

ROANOKE COUNTY POLICE DEPARTMENT



2023 ANNUAL REPORT



Above: Police Officer IV L. Reinhard overlooking Tanglewood Mall.

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

2023 Police Officer of the Year, PO II W.R. Hendricks.
Photo courtesy Community Service Officer Brad Hodge.

MESSAGE FROM THE CHIEF

It is my distinct honor to welcome you to the presentation of the 2023 Annual Report. As Chief, I not only want to reflect on the achievements and challenges of the past year, but also reaffirm our commitment to ensuring the well-being, safety, and security of our community.

The 2023 Annual Report is a testament to the hard work, dedication, and resilience of the men and women of the Roanoke County Police Department, who have tirelessly served our community with Integrity, Courage, Accountability, and Respect. Over the past year, we have faced numerous challenges, yet our officers have continued to demonstrate unwavering courage and resolve in upholding the law and protecting citizens and visitors to our county.

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

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



Police Chief Michael Poindexter



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. Pascoe
Special Operations



Cmdr. K. Slough
Services Division



Cmdr. S. Dillon
Professional Standards



Cmdr. J. Johnson
Academy Director

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 2022-2023 budget of approximately \$15 million. For the first time in many years, the department reached its full staffing requirements of 140 sworn officers. Civilian staffing remains at 16 positions. 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, Evidence 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 several partnerships with local, state and federal agencies, including DEA, ATF and the FBI.



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

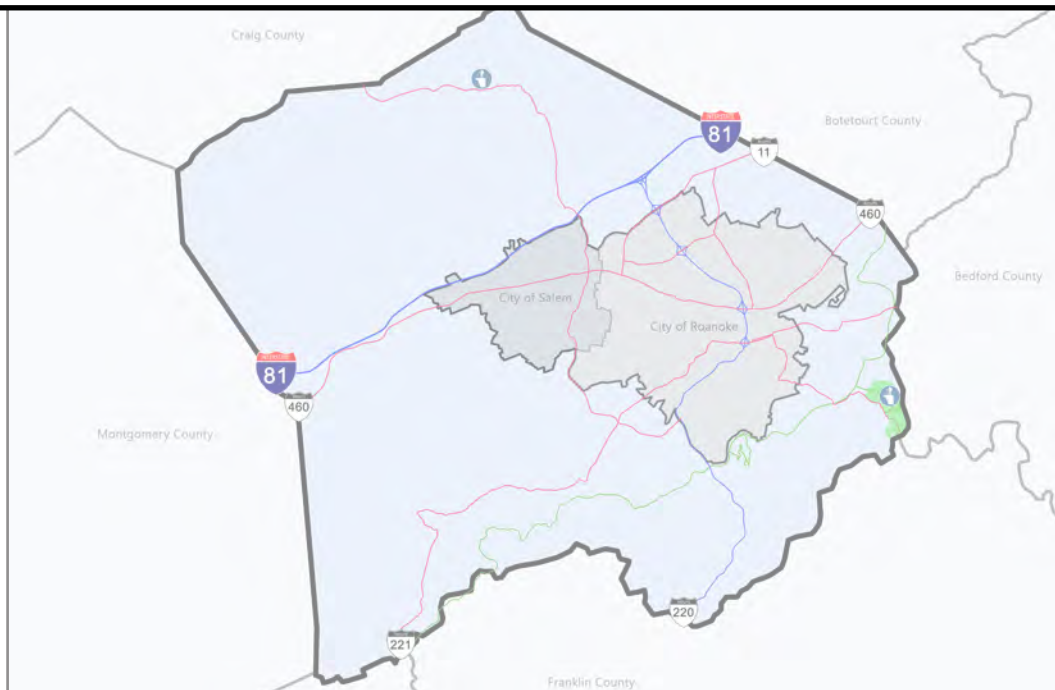
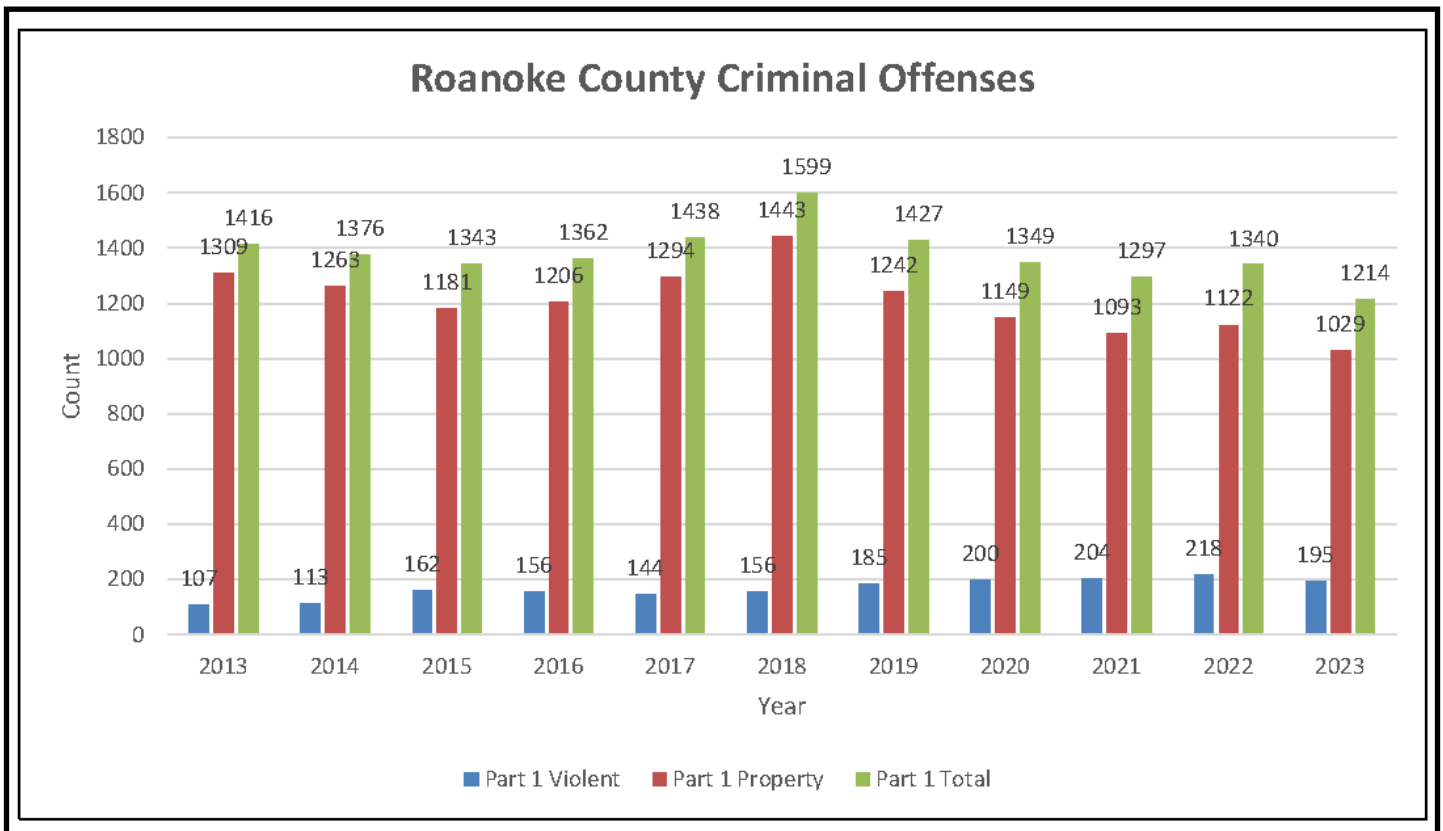
Data-Driven Approaches to Crime and Traffic Safety, or DDACTS, is an operational model that uses location-based crime and traffic data to determine the most effective and efficient methods for deploying police and other resources. Using geo-mapping to identify areas with high incidents of crime and crashes, DDACTS uses traffic enforcement strategies that play a dual role in fighting crime and reducing crashes and traffic violations. Drawing on highly-visible traffic enforcement as a deterrent and the knowledge that crimes often involve motor vehicles, the goal of DDACTS is to increase public safety 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 to focus on all Part 1 Crimes (including homicide, forcible rape, robbery aggravated assault, arson, burglary, larceny and motor vehicle theft) and DMV reportable crashes.



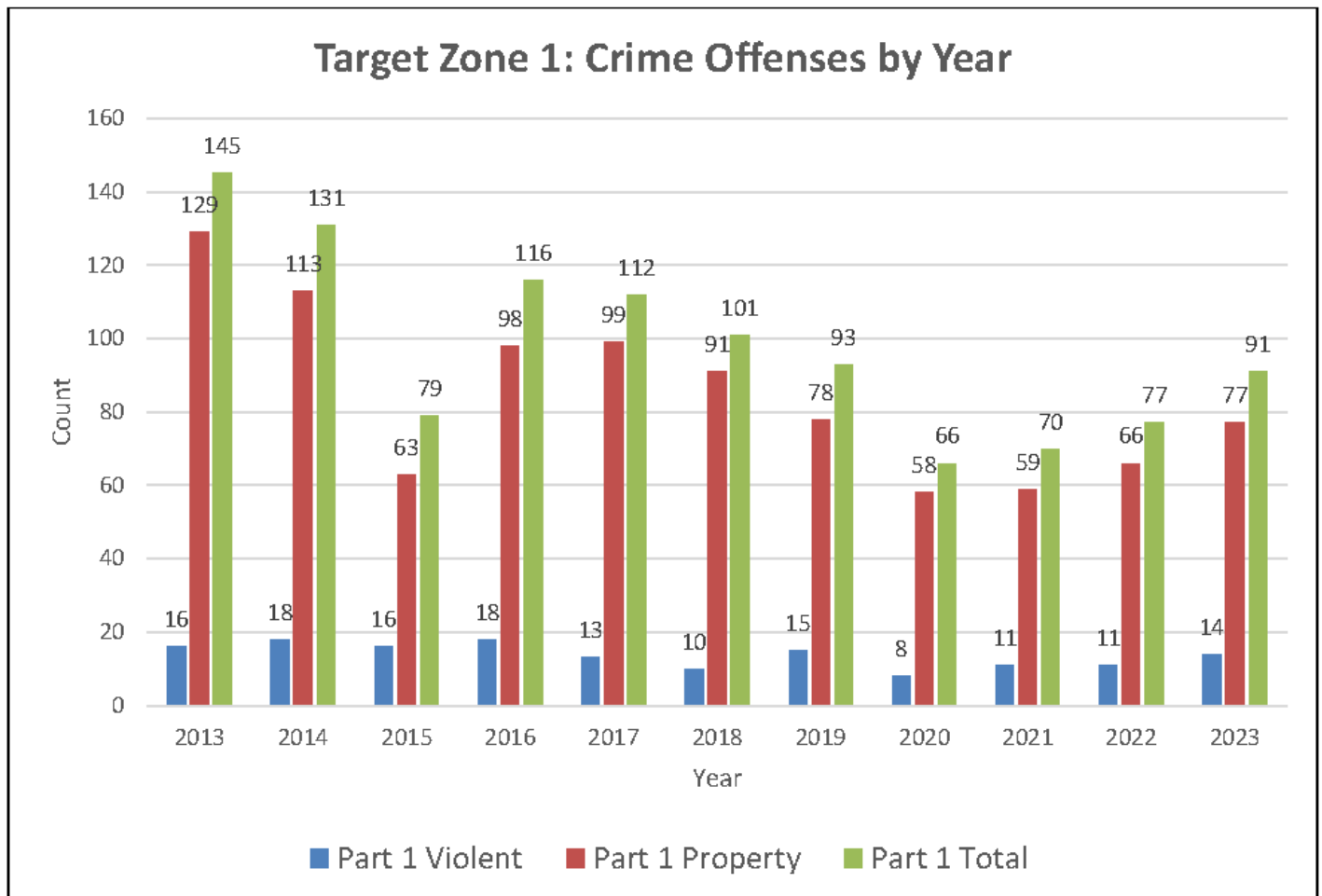
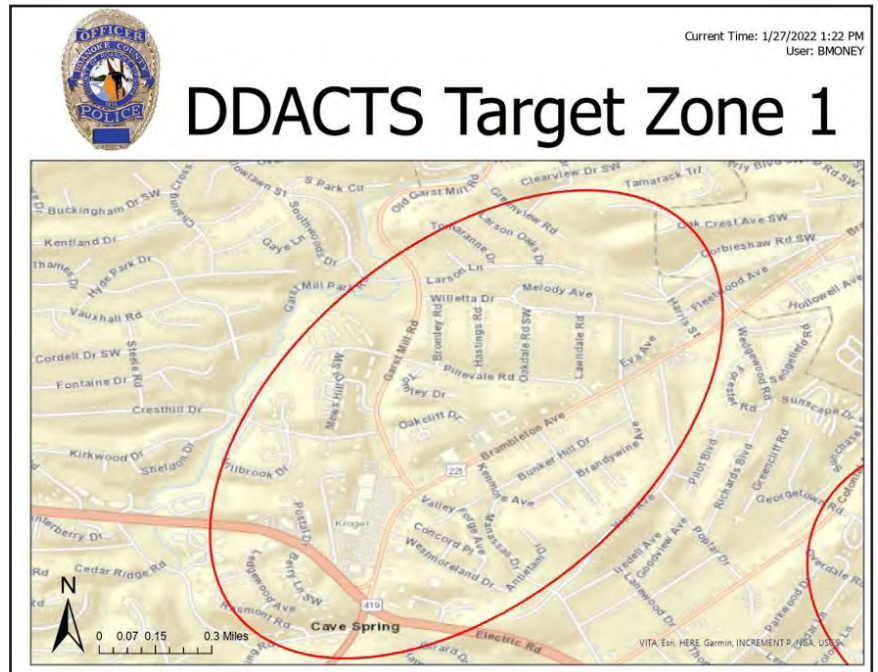
DATA-DRIVEN APPROACHES TO CRIME AND TRAFFIC SAFETY (DDACTS) - COUNTY-WIDE RESULTS

