

HENRICO COUNTY POLICE DIVISION



2013
ANNUAL REPORT

HONOR
PROFESSIONALISM
COMMITMENT
COMPASSION
ACCOUNTABILITY

*Technology-Enhanced Modern
Policing Operations*



LETTER FROM THE CHIEF



The year 2013 brought about many changes within the Henrico Police Division. Of significant importance was a complete re-organization during the past twelve months that involved promoting 35 individuals and opening a new Central Police Station within Virginia Center Commons Mall. In addition, the Police Division received approval to hire an additional ten Police Officers in 2013; this is the first installment out of a total of 50 new officers that will be allocated over the next five years. This quenches the need that developed during the previous seven years, when we did not grow our enforcement complement of officers. These changes will allow us to better serve the County's growing

population and businesses while strengthening our ability to reduce crime.

The excellent cooperation that has taken place between our County Manager and the members of our Board of Supervisors involving Police initiatives has enhanced the Division's capabilities and allows our members to set the bar as a high performance law enforcement agency. The Police Division is grateful to them for the superior leadership that we have seen during the last year.

As outlined in the significant events section, all components within the Division work extremely well together to improve the quality of life for Henrico's citizens; thus, carrying out the mission of our agency. I am extremely grateful for all the hard work and dedication each and every member within the Division has accomplished. As the Chief of Police, I am humbled to be part of this great team of professionals. As we move forward in 2014, I am confident that no matter what challenges we may face, we will be able to confront them head on with the combined knowledge, skills, equipment, and overall positive attitude that we are so fortunate to have within this organization.



IN REMEMBRANCE

JOHN H. YARBROUGH

LEWIS R. BEDDOW

WELFORD E. GREEN

JERRY E. TRIMMER

BARRY W. MAHAM

DONALD A. STILLMAN

JOHN P. HARRIS

WILLIAM H. EDWARDS, III

ANDRÉ G. BOOKER



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MISSION STATEMENT

As an internationally accredited law enforcement agency, our mission is to enhance the quality of life in Henrico County through innovative crime prevention strategies and partnerships.

VALUES

Values are the core of our moral beliefs and self-worth. They are convictions that bond us together to accomplish specific tasks and objectives. They are what we share and believe. We, the members of the Police Division, value:

HONOR

As it is displayed in the integrity of our members, the trust we place in each other, and the respect we earn from and give to the public.

PROFESSIONALISM

In our response to the needs of the citizens and community. Professionalism is achieved through training, commitment, and acting within the rule of the law.

COMMITMENT

To the proactive prevention of crime in our County by achieving a close working association with all citizens in eliminating the opportunities for crime and reducing the fear of crime.

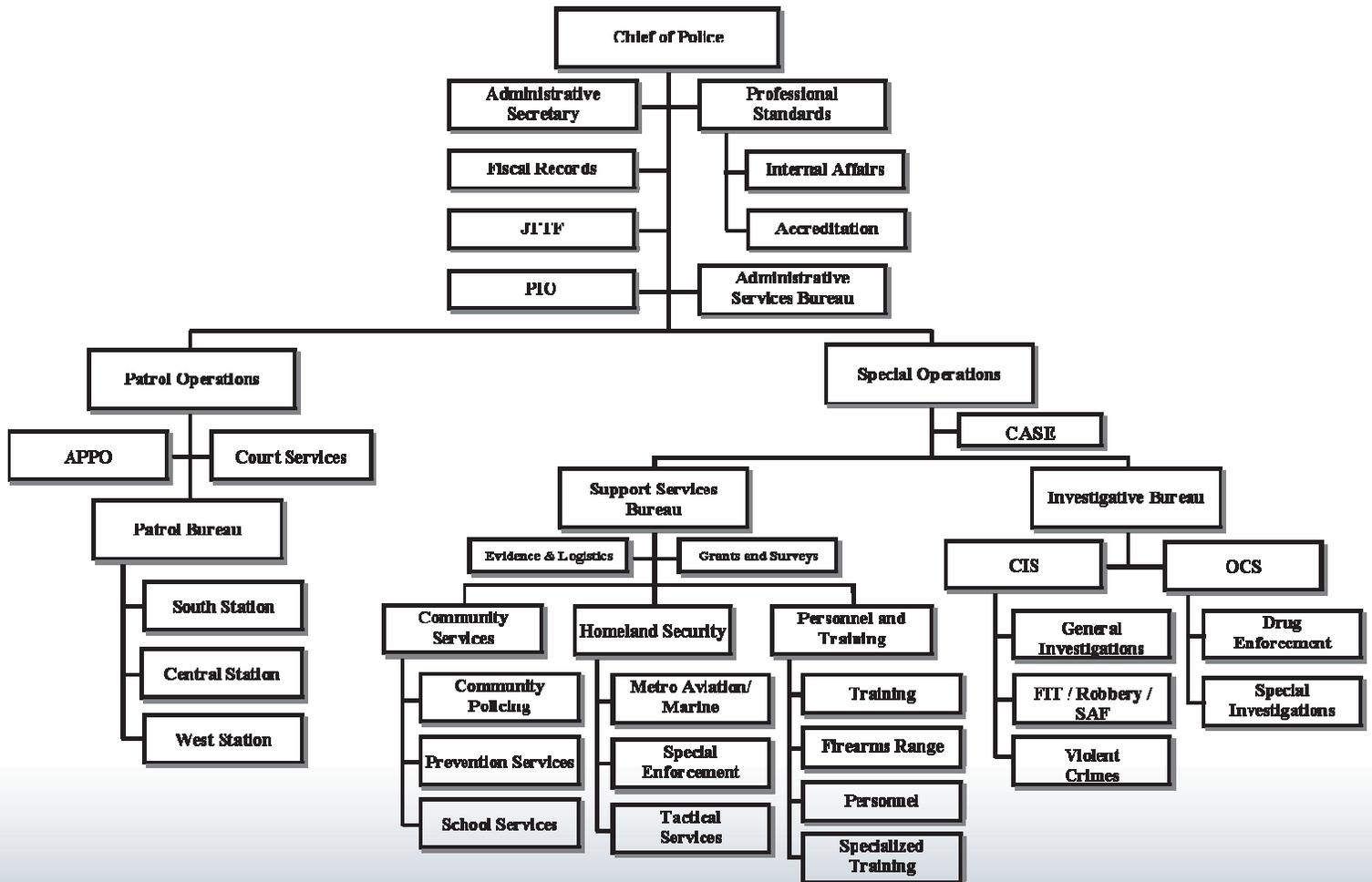
COMPASSION

In our response to victims and others in need. We strive to be compassionate by treating everyone with fairness, respect, and sincerity.

ACCOUNTABILITY

As we hold ourselves to the highest standards of conduct in performing our service to the community, embracing the ideals of our Constitution and democratic society.

