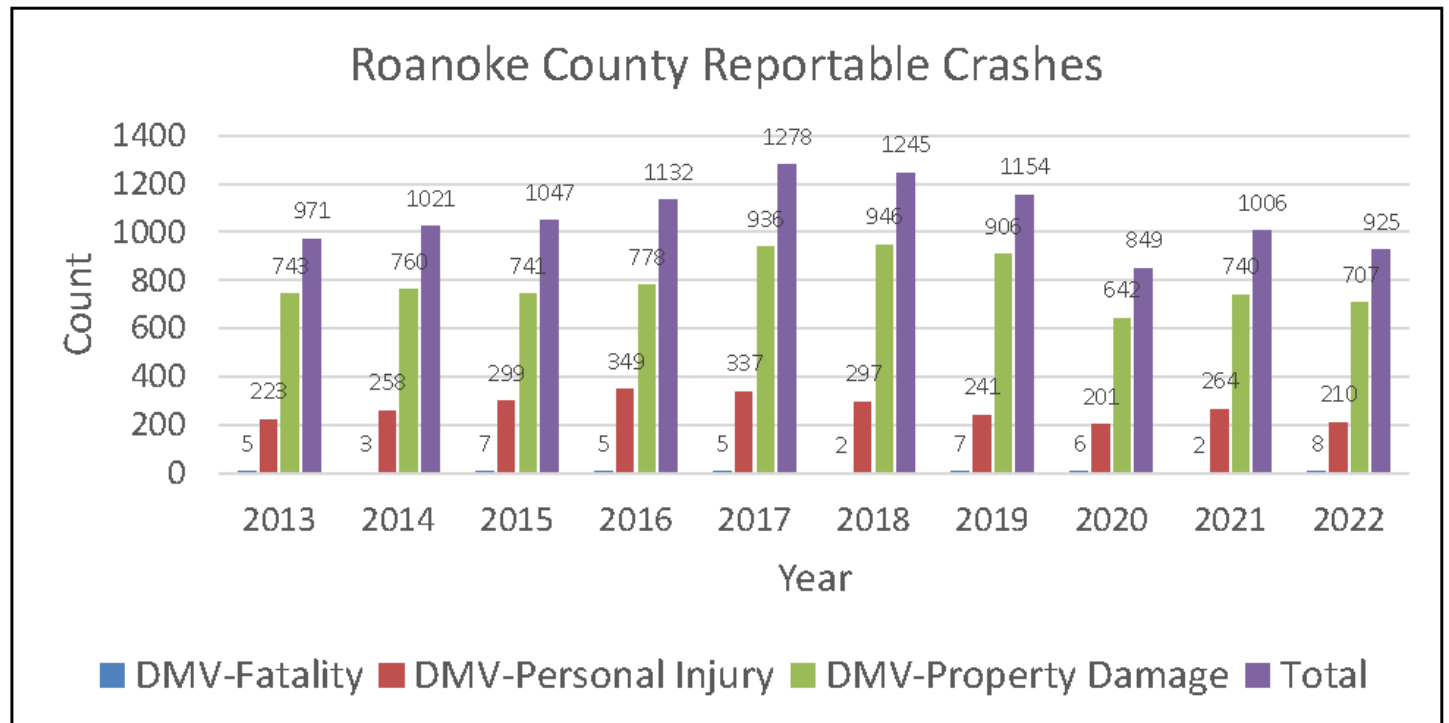
DDACTS TARGET ZONE RESULTS - CRIME

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



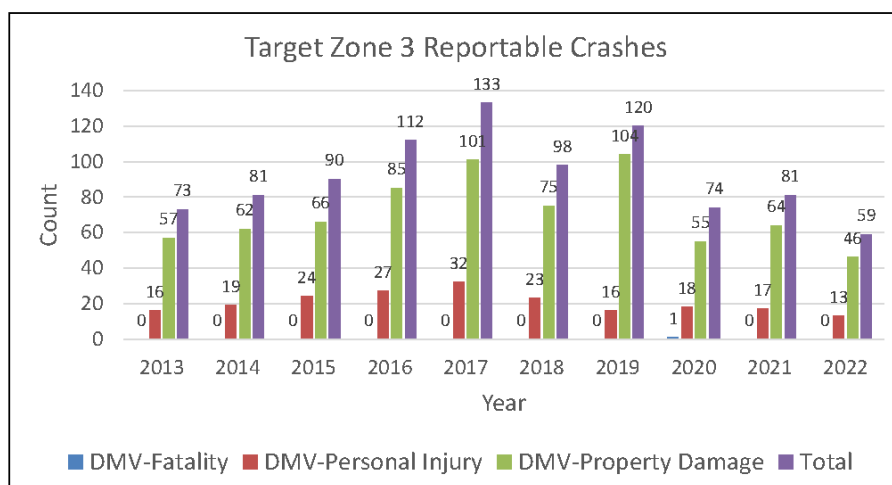
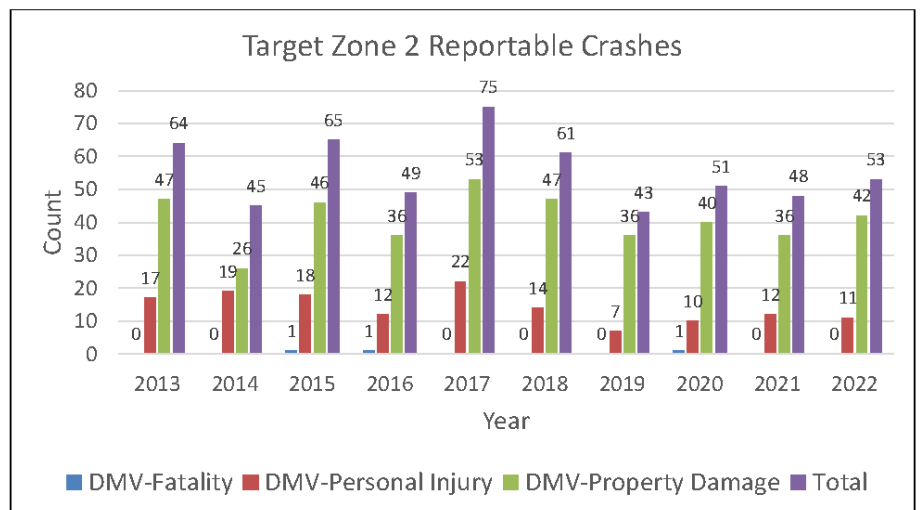
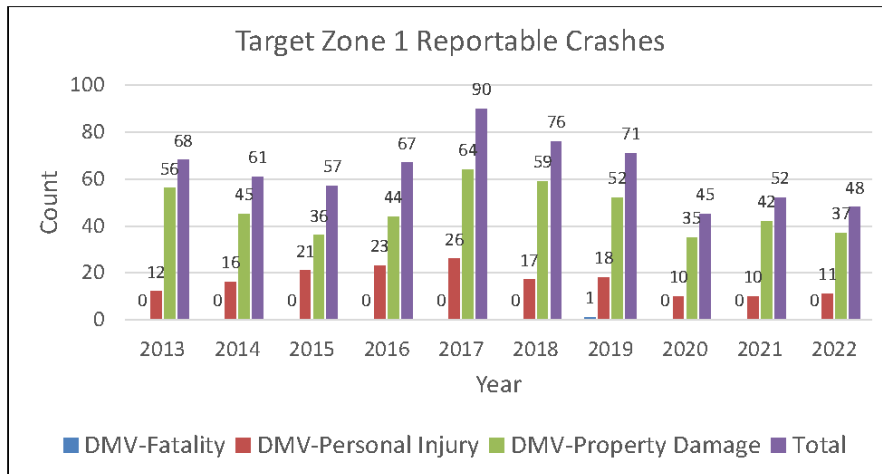
DATA-DRIVEN APPROACHES TO CRIME AND TRAFFIC SAFETY (DDACTS) - COUNTY-WIDE RESULTS