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



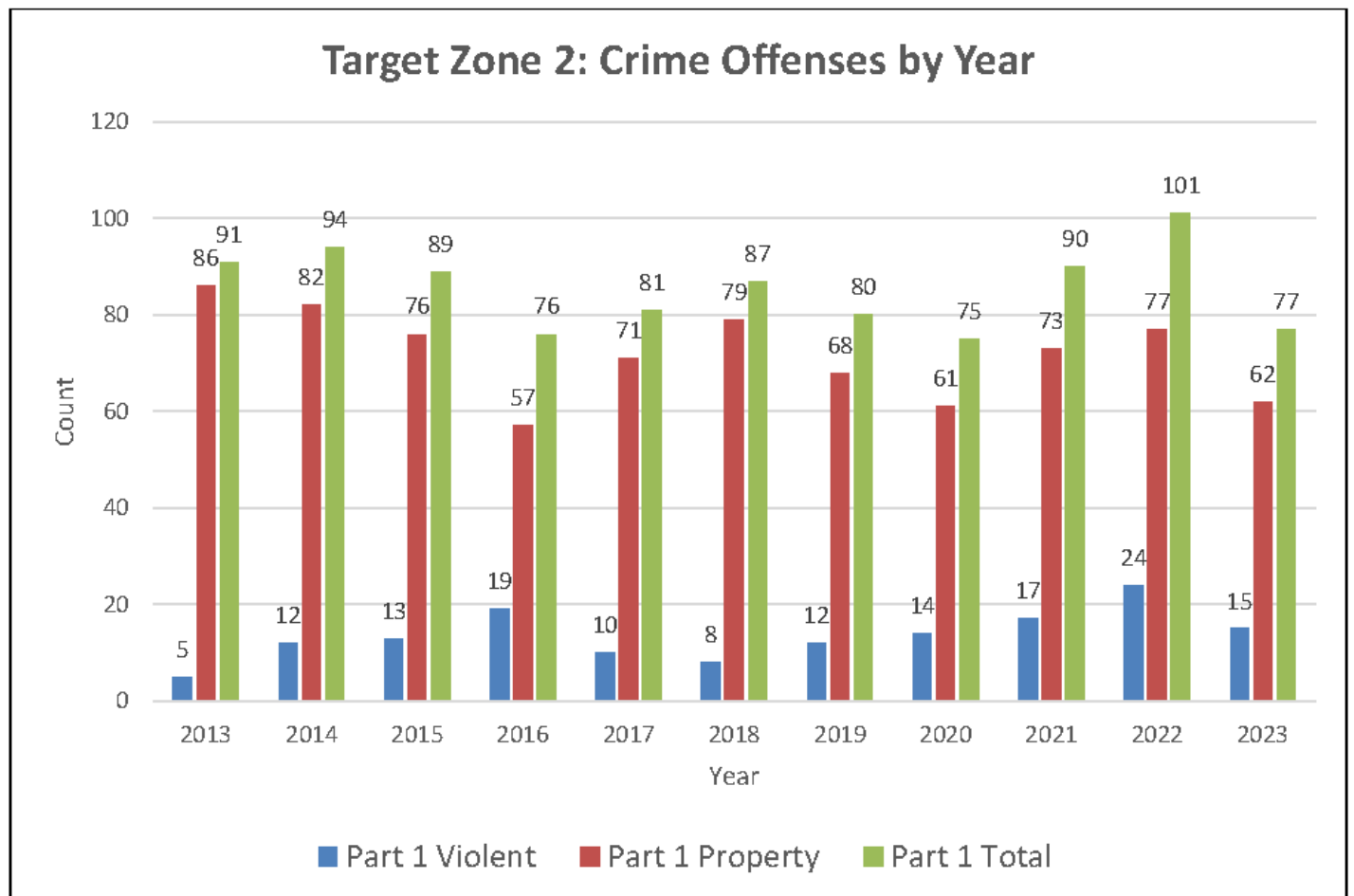
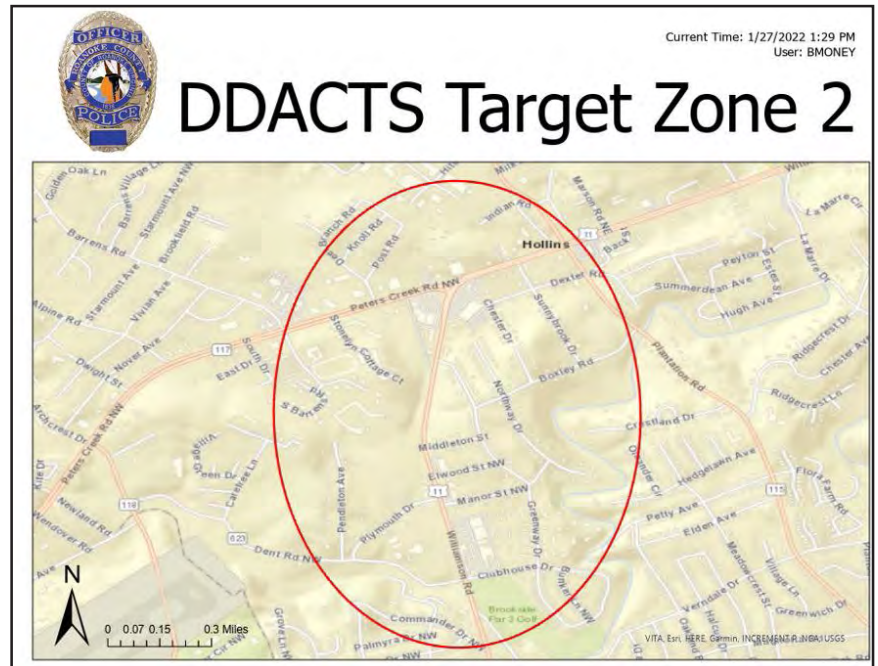
DDACTS TARGET ZONE 1 RESULTS - CRIME