TABLE OF ORGANIZATION



September 7, 2013

HENRICO COUNTY FACT SHEET

Henrico County

Population of Henrico County ¹	321,181
Square Miles ²	244.12
County Budget (FY 2012) ³	\$1,047,222,937
Police Budget (FY 2012) ³	\$64,323,440

Police Division

Division Authorized Complement (FTE) ⁴	808
Authorized Sworn Police Officers ⁴	617
Authorized Civilians (FTE) ⁴	191
Total Police Calls for Service/Police Mark-outs ⁵	325,523
Total E-911 Calls Received ⁵	178,717

Offenses/Arrests/Seizures

Non-Violent Offenses ⁵	8,012
Violent Offenses ⁵	440
Criminal Arrests ⁵	20,382
Traffic Arrests ⁵	54,978
Driving Under the Influence ⁵	1,002
Traffic Crashes ⁵	6,404
Traffic Fatalities ⁵	19
Street Value of Drug Seizures ⁶	\$1,410,912

¹Henrico County Police Division, Grants and Surveys Coordinator

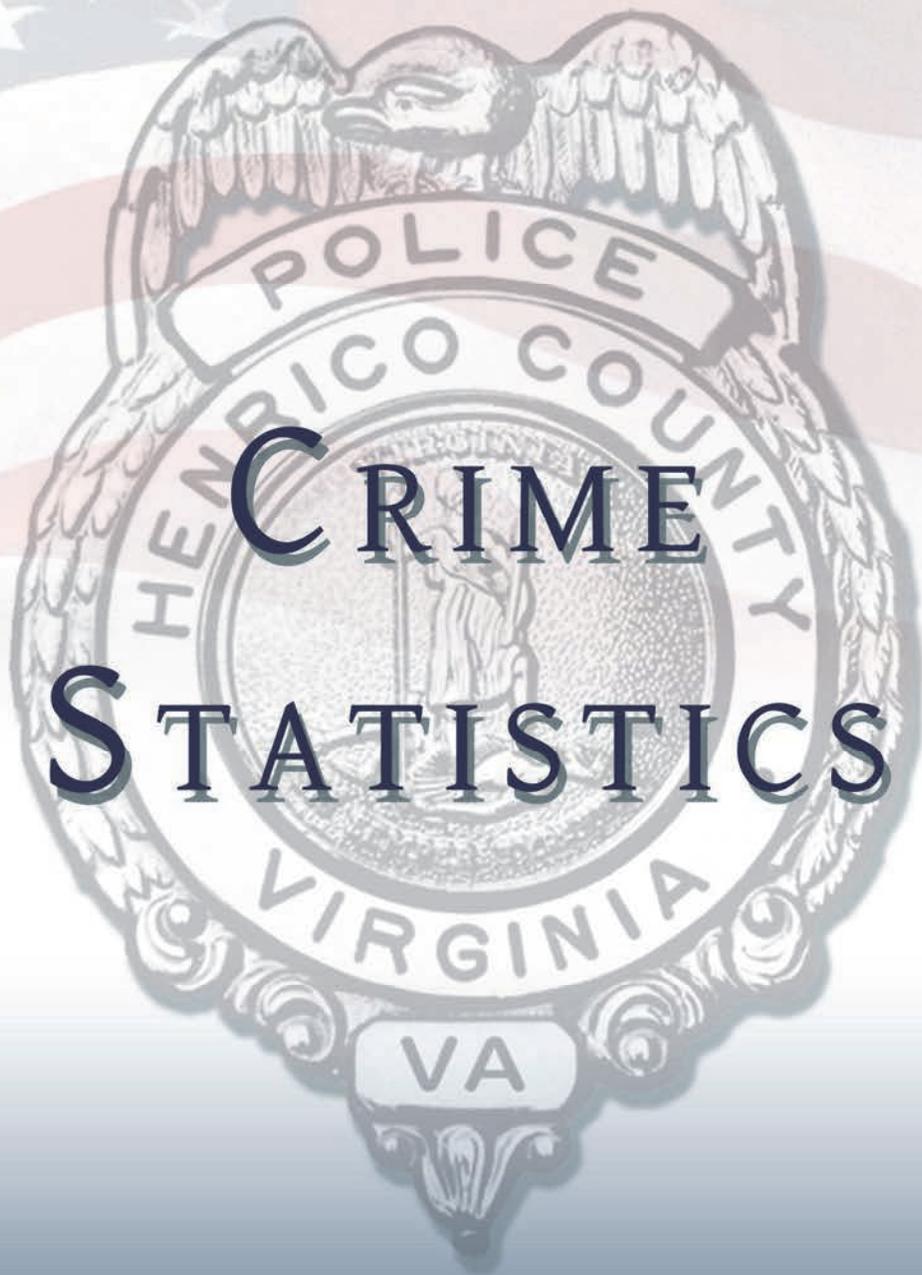
²Henrico County Department of Planning, as of December 2012 (3C Studies)

³Henrico County Department of Finance, Office of Management and Budget, Approved All Funds Expenditures, FY2012-2013

⁴Henrico County Police Division, Personnel Unit

⁵Henrico County Police Division, Criminal Records Unit

⁶Henrico County Police Division, Crime Analysis and Strategic Evaluation Unit. Street values derived from Virginia State Police "Quarterly Street Drug Report," September 2013



