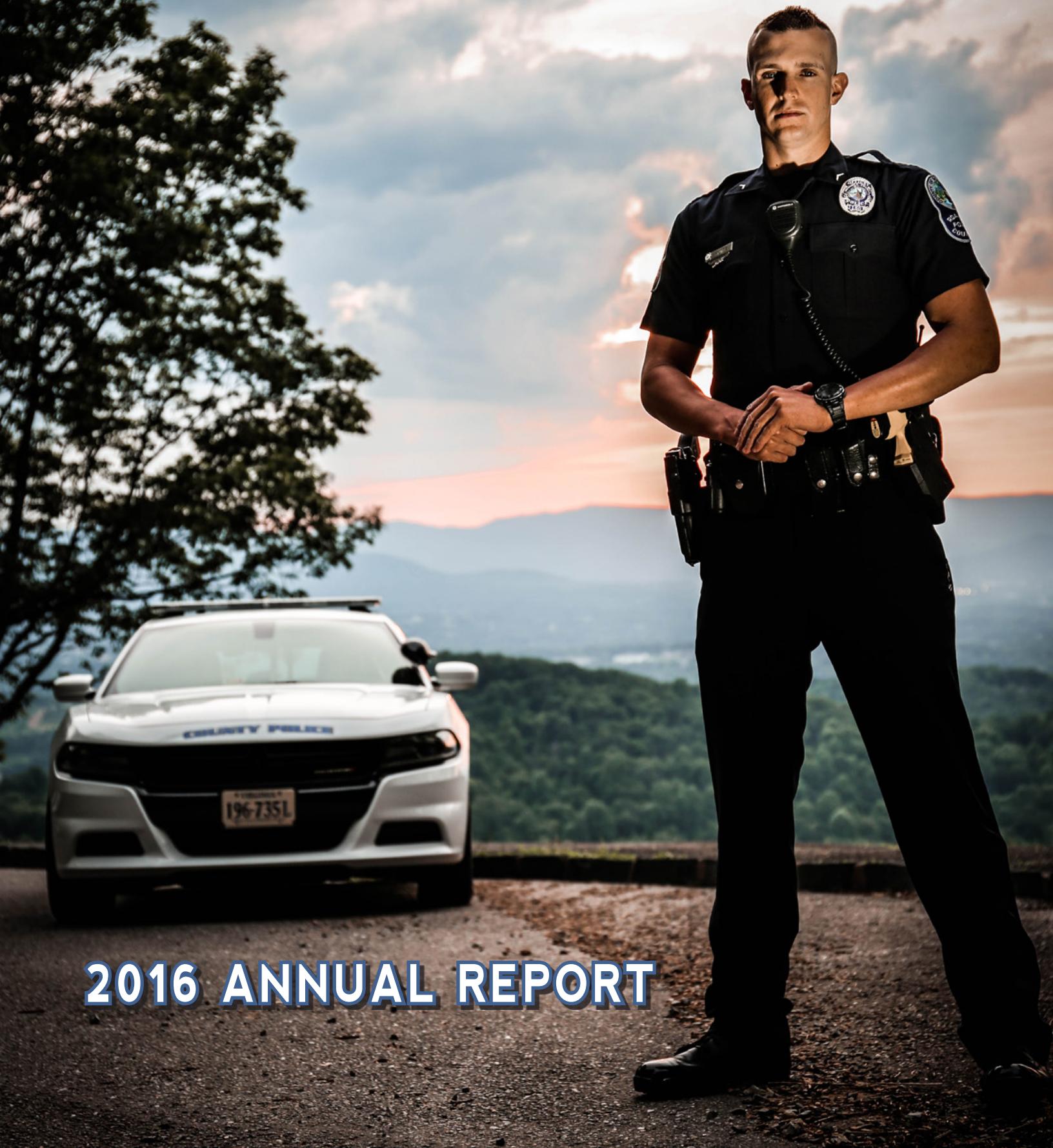


ROANOKE COUNTY POLICE DEPARTMENT



2016 ANNUAL REPORT

Our Mission:

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

Our Vision:

The Roanoke County Police Department is recognized for providing a safe community through data-driven policing, collaborative regional efforts, and public education initiatives.

We understand that the members of the Department are our greatest asset, and we provide them with knowledge, resources, and opportunities to offer the highest level of service.

Our Values:

We commit to uphold the following values:

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

Courage: Dedicated to meeting uncertainty and adversity in order to fulfill our mission, achieve our vision, and live our values.

Accountability: Accepting our commitments to our colleagues, our community, and our mission.

Respect: While valuing the perspectives of others, we will strive to be compassionate and empathetic to the needs of the community and each other.

On The Cover: Officer T. Honse, selected as the

Roanoke County Police Department's 2016 Officer of the Year.

Photo Credit: Keshia Saul and Christopher Gunter, Roanoke County Police Department.

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CHIEF'S MESSAGE

I am pleased to present the 2016 Annual Report for the Roanoke County Police Department. The men and women of our department are professional, highly trained, and effective in working towards our mission of providing professional and pro-active police services to maintain a safe environment. In addition to providing you with an overview of our functions, this report will highlight the many accomplishments achieved during the past year. These include:

- We responded to a number of critical incidents that required extensive investigation and received substantial media coverage. Our personnel, in conjunction with partner agencies, handled these matters in a highly professional and effective manner.
- We implemented a crisis intervention program, using funds from a Department of Justice Smart Policing grant, to provide better responses to people suffering from mental illness. The intervention will be evaluated for effectiveness by the George Mason University.
- We opened the first crash reporting center in the United States in conjunction with the Roanoke Police Department, Salem Police Department, and Roanoke Accident Support Services. Certain property damage crashes are now being referred to this center instead of being handled at roadside.
- Operationally, our department continues to utilize data-driven practices to deploy our personnel. Overall Part I crime decreased by 11% in 2016 as compared with the five-year average.
- Police resources continue to be deployed in accordance with our Data Driven Approaches to Crime and Traffic Safety initiative. We continue to achieve reductions in crime and crashes in the targeted areas.
- Plans were completed for a new South County Substation. Completion is expected in the first quarter of 2017.
- Several regional initiatives have been planned including a regional DUI Task Force and Threat Assessment Team. Both are planned for implementation in 2017.
- We completed our first strategic plan, which helped us achieve a variety of significant objectives including skill-based pay, data-driven patrol strategies, enhanced training, and improved responses to domestic violence, among many others.
- We developed a new strategic plan that will guide the department for the next three years.
- We received awards from the National and Virginia Law Enforcement Challenge programs recognizing the effectiveness of our traffic safety programs.

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

Thanks for your interest in our department.



Police Chief Howard Hall
Photo (c) Sam Dean Photography

CALEA ACCREDITED AGENCY



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

ABOUT OUR DEPARTMENT

The Roanoke County Police Department is nationally accredited through the Commission on Accreditation for Law Enforcement Agencies (CALEA). The department's fiscal year 2015-2016 budget was \$11.7 million and the current staff level of full-time employees included 140 sworn staff and 16 civilian employees. The department also operates a full-service Criminal Justice Academy. The Roanoke County Police Department is a diverse agency that includes the following divisions:

- Uniform – Patrol, SWAT, K-9, Community Service Officers (Animal Control), Traffic Unit, Community Policing, Bike Patrol, Honor Guard, School Resource Officers, and Crime Scene Technicians.
- Criminal Investigations – General Investigations, Fraud, Vice, and Special Investigations.
- Administration – Professional Standards, Criminal Justice Academy, Internal Affairs, Records, Budget, Vault, Purchasing, and Fleet Maintenance.