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



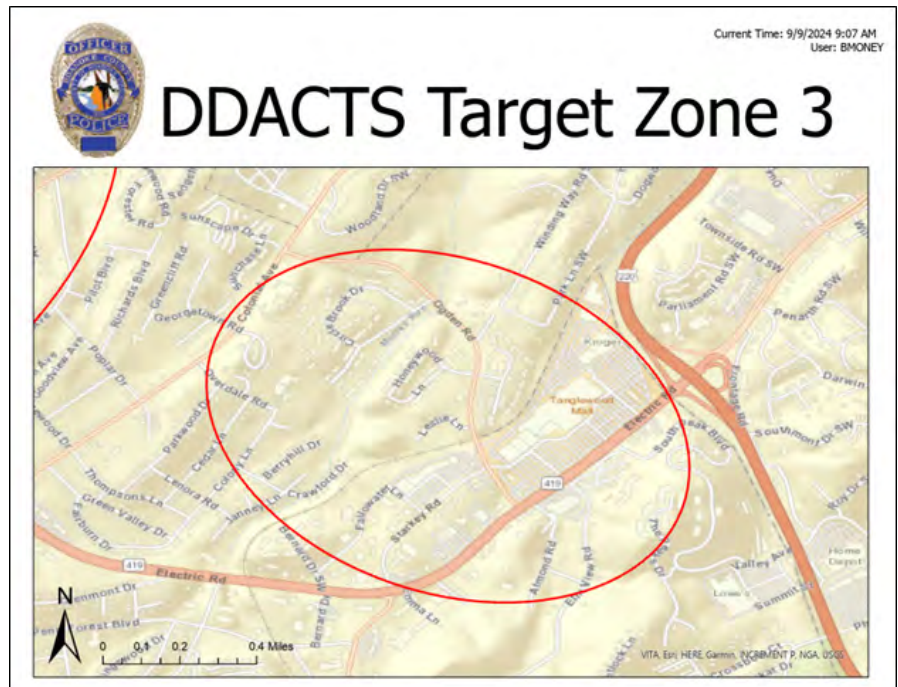
DDACTS TARGET ZONE 2 RESULTS - CRIME

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

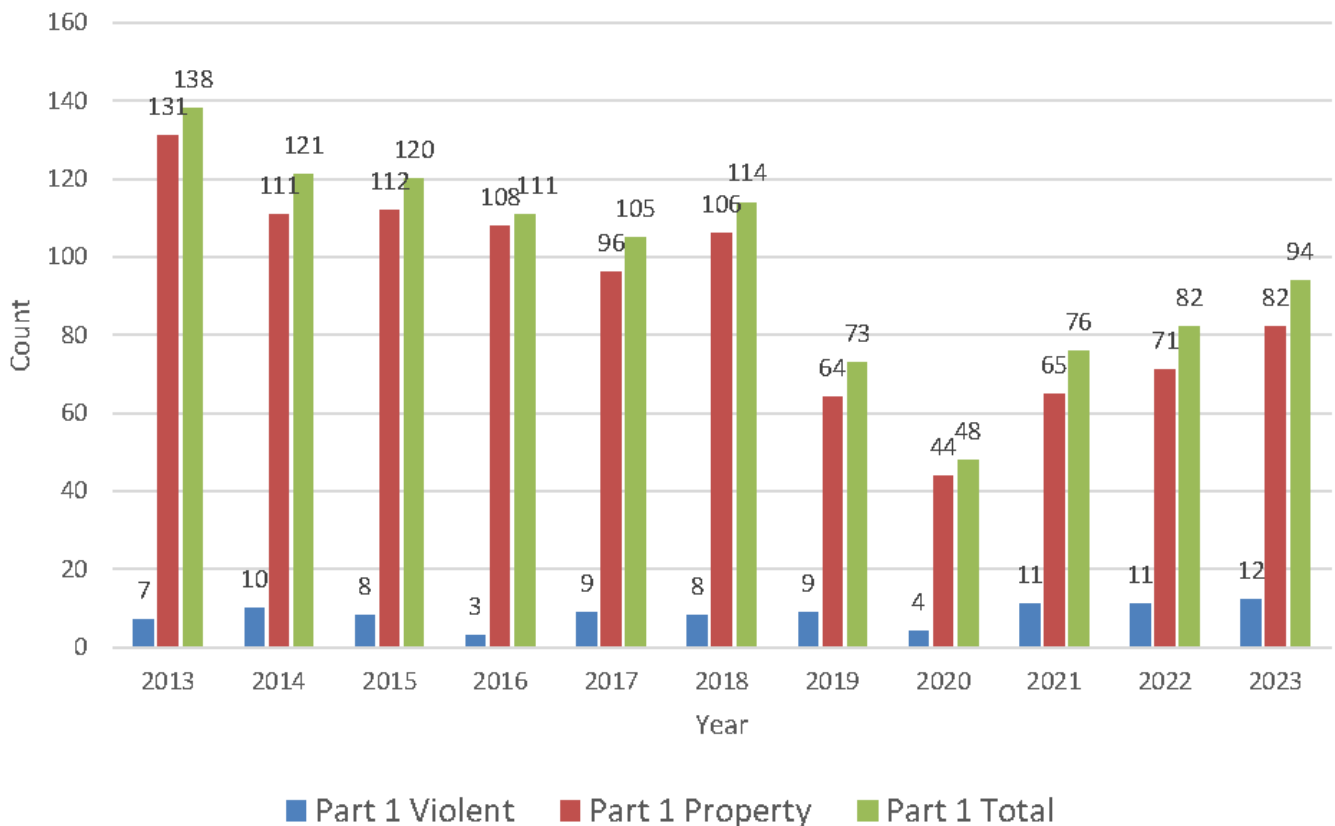


DDACTS TARGET ZONE 3 RESULTS - CRIME

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

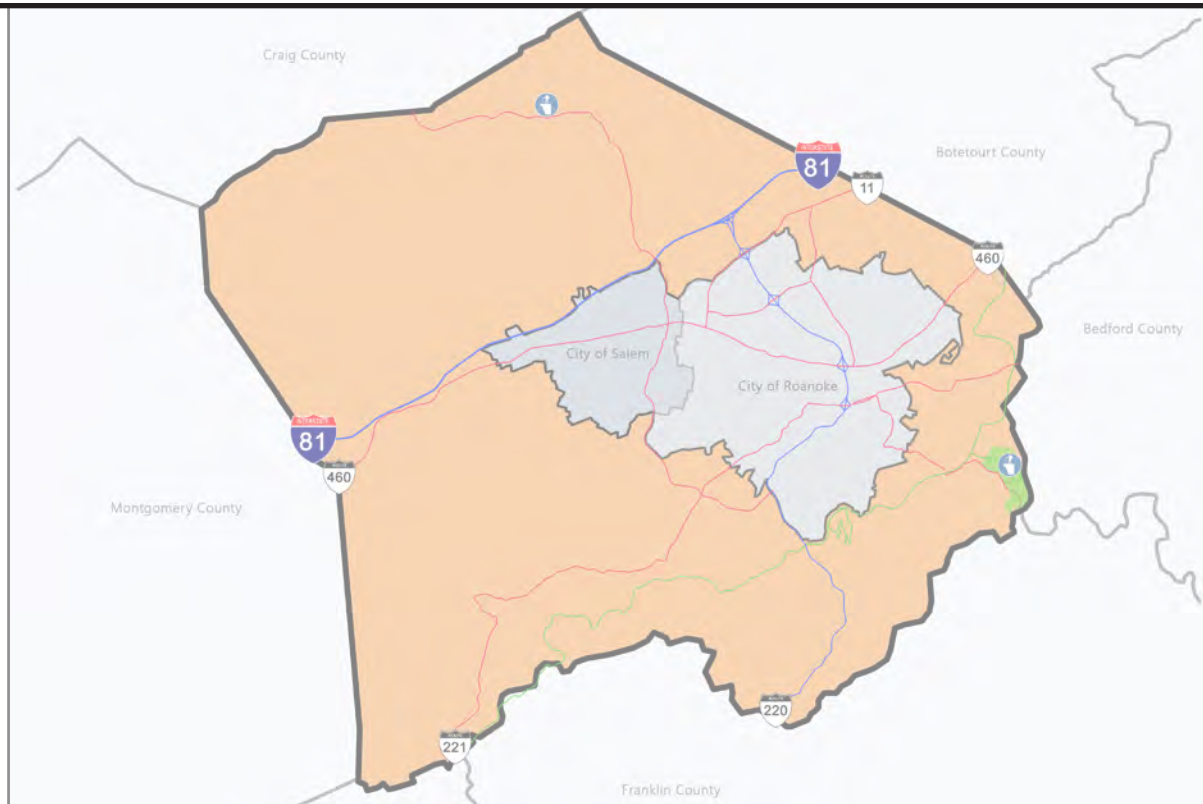
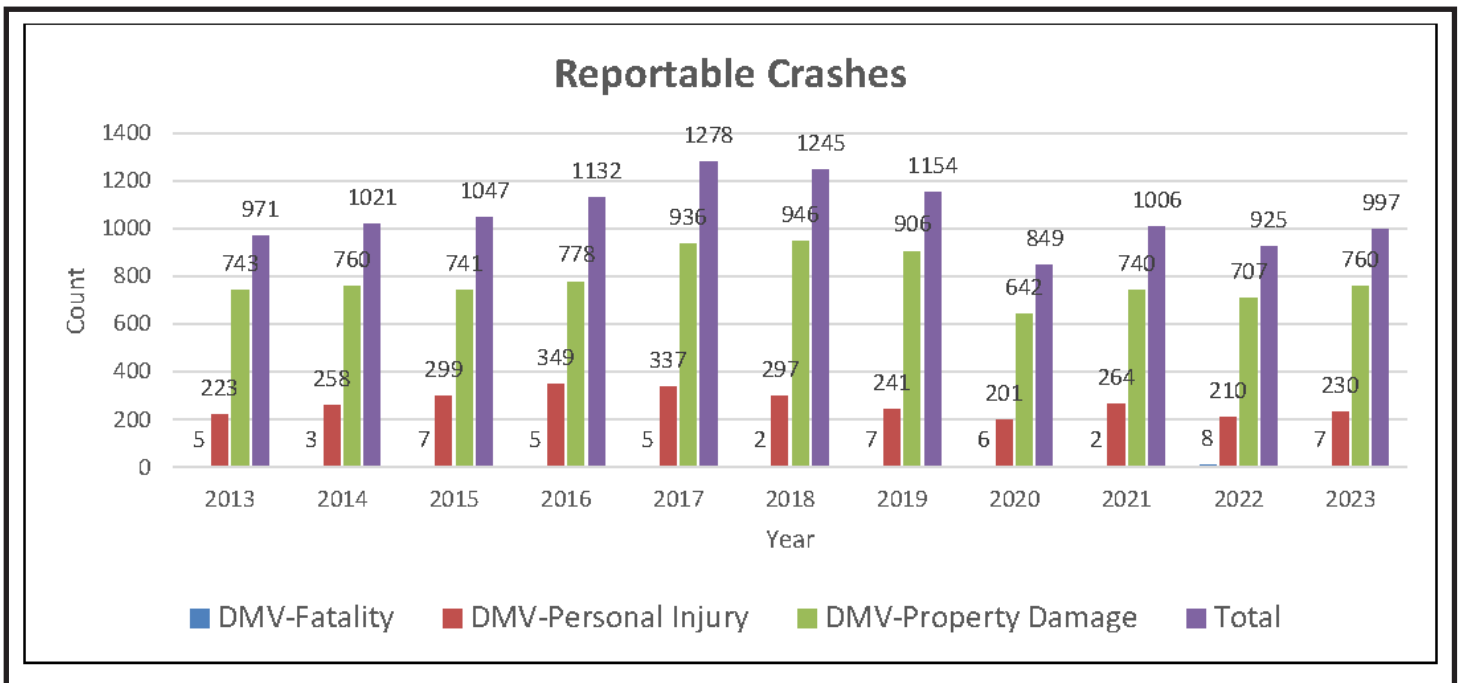


Target Zone 3: Crime Offenses by Year



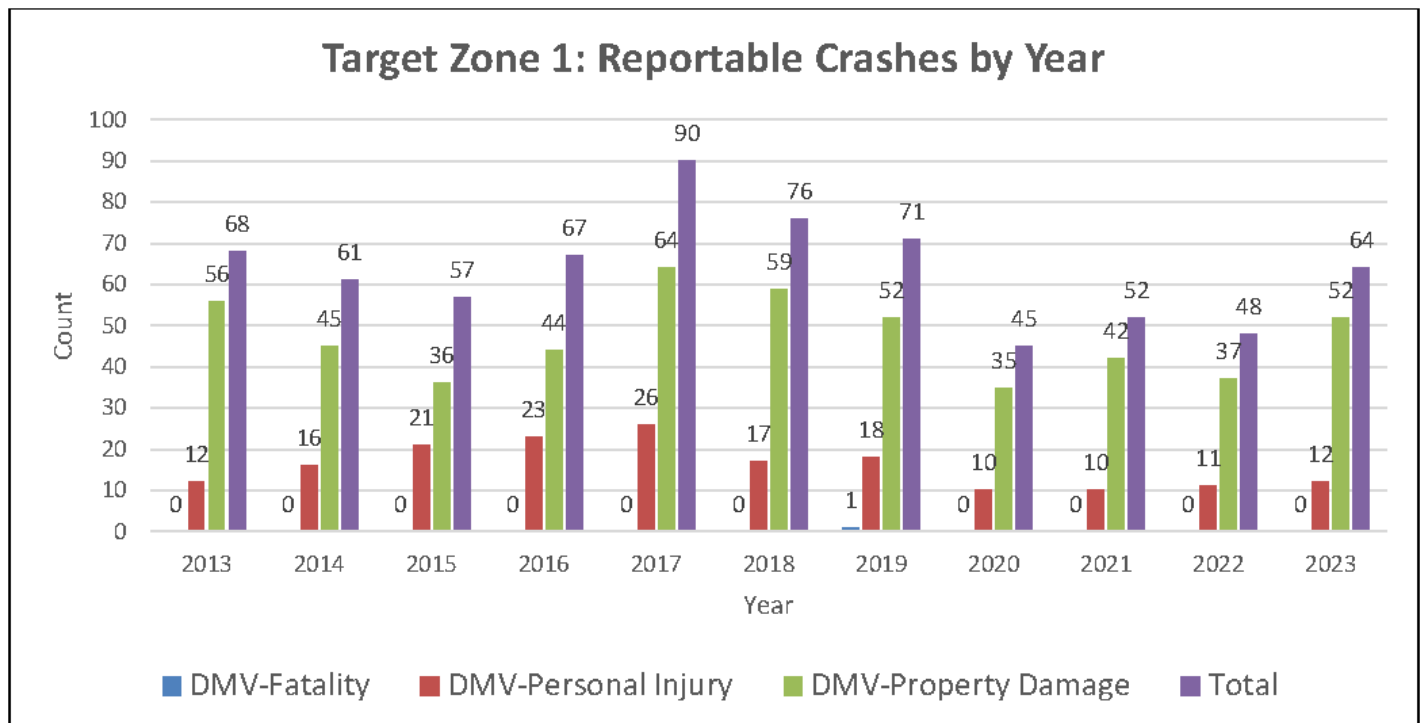
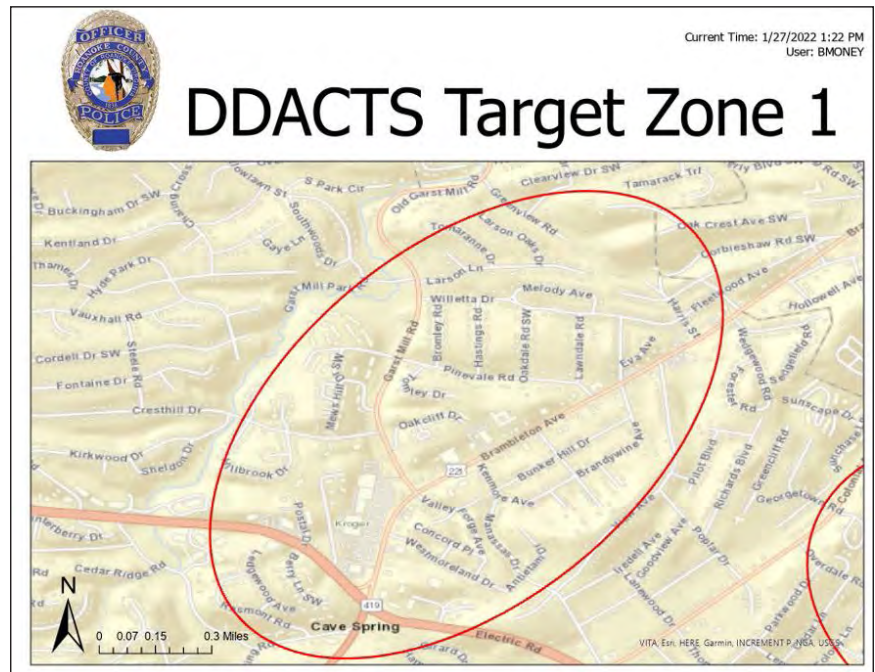
DATA-DRIVEN APPROACHES TO CRIME AND TRAFFIC SAFETY (DDACTS) - COUNTY-WIDE RESULTS