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.



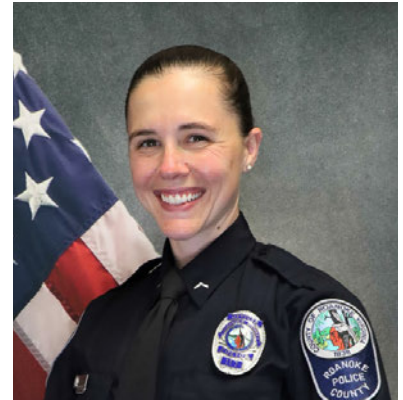
TRAFFIC SAFETY AWARDS



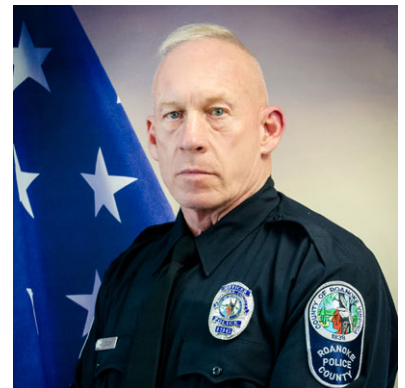
The Mothers Against Drunk Driving award is a traffic safety award presented to each jurisdiction's officer who showed commitment to reducing drunk and drugged driving through enforcement and education. In person presentations were still limited in 2022, but **POII C. Wingate** was recognized for her efforts toward DUI detection and enforcement. She led the department in DUI arrests, and obtained her certification as a DRE (Drug Recognition Expert). The certification allows her to assist other officers in detecting drug impaired drivers. Although the number of vehicle miles traveled has not fully returned to pre-COVID 19 levels, the numbers of impaired driving crashes in the Commonwealth is increasing. During 2022, Roanoke County experienced three alcohol-related traffic fatalities.

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 2022, the Roanoke County Police Department recognized **POIV D. Cook** for his enforcement efforts. POIV Cook was recognized for conducting the highest number of traffic stops and issuing the most speeding citations. Officer Cook was recognized for conducting the third highest number of traffic stops, which was almost 100 more than the next officer and issuing the third highest number of traffic citations. Thanks to his efforts in traffic safety, he helped to reduce the number of traffic fatalities in Roanoke County in 2022 and as a result was awarded the Sergeant Tim Wyatt Traffic Safety Award.

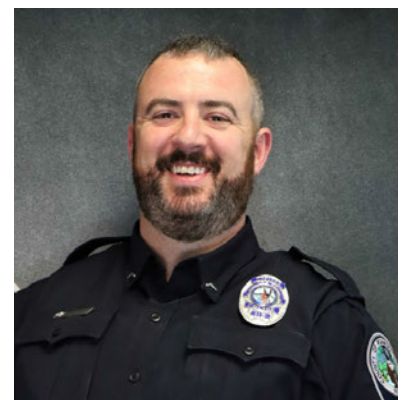
In addition, **POII R. Finney** was recognized with a commendation for his traffic safety efforts. POII Finney issued the highest number of speeding citations. His citations for speed accounted for 10% of all speeding citations for the entire department.



POII C. Wingate



POIV D. Cook



POII R. Finney

TRAFFIC EDUCATION

In 2022, in-person learning returned to Roanoke County Public Schools along with traffic safety presentations for middle school and high school students. Officers gave safety presentations to private businesses, civic groups, and the Citizens Police Academy. These groups were educated about DUI detection and field sobriety tests, traffic crash investigation and reconstruction as well as speed measuring devices and enforcement measures. National Night Out and Touch a Truck events were also reinstated activities for 2022.

TRAFFIC ENFORCEMENT



Above: Officers Ransom and Altice working a checkpoint in 2022.

The Traffic Enforcement Unit continued to struggle with staffing in 2022 with only one position being filled for half of the year. A second officer was added to the unit in June. “Operation Daily Watch” and “Road of the Day” continued to place traffic enforcement and uniformed officers in residential neighborhoods and on 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 Target Zones.

The department conducted 42 seat belt surveys throughout the county during 2022, almost double the surveys conducted in 2021. Those surveys resulted in an average seat belt use rate of 89%. Due to weather and staffing shortages, the department was only able to safely conduct eight sobriety and license checkpoints. Those checkpoints allowed officers to have positive interactions with the citizens of Roanoke County and thank them for utilizing their seat belts, driving sober, and practicing other safe driving behavior.

The Traffic Enforcement Unit also conducted 76 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 and also provided a visual display of the driver’s speed in order to affect driver behavior. Speed data was shared with VDOT and Roanoke County Community Development in a collaborative effort to improve traffic safety. That initiative saw the installation of four permanent digital display boards on Meadowlark Road and Canter Drive. Both neighborhoods had a verified speeding concern, and are locations where targeted high visibility enforcement had not generated the desired effect.