CRIME STATISTICS

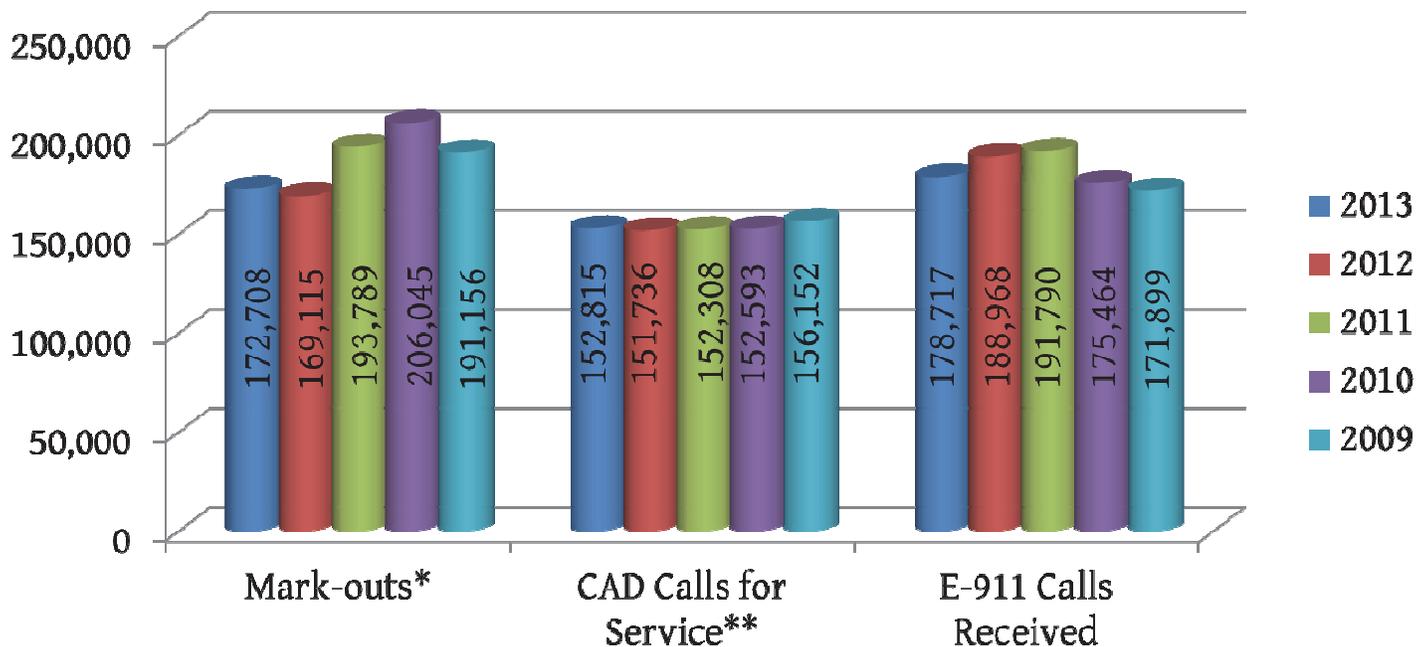
CRIME STATISTICS

20 Year Statistical Comparison Chart

YEAR	MURDER	FORCIBLE RAPE	ROBBERY	*ARSON	AGGRAVATED ASSAULT	BURGLARY	LARCENY	MOTOR VEHICLE THEFT	TOTAL	CRIME PER 1,000 POP.	COUNTY POPULATION ESTIMATE
1994	15	61	242	79	292	1,930	7,295	579	10,493	44.61	235,229
1995	15	55	198	97	264	1,618	6,793	549	9,589	40.01	239,683
1996	17	43	234	87	257	1,643	7,894	603	10,778	44.30	243,273
1997	22	52	321	89	249	1,857	8,403	750	11,743	47.42	247,632
1998	21	38	287	104	243	1,795	8,001	707	11,196	44.05	254,194
1999	14	53	247	100	230	1,595	10,059	646	12,944	49.94	259,179
2000	11	45	252	117	215	1,476	9,461	683	12,260	45.91	267,024
2001	16	44	300	181	222	1,462	9,666	759	12,650	46.60	271,440
2002	10	43	335	146	190	1,458	9,392	701	12,275	44.66	274,847
2003	24	38	346	118	193	1,652	9,589	749	12,709	45.21	281,069
2004	20	32	332	111	217	1,739	9,814	821	13,086	45.32	288,735
2005	14	42	319	83	232	1,518	8,962	717	11,887	40.52	293,382
2006	8	49	342	91	203	1,552	7,829	600	10,674	35.65	299,443
2007	17	32	391	127	192	1,431	7,858	559	10,607	35.06	302,518
2008	16	36	339	93	186	1,349	8,228	558	10,805	35.36	305,580
2009	12	32	275	67	174	1,305	6,895	474	9,234	29.92	308,672
2010	13	26	254	91	188	1,073	6,302	368	8,315	26.74	310,947
2011	9	32	238	101	151	1,133	6,289	390	8,343	26.76	311,726
2012	12	21	230	56	189	1,056	6,660	375	8,599	27.28	315,157
2013	12	23	205	44	200	1,004	6,634	374	8,496	26.45	321,181

*Arson investigations are handled by the Division of Fire

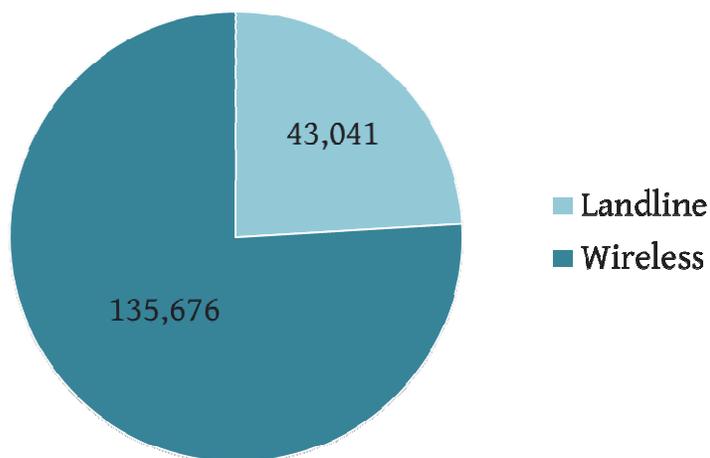
Calls for Service



*Police self-initiated activity

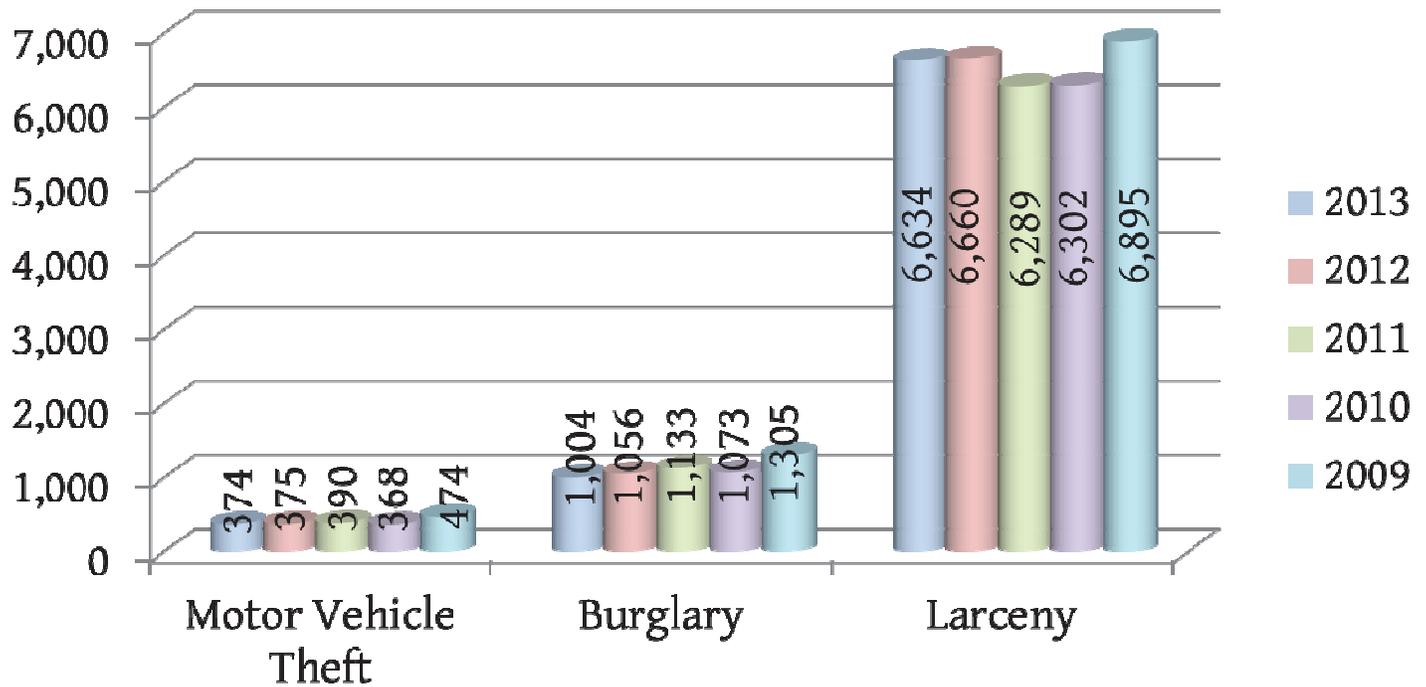
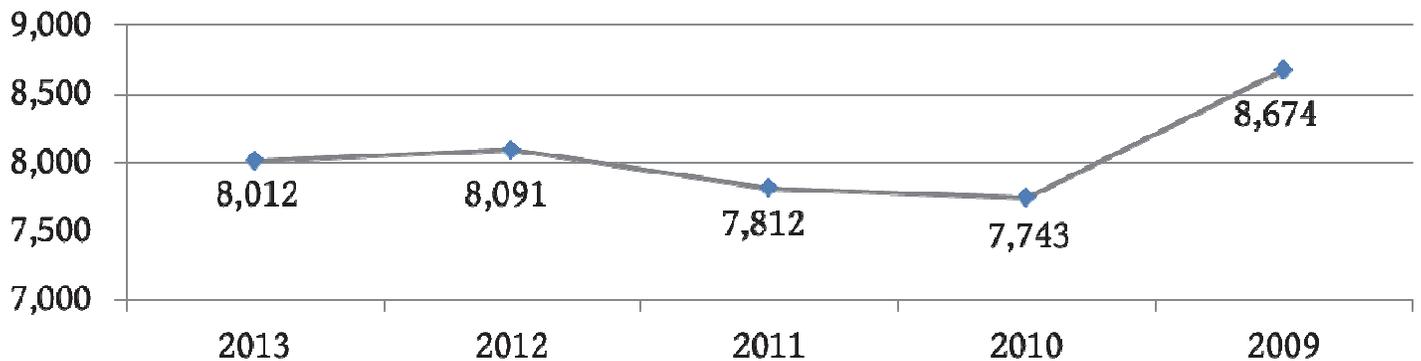
**Police only