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



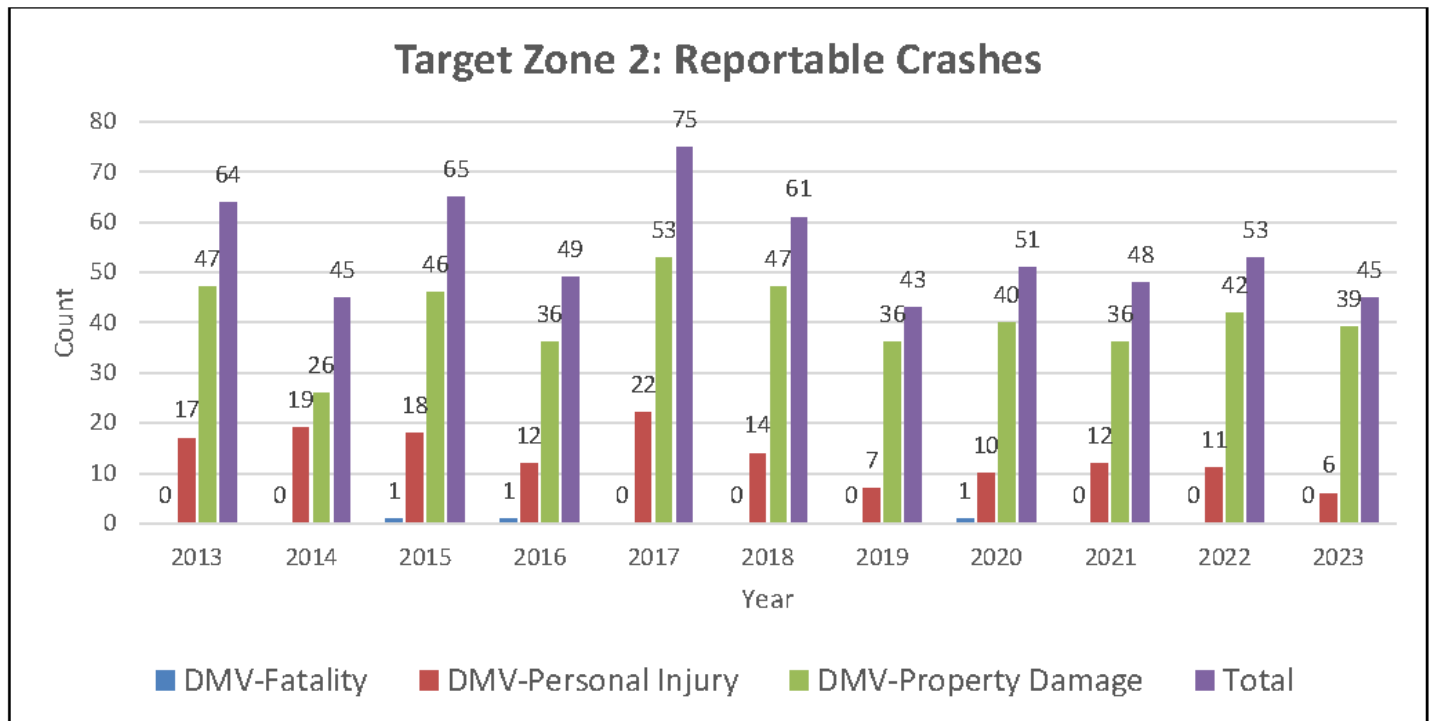
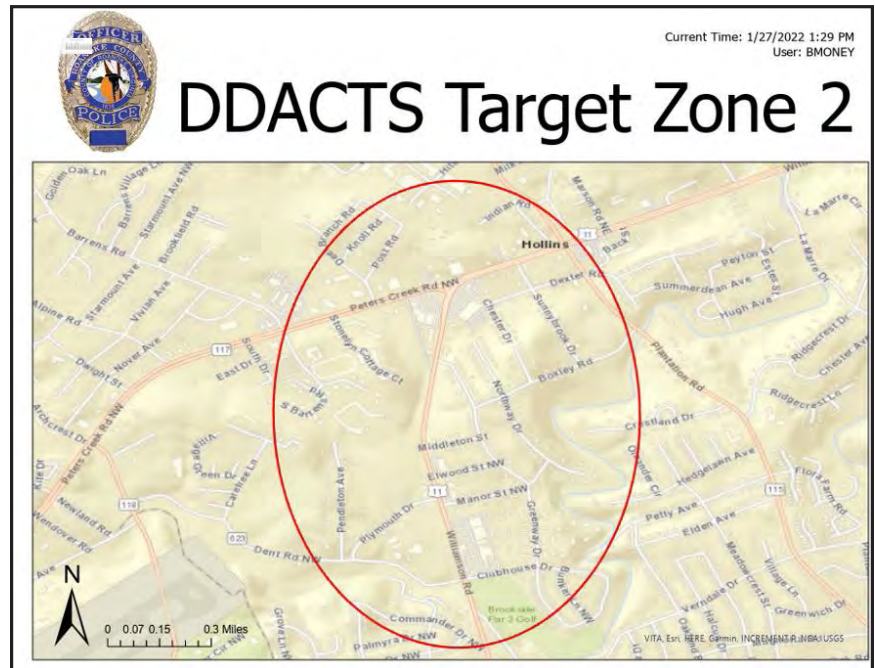
DDACTS TARGET ZONE 1 RESULTS - CRASHES

The **Crash Data Comparison** graph below shows the comparison of crash data by Target Zone.



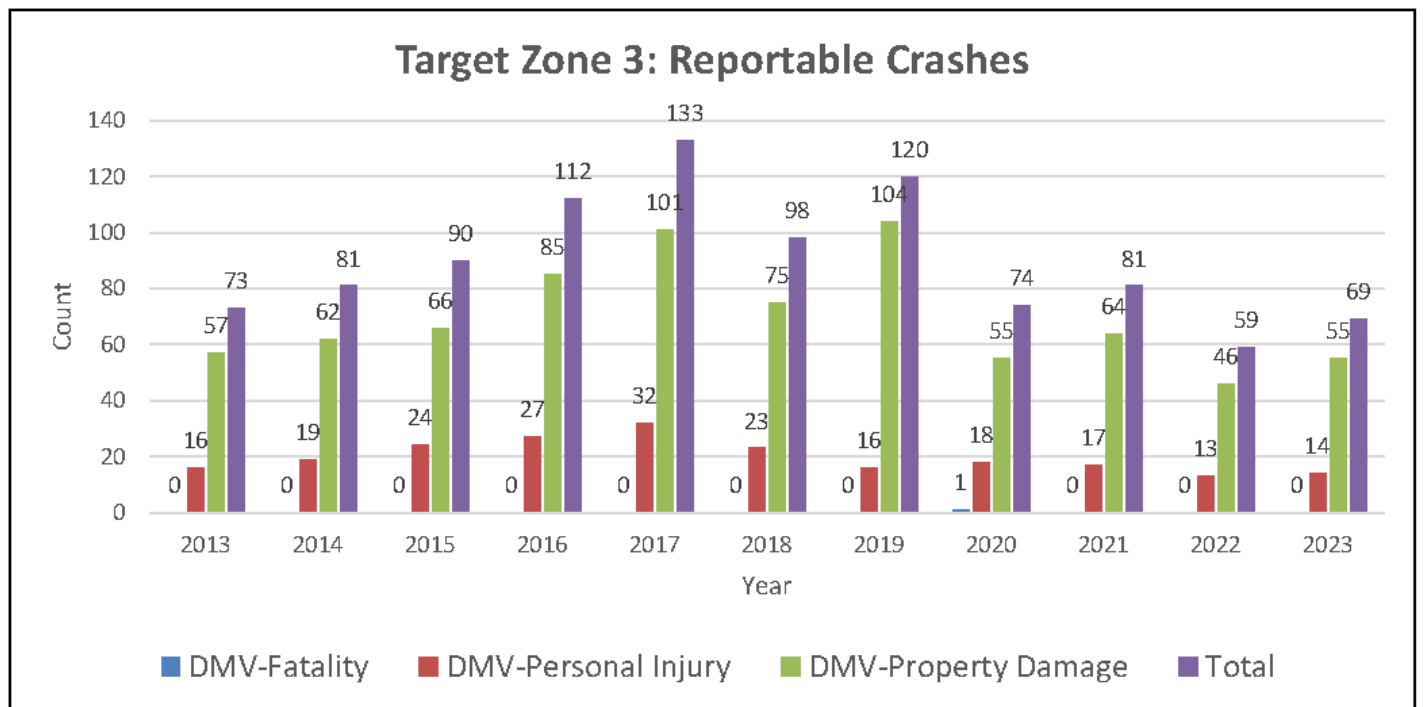
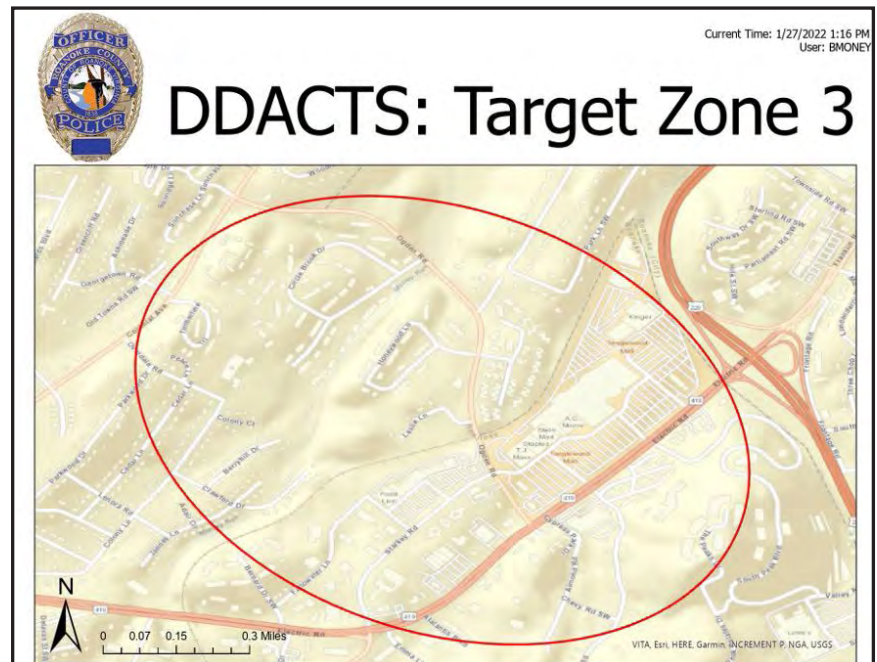
DDACTS TARGET ZONE 2 RESULTS - CRASHES

The **Crash Data Comparison** graph below shows the comparison of crash data by Target Zone.



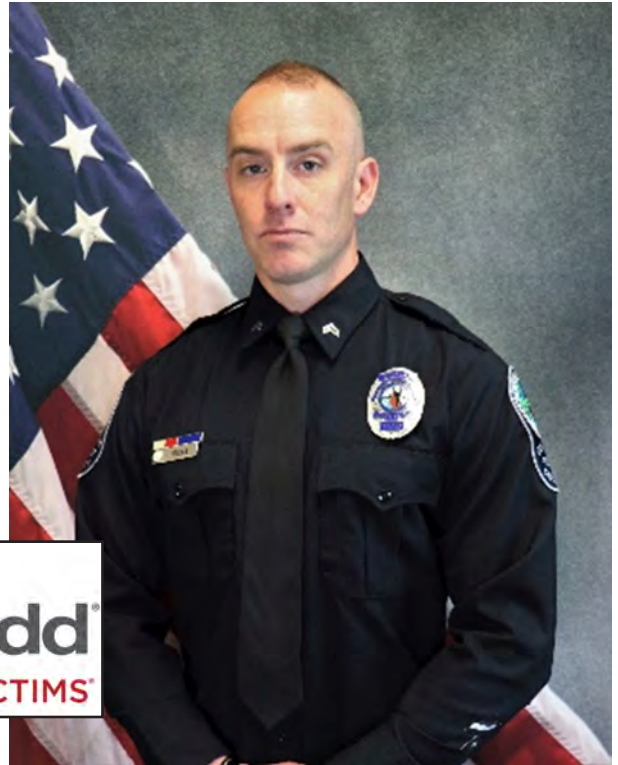
DDACTS TARGET ZONE 2 RESULTS - CRASHES

The **Crash Data Comparison** graph below shows the comparison of crash data by Target Zone.



TRAFFIC SAFETY AWARDS

The **Mothers Against Drunk Driving (MADD) Award** is presented to each jurisdiction's officer who showed commitment to reducing drunk and drugged driving through enforcement and education. Officers met in Richmond in September of 2023, where **Police Officer IV M. Hicks** was recognized for his efforts toward DUI detection and enforcement during that year. He led the department in DUI arrests and worked numerous selective enforcement patrols to improve traffic safety. In addition to working Selective Enforcement, POIV Hicks is assigned to evening shift which is where we see most of the alcohol-related crashes. This trend of impaired driving crashes in the Commonwealth is continuing to increase. During 2023, Roanoke County experienced four alcohol-related traffic fatalities.



Police Officer IV M. Hicks, is the recipient of the 2023 Mothers Against Drunk Driving Award.



Police Officer IV D. Cook (center), recipient of the 2023 Sergeant Tim Wyatt Traffic Safety Award.

The **Sergeant Tim Wyatt Traffic Safety Award** 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 2023, the Roanoke County Police Department recognized **Police Officer IV D. Cook** for his enforcement efforts. POIV Cook conducted almost 550 traffic stops and issued more than 600 traffic citations.

POIV Cook was among the department leaders in overall summonses issued through his focus on distracted driving. Thanks to his efforts in traffic safety, Roanoke County saw a drop in traffic fatalities in 2023.

TRAFFIC ENFORCEMENT

The Traffic Enforcement Unit struggled with staffing throughout most of 2023, with only two positions filled out of five available positions. A third officer was added to the unit in October but officers continued to work overtime to staff specialized traffic enforcement programs.