UNIFORM PATROL OFFICERS

The Uniform Operations Division is the largest and most visible component of the Roanoke County Police. The Uniform Division is split into three platoons that cover the county 24 hours a day. The county is divided into nine geographic patrol districts to help deploy police resources most efficiently. Uniformed officers respond to all non-emergency and emergency calls in the county. The calls for service for officers can range from injured wildlife, assisting stranded motorists, well-being checks of sick or elderly, to armed robberies and violent assaults.

When officers are not responding to calls they are tasked with proactive policing or community engagement initiatives. Every week the department's crime analyst produces a report noting current trends that helps to direct the officer's patrols.

Additionally, the uniform division is the main contributor to the 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 automobiles and stolen cars.



Above: Officer Carter (left) and Officer Lee performing a night stop.

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.

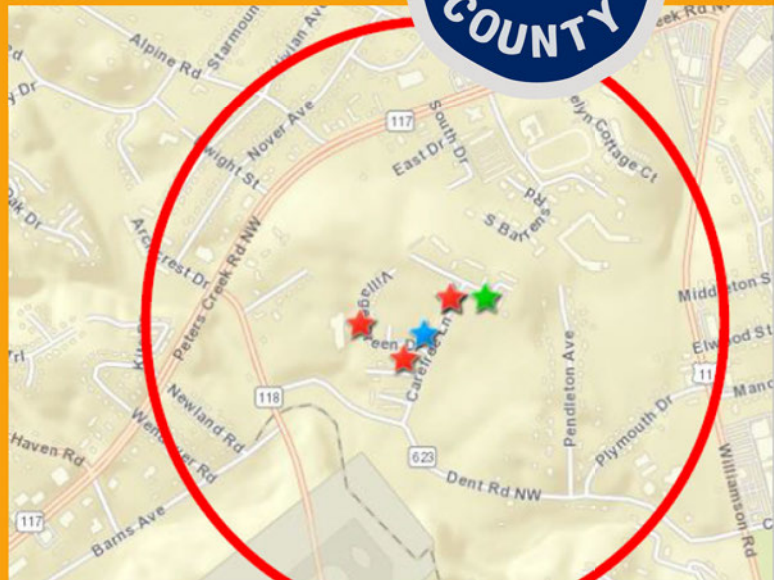
When our crime analyst determines the need for a Micro-Time Hot Spot enforcement, a crime bulletin is prepared for officers that provides them with the most up-to-date information. Directed patrols are conducted in those areas, and a variety of methods are used to alert area residents about the recent activity and what the public can do to stop these incidents.

The department implemented this program after seeing a dramatic spike in these offenses in 2018. In 2019, the department rolled out this data-driven, evidence-based policing strategy and since then Roanoke County's neighborhoods have seen a continued reduction in criminal activity. By 2021, incidents had been reduced by half of the 2018 spike, and in 2022 the reduction increased with fewer incidents reported.

MICRO-TIME HOT SPOTS

Larceny from Motor Vehicle
Intervention Program.

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



COMMUNITY POLICING & CRIME PREVENTION

The Roanoke County Police Department continues to innovate our approach to crime prevention through various community policing programs. Most Neighborhood Watch groups use social media, such as Facebook and Nextdoor to keep members informed about events in their neighborhoods. These citizen groups receive education about significant crime trends in the valley and crime prevention strategies.

The department continues to receive requests for security assessments and presentations for active shooter, workplace, and worship center violence. In 2022, eight requests for presentations were received about how to recognize drug impairment in the workplace. The department's drug recognition experts teamed up with the crime prevention coordinator to teach employers how to keep employees safe and promote a drug-free workplace.

The Citizen's Public Safety Academy educates citizens on how and why Roanoke County Police, Fire & Rescue, Sheriff's Office, Emergency Communications Center, and the Western Virginia Regional Jail carry out their missions to keep Roanoke County safe. In 2022, fourteen students graduated from the Citizen's Public Safety Academy.

The Roanoke County Police Department, Roanoke County Sheriff's Office, and Roanoke County Fire & Rescue held its annual National Night Out event in conjunction with the Williamson Road Business Association and Roanoke City to host a large successful event in North County. The Mt. Pleasant

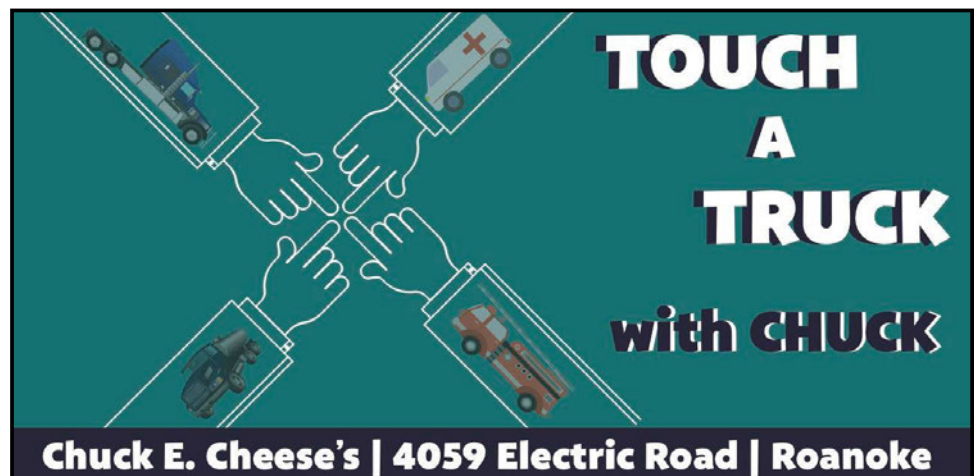
area also held a large event that served the South County communities of Roanoke County.

"Touch-A-Truck" was brought back this year in partnership with Chuck-E-Cheese, which allowed participants to explore and ask questions about the different vehicles and equipment utilized to provide police services to the community.

Project Lifesaver continues to be a successful program that provides comfort and support to caregivers of individuals with cognitive disorders such as dementia, Alzheimer's, autism, and Down syndrome. Tracking bracelets are placed on individuals allowing officers to locate clients if they wander away from their caregivers. The department received increased requests from the community to have participants placed in the Project Lifesaver program. In 2022, the Project Lifesaver program grew from 40 clients to 50 and plans have been made to hold another Search Specialist School in August 2023.