2013 E-911 Calls received



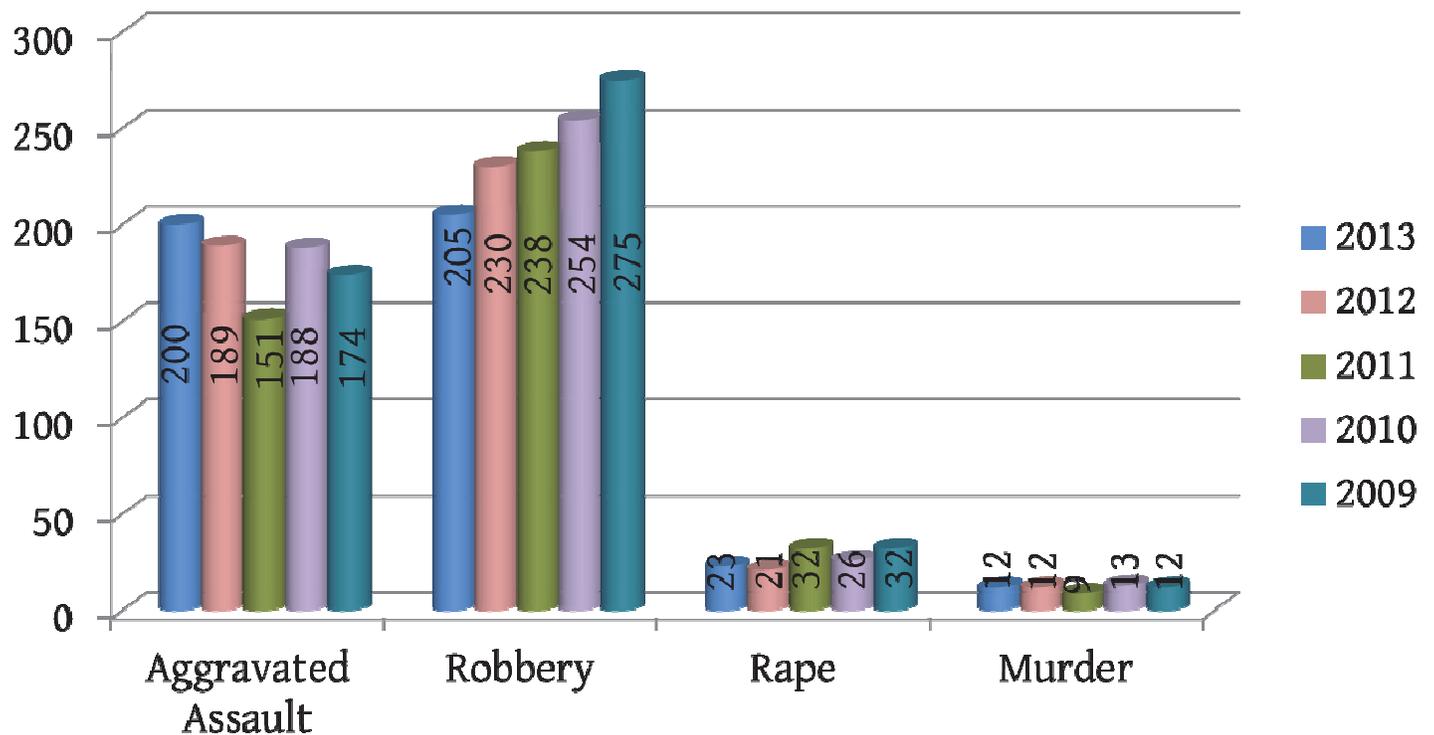
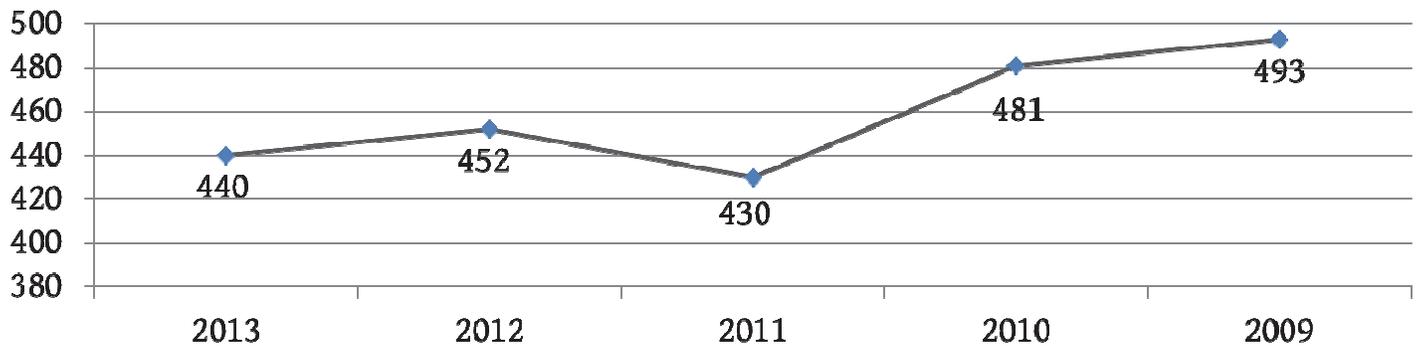
Non-Violent Offenses