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

2016 DEPARTMENT COMMAND STAFF



Chuck Mason,
Assistant Chief, Operations



Howard Hall, Chief of Police



James Chapman,
Assistant Chief, Administration



Cmdr. D. McMillan
Criminal Investigations



Cmdr. M. Tuck
Patrol - A Platoon



Cmdr. M. Poindexter
Patrol - B Platoon



Cmdr. S. Short
Patrol - C Platoon



Cmdr. S. Smith
Vice



Cmdr. K. Slough
Special Operations



Cmdr. K. Smith
Services Division



Cmdr. M. Viar
Professional Standards



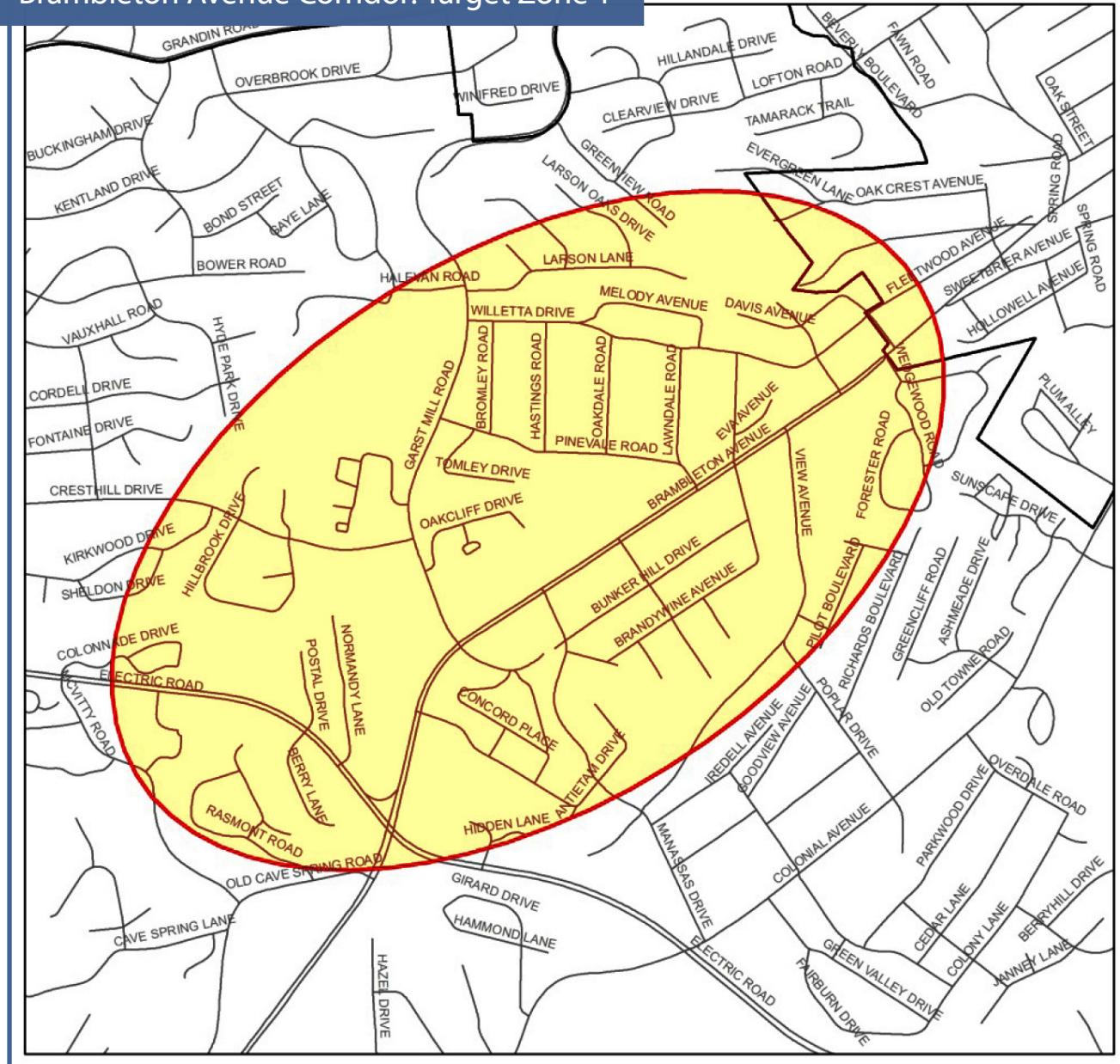
Cmdr. M. Williams
Academy Director

Photos (c) Sam Dean Photography

DDACTS - DATA-DRIVEN APPROACHES TO CRIME AND TRAFFIC SAFETY

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

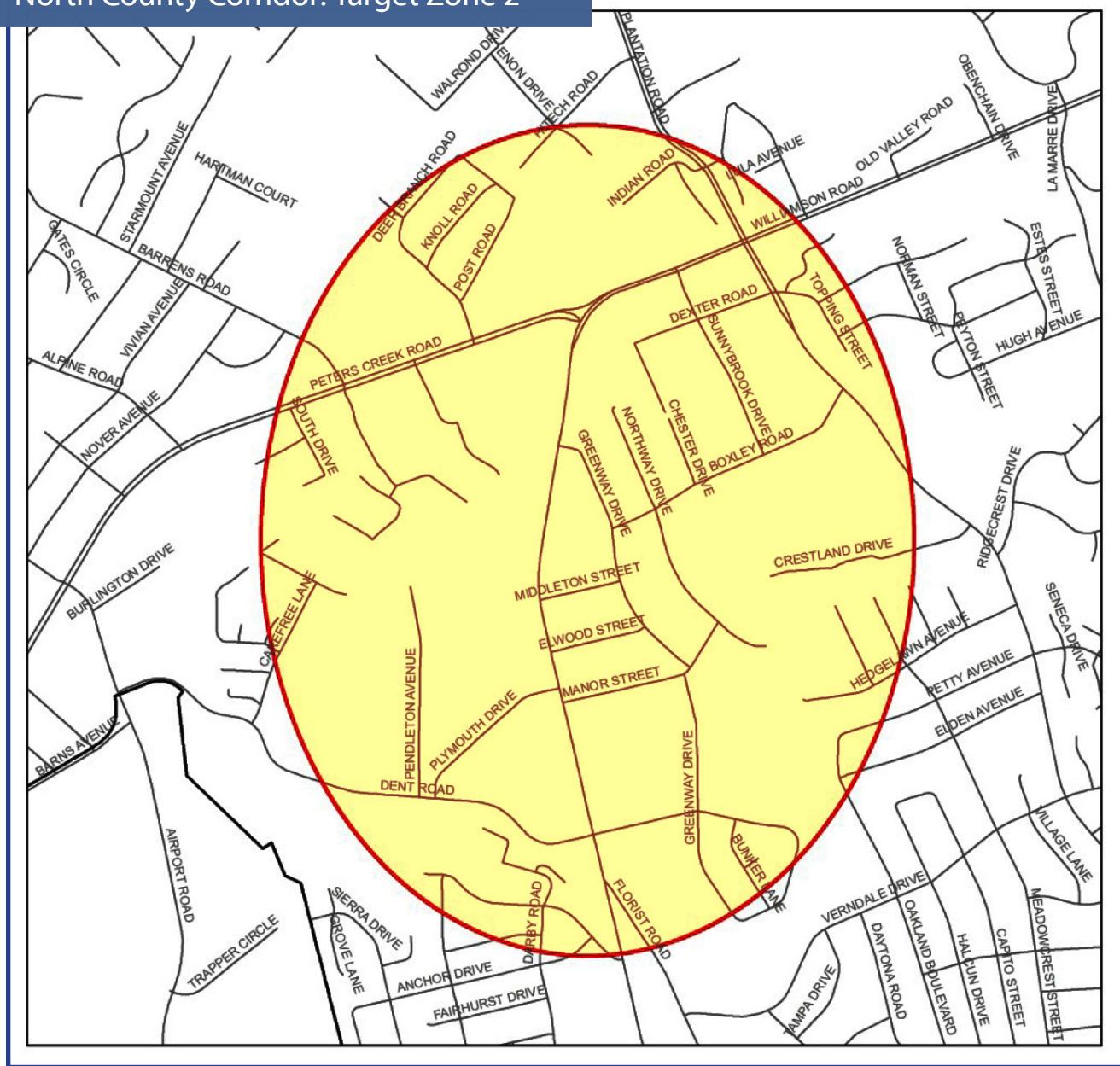
Brambleton Avenue Corridor: Target Zone 1



DDACTS- DATA-DRIVEN APPROACHES TO CRIME AND TRAFFIC SAFETY

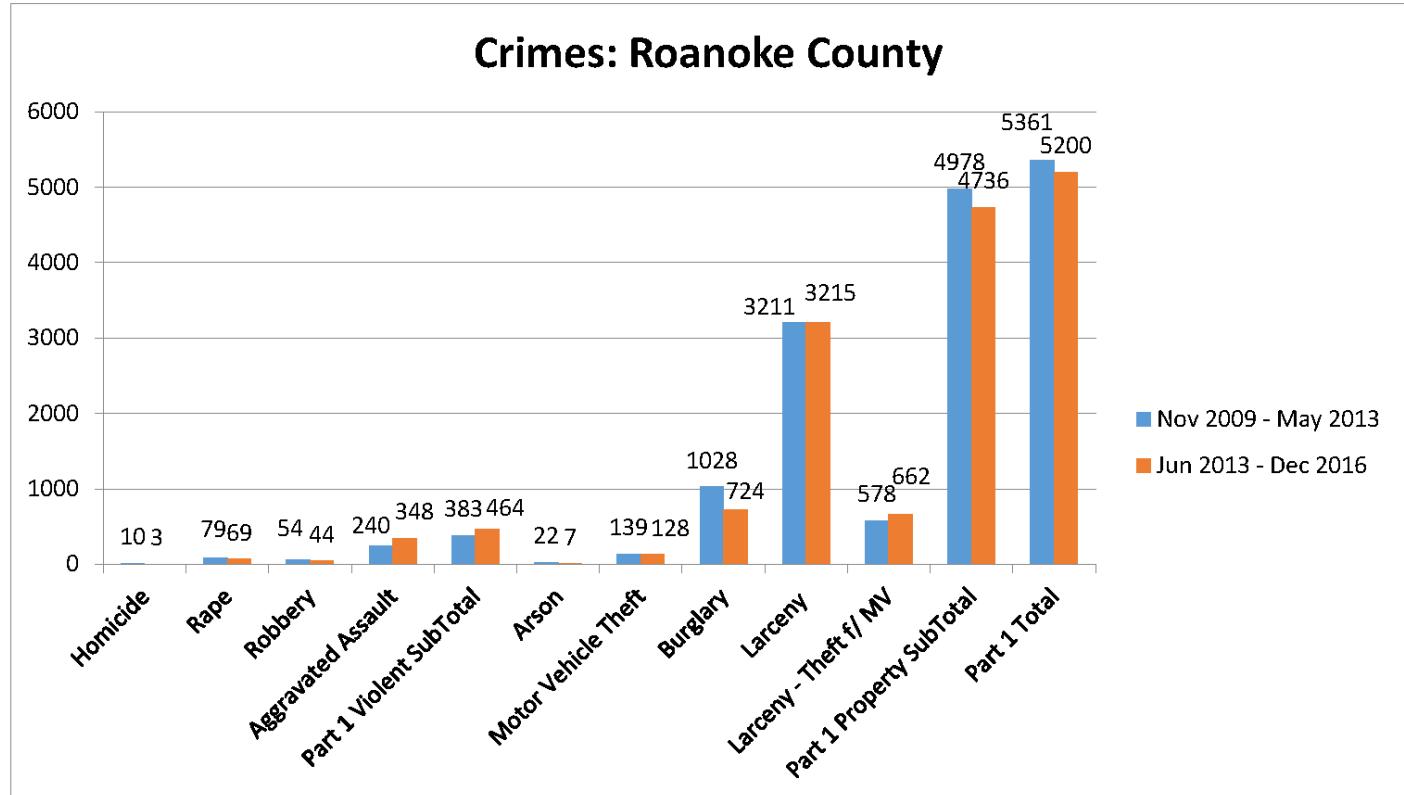
Through rigorous analysis of crime and traffic crash data, two hot-spots were identified as having the highest concentration of incidents. This analysis included data over the past three years (2013-2016). Although a long-term perspective is helpful to understand the type and nature of crime and traffic activities the agency also considered contemporary/ emerging crimes within the County. The following were identified as incidents of focus: burglary, theft from automobiles, shoplifting, crashes, DUI arrest and complaints of speeding and reckless driving.