TRIAD is a program sponsored by the department with support from 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 with the goal of reducing the fear of crime and victimization among seniors. TRIAD also strengthens communication between law enforcement and senior communities in Roanoke County.

Right: Annual community events like Touch A Truck with Chuck strengthen community bonds and build trust between citizens and officers.



COMMUNITY SERVICE OFFICERS

During 2022, the Community Service Unit (CSO) consisted of three full-time police officers. The unit investigated a total of 3,178 calls for service. Throughout 2022, the CSO unit obtained 92 criminal warrants, issued 179 citations, and issued 24 warning citations. The criminal warrants were for various Roanoke County animal ordinance violations.

Please refer to [Chapter 5 of the Roanoke County Code of Ordinances](#) for an explanation of various violations.

As of December, 31, 2022, Roanoke County Police listed 10 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. For more information about the Community Service Officer Unit, please see our [Animal Control web page](#).

2022 CSO ACTIVITIES

Stray and at large domestic animals	462
Animal ordinance violation	524
Dangerous animal investigations	2
Livestock investigations	73
Security checks (parks and schools)	651
Non-CSO calls in which an officer assisted patrol units on calls for service	544
Animal cruelty investigations	152
Wildlife investigations	388
Animal bite investigations	130
Traffic stops	180
Injured or sick animals	72



Above: Besides responding to domestic animal and wildlife calls, Community Service Officers also perform traffic stops and security checks at schools and parks, along with assisting patrol officers with calls for service.

BIKE PATROL

Roanoke County Police was one of the first agencies in Virginia to form a bicycle response team (BRT). The team is made up of bike officers trained to be utilized in crowd management. These 22 officers are certified through the International Police Mountain Bike Association (IPMBA). Roanoke County currently has two IPMBA instructors within the unit who provide training in basic bike patrol and BRT. Bike officers are dually certified for patrol and BRT. The team has been self-sufficient in terms of training which allows the unit to provide quality services to the agency with minimal fiscal impact.

In 2022, officers logged 229 total bike hours. These hours were made up of patrol, traffic enforcement in DDACTS hotspots, checkpoints and community engagement at civic events. Of those hours, 103 were logged in DDACTS hotspots.



Above: Bike Patrol supplements enforcement in the county's more urban areas and are frequently used for patrol and traffic enforcement within DDACTS hotspots.

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

Roanoke County generally offers the Rape Aggression Defense Program (RAD) twice each year. In June 2021, we were able to complete a March 2020 class and a new class ran the same month. In 2022, the Roanoke County Police Department held a class in February and another in October. This program teaches women realistic self-defense tactics and techniques. RAD is a comprehensive course that begins with awareness, prevention, risk reduction, and risk avoidance. It progresses to the basics of hands-on defensive training. The program is held weekly for four weeks, participants are suggested to be age 13 or older, and all participants under age 18 require parent or guardian consent to attend. This is a self-defense course for women only.

Roanoke County Police also presented a safety talk, to the Roanoke Regional Chamber ConnectHER Conference on December 13, 2022. This safety talk outlined some basics of the RAD program while encouraging women to be safer in the community.



Above: Roanoke County Police Officers presented information about the R.A.D. program, safety awareness and self-defense at the December 2022 ConnectHER Conference sponsored by the Roanoke Regional Chamber.

SCHOOL RESOURCE OFFICERS

The School Resource Officer (SRO) program is offered in cooperation with Roanoke County Schools. There are eight SROs permanently assigned to the five Roanoke County high schools, five 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. Officers respond as needed to investigate calls for service and conduct civic programs.

SROs provide classroom instruction on law enforcement topics as part of the Virginia Rules Program. This program was designed specifically for teens, and was instituted to inform students about the laws and ordinances of Virginia and Roanoke County. SRO's also instructed students on safety and security in schools, and the four types of incidents the students may experience. These incidents include a Lock Down, Modified Lock Down, Shelter in Place, and Evacuation. Each of these incidents were explained, and what the students should expect if they experience one of these incidents. During the 2022 calendar year, SROs conducted 71 classroom instructions.

Throughout 2022, the SRO unit investigated more than 300 incidents. The incidents include (but not limited to): alcohol violations (11), assault and battery (97), weapon violations (13), possession of illegal narcotics (24), larceny (15), property damage (13), threats (34), tobacco/vapes (102), traffic enforcement (88), trespassing (6), and ECO/TDO (3).

The majority of incidents investigated by the unit resulted in criminal charges not being placed. Instead the schools or Juvenile Court Services, opted to conduct their own diversion program or "in school discipline." In total, 317 cases resulted in a disposition other than criminal charges. 22 incidents were cleared by some exception (no crime occurred), 41 incidents were cleared by a formal diversion, 228 incidents were handled by the school's disciplinary process and 26 incidents resulted in prosecution declined at the request of the victim or Commonwealth Attorney's Office.

During the summer of 2022, Roanoke County Police, in conjunction with Roanoke County Parks & Rec, and Camp Roanoke, were able to bring back COPS Camp. This is a day camp for rising 6th, 7th and 8th graders. Activities include the typical events at camp such as Hiking, Nature Walks, Team Building Exercises and climbing on the rock wall. Police-related programs were also included such as "Touch A Truck", K9 and SWAT demonstrations, and educational segments from the Virginia Rules program.



Above: Officer Hubbard reading to elementary school students.

2022 SRO INVESTIGATIONS

Alcohol violations	11
Assault	97
Drugs	24
Larceny	15
Property damage	13
Threats	34
Tobacco	102
Traffic Enforcement	88

2022 STATISTICS

VIOLENT CRIMES	2020	2021	2022
Homicide	2	0	5
Forcible Rape	20	22	12
Robbery	23	17	21
Aggravated Assault	155	166	176
Violent Crimes Sub-Total	200	204	214

PROPERTY CRIMES	2020	2021	2022
Arson	6	2	4
Burglary	107	134	146
Larceny	946	866	882
Motor Vehicle Theft	80	89	60
Property Crimes Sub-Total	1,139	1,091	1,092
TOTAL CRIMES	1,339	1,295	1,306

*Taken from IBR.