Total



Violent Offenses

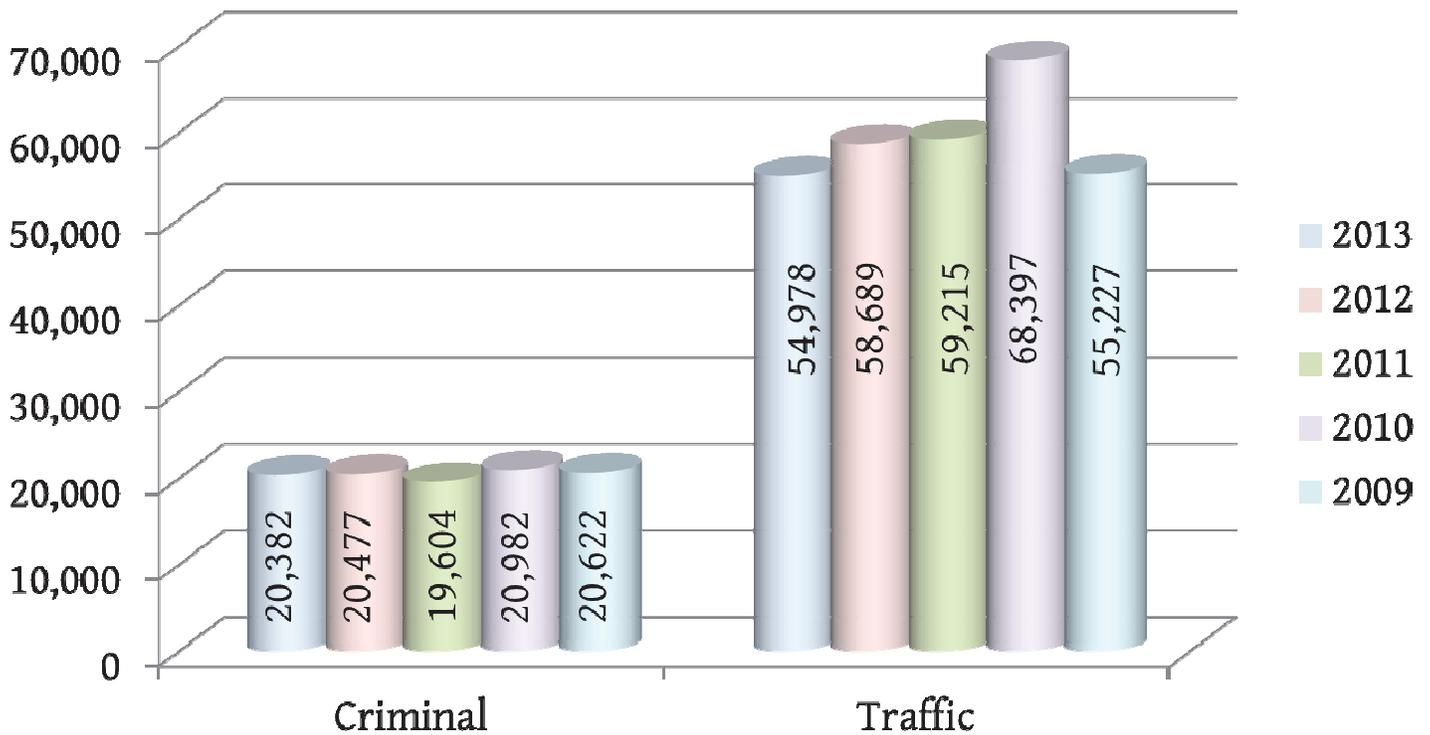
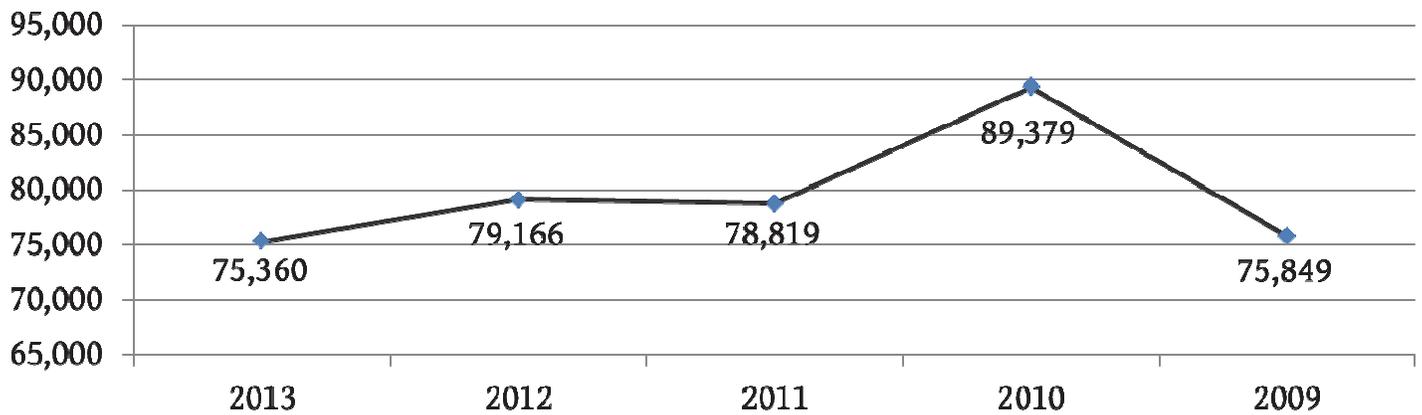
Total