North County Corridor: Target Zone 2



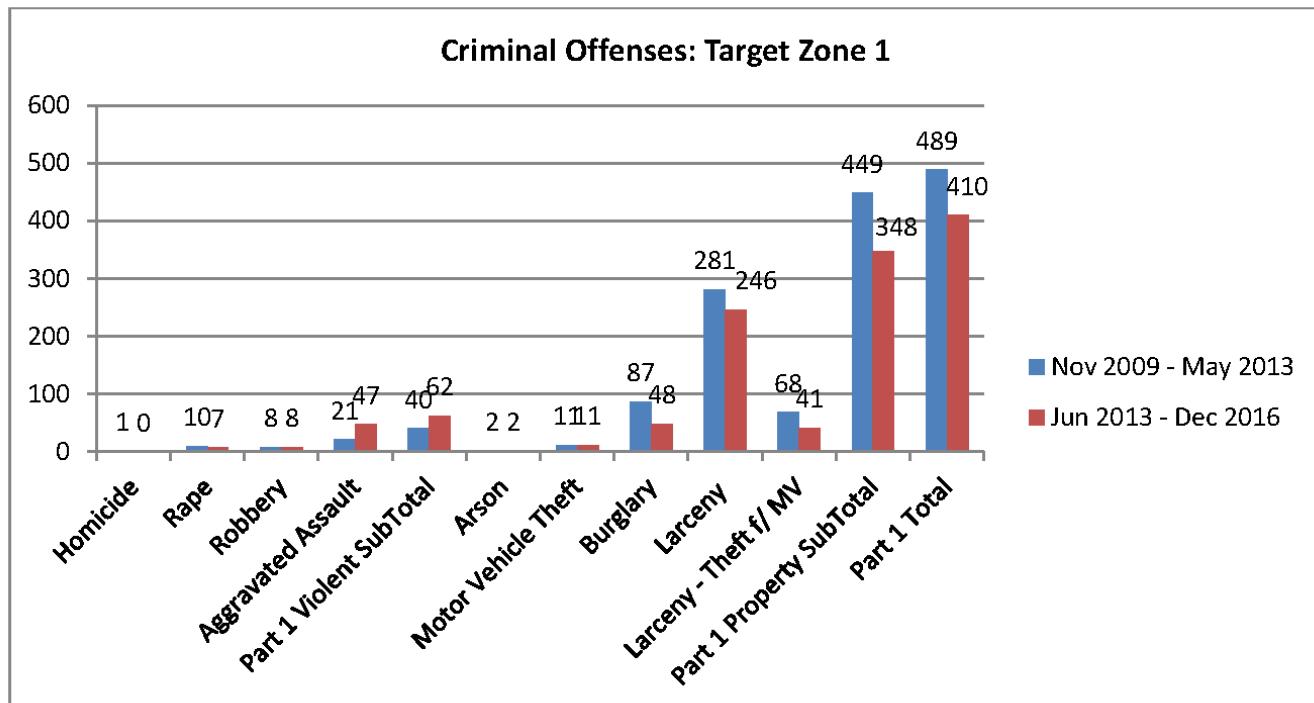
DATA-DRIVEN APPROACHES TO CRIME AND TRAFFIC SAFETY (DDACTS) - COUNTY-WIDE RESULTS