REPORTABLE CRASHES	2020	2021	2022
Fatality	6	2	8
Personal Injury	201	264	210
Property Damage	642	740	707
Reportable Crashes Total	849	1,006	925

OTHER INCIDENTS	2020	2021	2022
Alarms Calls Responded	1,498	1,522	1,525
Vehicle Crashes Responded	2,079	2,363	2,452
Traffic Summons	17,265	16,563	19,540
Other Incidents Total	20,842	20,448	23,517

CALLS FOR SERVICE	2020	2021	2022
Incidents	32,700	33,000	33,500
Officer-Initiated	30,200	25,700	27,400
Building Checks	28,900	29,500	30,100
Calls for Service Total	91,800	88,200	91,000

K9 OFFICERS

The Roanoke County Police Department’s K9 Unit is comprised of seven canines and six handlers, with one handler being assigned two canines. These teams include dogs that are certified in narcotics detection, patrol apprehension, tracking, and explosives through the Virginia Police Work Dog Association and the North American Police Work Dog Association.

The K9 unit conducts regular bi-monthly training with surrounding jurisdictions. The department continues to use outside resources and instructors to better develop our handlers and canines. In 2022 the unit had 246 K9 deployments, which resulted in numerous arrests and both narcotic and firearm seizures. The K9 unit almost doubled its activity from the previous year.

The unit continues to partake in community policing efforts and civic events throughout the county. The Roanoke County Police K9 unit continues to be thankful for the gracious support of numerous businesses, foundations, and individuals. This support has allowed the unit to purchase vital equipment and has provided our canines with protective ballistic vests.



Above: POII N. Winstead with K9 Officer Mavric.



Above: POIV W. Chesser with K9 Officer Steel. Roanoke County's K9 officers are certified in narcotics detection, patrol apprehension, tracking, and explosives through the Virginia Police Work Dog Association and the North American Police Work Dog Association.

2022 K9 DEPLOYMENTS	
Detection	151
Patrol	95
Seizures	77
People Located	30
Arrests	27

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

SWAT focuses on training, teamwork, special equipment, advanced tactics, and ingenuity to bring a peaceful resolution to the most dangerous situations. SWAT's mission is "To Save Lives." 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.

The SWAT's Crisis Negotiations Team (CNT) is part of SWAT and is made up of nine trained members from various areas within the department. These men and women are trained in

- Foundations of crisis negotiation;
- Active listening techniques, and their role in communicating empathy and building rapport;
- The dynamics of negotiation, including suspect demands, obstacles, deadlines, hostage survival, threats, and one-way communications;
- Suicide intervention skills for suicide and suicide-by-cop incidents;
- Managing indirect negotiations through third-party intermediaries and interpreters;
- Behavioral assessments with common crisis situations and suspect profiles, influence, and de-escalation.

SWAT members utilize special equipment such as robots, drones, trained tactical K9s, 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 uses multiple vehicles in the performance of its duties, including pickup trucks, utility vehicles, an armored special rescue vehicle (SRV), and a mobile command post.



Above: Roanoke County Police Department's SWAT Team consists of members from the various divisions within the agency.

CRIMINAL INVESTIGATIONS



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

In 2022, CID investigated 387 cases. Of those cases, there were five homicides and approximately 44 death investigations, 48 cases involving crimes against persons, 18 crimes against society, 101 financial crimes, 120 cases involving crimes against property and 51 other criminal activities that were investigated. The Division investigated approximately 7.4% of the total offenses handled by the police department for 2022.

Detectives in CID are divided into four units:

- The Fraud Unit investigates credit card theft, forgeries, embezzlement, identity theft, scams and similar offenses.
- 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 Special Victims Unit investigates sex offenses committed against children and adults, child and elder abuse, child pornography production and distribution, and serious domestic violence crimes.
- The Forensics Unit processes major crime scenes for physical evidence and performs forensic examinations of electronic devices.

In addition to conducting investigations, detectives routinely teach investigation techniques to recruits and train experienced officers in advanced crime scene management and investigations. 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 to investigate cases where children or the 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 Roanoke County and surrounding areas.

ADMINISTRATIVE DIVISION



Roanoke County's Public Safety Center houses the administrative offices and headquarters for Roanoke County Police, Fire and Rescue, the Emergency Communications Center, and the Department of Communications and Information Technology. The center serves as the hub of public safety operations within the county, enabling the coordination of Police response with other agencies through collaborative technology and communications services.

PROFESSIONAL STANDARDS UNIT

The recruitment and selection of new officers is an ongoing effort within the 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 also from the staff members involved in the lengthy and arduous process.

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

In 2022, the department assigned an officer to a temporary duty assignment as a full-time recruiter. The recruiter has been able to assist with organizing recruiting events, event planning, and hosting a regional public safety career fair. The recruiter has also been able to increase the department's social media presence. The department also significantly increased the recruiting budget. This made it possible to attend more career fairs and recruiting

events than in the past. Additionally, the department was still able to explore the use of technology in recruiting.

As a result of the recruiting and hiring efforts, 14 applicants were hired as sworn officers or police recruits in 2022. The department also hired 4 civilians throughout the year.

Another major responsibility of PSU is managing the department's CALEA accreditation. This involves continuously monitoring accreditation standards to ensure that the department's policies and practices reflect these standards of excellence. In 2022, PSU revised or published seven General Orders and one Special Order. PSU also ensures that proofs of compliance for all standards are completed each year, and the annual web-based assessments for both 2022 and 2023 were judged excellent again.

Finally, PSU also ensures that annual awards are given to employees whose actions over the past year have earned recognition. PSU organizes the annual awards banquet and was pleased to recognize employees as well as individuals outside of the department with 46 commendations for their significant contributions over the previous year.

Right: The Professional Standards Unit organizes the Roanoke County Police Department's Annual Awards Banquet. For 2022, commendations were awarded to 46 officers, civilian staff, and individuals outside the department for their exemplary performance and significant contributions to the department.



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

In 2022, the Roanoke County Criminal Justice Academy held one basic law enforcement class. Basic Law Enforcement Class #62 was comprised of one Roanoke County Police Department recruit and one Roanoke County Sheriff's Office Deputy which was a joint recruit class with the Roanoke Police Academy. Another recruit was able to attend the Roanoke Police Academy's Basic Class # 83. Over 27 weeks recruits attend classes on search and 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 2022, the academy hosted two jailor sessions that graduated a total of eight 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 2022, the academy hosted one Basic Dispatch session with a total of six graduates.



BASIC LAW ENFORCEMENT CLASS 62



Above, left to right: Police Officer S. Williams and Sheriff's Deputy Sgt. Kevin Fry.

BASIC LAW ENFORCEMENT CLASS 83



Above, left to right: Former Police Chief Hall awarding Officer Potter with his Roanoke County Criminal Justice Academy graduation certificate.