CRIME STATISTICS

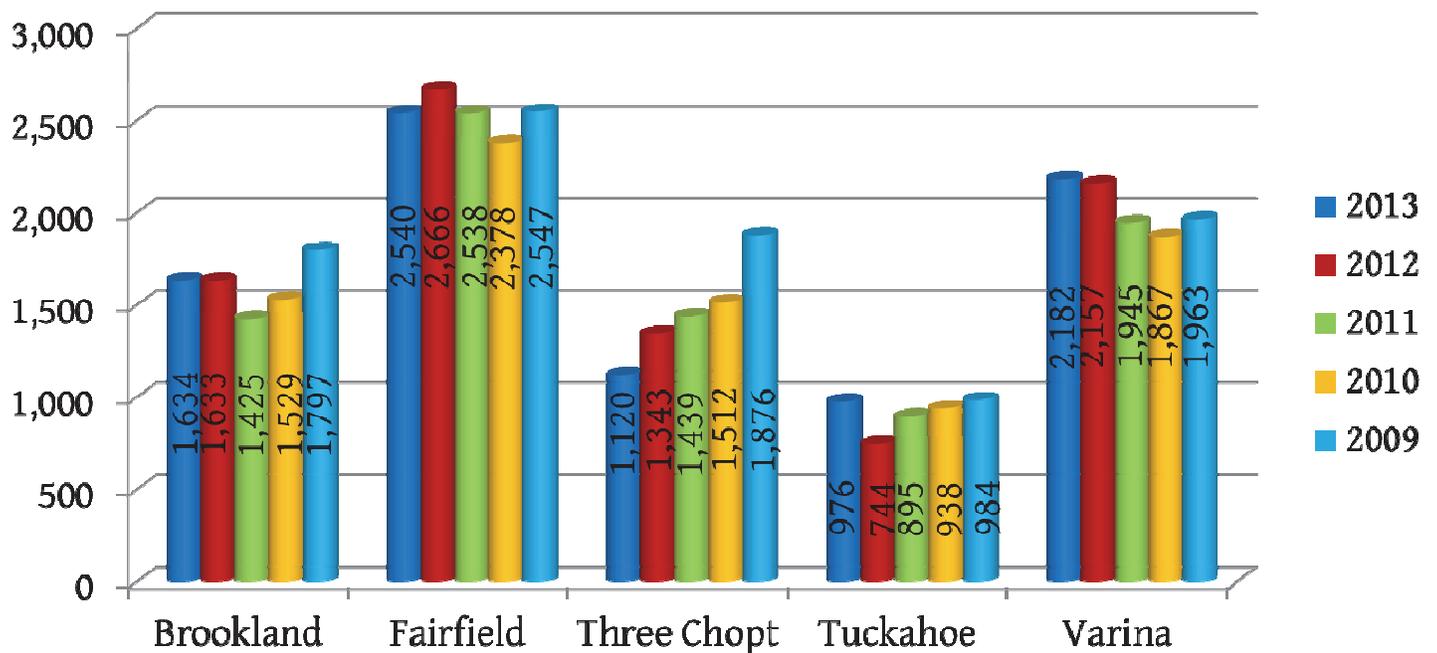
Arrests

Total



CRIME STATISTICS

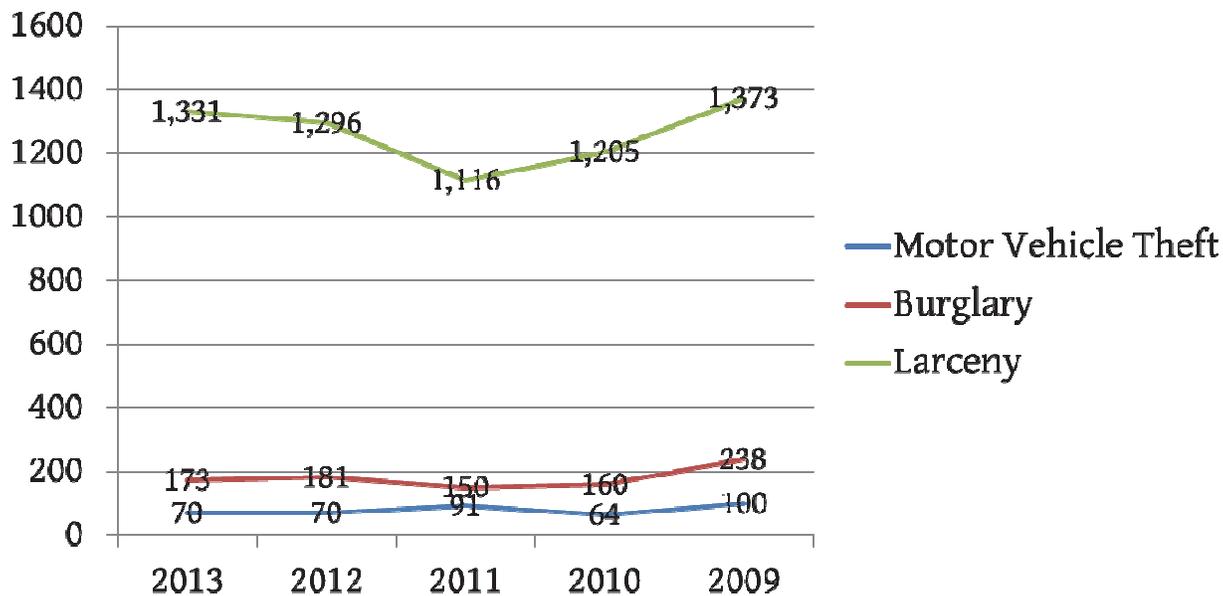
Magisterial District Offense Totals



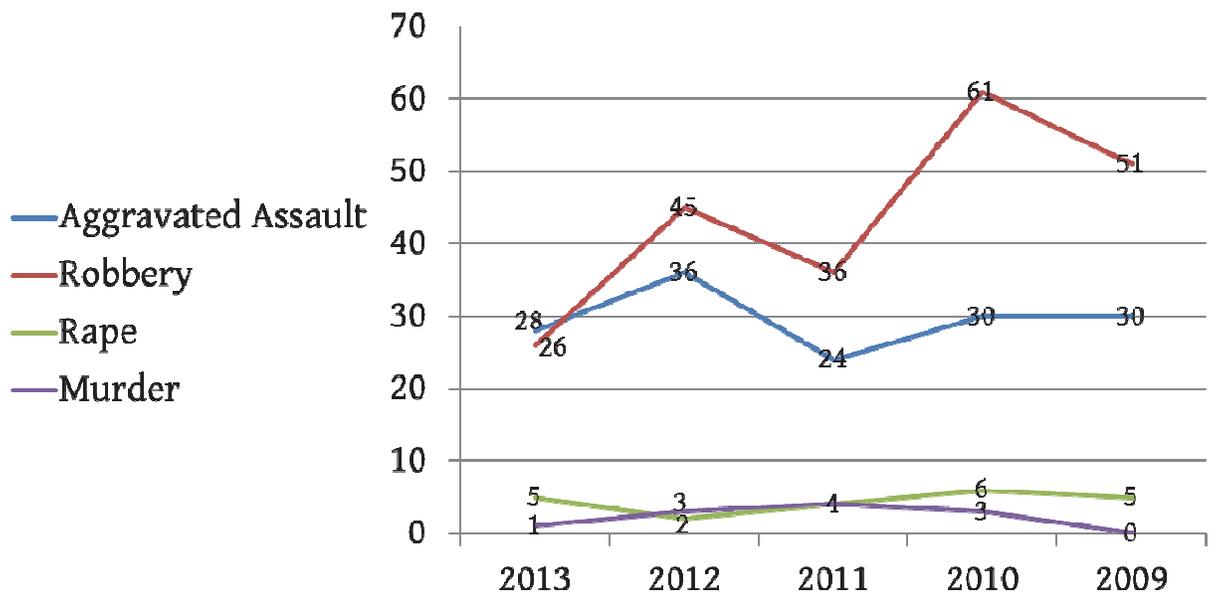
CRIME STATISTICS

Brookland