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

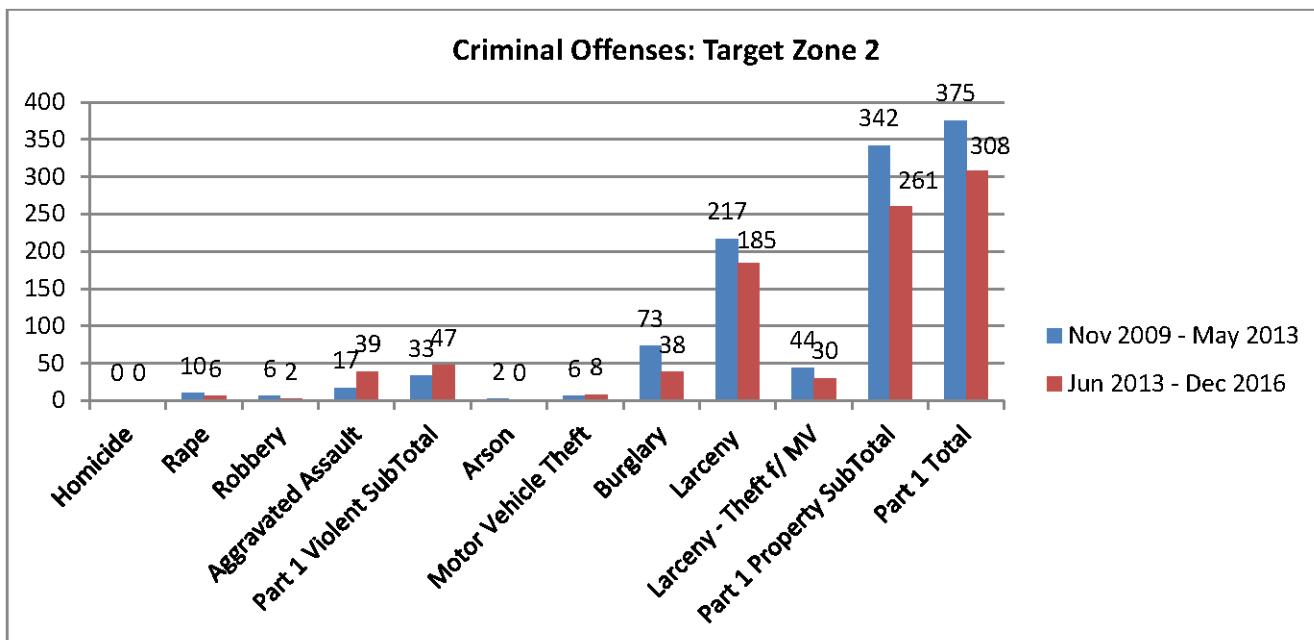


DATA-DRIVEN APPROACHES TO CRIME AND TRAFFIC SAFETY (DDACTS) - CRIME RESULTS FOR TARGET ZONES

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

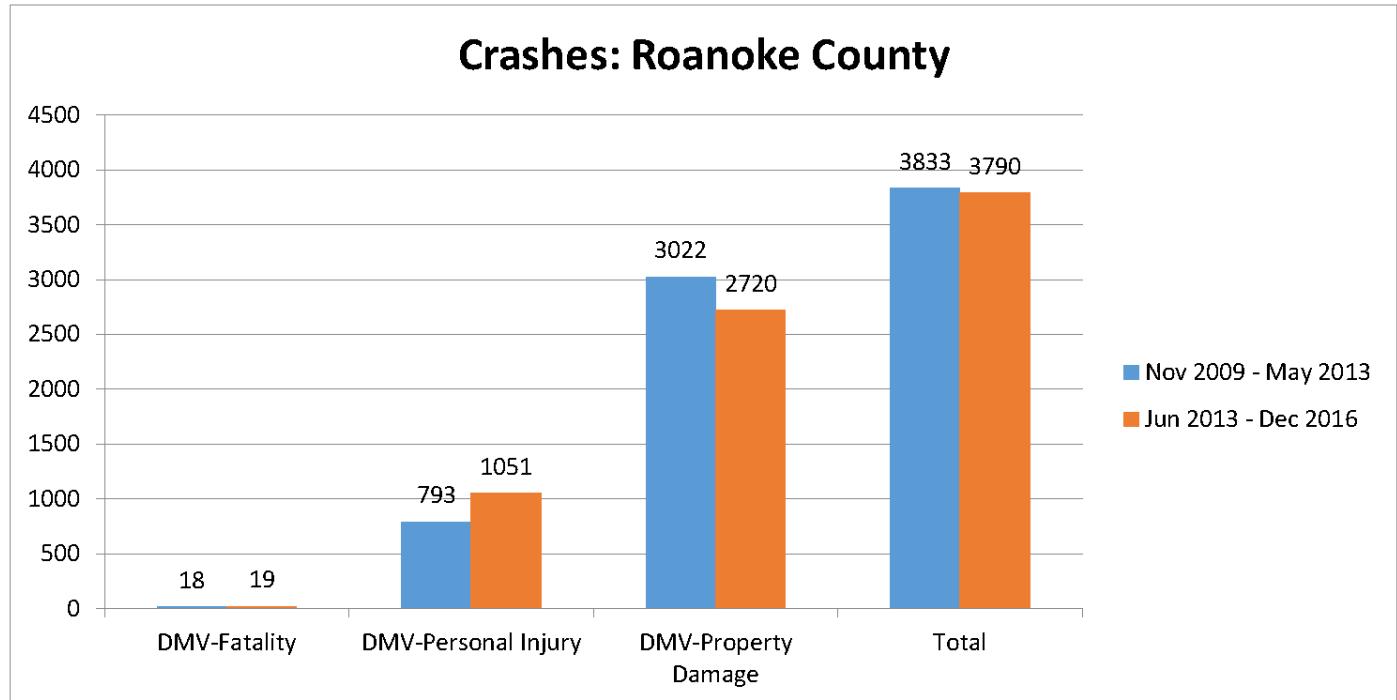


Burglaries have decreased by 44%, and total Part 1 Crimes have decreased by 16% in Target Zone 1. Target Zone 2 experienced similar results with an 18% reduction in total Part 1 crimes.



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. Reportable crashes in Roanoke County have decreased by 1%.



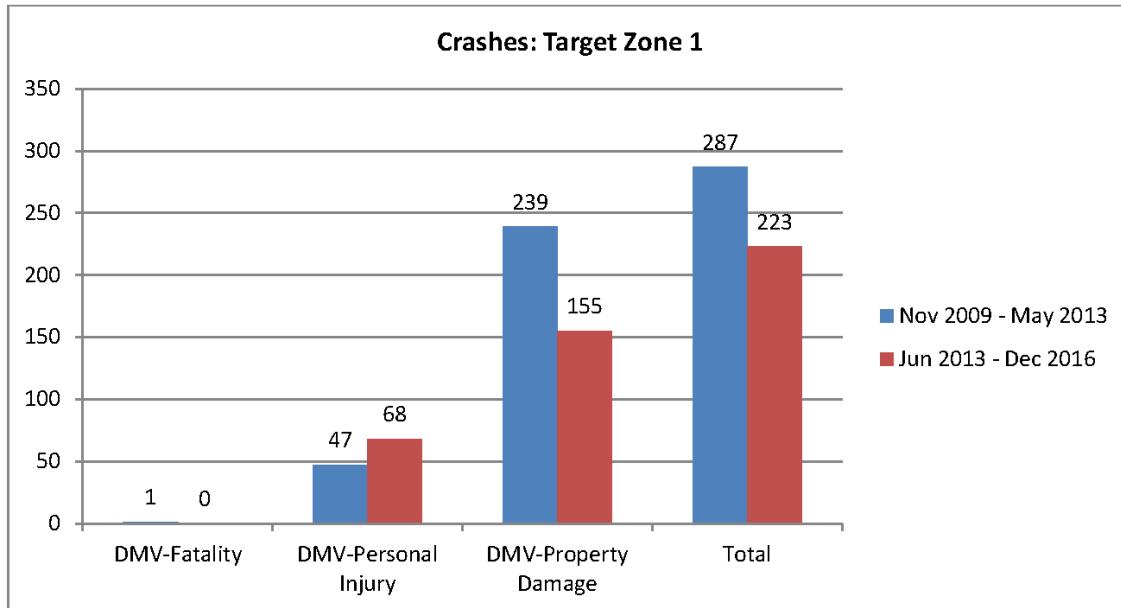
Above: Roanoke Valley Grand Opening Ceremony for the Nation's first Collision Reporting Center on September 15, 2016.

Collision Reporting Center

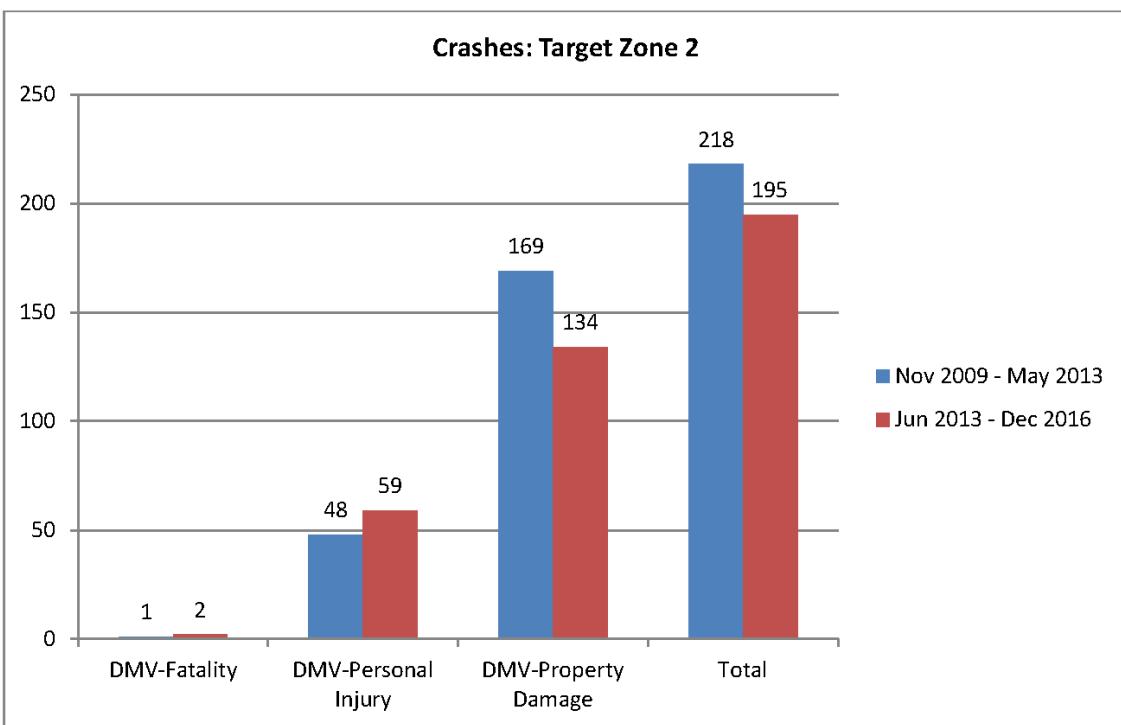
In 2016, Roanoke City and Roanoke County governments approved an inter-local cooperation agreement to improve processing of property-damage traffic collisions. The Collision Reporting Center is operated by Accident Support Services International, an organization based in Toronto, Ontario that has served communities and insurers across Canada for over 20 years. This service is provided at no cost to local governments or citizens, and is funded by supporting Virginia insurers. The Collision Reporting Center is an efficient way of handling property damage crashes while providing an enhanced level of traffic safety and customer service.

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

The **Crash Data Comparison** graphs below show the comparison of crash data by Target Zone collected prior to and after the implementation of DDACTS in these selected enforcement areas. With the exception of reportable DMV Accidents involving Personal Injury, the results showed either no change or a significant decrease in the areas chosen for DDACTS implementation.



Reportable crashes in Target Zone 1 have decreased by 22% while reportable crashes in Target Zone 2 have decreased by 11% over the same time period.



TRAFFIC SAFETY AWARDS

In 2016, the Roanoke County Police Department was honored with one national award and two state awards for traffic safety operations.

The Virginia Law Enforcement Challenge is a traffic safety recognition program that focuses on the traffic safety issues of impaired driving, occupant protection, and speed awareness. The awards are based on the participating agency's approaches to traffic safety issues based on problem identification, policies, planning, training, public information and education, enforcement, and outcomes of the agency's efforts. The department was awarded first place in Municipal Category for 126-225 officers and received a special award for Occupant Protection.



Above: Assistant Chief Mason, Sergeant Wyatt and Commander Slough were on hand to receive awards at the 2016 Virginia Law Enforcement Challenge.

On the national level, the Roanoke County Police Department placed second in the 2016 National Law Enforcement Challenge in the Municipal Category for 101-350 officers. The National Law Enforcement Challenge is a friendly competition among law enforcement agencies, focusing on the traffic safety issues of impaired driving, occupant protection, and speed awareness. Additionally, agencies can select a traffic safety issue that has been identified as a problem in their state or locality. Agencies are evaluated and awarded points on their approaches to addressing these traffic safety issues.