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 is the point of contact for all Freedom of Information Act (FOIA) requests.

Currently, the department employs a records supervisor, two full-time warrant technicians, three records technicians, one system technician and an office support specialist for our Uniform Division.

The Records Division's staffing levels have remained fixed since the 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.

The division's system technician maintains the 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.

2022 SERVICES DIVISION ACTIVITIES

Citations Entered	2,113
Warning Tickets Entered	1,325
Parking Tickets	79
Background Checks	383
Insurance Requests	151
Weapon Permits	1,579
Arrests Entered	3,468
Crash Reports Entered	1,068
Case Reports Entered	6,455
Protective Orders Entered	1,502
Warrants Entered	5,143

In addition, the Services Division is responsible for the management and control of all property directed to them for safekeeping. The evidence vault is staffed by a sergeant and an officer assigned as the evidence vault custodian, they serve in the capacity of property custodians for the department. The sergeant also is responsible for fleet management, which includes purchasing vehicles and equipment, assigning the vehicles and being a liaison with the Communications Shop.

FOUR-YEAR BUDGET COMPARISONS

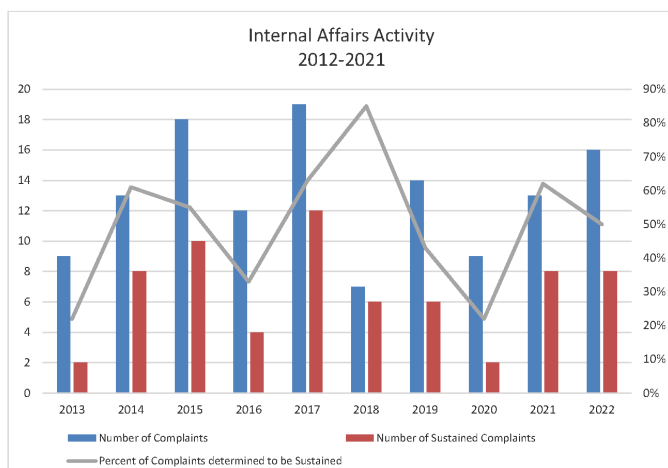
BUDGET CATEGORY	FY 2019-2020	FY 2020-2021	FY 2021-2022	FY 2022-2023
Personnel	\$10,408,482	\$10,475,701	\$11,208,027	\$12,680,522
Non-Personnel	\$1,856,824	\$1,876,927	\$1,846,861	\$2,117,361
Vehicle Replacement	\$585,000	\$0	\$0	\$0
Total	\$12,850,306	\$12,352,628	\$13,054,888	\$14,797,883

INTERNAL AFFAIRS

The department will investigate, from any source, all allegations of employee misconduct. The 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 with 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, 2022, through December 31, 2022. A single complaint/investigation may involve one or more officers and include multiple dispositions. The department conducted 16 Internal Affairs investigations, of which 11 were generated from inside the agency and the remaining five investigations were generated from a citizen complaint.

In 2022, the average time required to complete an internal affairs investigation was 61 days. The below graph represents the average days to complete an internal affairs investigation. Internal investigations are generally completed within 90 days. Over the past seven calendar years (2015-2022), the department has completed 105 internal affairs investigations with only nine of these investigations exceeding the 90-days. These nine investigations were prolonged due to their complex nature, with several requiring multiple levels of review prior to the disposition. Based on this review, the department consistently demonstrates a practice of completing internal affairs investigations within 90 days.



NATURE OF INVESTIGATION	Total Reported	Percent of Total
Conduct Unbecoming	3	19%
Harassment	2	13%
Misrepresent Fact- Not Intentional	1	6%
Use of Force	1	6%
In-Custody Death	1	6%
Policy/Rules & Regulations	4	25%
Wrongful Arrest	1	6%
Use of VCIN for Non-Criminal Justice Purposes	1	6%
Integrity	2	13%

OUTCOMES OF COMPLAINTS	Total	Percent of Total
Sustained	8	50%
Not Sustained	5	31%
Unfounded	2	13%
Exonerated	1	6%
Total	16	

OUTCOMES OF SUSTAINED COMPLAINTS	Total
Termination	2
Resignation	0
Demotion	0
Suspension	5
Written Reprimand	0
Verbal Reprimand	0
Counseling / Training	1
Total	8

Internal Affairs Activity 2013-2022

The chart at left provides information regarding the department's Internal Affairs activity. Since 2013, the department has experienced slight fluctuation in the percentage of complaints determined to be sustained complaints as indicated by the solid gray trend line. From January 2013 through December 2022, the department conducted 130 Internal Affairs investigations, and 35 (27%) of these complaints were generated from a source outside of the agency. The remaining 95 (73%) investigations were discoveries made through internal audits, internal quality controls, or through a complaint memo generated by a supervisor.



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.

EMPLOYEE RECOGNITION

CHIEF'S ACHIEVEMENT AWARDS



Mandy Lee is well-known by the supervisors and officers for her expertise in the ECO (Emergency Court Order) process. She has been instrumental in assisting and developing processes regarding mental health issues as it relates to policing. She is the department's main point of contact for the George Mason research project and has been coordinating the Marcus Alert system, a statewide behavioral health framework designed with protocols that emergency responders use to respond to individuals experiencing a behavioral health crisis. Mandy navigates the varying bureaucratic processes inherent to each department with ease.

Knights Inn Investigative Team

Chief Poindexter honored the members of an interagency team of personnel and law enforcement officials with a Chief's Achievement award for their work in investigating and shutting down a human trafficking and drug operation at a local motel.

Beginning in 2020, the Roanoke County HIDTA (High Intensity Drug Trafficking Areas) unit identified a subject who may be a leader of a human trafficking scheme in the Roanoke Valley. Realizing the number of resources and expertise needed, Homeland Security Investigations and the Federal Bureau of Investigation, along with Roanoke County Police Department personnel and members of the Roanoke County Commonwealth Attorney's Office and the US Attorney's Office were asked to assist. After thorough fact-finding, interviewing, and investigation this team effort was brought to fruition in 2022 by the successful closure and seizure of the Knights Inn, the first seizure of its kind in the Western District of Virginia.



Above: Chris Cavanaugh, United States Attorney for the Western District of Virginia, at a press conference announcing the seizure of the Knights Inn after an interagency investigation found drug and human trafficking operations at the motel.