Non-Violent Offenses



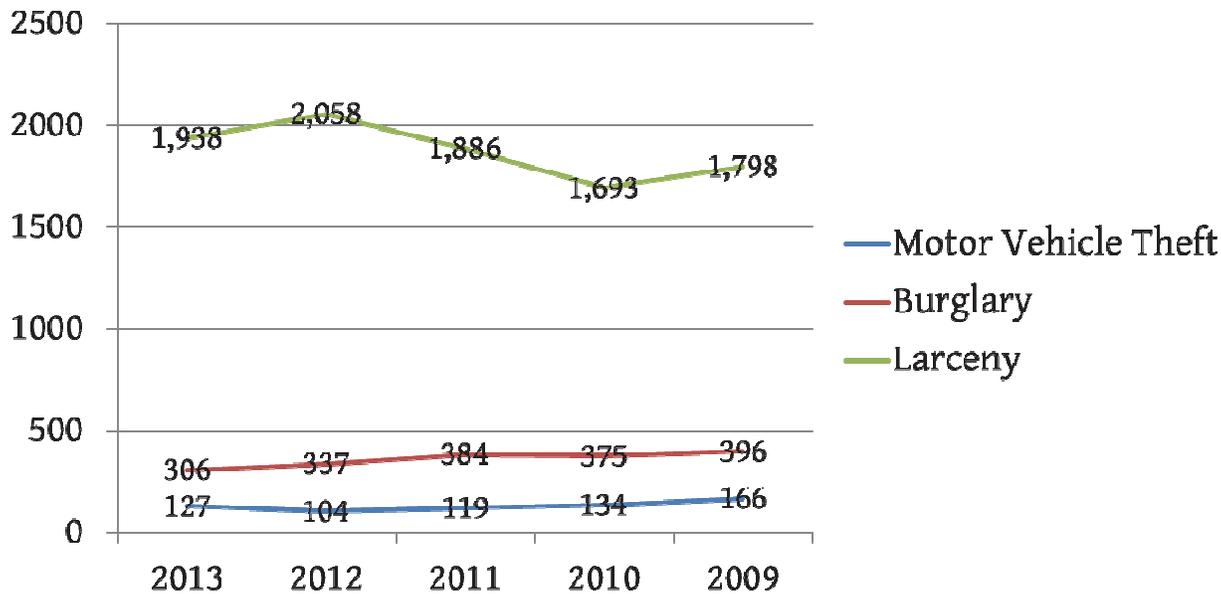
Violent Offenses



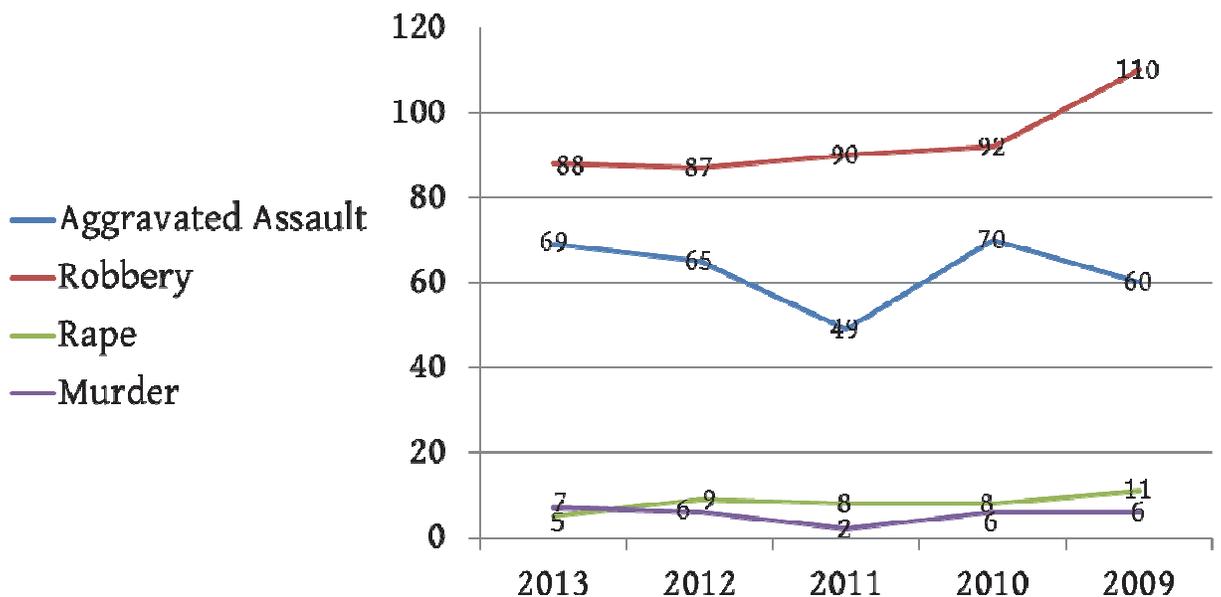
CRIME STATISTICS

Fairfield

Non-Violent Offenses

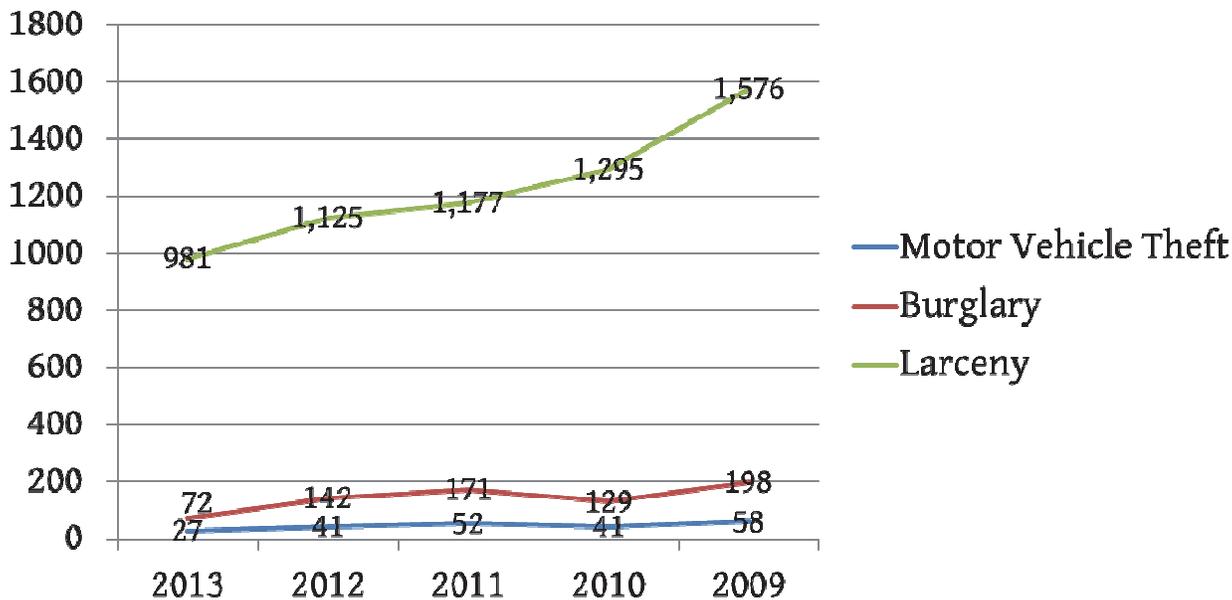


Violent Offenses