At right: Assistant Chief Chapman showcasing the department's award from the 2016 National Law Enforcement Challenge.



TRAFFIC EDUCATION



Above: Roanoke County Police offers a variety of educational and outreach programs to high school and middle school students throughout the year, including the award-winning "Why Math Matters" class and the department's ScanEd program.

During 2016, Roanoke County's Traffic Enforcement Unit and School Resource Officers provided 63 traffic safety presentations to 18 high school classes and 45 middle school classes. These presentations ranged from speaking in classrooms to staging a crash in a school parking lot where multiple classes attended. The unit conducted several of its award-winning "Why Math Matters" presentations in Roanoke County High Schools. Twelve sessions were conducted in driver education classes, ten in physics classes, and two in math classes. The "Why Math Matters" program was developed by the unit to show the inherent dangers of risky driving in a format appropriate for each classroom discipline. The unit also continued a program with Roanoke County Schools called "Partnering for the Privilege," a program designed for new drivers and their parents. This program is held at each county high school.

Most of the 45 middle school presentations were conducted with the department's ScanEd Program. Since 2006, the department has used a crashed car, crashed motorcycle, and additional props to create mock crashes to provide talking points and presentations in the schools. The unit continued to provide specific traffic safety education programs as requested by private and governmental agencies.

The unit used the department's Impaired Driving Simulator at all county high schools and eleven other events. The simulator is a golf cart converted to look like a police car and participants drive the cart through a course while wearing "Fatal Vision" goggles that simulate the effects of driving while under the influence.

The Traffic Enforcement Unit also continued oversight of specialized traffic enforcement programs in 2016. "Operation Daily Watch" and "Road of the Day" continued to place officers in residential and other secondary roadways for focused speed and occupant protection enforcement. The Traffic Enforcement Unit also directed its focus to specific areas within Roanoke County in conjunction with the DDACTS System implementation.

Another key part of the Traffic Enforcement Unit's work includes sobriety and license checkpoints. The department conducted 29 sobriety checks and 11 license checkpoints in 2016. Nineteen of the sobriety checks were multi-jurisdictional exercises involving other agencies, and 12 were conducted on secondary roads. The Roanoke County Police Department continues to be a leader in Virginia due to the number of checkpoints conducted through its annual "Checkpoint Strick Force" operations.

The department conducted 45 seat belt surveys throughout the county during 2016 resulting in an average seat belt use rate of 89%, which is much higher than the state average of 79%. The department conducted 87 covert and visible speed surveys during the year, which is 30 more than the previous year. Covert speed studies were conducted in order to determine if there was a speed problem and, if so, at what time of day were most speeding offenses in order to effectively manage speed enforcement. The visible speed surveys collected speed-related data but also provided a visual display of the driver's speed in order to affect driver behavior.



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

The Roanoke County Police Department continues to receive increased requests for security assessments as well as presentations on "Active Shooter" and "Workplace Violence." Many requests for security assessments and security training have been received from churches and other faith-based organizations. Training has been provided to members of churches and faith-based organizations with information specific to violence in places of worship, addressing potential threats, policy and planning for violence, safety in outreach, firearms in places of worship, and civilian response to active shooter events.

The Citizen Police Academy continues to generate a great deal of public interest. This program educates citizens on how and why Roanoke County Police Department carries out its mission of crime prevention and public safety. This program continues to be the strongest community policing program that we have to date.

The Roanoke County Police Department, Roanoke County Sheriff's Office and Roanoke County Fire & Rescue partnered

with Freedom First Credit Union and hosted a Cones with a Cop event. Cones with a Cop provides a unique opportunity for community members to discuss issues, build relationships, learn more about Roanoke County's public safety efforts, while enjoying ice cream provided by Freedom First's ice cream truck. This event followed two Coffee with a Cop events the department organized in the community. Coffee with a Cop is a national initiative supported by The United States Department of Justice, Office of Community Oriented Policing Services.

Project Lifesaver is another successful program assigned to the Community Policing Office. This program provides comfort and support to caregivers of individuals with cognitive disorders such as Dementia, Alzheimer's, Autism, and Down syndrome. Tracking bracelets are placed on individuals which allows them to be quickly located if they wander away from their caregiver. The Roanoke County Police Department has seen an increase in requests from the community to have participants placed in the Project Lifesaver program.

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

COMMUNITY POLICING AND CRIME PREVENTION

COFFEE WITH A COP

In 2016 the Department began participation in the "Coffee with a Cop" program. This program began in California with the purpose of breaking down barriers between police officers and citizens. The department recognizes the importance of community engagement and is constantly working to find ways to interact with the public.

During these events there are no agendas or speeches, and citizens are encouraged to come with their questions and share what's on their minds. These type of events allow citizens and officers to get to know each other and discover mutual goals for the communities in which they live and serve.



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

In 2016, the Rape Aggression Defense Program (R.A.D.) conducted two sessions averaging 25 graduates per class. The Rape Aggression Defense System is a program of realistic self-defense tactics and techniques just for women. Classes offer a comprehensive course that begins with awareness, prevention, risk reduction and risk avoidance, and then progresses on to the basics of hands-on defensive training. The program is held weekly for four weeks, participants must be age 14 or older, and all participants under age 18 require parental consent to attend.



SCHOOL RESOURCE OFFICERS

The School Resource Officer program is offered in cooperation with Roanoke County Schools, with 10 SROs permanently assigned to five Roanoke County high schools, four middle schools, and the Burton Center for Arts and Technology. The SROs also help out at the elementary schools with law-related incidents or programs.

SROs provide classroom instruction on law enforcement topics and the Virginia Rules Program, an expansion of the Class Action program offered from the Virginia Attorney General's Office. During the 2015-2016 school year, SROs provided 108 classroom presentations in the high schools and middle schools. They also conducted 584 classroom observations and 34 special events. Additionally, they had 986 conferences with students, 906 meetings with staff, and 487 conferences with parents.

During the 2015-2016 school year, there was an increase in the number of reported incidents. Of the 427 criminal incidents investigated by the SRO unit, the highest number of investigations continues to involve incidents defined as assault, with 79 total assault investigations. Other incidents investigated by the SRO Unit include alcohol, tobacco and drug abuse issues; disorderly conduct; larceny; traffic violations; threats; property damage; weapons; and other crimes. Criminal charges as a result of investigations also increased for the 2015-2016 school year compared to the 2014-2015 school year.

In total, 256 cases or reports resulted in a disposition other than criminal charges, up from 179 the previous year. During this past school year, 53 incidents were cleared by a formal diversion while 28 incidents were handled by the school's disciplinary process. While there was an increase in formal diversions, there was also an increase in incidents handled by the schools compared to the previous year.

C.O.P.S. CAMP

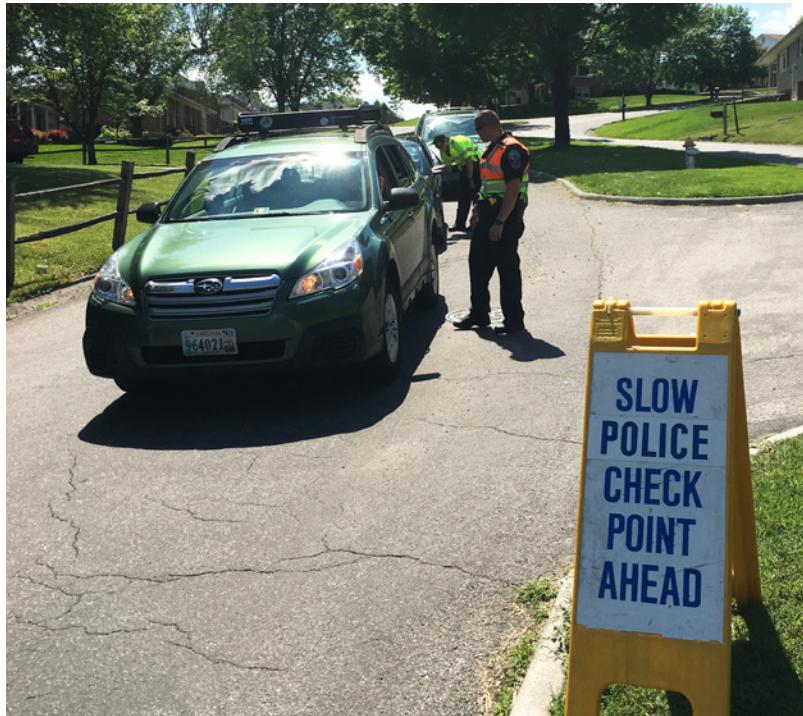
C.O.P.S. Camp (Challenging Opportunities for Police and Students) is a week-long overnight camp program organized by the School Resource Officers and held at Camp Roanoke. This camp for rising 6th, 7th, and 8th grade students is largely funded by private donations and would not be possible without the support of Roanoke County Schools and the Department of Parks Recreation and Tourism. Activities include programs about traffic safety, healthy lifestyles, and good citizenship. Outdoor activities include a high ropes course, archery, hiking, swimming, canoeing and team-building exercises. Each year C.O.P.S. Camp sees an increase in the number of participants over previous years.