EMPLOYEE RECOGNITION

OFFICER OF THE YEAR – M. THOMAS



Officer M. Thomas represents the department at the highest level with his professionalism and demeanor. He is constantly looking to better himself and those around him. He is an active instructor for the academy both as a general instructor teaching search and seizure as well as a specialty instructor in firearms. He assisted with the department's current transition to new firearms. He completed training as a Field Training Officer (FTO) and successfully trained a new officer. Officer Thomas averages 30 percent more cases than his peers, frequently keeping complex cases to work and solve. He attended an in-depth 8-week Emergency Medical Technician (EMT) course at the Roanoke Valley Regional Fire Academy, placing first in his class and obtained EMT certification. With his EMT certification, Officer Thomas furthered his position as the SWAT medic and has dedicated a substantial amount of time and energy to improving the medical capabilities of the team.

ROOKIE OF THE YEAR – C. FOREHAND

Officer C. Forehand comes to work with a smile on his face and takes on whatever assignment is given to him with enthusiasm. He recently attended the two-week ET school and has been observed on scenes using his training to assist the shift. Officer Forehand is methodical and thorough in his approach to policing. He continues to outperform the expectations for an officer of his experience and was well above the average in paper services, security checks, warnings, and DUIs.



EMPLOYEE RECOGNITION

CLAY STURGILL AWARD – J. MUSSER



Detective J. Musser is the recipient for the 2022 Clay Sturgill Award. He has been the lead investigator on two high-profile cases. The first was a missing person reported in 2019. In 2020, the victim's body was located partially buried on the Hollins University Campus. After hundreds of investigative hours, he was able to filter out false leads and served several search warrants resulting in identifying and charging the suspect for murder. The second homicide involved a suspect who set a family member's home on fire before fleeing the scene. Detective Musser's exceptional evidence collection skills and assistance from the Fire Marshal's office brought forth evidence necessary to obtain murder charges. Musser assists his fellow officers and other jurisdictions with their investigations with professionalism and an eye for detail.

SPECIAL OPERATIONS OFFICER OF THE YEAR – K. CAHOON

Officer K. Cahoon spent seven months as the only officer in the Traffic Unit. During that time, he was the lead investigator of 5 fatal motor vehicle crashes as well as several serious injury crashes. He was responsible for deploying most of the speed study equipment as well as keeping up his commercial motor vehicle inspector work. Officer Cahoon was also instrumental in transitioning the department to new taser equipment. He made arrangements to sell the old equipment to help offset the cost of the new tasers to the county. Officer Cahoon assisted with a line-of-duty death for the Covington Police Department, which had never experienced this type of tragedy. Officer Cahoon ensured the city had the manpower to get the deceased officer escorted home for the funeral and that the city had a law enforcement presence during the ceremony.



EMPLOYEE RECOGNITION

EMPLOYEE OF THE YEAR – D. BROWN



Ms. Donna Brown was instrumental in testing a new records management system for the Department of Criminal Justice Services (DCJS) that has been years in the making. She was the first person in the state to be trained on the new system the year prior and spent many hours in 2022 working with DCJS to refine it. Her work provided valuable feedback that benefits every law enforcement agency in Virginia. She has excelled in her role at the Roanoke County Criminal Justice Academy as she continues to ensure that the administrative end of all training records as well as in-service and basic classes are meticulously kept. Ms. Brown is responsible for maintaining records for not only the Roanoke County Police Department but also the Roanoke County Sheriff's Office and Western Virginia Regional Jail. Her calm demeanor, reliability, and stability are true assets to the department.

LEADERSHIP AWARD – C. GUNTER

Sgt. C. Gunter is an engaging supervisor who works to help his staff reach their career goals. He advocates for his workgroups and helps to find solutions to issues as they arise. Sgt. Gunter has spearheaded the department's ongoing process to change out aging firearms and ensure that the quality of firearms meets or exceeds the department's standards. This past year, he helped manage the busiest platoon in patrol while maintaining all of his secondary duties and conducting the field training of three probationary sergeants for the agency. He is assigned as the K9 Unit supervisor and also serves as a co-supervisor for SWAT.



EMPLOYEE RECOGNITION

OUTSTANDING CIVILIAN AWARD – DR. RHONDA STEGALL



Dr. Rhonda Stegall has been integral in developing policies, programs, and safety initiatives for school safety. She ensured that all Roanoke County Police officers had immediate access to all twenty-seven schools with their key fobs in case of an emergency. Dr. Stegall developed the Roanoke County School Safety Advisory Committee which includes parents, school administrators, police, fire and rescue, and emergency communications. This committee discusses school safety issues and is responsible for generating plans and ideas that provide a safe learning environment for our students.

OUTSTANDING TEAMWORK AWARD



Officers D. Cook, C. Forehand, Sheriff's Deputy R. Eanes, Sgt. S. Hoopes, County Administrator Richard Caywood, Board of Supervisors Chair Martha Hooker, Officer G. Benton (at podium), Cmdr. D. Bruch, Sgt. E. Hubble, and Chief Poindexter. Not pictured are Officers J. Hardy T. Carter.

In June 2022, a report of an abduction by force was dispatched. A vehicle description was provided and within 6 minutes of receiving the 911 call, the victim was located. A well-coordinated response involving different divisions within the police department and the sheriff's office resulted in not only the safe return of the victim but the successful apprehension of the suspect.

EMPLOYEE RECOGNITION

ADAM CHILDRESS AWARD – K. CAHOON



Once again **Officer K. Cahoon** is the recipient of the Adam Childress Award 4 years in a row. During 2022 Officer Cahoon made 11 drug arrests, served 41 warrants, and issued 773 traffic citations. In addition, Officer Cahoon takes the time to forward vital information obtained from his stops to Vice. One of the traffic stops he made led to the seizure of one pound of methamphetamine, and other items necessary for the sale and distribution of narcotics. Officer Cahoon's knowledge and experience in the field of narcotics contribute to keeping Roanoke County's roadways safe.

OUTSTANDING TEAMWORK AWARD



Kellee Johnson, County Administrator Richard Caywood, Board of Supervisors Chair Martha Hooker, Noelani Beard, Brittnei Money, Arlain Martin, and Chief Poindexter. Not pictured is Laura Hartman.