“Operation Daily Watch” and “Road of the Day” continued to place traffic 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 DDACTS.

The department conducted several seat belt surveys throughout the county in 2023, showing an average seat belt use rate of 90%, slightly higher than 2022 and significantly higher than the state average. The unit conducted five sobriety and license checkpoints in 2023, allowing officers to have positive interactions with drivers and thank them for utilizing their seat belts, driving sober and practicing other safe driving behavior. The department also partnered with Virginia State Police to conduct a joint checkpoint in December 2023.

The Traffic Enforcement Unit conducted 96 covert and visible speed surveys during 2023, an increase of 20 surveys over the previous year. The surveys collected speed-related data and also provided a visual display of the driver’s speed in order to affect driver behavior. That speed data was shared with VDOT and Roanoke County Community Development in a collaborative effort to improve traffic safety across the county. That initiative, and success in the Meadowlark Road and Canter Drive neighborhoods, has spurred additional collaboration to address the traffic concerns in other areas of the county. These areas have verified speeding concerns and are locations where targeted high-visibility enforcement have not generated the desired effect.



TRAFFIC EDUCATION

During 2023, Roanoke County’s Traffic Enforcement Unit was able to increase the number of its traffic safety presentations. Working with the Virginia State Police and the Virginia Tech Transportation Institute, we conducted various safety presentations for Roanoke County high schools and middle schools, along with schools in Bedford County, Botetourt County, Craig County and the City of Salem.

Officers are currently developing an in-depth, hands-on mock crash scenario that involves students, staff and parents. Representatives from the Traffic Unit also met with our Public Safety Academy, demonstrating DUI detection techniques, field sobriety tests, traffic crash investigation and reconstruction, speed measuring devices and enforcement measures.



Police Officer Wickham talking to students at North Cross High School about how science is used in evidence collection

UNIFORM PATROL OFFICERS

The Uniform Operations Division is the largest and most visible component of the Roanoke County Police Department. 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 where they are needed most. Officers respond to all non-emergency and emergency calls in the county, with calls ranging from injured wildlife, assisting stranded motorists and well-being checks of the 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 of current trends that helps direct officers' 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.

Below: Police Officer IV N. Maxey providing traffic control during the 2023 Iron Man Race held in the Roanoke Valley.



WHAT IS A MICRO-TIME HOT SPOT?

Micro-Time Hot Spots are areas where several crimes occur in a relatively small geographic area with repeat victimization. These areas are defined by examining data over multiple weeks.

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

The department implemented this program in 2019 after seeing a dramatic spike in larcenies from vehicles and motor vehicle thefts in 2018. From 2020 to 2022, the number of larcenies from vehicles decreased and returned to the normal threshold range. In 2023, the number of larcenies from vehicles showed a significant decrease compared to the yearly average over a 10 year period (2013 through 2022). In 2023, there was a 10% decrease in motor vehicle thefts compared to the yearly average and a 24% decrease when compared to 2018.

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



Touch-A-Truck is just one of many community events that our department uses to educate adults and children about law enforcement, personal safety and crime prevention. Community outreach events strengthen our relationships with all ages to help us accomplish our public safety mission.

The Roanoke County Police Department continues to innovate its approach to crime prevention through various community policing programs. Most Neighborhood Watch groups use social media, such as Facebook and Nextdoor to communicate and keep members informed about events in their neighborhood. The Roanoke County Police Department focuses on informing these groups of current crime reports and providing information about select police activity in communities over the past 30 days. The citizen groups receive education on significant crime trends seen in the valley and how to avoid becoming a victim. In 2023, we added two new groups, Old Mountain (City and County hybrid) and the Terrace Hills Neighborhood Watch Group.

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 respective missions to keep our citizens safe. In 2023, sixteen students graduated from the Citizen 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 2023. The Williamson Road Business Association partnered with Roanoke City to host a large and successful event for North Roanoke County. The Mt. Pleasant area also held a large event for communities in South County. The department participated in the Roanoke County Parks, Recreation and Tourism's **Touch-A-Truck event**. This day allows 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 and in-demand program that provides support to caregivers of individuals with cognitive disorders such as dementia, Alzheimer's, autism and Down syndrome. Tracking bracelets are placed on individuals, allowing RCPD officers to locate clients if they wander away from their caregivers. In 2023, the Roanoke County Police Department Project Lifesaver program had 44 active members with plans made to hold another Search Specialist School in August of 2024.

TRIAD is a program sponsored by the Roanoke County Police 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. The goal of TRIAD is to reduce the fear of crime and victimization among seniors by increasing awareness of scams and fraud that target senior citizens. TRIAD also strengthens communication between law enforcement and senior communities.

COMMUNITY SERVICE OFFICERS

During 2023, the Community Service Unit (CSO) consisted of three full-time police officers. The unit investigated a total of 3,227 calls for service. Throughout 2023, the CSO Unit had 49 offenses cleared by arrest, issued 237 citations, and issued 34 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, 2023, Roanoke County Police listed 8 dogs on the [Virginia Dangerous Dog Registry](#). The property of each dog owner was inspected to ensure compliance with the Commonwealth of Virginia's regulations for keeping a dangerous dog. For more information about the Community Service Officer Unit, please see our [Animal Control web page](#).

| 2023 CSO ACTIVITIES | |
|--|-------|
| Stray and at large domestic animals | 348 |
| Animal ordinance violation | 347 |
| Livestock investigations | 43 |
| Security checks (parks and schools) | 718 |
| Non-CSO calls in which an officer assisted patrol units on calls for service | 1,002 |
| Animal cruelty investigations | 128 |
| Wildlife investigations | 288 |
| Animal bite investigations | 76 |
| Traffic stops | 223 |
| Injured or sick animals | 63 |



Community Service Officers like W.B. Hodge above play a vital role in reuniting lost and stray pets with their owners, along with investigating reports of animal neglect, wildlife conflicts, animal bites, and other violations of Roanoke County's animal ordinances. Pictured above, CSO B. Hodge with a Budweiser Clydesdale.

BIKE PATROL

The Roanoke County Police Department currently has 14 active Bike Patrol officers. These officers are certified through the International Police Mountain Bike Association (IMPBA), and the department currently has two IPMBA instructors within the unit.

In 2023, officers logged 75 total bike hours. These hours were made up of patrol, traffic enforcement within DDACTS hotspots, checkpoints and community engagement at civic events. There were 865 community contacts reported.

Roanoke County Police was one of the first agencies in Virginia to form a Bicycle Response Team (BRT). Bike officers are trained to be utilized in crowd management as taught by IPMBA instructors. Bike officers are also dually certified for patrol and BRT. With one officer being certified to instruct basic bike patrol and BRT, the team has been self-sufficient in terms of training. The unit provides quality services to the agency with minimal fiscal impact.



Bike Patrol officers assisting with traffic control and athletes' personal safety during the 2023 Special Olympics Torch Run.

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



Roanoke County historically offers the Rape Aggression Defense Program (RAD) twice per year. In March of 2023, with the assistance of School Resource Officer Morris and a RAD instructor, the department held a class at Hidden Valley High School. The Roanoke County Police Department hosted a second class in July of 2023. Each class contains approximately 30 teenagers and women from the community who learn realistic self-defense tactics and techniques. RAD is a comprehensive course that begins with awareness, prevention, risk reduction and risk avoidance. The course also progresses to the basics of hands-on defensive training. The program is held one night a week for four weeks with participants 13 and older (participants under 18 require parental permission). This course is designed as a self-defense for women only and is free to participants who register.

At left: Police Officer IV K. Wilhelm wearing the RAD protective suit used when instructing RAD class participants in various methods of self-defense.

SCHOOL RESOURCE OFFICERS

The School Resource Officer (SRO) program is offered in cooperation with Roanoke County Schools and its 27 public schools. Currently, there are 18 Roanoke County Police officers assigned to the SRO unit. Nine officers are assigned to the 10 middle and high schools throughout the county, including the Burton Center for Arts and Technology. The remaining nine officers are assigned to various elementary schools throughout the county.

Beginning in 2023, Roanoke County Police applied for and received a grant from the Department of Criminal Justice Services (DCJS). This grant enabled the department to hire part-time certified law enforcement personnel assigned specifically as SROs in elementary schools. Currently, six of the nine officers assigned to elementary schools are part-time personnel, made possible by the DCJS grant. As the

SRO Unit continues to grow, the goal is to have a police officer in all 27 Roanoke County Public Schools.

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 of the laws and ordinances of Virginia and Roanoke County. SROs also instruct students on safety and security in schools, and the five types of incidents students may experience. These incidents include a lock down, shelter in place, secure, hold and evacuation. What students should expect if they are alerted to a situation is explained for each of these potential incidents. During the 2023 calendar year, SROs conducted 63 classroom instructions.

Throughout 2023, the SRO unit investigated more than 440 incidents in schools. In addition, the unit conducted 200 forms of traffic enforcement, including traffic control, traffic crash investigation and radar enforcement. Most incidents investigated by the unit resulted in no criminal charges. In many cases, it was determined that criminal charges were not warranted. In other cases, the school or Juvenile Court Services opted to conduct their own diversion programs or “in-school discipline.” In total, 350 cases or reports resulted in a disposition other than criminal charges being placed. Nineteen incidents were cleared by exception (no crime occurred), 54 incidents were cleared by a formal juvenile court diversion, 247 incidents were handled by the school’s disciplinary process and 30 incidents resulted in prosecution declined at the request of the victim or Commonwealth Attorney’s Office.

During the summer of 2023, COPS Camp returned in cooperation with Roanoke County Parks, Recreation and Tourism, and Camp Roanoke. COPS Camp is a day camp experience for rising sixth, seventh, and eighth graders that features daily activities such as hiking, nature walks, team-building exercises and climbing the rock wall. Other police-related programs included Touch-A-Truck, K9 and SWAT demonstrations and educational segments from the Virginia Rules program.

| 2023 SRO INVESTIGATIONS | |
|-------------------------|----|
| Alcohol violations | 11 |
| Assault & Battery | 85 |
| Drugs | 41 |
| Larceny | 23 |
| Property damage | 9 |
| Threats | 45 |
| Tobacco / Vapes | 82 |
| Trespassing | 25 |
| ECO / TDO | 3 |

2023 STATISTICS

| VIOLENT CRIMES | 2021 | 2022 | 2023 |
|---------------------------------|------------|------------|------------|
| Homicide | 0 | 5 | 0 |
| Forcible Rape | 22 | 15 | 18 |
| Robbery | 17 | 21 | 13 |
| Aggravated Assault | 165 | 177 | 164 |
| Violent Crimes Sub-Total | 204 | 218 | 195 |

| PROPERTY CRIMES | 2021 | 2022 | 2023 |
|----------------------------------|--------------|--------------|--------------|
| Arson | 2 | 4 | 0 |
| Burglary | 134 | 149 | 102 |
| Larceny | 868 | 907 | 862 |
| Motor Vehicle Theft | 89 | 62 | 65 |
| Property Crimes Sub-Total | 1,093 | 1,122 | 1,029 |
| TOTAL CRIMES | 1,297 | 1,340 | 1,224 |

*Taken from IBR.

| REPORTABLE CRASHES | 2021 | 2022 | 2023 |
|---------------------------------|--------------|------------|------------|
| Fatality | 2 | 8 | 7 |
| Personal Injury | 264 | 210 | 230 |
| Property Damage | 740 | 707 | 760 |
| Reportable Crashes Total | 1,006 | 925 | 997 |

| OTHER INCIDENTS | 2021 | 2022 | 2023 |
|------------------------------|---------------|---------------|---------------|
| Alarms Calls Responded | 1,522 | 1,525 | 1,364 |
| Vehicle Crashes Responded | 2,363 | 2,542 | 2,538 |
| Traffic Summons | 16,563 | 19,540 | 16,871 |
| Other Incidents Total | 20,448 | 23,607 | 20,773 |

| CALLS FOR SERVICE | 2021 | 2022 | 2023 |
|--------------------------------|---------------|---------------|---------------|
| Incidents | 33,000 | 33,500 | 33,500 |
| Officer-Initiated | 25,700 | 27,400 | 25,600 |
| Building Checks | 29,500 | 30,100 | 30,400 |
| Calls for Service Total | 88,200 | 91,000 | 89,500 |

K9 OFFICERS

The Roanoke County Police Department’s K9 Unit is comprised of five canines and five handlers, with one handler assigned two canines. These teams include dogs 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 bi-monthly training with surrounding jurisdictions. In 2023, the unit had 141 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 Roanoke County Police K9 Unit continues to be thankful for the gracious support of numerous businesses, foundations and individuals. Their support has allowed the unit to purchase vital equipment and has provided our canines with protective ballistic vests.

| 2023 K9 DEPLOYMENTS | |
|---------------------|-----|
| Detection | 101 |
| Patrol | 40 |
| Seizures | 37 |
| People Located | 23 |
| Arrests | 43 |



Police Officer G. Baskcomb with K9 Doerak.