PATROL OFFICERS

Roanoke County's Patrol Officers are vigilant in keeping the County's roads and neighborhoods safe. Patrol Officers have thousands of interactions with citizens each year by responding to calls for service and through self-initiated activities such as vehicle stops, building checks, and disabled vehicle checks.

When citizens interact with the Roanoke County Police Department they have most likely been in contact with a patrol officer. In 2016, officers handled approximately 27,800 calls for service, ranging from vandalism, theft and simple assault, to more violent crimes against individuals. The department strives to provide each caller with respect, compassion, and a willingness to resolve the issue regardless of the call type.



INFORMATION AND SERVICES ON THE WEB

Outstanding Warrants Posted Online

Roanoke County Police Department publishes outstanding warrants on its website. If you have information that may lead to the arrest of a person listed in a warrant, please contact the Department at (540) 562-3265.

www.roanokecountyva.gov/warrants

Report Littering Online

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

Crime Reports Online

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

Calls for Service

www.roanokecountyva.gov/callsforservice

Reported Offenses

www.roanokecountyva.gov/reportedoffenses

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)



2016 BY THE NUMBERS

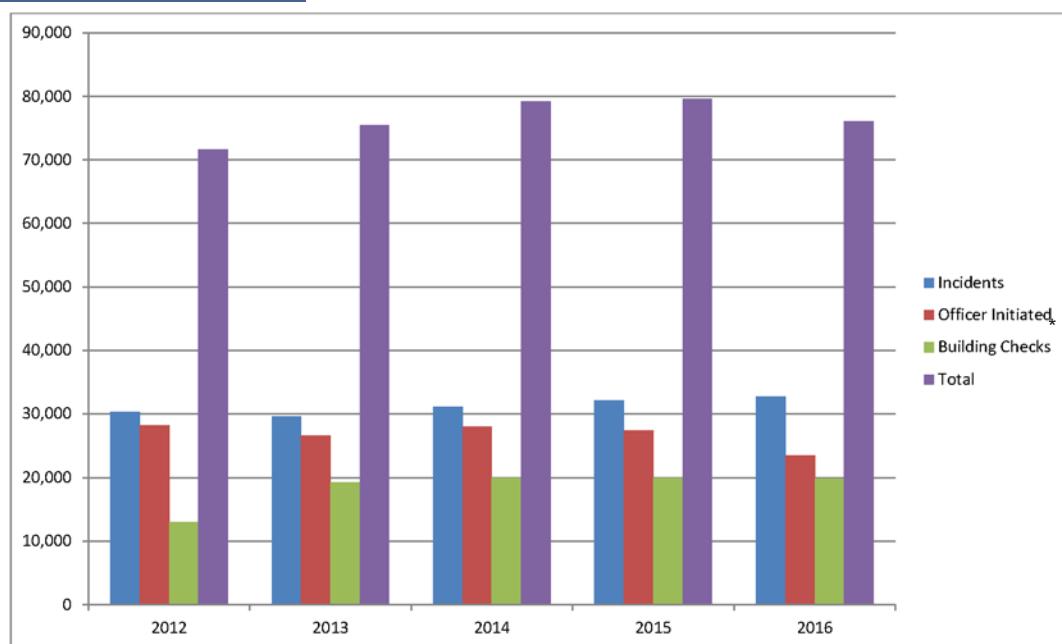
Reported Offenses*	Year 2014	Year 2015	Year 2016
Homicide	0	1	1
Forcible Rape	11	15	20
Robbery	14	9	11
Aggravated Assault	67	106	99
Simple Assault	625	681	640
Burglary	193	189	176
Larceny	1,021	945	983
Vehicle Theft	32	26	46
Arson	0	2	1
Total	1,963	1,974	1,977

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

Other Responses	Year 2014	Year 2015	Year 2016
Total Alarm Calls Responded	1,914	1,853	1,955
Total Vehicle Crashes Responded	2,646	2,718	2,716
Traffic Summons	15,579	15,324	12,430

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

Incidents By Year



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

K-9 OFFICERS



The K-9 Unit has a monthly training regimen in cooperation with Roanoke City Police Department's K-9 Unit, Town of Vinton Police Department's K-9 Unit, and the Town of Rocky Mount Police Department's K-9 Unit. This arrangement allows Roanoke County's K-9 handlers to establish better working relationships with other jurisdictions and their K-9 Units, which results in more efficient training with shared resources and knowledge.

During 2016, the department was staffed with five trained and certified K-9 handlers with their K-9 partners Chaos, Titan, Body, Cash, and Jabbo.

2016 K-9 Officer Activities

Activities	Totals
Narcotics Searches	114
Building Searches	12
Area Searches	2
Explosive Searches	11
<i>Total Searches</i>	139
Patrol Tracks	24
Public Demonstrations	8
Grand Total K-9 Activities	171

SPECIAL WEAPONS AND TACTICS (SWAT)



The Roanoke County Police Department's Special Weapons and Tactics (SWAT) team consists of 17 members from various divisions within the agency. SWAT is an elite tactical unit, trained to perform high-risk operations. SWAT team duties include: performing hostage rescues and counter-terrorism operations, serving high-risk arrest and search warrants, subduing barricaded suspects, and engaging heavily-armed criminals. SWAT teams are equipped with specialized firearms, riot control equipment, and stun grenades.

SWAT members use specialized equipment including heavy body armor, ballistic shields, entry tools, armored vehicles, advanced night vision optics, and motion detectors for covertly determining the positions of hostages or hostage takers inside enclosed structures.

CRIMINAL INVESTIGATIONS

The detectives assigned to the Criminal Investigations Division (CID) are responsible for the investigation of most of the serious felony crimes committed against persons or property in the county. In 2016, the Division investigated 491 cases. Of the 491 cases investigated by the Criminal Investigations Division, 201 cases involved crimes against property.

In 2016, the Criminal Investigations Unit gained a new full-time Investigative Support Specialist position. This civilian position provides case and field support, to include writing preservation letters, search warrants, and court orders. This position also provides assistance in collecting and analyzing intelligence based on social media accounts, cell tower data, mapping, links, and associations.

Detectives in Criminal Investigations Division are divided into four units:

- The General Investigations Unit investigates burglaries, armed robberies, motor vehicle thefts, and a host of other crimes not covered by the Fraud or Special Investigations details.

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

- The Special Investigations Unit investigates sex offenses committed against children and adults, child and elder abuse, and serious domestic violence crimes.

- The Forensics Unit processes major crime scenes for physical evidence and performs forensic examinations of electronic devices.

Because criminal offenders don't confine their criminal activities to a single jurisdiction, detectives regularly meet and share information with investigators from nearby localities and state and federal agencies.

In these meetings, officers identify known perpetrators who may be committing crimes in multiple jurisdictions and discuss new patterns of criminal activity that may affect the surrounding area. This regional initiative was expanded in 2014 to include the formation of the Roanoke Valley Regional Drug Unit (HIDTA group) to handle drug-related investigations across the Valley. This is a joint effort of the Roanoke County, Roanoke City, Salem, and Vinton Police Departments as well as the Virginia State Police and a variety of federal partners.

COMMUNITY SERVICE OFFICERS

The Community Service Unit handled a total of 3,062 calls in 2016, a 24% decrease compared to 2015. A breakdown of the calls reveals 2,293 domestic animal calls, 691 wildlife calls, and 78 police calls—most of which were in a support role for patrol officers.

Wildlife calls increased by 43% in 2016. Community Service Officers also captured 45 at-large animals, which were either returned to their owners or transported to the shelter for holding. There was a decrease in the number of at-large animals captured compared to the previous year.

As of December 31, 2016, the Community Service Unit had six dogs listed on the Virginia Dangerous Dog Registry. The property of each dog owner was inspected to ensure compliance with Virginia's regulations for keeping a dangerous dog. For more information, see our website at www.roanokecountyva.gov/animalcontrol.



PROFESSIONAL STANDARDS UNIT

The recruitment and selection of new officers is an ongoing effort within the department's Professional Standards Unit (PSU). To ensure the very best officers are hired, it takes the better part of a year to put a fully trained officer on the streets, from the closing of the application to completion of training. This level of training is required for the development and growth of a competent and professional workforce.

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

In 2016, the department continued its recruitment strategy and was able to attend 12 recruiting events at area colleges and job fair events. A Recruiting Committee was developed in December 2015 to encourage employee input and solicit ideas for future recruitment. As a result, the department's recruiting efforts were expanded to reach prospect candidates outside of the immediate region.

In addition to college outreach, Facebook and Twitter for both the Roanoke County Police Department and Criminal Justice Academy are continually updated to help connect with a younger audience and the community at large. Through the Professional Standards Unit, the department was awarded its 8th accreditation in August 2015. The unit is currently working towards re-accreditation and continues to review and revise all department policies and procedures.

ROANOKE COUNTY CRIMINAL JUSTICE ACADEMY

The Roanoke County Criminal Justice Academy is co-located with the Roanoke Police Academy at 5401-B Barns Ave. The Roanoke County Academy contains three classrooms, weight room, locker rooms and staff 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 911 center. The training consists of basic recruit classes for law enforcement, jail and required officer mandated in-service training.