The Records Division experienced unprecedented turnover in 2022. Four position vacancies, including the Records Supervisor, created a large workload that needed to continue in a time-sensitive manner. These individuals stepped up to assure that missing reports, warrants, arrest processing, weapon permitting, FOIA requests and other procedural requirements were completed as required by the law. This understaffing lasted for multiple months and this group of individuals banded together to make sure that the Records Division continued to provide stellar service to the officers and citizens of Roanoke County.

EMPLOYEE RECOGNITION

LIFE-SAVING AWARDS



Officer L. Reinhard responded to a restaurant call regarding a choking victim. Once on scene, she determined that abdominal thrusts had already been attempted by a citizen unsuccessfully. Officer Reinhard quickly got the victim to the ground and began chest compressions with the assistance of another patron. They were able to dislodge the obstruction and the choking victim was able to breathe again on their own. Officer Reinhard's quick actions helped save the patient's life.

Officers N. Clements (not pictured), C. Forehand, and Sergeant B. Smith responded to a suicide call. Officer Clements was first on the scene and located the male with a self-inflicted gunshot wound to the chest. Officer Forehand and Sgt. Smith quickly arrived with first aid equipment and the team began rendering emergency aid. Medics arrived to take over lifesaving efforts. These officers are commended for their ability to quickly recognize the need for lifesaving measures and then apply their training in a dynamic and stressful situation.



EMPLOYEE RECOGNITION

LIFE-SAVING AWARDS



Sergeant B. Smith responded to a motor vehicle collision involving a motorcycle. Sgt. Smith quickly recognized the severity of the injuries sustained by the motorcycle operator and applied his department-issued tourniquet to the driver's leg to stop the serious bleeding. Later, the family advised the department that if it had not been for Sgt. Smith's quick and decisive actions, the operator would not have survived his injuries.

EMPLOYEE RECOGNITION

MERITORIOUS SERVICE AWARDS



Officer J. Hubbard has recently been assigned as a School Resource Officer at the Cave Spring Middle School. He has demonstrated his commitment to the students by developing a program called the Squire's Aide. This program educates participants on topics such as anti-bullying, drug abuse, and student safety. This program also helps students develop characteristics such as responsibility, respect, and safety. Officer Hubbard has been able to quickly gain the respect of students and staff through his initiative.



Officer T. VanMarter has been with the department for 21 years. He has had a direct impact on nearly every officer that is on patrol today. His level of knowledge and example to younger officers is unmatched. It has been conservatively estimated that he has put in more than 30,000 patrol hours and handled more than 15,000 calls for service. Officer VanMarter has mentored officers who have become detectives, first-line supervisors, and command staff. Your dedication to this department is appreciated.

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 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>

PoliceView

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

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)



View on Instagram
[@RoanokeCountyPolice](https://www.instagram.com/RoanokeCountyPolice)

Report Littering Online

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

2022 CHAMBER OF COMMERCE AWARDS



The Roanoke Regional Chamber of Commerce named **Police Officer I K. Cielski** as its 2022 Police Officer of the Year. Every other month, the Roanoke Regional Chamber of Commerce recognizes the work of one Roanoke County Police Officer.

2022 Roanoke Regional Chamber Awards

January-February.....	Police Officer IV T. Farmer
March-April	Police Officer II T. Carter
May-June	Police Officer II C. Dell
July-August	Police Officer III S. Foutz
September-October.....	Police Officer I K. Cielski
November-December	Police Officer III K. Cahoon



The Salem-Roanoke County Chamber of Commerce named **Police Officer III K. Cahoon** as its 2022 Officer of the Year.

DEPARTMENT GOALS FOR 2023

STRATEGIC DRIVER: ORGANIZATIONAL EXCELLENCE

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

- Review and revise the promotional process to expand eligibility for officers.

Goal #2: Increase employee recruitment.

- Establish and operationalize an employee recruitment work group.

Goal #3: Ensure adequate workforce to protect Roanoke County.

- Complete implementation of full pay plan and ensure continuous review and evaluation.
- Review and revise workload assessment.
- Fully implement decision band matrix for civilian compensation.
- Evaluate the classification of RCPD civilian employees in the decision band matrix.

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

- Develop and implement a process for assessing training needs for sworn employees.
- Develop and implement a process for assessing training needs for civilian employees.

STRATEGIC DRIVER: ORGANIZATIONAL SAFETY & WELLNESS

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

- Establish and operationalize a work group to oversee the creation and implementation of an employee support program.
- Conduct a survey to identify needs and areas of interest.
- Explore the feasibility of Employee Support/Family liaison officer.

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

- Create and implement a centralized process for communicating wellness, health, and financial educational programs.
- Create a network of physical fitness opportunities.

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

- Define the steps to take in the event of a line-of-duty death.
- Research, identify, and document supporting resources for a line-of-duty death.

STRATEGIC DRIVER: COMMUNITY OUTREACH & ENGAGEMENT

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

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

- Enhance the utilization of social media in daily operations.
- Establish a program for distributing best practices for crime prevention to Roanoke County businesses, non-profits, and constituents.
- Re-energize faith-based programs.
- Partner with area businesses to host a series of public safety events.

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

STRATEGIC DRIVER: INNOVATIVE POLICING

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

- Explore co-response options that align with the Marcus Alert program.
- Update needs analysis for Police Social Worker position.

Goal #2: Align technologies to meet operational demands.

- Explore the feasibility of Facial Recognition Software.
- Implement a digital tag system or other systems to reduce the time officers spend completing evidence tags.

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

- Review the workload of the Crime Analyst and determine if additional analytical support is needed.

ROANOKE COUNTY POLICE DEPARTMENT



SERVICES DIRECTORY

DIAL 9-1-1 FOR EMERGENCIES.

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

Administration	(540) 777-8601
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Animal Control	(540) 777-8606
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Crime Prevention Specialist	(540) 777-8651
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Criminal Investigations	(540) 777-8641
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Criminal Justice Academy	(540) 777-8697
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Dispatch Non-Emergency	(540) 562-3265
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Evidence Vault/Property Room	(540) 777-8616
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Professional Standards Unit	(540) 777-8680
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Services/Records Division	(540) 777-8605
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School Services Unit	(540) 777-8647
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Traffic Unit	(540) 777-8649
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Uniform Division	(540) 777-8610
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HIDTA Group/Vice Unit	(540) 777-8624
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Warrants	(540) 777-8617
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ROANOKE COUNTY POLICE - 5925 COVE ROAD, ROANOKE, VA 24019

WWW.ROANOKECOUNTYVA.GOV/POLICE