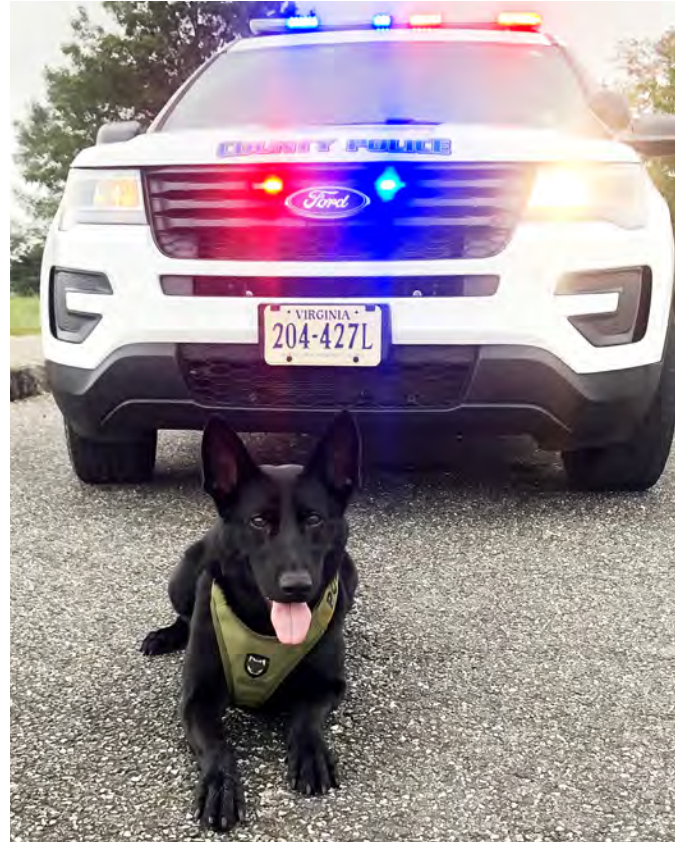
K9 RETIREMENTS

In 2023, we saw the retirement of K9 officers Cash and Remi. Each have several years of dedicated service demonstrating bravery and unwavering commitment from tracking suspects to locating missing persons alongside our law enforcement officers.



K9 CASH

K9 Cash with his handler, Police Officer IV W. Chesser, have served the citizens of Roanoke County and neighboring jurisdictions since 2014. Over that time, K9 Cash was utilized hundreds of times ranging from narcotic detection to patrol (apprehension) deployments. K9 Cash was also a long-standing member of our SWAT Team. K9 Cash retired in August 2023.



K9 REMI

K9 Remi began her career with the Department in 2018, partnering with Police Officer III S. Foutz in 2020. Remi was utilized for passive tracking as well as explosive detection. In Remi's time of service, she handled over a hundred utilizations that consisted of checking schools, commercial buildings, and tracking missing individuals, including young children. Due to an unforeseen medical condition Remi entered retirement in October 2023.

Let us not forget the bond formed between these K9s and their handlers. The partnership between an officer and their four-legged counterpart is one built on trust, communication and mutual respect. Together they have faced challenges, overcome obstacles and stood side by side in the pursuit of a safer community. As we say goodbye to our retiring police K9s, let us express our gratitude for their loyalty, dedication and selflessness. May they enjoy a well-deserved retirement with their respective families.

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

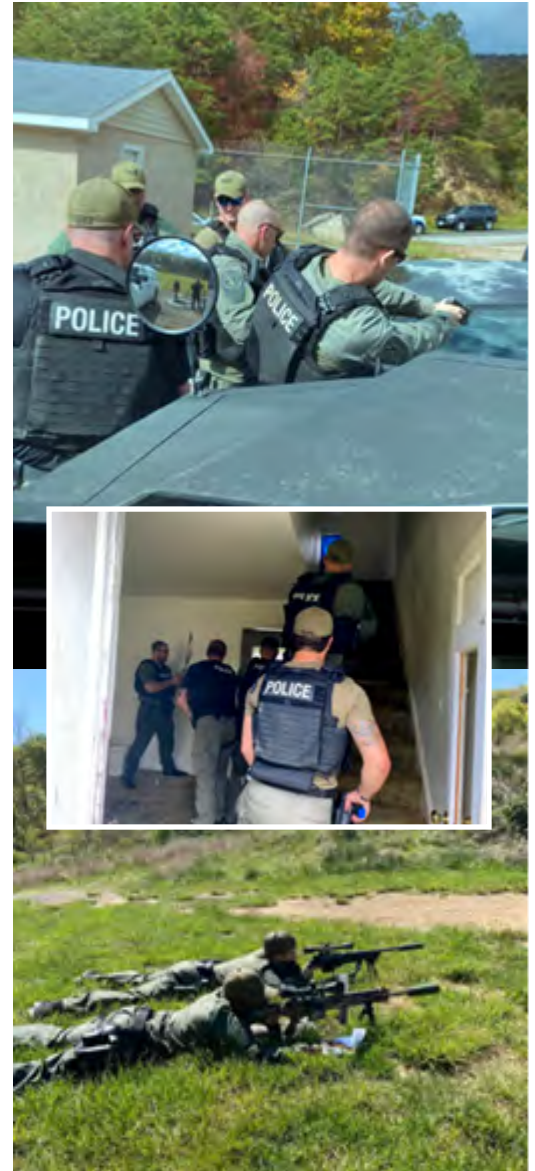
The SWAT Team is tasked with handling high-risk operations that exceed the capabilities and safety of regular police officers to resolve dangerous situations with minimal risk to civilians and law enforcement personnel. SWAT responds to active shooters, counterterrorism, high-risk warrant service, hostage situations, armed and barricaded subjects, VIP protection, special events and engaging heavily armed suspects.

SWAT officers undergo rigorous training in tactics, weapons handling, negotiation, and close-quarters combat. They are equipped with specialized gear, including robots, drones, tactical K-9 deployment, night vision equipment, heavy body armor, ballistic shields, and manual and mechanical entry tools. SWAT members are trained in the deployment of various weapons along with multiple less lethal platforms, electronic control devices, breaching tools, and armored vehicles.

SWAT personnel are trained to provide emergency first aid and the immediate treatment of individuals who are experiencing acute injury. The effectiveness and speed of emergency medical care is critical, as timely intervention can significantly impact patient outcomes.

SWAT focuses on training, teamwork, special equipment, and advanced tactics to peacefully resolve the most dangerous situations. The SWAT Team consists of 17 members from the various divisions within the agency.

The Crisis Negotiations Team (CNT) is a component of SWAT and consists of nine trained members from various areas within the department. Crisis negotiators use specialized techniques and strategies to address situations where individuals are in extreme distress or pose a threat to themselves or others, such as hostage situations, armed standoffs, or potential suicides. Through active listening, empathy, and tactical communication, negotiators seek to build rapport, understand the person's motivations, and persuade them to surrender or agree to a peaceful resolution. The primary goal is to resolve these situations without resorting to violence.



The SWAT Team uses special weapons, tactics and teamwork to achieve its mission to "Save Lives!"

DRONE TEAM

The Drone Team added three new pilots this past year. Sergeant B. Smith, Police Officer III E. Kennedy, and Police Officer II B. Campbell all successfully passed their part 107 with the FAA and became licensed to fly. The unit had numerous successful deployments this year, including a suspect apprehension at the border with Montgomery County and multiple call-outs for pipeline protests in the Bent Mountain community. The Drone Team's capabilities enhances safety and provides valuable intelligence for extrication teams.

CRIMINAL INVESTIGATIONS

The Criminal Investigations Division (CID) is responsible for investigating 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 2023, the CID investigated 412 cases. Of those cases, there was one homicide and approximately 40 death investigations, 35 cases involving crimes against persons, 87 crimes against children, 102 financial crimes, 116 cases involving crimes against property and 31 other criminal activities that were investigated. The division investigated approximately 7.2% of the total offenses reported to the department in 2023.



Roanoke County Police's Criminal Investigations Division team.

Detectives in CID are divided into five units:

- The Fraud Unit investigates credit card theft, forgeries, embezzlement, identity theft, scams and similar offenses.
- The Property Crimes Investigations Unit investigates burglaries, armed robberies, motor vehicle thefts and other crimes not covered by the Fraud or Special Investigations Units.
- The Special Victims Unit investigates sex offenses committed against children and adults, child and elder abuse, child pornography production and distribution.
- The General Investigations Group is capable of investigating all the crimes above and is assigned cases based on the needs of the division as a whole.
- 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. Detectives also coordinate with the Commonwealth's Attorney's Office to prepare cases, and work closely with the Department of Social Services to investigate cases of child and elderly victimization.

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 the surrounding areas. Detectives also work on cold cases that remain unsolved. They work on these cold cases as they have time and as new leads develop or new technology presents opportunities for leads in these cases.

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 fully train an officer to the standards expected by the citizens of Roanoke County. In 2022, the department assigned an officer as a full-time recruiter. In 2023, the department truly began to see the benefits of this assignment. The recruiter has assisted with ongoing efforts and events to promote Roanoke County's Police Department on a local and national scale as a premier law enforcement agency. As a result, the department has hired new officers from as far away as Iowa. The recruiter and other members of the Professional Standards Unit have significantly improved our social media presence along with local and regional recruitment campaigns to help increase awareness about opportunities within our agency.



Police Officer III B. Lee (left) recruiting at Roanoke College with K9 Police Officer II N. Winstead.

The employment process can take up to six months to complete due to lengthy testing and background checks. In 2023, the department hired two full-time civilian positions. The department processed 378 applicants to hire 19 full-time police officers, seven of which were previously certified and seven part-time School Resource Officers (SROs). Through the efforts of PSU, the department has reached full staffing of sworn full-time police officers. Due to budgeting constraints, we are currently unable to over-hire positions. Our goal is to expand our hiring in 2024 to include those positions to provide premier law enforcement services to the citizens of Roanoke County.

PSU also manages the accreditation process through the Commission on Accreditation for Law Enforcement Agencies (CALEA). The department received its 10th Meritorious Accreditation in November 2023. PSU ensures that the CALEA certification process is completed each year. The four-year CALEA process combines both web-based and on site reviews of the department's compliance with national standards.

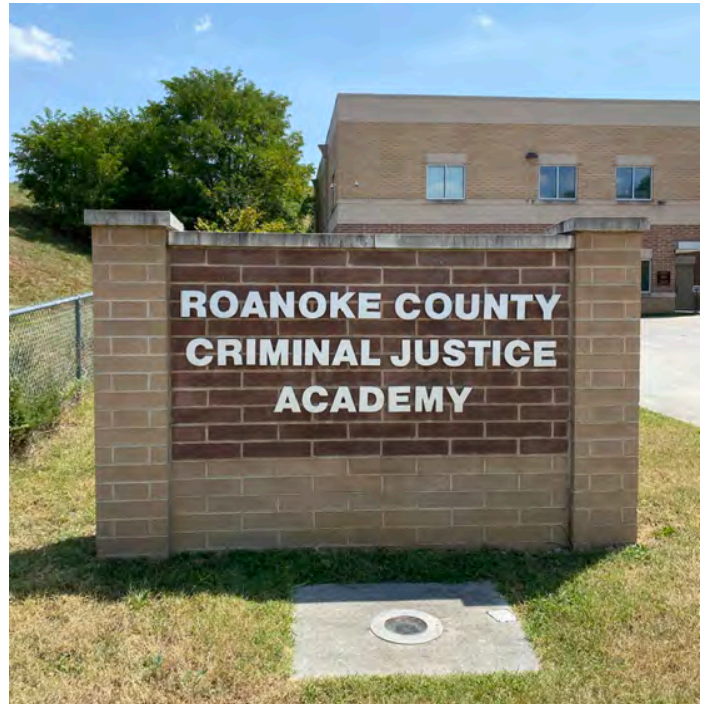
The Professional Standards Unit handles the scheduling, testing, and processing of all internal promotions throughout the year. In 2023, the department promoted 10 Police Officer IIs, 11 Police Officer IIIs, four Police Officer IVs, three Sergeants, and two Commanders. PSU also coordinates the Annual Departmental Awards for employees whose actions showcase our efforts as a premier law enforcement agency. The department awarded ninety-nine commendations at its 2023 awards banquet.

ROANOKE COUNTY CRIMINAL JUSTICE ACADEMY

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

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

In 2023, the RCCJA graduated two basic law enforcement classes, two basic jailor classes and one basic emergency communications class.