For 2016 the Roanoke County Criminal Justice Academy held two basic law enforcement classes. The Basic Law Enforcement Class is a joint recruit class with the Roanoke City Academy. Each class lasts 27 weeks and the Roanoke County Academy graduated a total of 16 officers. Recruits in the basic class attend classes on search & seizure, basic laws, accident investigation, firearms, criminal investigations, defensive tactics, driving and many other topics.



The Roanoke County Criminal Justice Academy also holds a Basic Jailor Class for the Roanoke County Sheriff's Office and Western Virginia Regional Jail. Basic jailor training lasts 10 weeks. In 2016, the Academy hosted two jailor sessions that graduated a total of 22 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.

SERVICES DIVISION

The Roanoke County Police Department's Services Division is the center for record-keeping and warrant processing. Each year, staff processes thousands of documents, produces reports for state and federal programs, and handles Freedom of Information Act requests received by the department.

At present, the department employs two full-time warrants technicians. Staffing levels of the Records Unit have remained fixed since the department's inception in 1990. However, an increase in patrol officers over the same period has resulted in more service calls along with an increased demand for reports, citations, and information requests.

While the need for additional administrative service has increased significantly, the Records Unit staff has been able to accommodate the extra work by maximizing internal processes and procedures.

In addition, Services Division staff maintains mobile computer terminals in patrol cars, office computers, and other key technologies that keep officers connected with the information they need to do their jobs more efficiently.

2016 Services Division Activities

Cases reported and processed	6,097
Reported traffic crashes	1,132
Summons entered and processed	8,042
Arrests processed (adults)	205
Arrests processed (juveniles)	3,505
Emergency custody & temporary detention orders (calls for service)	300
Total protective orders	1,335
Weapons permits processed	1,850
Background checks requested	386
Insurance requests processed	642
Parking Tickets	198
Warning Tickets	4,388

FOUR-YEAR BUDGET COMPARISONS

Budget Category	Fiscal Year 2012/2013	Fiscal Year 2013/2014	Fiscal Year 2014/2015	Fiscal Year 2015/2016
Personnel	\$9,307,835	\$9,254,075	\$9,280,659	\$9,555,815
Operating	\$1,205,846	\$1,379,492	\$1,379,944	\$1,579,058
Capital	\$608,404	\$644,758	\$644,758	\$59,758
Vehicle Replacement	\$0	\$0	\$0	\$585,000
TOTAL	\$11,122,085	\$11,278,325	\$11,305,361	\$11,779,631

INTERNAL AFFAIRS

The Roanoke County Police Department's core values are Integrity, Courage, Accountability, and Respect. These values provide direction for our members as we constantly work towards providing the most professional police services to our citizens. Internal investigations are a necessary component for the department to build community trust and sustain confidence in its members. The department investigates all allegations of employee or department misconduct received from any source.

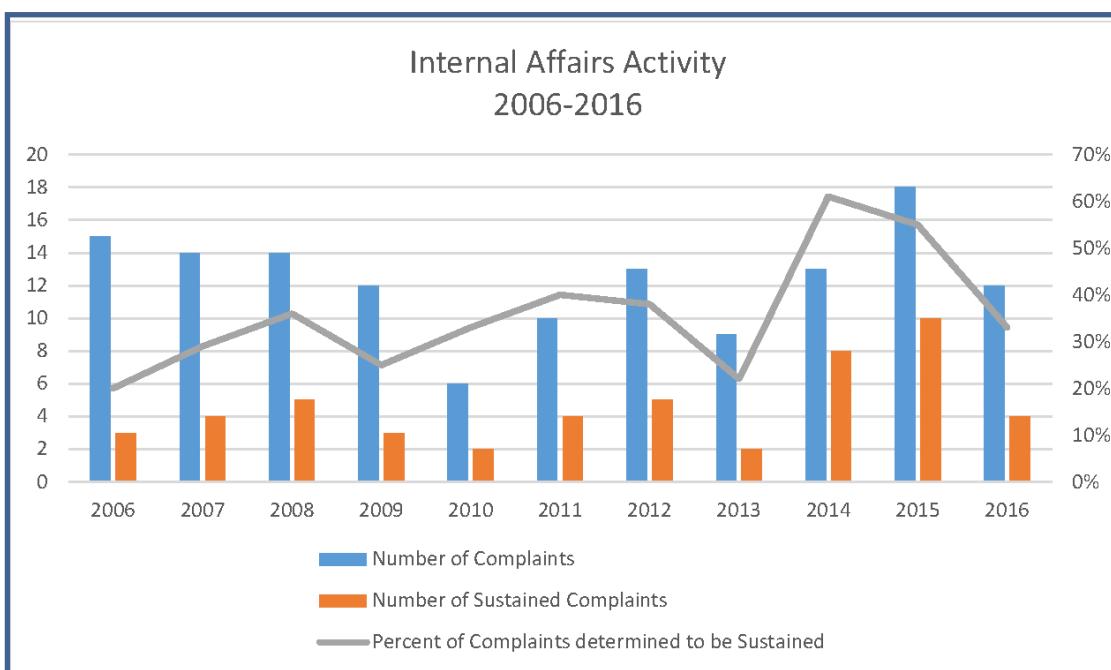
The information provided in this review includes internal investigations from the period beginning January 1, 2016 through December 31, 2016. A single complaint/investigation may involve one or more officers and include multiple dispositions. The department conducted 12 internal affairs investigations, of which five were generated from inside the agency, and the remaining seven complaints were generated from citizens.

2016 Nature of Complaints	Total Reported
Discourtesy	2
Harassment	1
Conduct Unbecoming	2
Failure to Report	1
Illegal detention/entry/seizure	1
Excessive Force	1
Deadly Force	1
Lost Department Property	1
Reckless Handling of Equipment	1
Substance Abuse	1
Total	12

2016 Outcomes of Complaints	Totals
Sustained Complaints	4
Not Sustained Complaints	8
Under Investigation/Outcome Pending	0
Total	12

2016 Outcomes of Sustained Complaints	Totals
Termination	1
Suspension	2
Verbal Reprimand	1
Counseling	5
Totals	9

**The outcome for sustained complaints may include more than one officer involved in the investigation.*



EMPLOYEE RECOGNITION

Officer of the Year

PO II T. Honse is a valued member of the Honor Guard and is also a member of the SWAT team, a general instructor for the academy, and a field training officer. He is commended for his work on a large drug seizure that took place in 2016. This led to the arrest of a major methamphetamine dealer located in California. In addition to this, Officer Honse assisted an FBI investigation reference to a potential homicide, kidnapping, extortion and robbery. Officer Honse consistently offers his knowledge and experience to other officers and is always available when his assistance is requested.



Traffic Safety Award

PO III S. Hoopes has been a leader in the traffic unit for a couple of years based upon his activity, commitment to the mission, and his willingness to not only enforce traffic laws but also educate the public through presentations. During 2016, Officer Hoopes had 33 impaired driving arrests and issued 1,357 traffic summons, to include 297 seatbelt violations. Additionally, he issued 138 warning citations and investigated 73 traffic crashes. Officer Hoopes has also spoken to several hundred middle and high school students concerning traffic safety.



Vice Detective of the Year

Detective N. Maxey has always had a positive attitude towards narcotics investigations. She is always willing to assist fellow officers with even the smallest of investigations. Detective Maxey is extremely motivated and constantly works hard to bridge any gaps between patrol and Vice. Despite her tremendous case load, she is always willing to assist and never complains about being called on. If she is not busy, she will always assist or meet with fellow officers.



Civilian Employee of the Year

Mrs. Allina Engle worked as the Accreditation and Recruitment Manager in 2016. She is continuously finding ways to improve the Professional Standards Unit and the process involving department recruitment. Mrs. Engle constantly works hard to meet and exceed deadlines. Mrs. Engle's hard work has shown accreditation agencies that Roanoke County Police Department is professional and reliable.



EMPLOYEE RECOGNITION

Leadership Award

Sgt. R. Torres has been a great leader and mentor to many officers. He is always available for questions or concerns, both on and off duty. He strives to assist officers with questions and officers tend to go to him when they need advice. He not only provides guidance for handling calls but also has dedicated a tremendous amount of his time planning the future of his advisees. Sgt. Torres takes a hands-on approach with officers by finding out what their interests are and, when possible, provides them with opportunities for growth and experience in those areas through assignments and training.



Rookie of the Year

PO C. Swanson has been recognized as a team player and is always willing to contribute to the overall well-being of the department over her own. Officer Swanson has shown an exponential increase in knowledge since her release from the field training program. She goes above and beyond to assist citizens and even save lives. She is eager to learn every day and she is consistently proactive. She goes above and beyond with every citizen encounter. Officer Swanson has demonstrated the values of the department through her personal and professional integrity.



Outstanding Citizen Award

Lester Harmon is outstanding and efficient at his job. Lester genuinely cares about each officer and employee and makes every effort to provide quality and dependable service. Lester's dedication towards productivity of the garage is very commendable. Lester does more than what is expected of him and maintains a positive attitude no matter what obstacles are placed before him.



CHAMBER OF COMMERCE AWARDS



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

2016 Bi-Monthly Award Recipients

Jan-Feb.	Police Officer II T. Honse
Mar-Apr.	Police Officer II A. Morris
May-June	Police Officer IV C. Torzewski
Jul-Aug.	Police Officer B. McBride
Sep.-Oct.	Detective J. Musser
Nov.-Dec.	Police Officer II J. Dooley

Officer B. McBride was selected as the 2016 Roanoke Regional Chamber of Commerce Officer of the Year.



The Salem-Roanoke County Chamber of Commerce named **Detective J. Musser** as the 2016 Officer of the Year.



DEPARTMENT GOALS FOR 2017-2018

STRATEGIC DRIVER 1: FOSTER ORGANIZATIONAL EXCELLENCE

GOAL 1: IMPROVE EMPLOYEE RETENTION

- Develop and implement an employee retention plan specifically focused on sworn personnel with less than 10 years' experience.
- Develop and implement a mentoring program using PO III / POIV positions.
- Work with Human Resources to address compensation challenges.
- Collaborate with Roanoke County government to develop a compensation plan for Public Safety.

GOAL 2: RECRUIT AND HIRE WELL QUALIFIED CANDIDATES

- Develop and implement a plan that expands geographic outreach for recruitment initiatives.
- Review and revise policy for compensating officers involved in recruiting initiatives.
- Develop and implement a Roanoke County Public Safety recruitment plan. Consider using college alumni networks.

GOAL 3: PROVIDE COMPREHENSIVE AND SPECIALIZED TRAINING FOR ALL EMPLOYEES

- Partner with Roanoke County Human Resources to train supervisors on completing career plans for each of their employees to ensure every employee has an updated and useful career plan included in their annual evaluation.
- Explore possibility of utilizing retired range officers to increase availability of the firing range, and develop a plan based on findings.
- Develop and implement a plan to utilize instructors for platoon-specific training.
- Explore utilization of retired supervisors as trainers and/or mentors, and develop a plan based on findings.
- Work with Human Resources to develop and implement a life skills training and education program to develop more well-rounded officers.
- Implement Below 100 program and training based on Constitutional Policing and Fair and Impartial Policing.

GOAL 4: CREATE AND IMPLEMENT A COMPREHENSIVE LEADERSHIP DEVELOPMENT PROGRAM

- Provide leadership training opportunities to line level officers to prepare them for leadership roles.
- Develop and implement a succession plan for supervisory and key contributor positions.
- Implement Leadership in Public Safety Organization (LIPSO) training.

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

- Educate department personnel of the importance and revisions to the process of accreditation.
- Create a task force assigned to assess department fitness and wellness needs, research occupational trends/solutions and innovations, and develop recommendations for improving health and wellness of department employees.
- Explore department mental wellness needs and develop plan for providing active and relevant mental wellness resources.
- Create a task force to evaluate use of force policy and training and make recommendations to improve.

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

GOAL 1: FOSTER PARTNERSHIPS WITH THE BUSINESS COMMUNITY

- Research feasibility of offering comprehensive educational programs to the business community.
- Collaborate with Public Service Partners to conduct feasibility and community needs study to develop and implement an App to push out Public Safety and Police Department information to community.
- Create and implement a comprehensive security camera database program that includes commercial and residential sites.

GOAL 2: IDENTIFY AND ENHANCE OPPORTUNITIES TO COLLABORATE WITH OUR PUBLIC SAFETY PARTNERS

- Seek opportunities to expand joint response protocols with Roanoke County Fire and Rescue.
- In conjunction with regional partners, explore implementation of a regional threat assessment team; develop and implement a plan based on findings.

GOAL 3: IN COORDINATION WITH PUBLIC SAFETY PARTNERS, EXPAND AND ENHANCE COMMUNITY OUTREACH THROUGH PUBLIC SAFETY PARTNERS

- Establish a team of Uniform Division employees to focus on crime prevention and community policing.
- Develop and implement a plan for establishing on-going communication with community organizations and leaders.
- Explore the establishment of a volunteer program that includes Citizen Police Academy.
- Explore the adoption of department of criminal justice services certified crime prevention community.
- Develop a Roanoke County Public Safety Academy.

GOAL 4: ESTABLISH PARTNERSHIPS WITH THE FAITH-BASED COMMUNITY

- In collaboration with Public Safety Partners, survey the faith-based community to identify needs and opportunities for improving service and developing partnerships.



DEPARTMENT GOALS FOR 2017-2018

STRATEGIC DRIVER 3: ENHANCE PUBLIC SAFETY THROUGH PROACTIVE POLICING

GOAL 1: CONTINUE TO UTILIZE AND DEVELOP EVIDENCE BASED STRATEGIES TO ADDRESS PUBLIC SAFETY ISSUES

- Monitor, evaluate and adjust the department's response to DDACTS initiatives.
- Develop and implement feasibility plan to establish regional crime/incident mapping capability.

GOAL 2: IMPROVE DEPARTMENT STAFFING BASED ON DEPARTMENT AND COMMUNITY NEEDS

- Conduct workload and manpower analysis of all divisions (records and warrants included). Include comments from internal stakeholder survey and recommendation to add a permanent sworn records position to the lobby.
- Develop a staffing plan based on analysis of workload and manpower, and incorporate key community statistics.

GOAL 3: CONTINUALLY DEVELOP THE COMPREHENSIVE EVIDENCE-BASED PROCESS FOR PREVENTING AND RESPONDING TO DOMESTIC ASSAULTS

- Collaborate with Community Service partners to develop and implement a plan to improve community outreach / education on domestic violence issues.
- Work with commonwealth attorney to enhance prosecution efforts for violent or repeat offenders.
- Evaluate the lethality assessment and make recommendations for improving.

GOAL 4: IMPROVE RESPONSES TO PEOPLE IN CRISIS

- Achieve and maintain CIT Certification for 100% of personnel.
- Identify and implement guidelines for CIT refresher training.
- Develop and implement de-escalation training for civilian staff.
- Develop and implement training on resources related to substance abuse.

GOAL 5: ENHANCE SCHOOL SAFETY

- Develop and implement education program with schools to improve and supplement core curriculum with law enforcement applications.
- Evaluate physical security of school environments, and make recommendations for improving.
- Review and update MOU and crisis plans with the school system.

GOAL 6: IMPROVE TRAFFIC SAFETY THROUGHOUT ROANOKE COUNTY

- Implement a regional DUI Task Force.
- Implement Regional Drug Recognition Experts (DRE) program.
- Evaluate selective enforcement efforts and make recommendations for improving.
- Evaluate traffic safety education initiatives and make recommendations for improving.
- Complete pilot project of Crash Reporting Center (CRC) and evaluate and make recommendations for improving.

GOAL 7: IDENTIFY POTENTIAL CRITICAL COMMUNITY CHALLENGES AND PROJECTED RESOURCE NEEDS

- Collaborate with other regional public safety partners to develop operational plans for anticipated lawful/unlawful crowd management.
- Project potential strain on RCPD resources and possible solutions for collateral issues.
- Assess training and equipment needs and develop a plan/ recommendations to address findings.

STRATEGIC DRIVER 4: ALIGN TECHNOLOGY STRUCTURE TO MEET OPERATIONAL DEMANDS

GOAL 1: STUDY AND PRIORITIZE INTERNAL IT NEEDS

- Implement a feasibility plan for the use of e-citation
- Complete implementation of installation of in-car cameras in all patrol vehicles.
- Assess and evaluate current and future needs of data-driven technology related to crime analysis and make recommendations for enhancing.
- Study feasibility of documenting evidence electronically in the field and use the findings to make recommendations.
- Explore options for enhancing GPS functionality and make recommendations.

GOAL 2: STUDY AND PRIORITIZE EQUIPMENT NEEDS

- Proceed with purchase of a S.W.A.T. robot to optimize officer safety.
- Develop and implement a plan to ensure appropriate distribution of supplementary weapons (less lethal shotguns and beanbags) and assess developing technology for appropriate use.
- Assess current agency uniforms and recommend changes that incorporate professionalism and performance.
- Assess availability of protective gear, identify officer needs, and make recommendations for issuing vehicles based on officer needs and duty assignments.
- Develop a replacement plan for Tasers.

GOAL 3: ENHANCE COMMUNICATIONS TECHNOLOGY

- Work with CommIT on the radio replacement project.
- Study standardization of in-car technology and equipment procurement and replacement.

GOAL 4: ASSESS FEASIBILITY OF BODY CAMERAS FOR ALL OFFICERS

- Conduct a technology and equipment cost analysis and make recommendations for equipment specifications.
- Determine policy requirements re: FOIA, Privacy, Data Storage & Use
- Explore impact on our agency and partner agencies, i.e., staffing requirements to manage.



ROANOKE COUNTY POLICE DEPARTMENT



S E R V I C E S D I R E C T O R Y

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

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

ROANOKE COUNTY POLICE - 5925 COVE ROAD, ROANOKE, VA 24019
WWW.ROANOKECOUNTYVA.GOV/POLICE