LAW ENFORCEMENT CLASS #64



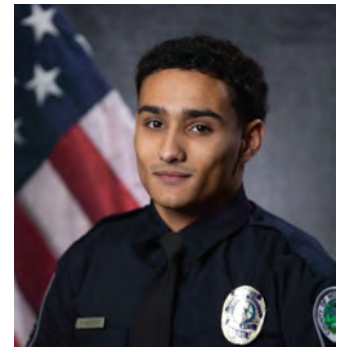
Police Officer J. Altice



Police Officer A. Campos

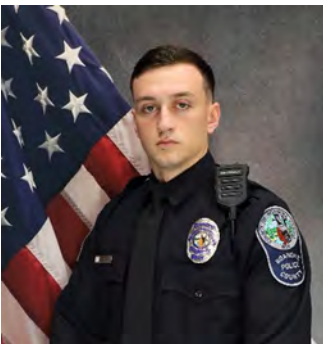


Police Officer A. Nichols



Police Officer P. Haston

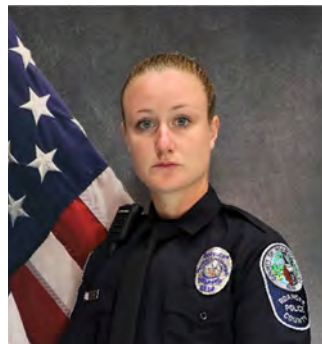
LAW ENFORCEMENT CLASS #66



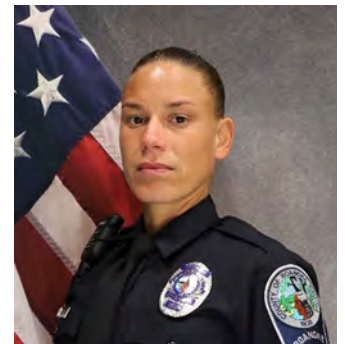
Police Officer C. Boyd



Police Officer C. Frechette



Police Officer T. Hodges



Police Officer G. Thornton

SERVICES DIVISION

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

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, while an increase in patrol officers over the same period has resulted in more service calls, 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 system technician maintains the mobile computer terminals in patrol cars, office computers, E-Citation devices and other technologies that connect officers with the information they need to perform their duties.

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

2023 SERVICES DIVISION ACTIVITIES

| | |
|---------------------------|-------|
| Citations Entered | 490 |
| Warning Tickets Entered | 505 |
| Parking Tickets | 77 |
| Background Checks | 349 |
| FOIA Requests | 914 |
| Weapon Permits | 1,850 |
| Arrests Entered | 3,667 |
| Crash Reports Entered | 1,166 |
| Case Reports Entered | 7,867 |
| Protective Orders Entered | 1,450 |
| Warrants Entered | 5,209 |

FOUR-YEAR BUDGET COMPARISONS

| BUDGET CATEGORY | FY 2020-2021 | FY 2021-2022 | FY 2022-2023 | FY 2023-2024 |
|---------------------|--------------|--------------|--------------|--------------|
| Personnel | \$10,475,701 | \$11,208,027 | \$12,680,522 | \$14,969,322 |
| Non-Personnel | \$1,876,927 | \$1,846,861 | \$2,117,361 | \$2,455,782 |
| Vehicle Replacement | \$550,000 | \$350,000 | \$0 | \$0 |
| Total | \$12,902,628 | \$13,404,888 | \$14,797,883 | \$17,152,104 |

INTERNAL AFFAIRS

The Internal Affairs Division investigates all allegations of employee misconduct. The department's core values are integrity, courage, accountability and respect. These values guide staff to consistently provide Roanoke County's citizens with the most professional police services. Internal affairs investigations help sustain community trust and build community partnerships through accountability.

The information provided in this review includes internal affairs investigations from January 1, 2023, through December 31, 2023. Each complaint or investigation may involve one or more officers and include multiple dispositions. Internal affairs conducted 14 investigations in 2023, nine of which were generated from inside the agency. The remaining five investigations came from citizen complaints.

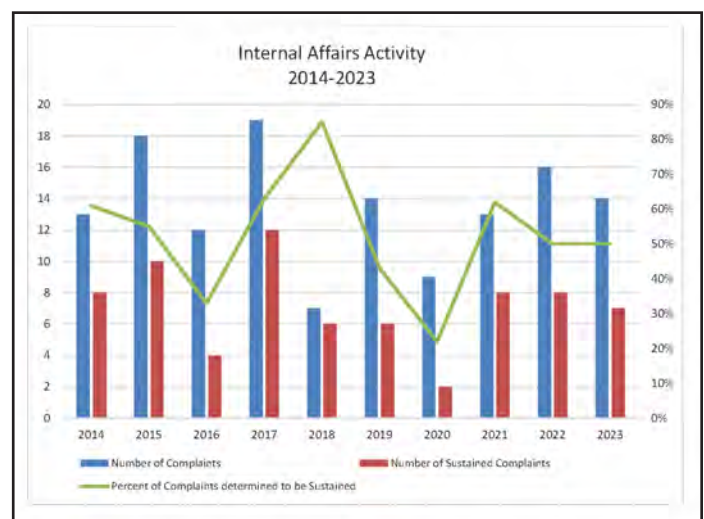
In 2023, the average time required to complete an internal affairs investigation was 85 days. Generally, internal investigations will be completed within 90 days. From 2017 through 2023, the division has completed 91 internal affairs investigations, with only 11 of these investigations exceeding the 90-day time-frame. These 11 investigations were prolonged due to their complex nature and multiple levels of review before a final disposition. From January 2014 through December 2023, the department conducted 135 Internal Affairs investigations with 37 (27%) of these complaints coming from outside of the agency. The remaining 98 (73%) investigations were discoveries made through internal audits, internal quality controls or complaint memos generated by supervisors.

| NATURE OF INVESTIGATION | Total Reported | Percent of Total |
|---|----------------|------------------|
| Conduct Unbecoming | 3 | 22% |
| Neglect of Duty | 2 | 14% |
| Policy/Rules & Regulations | 3 | 22% |
| Use of Force | 1 | 7% |
| Unlawful Detention | 1 | 7% |
| Discrimination | 1 | 7% |
| Prohibited Association | 1 | 7% |
| Use of VCIN for Non-Criminal Justice Purposes | 1 | 7% |
| Reckless Handling of Weapon | 1 | 7% |

| OUTCOMES OF SUSTAINED COMPLAINTS | Total |
|----------------------------------|----------|
| Termination | 0 |
| Resignation | 1 |
| Demotion | 0 |
| Suspension | 2 |
| Written Reprimand | 2 |
| Verbal Reprimand | 0 |
| Counseling / Training | 2 |
| Total | 7 |

| OUTCOMES OF COMPLAINTS | Total | Percent of Total |
|------------------------|-----------|------------------|
| Sustained | 7 | 50% |
| Not Sustained | 5 | 36% |
| Unfounded | 1 | 7% |
| Exonerated | 1 | 7% |
| Total | 14 | |

2014-2023 ACTIVITY AT A GLANCE





EMPLOYEE RECOGNITION

Each year the Roanoke County Police Department celebrates staff excellence at its annual awards ceremony by showcasing outstanding performances that set benchmarks for both our department and the broader community.

EMPLOYEE RECOGNITION

CHIEF'S ACHIEVEMENT AWARDS

POLICE OFFICER III B. D. LEE

In March 2022, the department's administration had the vision of adding a full-time recruiter to address a manpower shortage. Police Officer III B.D. Lee was selected to fill this position and has done an exceptional job of recruiting future police officers at a time when law enforcement careers are less than popular. Since this time the department has received numerous compliments regarding the professionalism and transparency of his recruitment style. Police Officer III Lee has expanded his duties to assist the department with community outreach events to include the first annual Public Safety Trunk or Treat, and Cuts with Cops event. These events drew larger than expected community participation. Police Officer III Lee also organized the Shop with a Cop program to help members of the community during the holiday season. Lee has gone above and beyond to help our department not only recruit, but to also engage our community to help citizens see our officers as human beings behind the badge.



Above: Police Officer III B. D. Lee (right) receiving the 2023 Chief's Achievement Award for his work as a recruiter and for his community engagement strategies.

DETECTIVE T. G. HARRIS

Detective Harris recently completed a four-year assignment as the Accreditation Manager for the Professional Standards Unit. These duties include applicant testing, new employee orientation, planning the Annual Awards Banquet and preparation for CALEA assessments. This position is responsible for ensuring the department is adhering to best practices under CALEA standards. Harris was instrumental in transitioning the department to the 6th edition of CALEA Standards as well as creating several drafts of the most recent Use of Force policy. Detective Harris' precise and systemized approach to the process helped the department attain its 10th successful Meritorious Accreditation Award. Detective T. G. Harris continues to be an outstanding member of the Roanoke County Police Department and works to further its departmental goals.



Above: Detective Harris received the 2023 Chief's Achievement Award for his work in assignment as the department's Accreditation Manager for its CALEA standards.

EMPLOYEE RECOGNITION

CHIEF'S ACHIEVEMENT AWARDS

SERGEANT C. J. GUNTER

Sergeant Gunter has served as a Uniform Sergeant since August 2020. During 2023, Gunter was tasked with the challenge of transitioning the department to new handguns. While quick to give credit to others who took part in the process, Sergeant Gunter spent endless time, energy, effort and dedication in developing a plan for reviewing, purchasing and implementing the changeover. Sergeant Gunter coordinated with the gun manufacturer for the training of the firearms instructors, as well as additional equipment needed to ensure proficiency with the new weapon. He formulated a plan to purchase additional ammunition during a shortage of available ammo, along with a resale plan for the retired guns and ammo to help defray the cost of the new weapons. At this time, the Roanoke County Police is the largest department in the country to implement the use and training of the new weapon. Sergeant Gunter displayed outstanding organizational skills, immense patience and commendable resilience throughout the transition, which will benefit the department for many years to come.



Above: Sergeant Gunter (right) receiving the 2023 Chief's Achievement Award for his work as the firearms transition coordinator.

OFFICER OF THE YEAR

POLICE OFFICER II W. R. HENDRICKS

In the year 2023, Police Officer II Hendricks regularly doubled, if not tripled, the platoon's activity average for arrests, summonses, and other activities. Police Officer II Hendricks is a consistently high-performing officer but is also thorough and insightful in his investigations. He is a team player that takes the time to train and assist other officers on his shift, demonstrating a high work ethic and positive attitude for the job. These attributes ensure good personal relations with his co-workers, demonstrating a successful formula for providing a well-rounded, hardworking, proactive officer.



Above: Police Officer II Hendricks (center) receiving the 2023 Officer of the Year Award.

EMPLOYEE RECOGNITION

ROOKIE OF THE YEAR

POLICE OFFICER R. J. POTTER

Police Officer Potter operates at a level far beyond what is expected of a rookie, and has received numerous compliments for his quality of work from department supervisors and peers. Police Officer Potter was a top performing officer on shift every month since August 2023. He has handled more cases than all other officers, nearly double the next closest officer's dispatched calls. Potter is number two in total arrests to include DUI's and warrants both issued or served. While Police Officer Potter is less tenured, he is routinely called upon by newer officers to provide advice and direction. Officer Potter exemplifies what it means to be a well-rounded officer.



Above: Police Officer R.J. Potter (center) receiving the 2023 Rookie of the Year Award.

CLAY STURGILL AWARD

DETECTIVE B. VAN PATTEN

Detective B. Van Patten is an expert in fraud investigations and has brought several high-level cases to closure throughout her career. She provides mentorship to new officers and is always willing to impart her knowledge to others. Detective Van Patten has been pivotal in the region for managing the Roanoke Valley Fraud Investigators Group, which connects both law enforcement and civilian fraud investigators to identify criminal activity and solve cases. In 2023, Detective Van Patten was able to coordinate efforts with several jurisdictions experiencing thefts from vehicles by a single suspect group known as the "Felony Lane Gang." Her dedication, hard work and commitment to the profession is a credit to Detective Van Patten and the Roanoke County Police Department.



Above: Detective B. Van Patten (center) receiving the 2023 Clay Sturgill Award.

EMPLOYEE RECOGNITION

SPECIAL OPERATIONS UNIT OFFICER OF THE YEAR

POLICE OFFICER IV J. HUBBARD

Police Officer IV J. Hubbard has been assigned as the School Resource Officer at Cave Spring Middle School since 2022. During that time, he has organized a multitude of “Prevention” programs to include Squires Assisting Individuals Develop Excellence (Squires AIDE) and the Squires Code. He has assisted in programs outside Cave Spring Middle School to include the establishment of a Youth Alcohol and Drug Abuse Project (YADAPP Club) at Hidden Valley High School and Hidden Valley Middle School. YADAPP is a peer-led program for students to address underage substance use at the middle and high school levels. Their goal is to promote positive alcohol-free and drug-free behaviors and develop real world leadership skills. Police Officer IV Hubbard has shown his dedication not just to the safety of Roanoke County Schools, but also to the health and wellness of our students.



Above: Police Officer IV J. Hubbard (center) receiving the 2023 Special Operations Unit Officer of the Year Award for his work in the school system.

EMPLOYEE OF THE YEAR

ARLAIN MARTIN

As the Uniform Division’s Office Support Specialist, Ms. Martin works closely with the patrol officers to ensure that they have what they need to be prepared for their tour of duty. Ms. Martin is also responsible for maintaining supplies, handling purchase receipts, and preparing digital evidence for court. She has also assisted with numerous public events to help ensure their success. Thank you for your hard work and dedication.



Above: Support Specialist Arlain Martin (center) receiving the 2023 Employee of the Year Award for her work preparing evidence and assisting with numerous public events.

EMPLOYEE RECOGNITION

LEADERSHIP AWARD

COMMANDER D. BRUCH

Commander Bruch stands out for his commitment to the success of his officers and sergeants. He consistently seeks out methods to identify and leverage each officer's strengths and his proactive approach to promoting officers showcases his leadership skills and underscores his genuine concern for their well-being. Commander Bruch introduced monthly activity challenges, helping to boost morale and reward officers for their contributions. This initiative exemplifies his ability to creatively enhance productivity while recognizing the value and implementing feedback from his officers. Commander Bruch personifies exemplary leadership by fostering a supportive environment, promoting professional growth and implementing strategies to enhance engagement and productivity. Thank you, Commander Bruch, for your dedication to the success and well-being of the officers and sergeants of C-Platoon.



Above: Commander Bruch (center) receiving the 2023 Leadership Award for leading by example and his efforts to maximize his officers' talents, skills and motivation.

OUTSTANDING CIVILIAN AWARD

ALEX SUPAN

Mr. Alex Supan is a graduate of the Roanoke City Police "Growth Through Opportunity" (GTO) program. He has been an instructor for the Crisis Intervention Training (CIT) program at the Roanoke County Criminal Justice Academy for the last five years. Alex overcomes daily challenges and displays exceptional strength and courage to educate community members and first responders on how best to assist individuals with special needs. Alex focuses on how first responders can best aid in these delicate and sometimes challenging situations, while maintaining the dignity of the individuals involved.



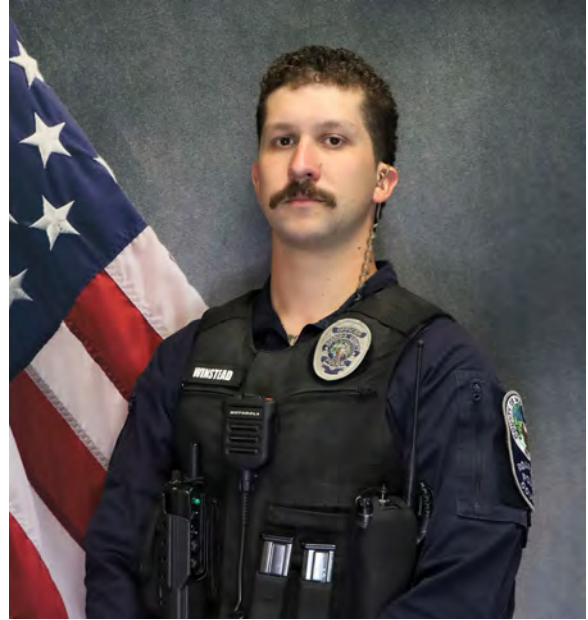
Above: Alex Supan (center) receiving the 2023 Outstanding Civilian Award for his work as a Crisis Intervention Team instructor at the Roanoke County Criminal Justice Academy.

EMPLOYEE RECOGNITION

ADAM CHILDRESS AWARD

POLICE OFFICER II N. WINSTEAD

Police Officer II Winstead has made extensive contributions with K9 deployment during 2023, having a profound impact on Roanoke County but also reaching other jurisdictions to include federal agencies and school districts. Police Officer II Winstead and his K9 partner Mavric seized over 478 grams of methamphetamine, 213 grams of heroin, and 152 grams of cocaine resulting in numerous arrests. Police Officer II Winstead's multifaceted approach to law enforcement not only reflects individual excellence but also a broader commitment to the betterment of the entire law enforcement community. He is an exemplary employee of the Roanoke County Police Department.



Above: Police Officer II N. Winstead received the 2023 Adam Childress Award for his work in K9 deployment.

LIFE SAVING AWARDS

POLICE OFFICER K. D. CIELSKI and POLICE OFFICER III T. E. RANSOM

These officers responded to a residence in reference to a suicidal subject. The subject was located outside of the residence with a ratchet strap around his neck, unconscious and not breathing. Police Officer Cielski was able to loosen the strap while Police Officer III Ransom utilized his pocketknife and cut the strap. The subject regained consciousness and was taken to the hospital on an Emergency Custody Order.



Above: Police Officer Cielski (left) and Police Officer III Ransom (right) received the 2023 Lifesaving Award for saving a citizen from a suicide attempt.

EMPLOYEE RECOGNITION

LIFE SAVING AWARD

POLICE OFFICER J. R. RICKETT

Police Officer Rickett responded to a suicide attempt at a residence in the county. The suspect was found lying on the bedroom floor in a large amount of blood. Officer Rickett observed what appeared to be a self-inflicted laceration of the subject's right wrist. Officer Rickett applied direct pressure to the wound with a towel until rescue arrived on scene. His quick action and medical background likely saved the suspect's life.



Above: Police Officer Rickett received the 2023 Lifesaving Award for saving a citizen from a suicide attempt.

GALLANTRY STAR

This medal is awarded to an officer or officers for a specific act of distinguished bravery without regard for personal safety in the arrest of a suspect or suspects.

POLICE OFFICER C. C. COSBY and **POLICE OFFICER II J. D. SHRADER** responded to a call for shots fired and were given a vehicle description and the last known location of the suspects. As these officers located the vehicle, an occupant in the vehicle fired multiple rounds towards them. The officers did not hesitate and immediately placed themselves in harm's way to protect the citizens of the Roanoke Valley. A high-risk felony stop was conducted on the vehicle and Officers Cosby and Shrader successfully prevented further criminal activity and threats to the community by detaining all of the suspects. These officers distinguished with their bravery under fire as they courageously drove toward the threat to prevent further harm.



Above: Police Officer II Schrader (center left) and Police Officer Cosby (center right) received the 2023 Gallantry Star Award for displaying courage under fire.

EMPLOYEE RECOGNITION

MERITORIOUS SERVICE

CHAPLAIN POTTER AND K9 SCARLETT

Over the past several years, Chaplain Potter has been working with Roanoke County Police Department as a Life Coach and has been instrumental in pushing an overall wellness initiative under the support of Command Staff. He and his K9 partner Scarlett routinely attend line-up briefings and ride-along with officers. They interact with the Roanoke County Criminal Justice Academy recruit classes along with officers and staff members that are experiencing work or family-related trauma. Chaplain Potter and Scarlett bring a calming effect and reassurance to those experiencing adversity and provide a no-judgment zone and coping strategies conducive to restoring balance. After hours, Chaplain Potter and his organization, Shield Chaplaincy, offer workshops on a host of life subjects that include couples support, marriage counseling, and parenting skills. Potter and Scarlett make a positive difference in the lives of our Law Enforcement personnel.



Above: Chaplain Potter (center) and K9 Scarlett received the 2023 Meritorious Service Award for providing counseling services to Roanoke County's officers and staff.

POICE OFFICER III M. S. THOMAS

Police Officer III M. S. Thomas represents the department at the highest level with his professionalism and self-initiative. In 2022, he attended an in-depth 8 week Emergency Medical Technician course at the Roanoke Valley Regional Fire Academy, placing first in his class and obtaining his EMT certification. In February 2023, he responded to a critical call assisting Roanoke Police Department with multiple shooting victims. Police Officer III Thomas immediately began utilizing his EMT skills and started applying lifesaving first aid, packing wounds and triaging victims. As other officers arrived, he advised them on how to best assist the victims. Police Officer III Thomas is an asset to the department and community, selflessly responding to an active scene using his specialized skills and teaching others in a real-life situation.



Above: Police Officer III Thomas (center) received the 2023 Meritorious Service Award for receiving his EMT certification and using these new skills to assist shooting victims in the field.

EMPLOYEE RECOGNITION

MERITORIOUS SERVICE

DETECTIVE J. A. MUSSER

Detective J. A. Musser continues to be an outstanding asset to the Roanoke County Police Department and to the community he serves. His vast array of experience including evidence collection, hostage negotiation, academy instruction, and certified expert witness in cell phone downloads and tracking, has led to multiple arrests and convictions in many cases. Detective Musser has investigated and received convictions for his diligence in the completion of cases involving homicides and major property crimes both locally and within other jurisdictions.



Above: Detective Musser (center) received the 2023 Meritorious Service Award for his work that has led to multiple arrests and convictions.

EXCEPTIONAL PERFORMANCE

DETECTIVE K. SAUL

Detective Saul has worked for the Roanoke County Police Department for almost 21 years. She has worked in the Criminal Investigation Unit for 15 years and has been a lead evidence technician for 12 years. Detective Saul is an active RAD (Rape Aggression Defense) instructor and has been a part of that program for 16 years. She was instrumental in developing a two-week evidence training program for the department, a program that now trains evidence technicians for multiple jurisdictions in and around the Roanoke Valley. This program has been recognized by many agencies for the quality training that it provides. Detective Saul's dedication and commitment to service is a credit to herself, the Roanoke County Police Department and to the citizens of Roanoke County.



Above: Detective Saul (center) received the 2023 Exceptional Performance Award for leading a regionally-recognized evidence training program used by several jurisdictions in our area.

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

2023 CHAMBER OF COMMERCE AWARDS



The Roanoke Regional Chamber of Commerce named **Police Officer II J. Shrader** as its 2023 Police Officer of the Year. Every other month, the Roanoke Regional Chamber of Commerce recognizes the work of one Roanoke County Police Officer.

2023 Roanoke Regional Chamber Awards

| | |
|------------------------|------------------------------|
| January-February..... | Police Officer III M. Thomas |
| March-April | Detective R. Finney |
| May-June | Police Officer III D. Julian |
| July-August | Detective B. Van Patten |
| September-October..... | Police Officer III T. Butts |
| November-December..... | Police Officer II J. Shrader |



The Salem-Roanoke County Chamber of Commerce named **Police Officer III M. Thomas** as its 2023 Officer of the Year.

DEPARTMENT GOALS FOR 2024

STRATEGIC DRIVER: ORGANIZATIONAL EXCELLENCE

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

- Review and revise promotional process to expand eligibility for officers.
- Explore establishing a mentorship program for civilian and sworn personnel.
- Develop and implement a process for completing stay interviews for sworn and civilian employees.
- Assist Roanoke County Human Resources in the evaluation of the Public Safety pay plan.
- Review and improve retention incentives for employee's who are eligible to retire.

Goal #2: Increase employee recruitment.

- Establish and operationalize an employee recruitment work group.
- Complete a comprehensive review of the hiring process, revising to make it more efficient and effective.
- Develop and implement an on-boarding process.
- Evaluate effectiveness of current recruiting incentives and make recommendations for enhancing the program.

Goal #3: Ensure adequate work force 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 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.
- Implement recommendations identified by needs assessment.
- Enhance officer tactics training to ensure preparedness for Critical Incidents is included in annual and specialized training.

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 employee support program.
- Conduct survey to identify needs and areas of interest.
- Explore 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.
- Maintain and improve resilience training for sworn and civilian employees.
- Create a network of physical fitness opportunities.

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

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

DEPARTMENT GOALS FOR 2024

STRATEGIC DRIVER: COMMUNITY OUTREACH & ENGAGEMENT

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

- Collaborate with Roanoke County School Administration and community agencies to identify gaps in prevention programs for school age children.
- Develop and implement programs to address the gaps.

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.
- Conduct a comprehensive community survey to assess public safety and perceptions.
- Establish a program for distributing best practices for crime prevention to Roanoke County business, 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.

- Design and implement a process for engaging with residential developments.
- Design and implement a process for engaging with business developments.
- Establish a process for actively engaging in each economic development initiative for Roanoke County.

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.
- Enhance availability and access of the threat assessment program.

Goal #2: Align technologies to meet operational demands.

- Explore feasibility of Facial Recognition Software.
- Implement digital tag system or other system to reduce time officers spend completing evidence tags.
- Research, evaluate and implement Virtual Reality training software.
- Evaluate the use of smart phones in the field to enhance officer performance.

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

- Review workload of Crime Analyst and determine if additional analytical support is needed.
- Evaluate and make recommendations for the use of an Intelligence Officer to each platoon.
- Analyze and revise, if needed, districting parameters.
- Research and implement methods to expand the use of crime data and alternative data sources to predict future crimes and deploy officers accordingly.

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

Services/Records Division (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