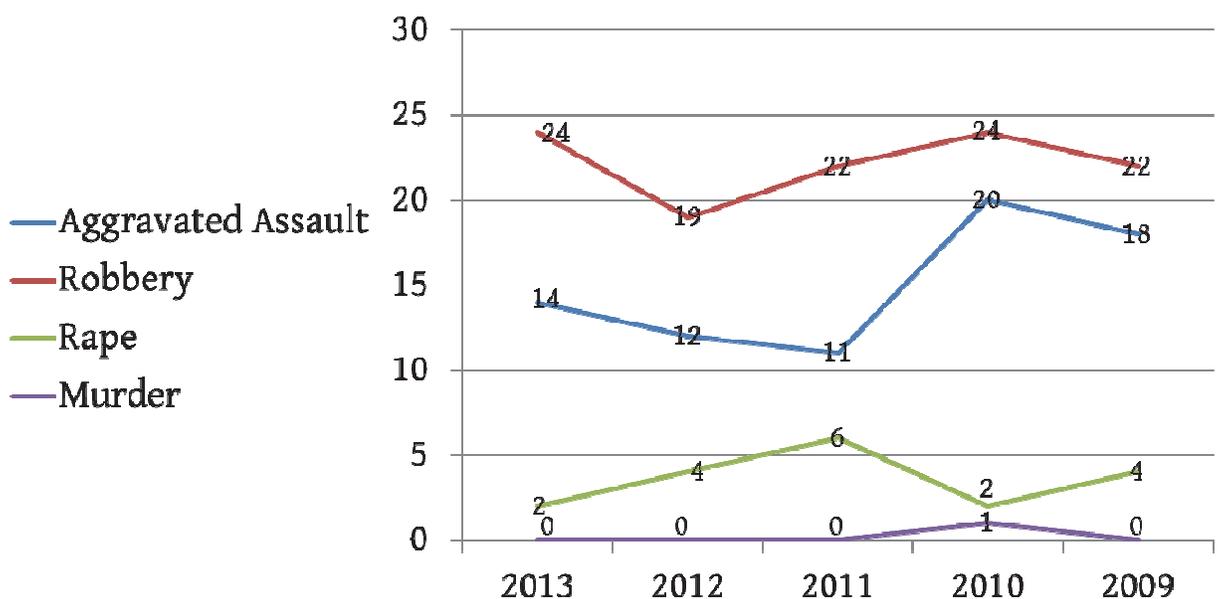


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Non-Violent Offenses

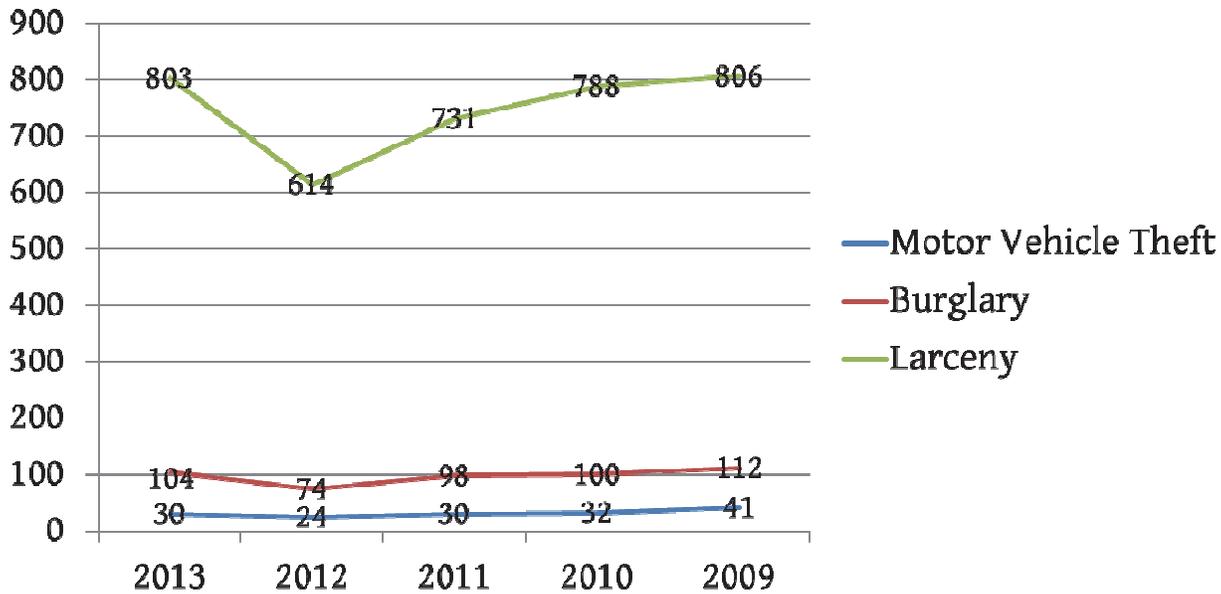


Violent Offenses

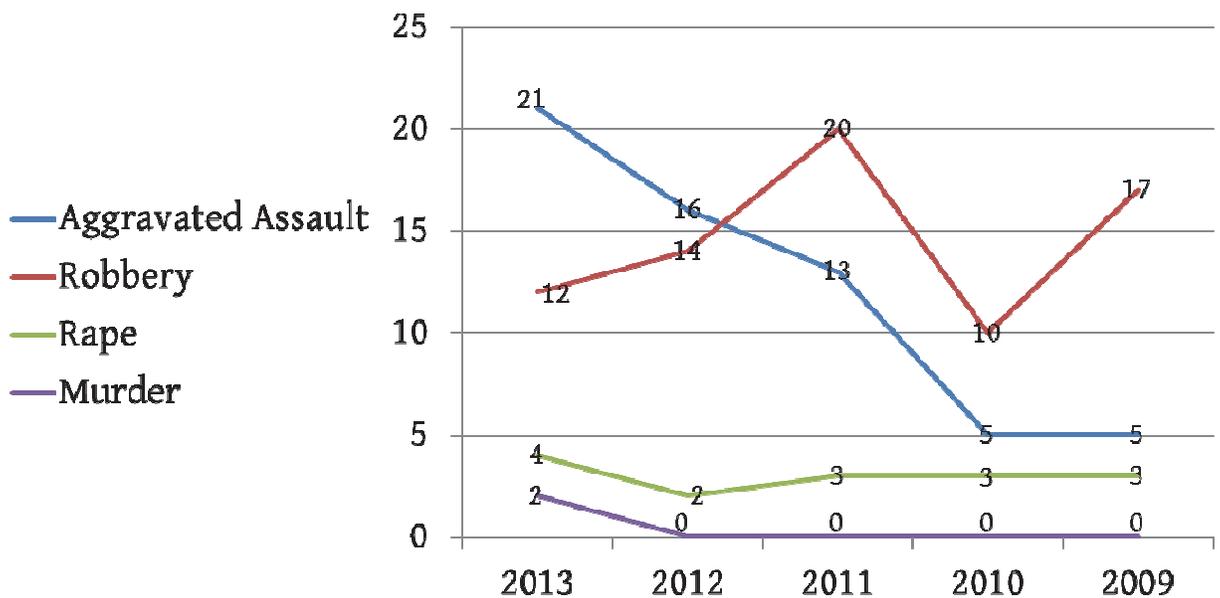


Tuckahoe

Non-Violent Offenses



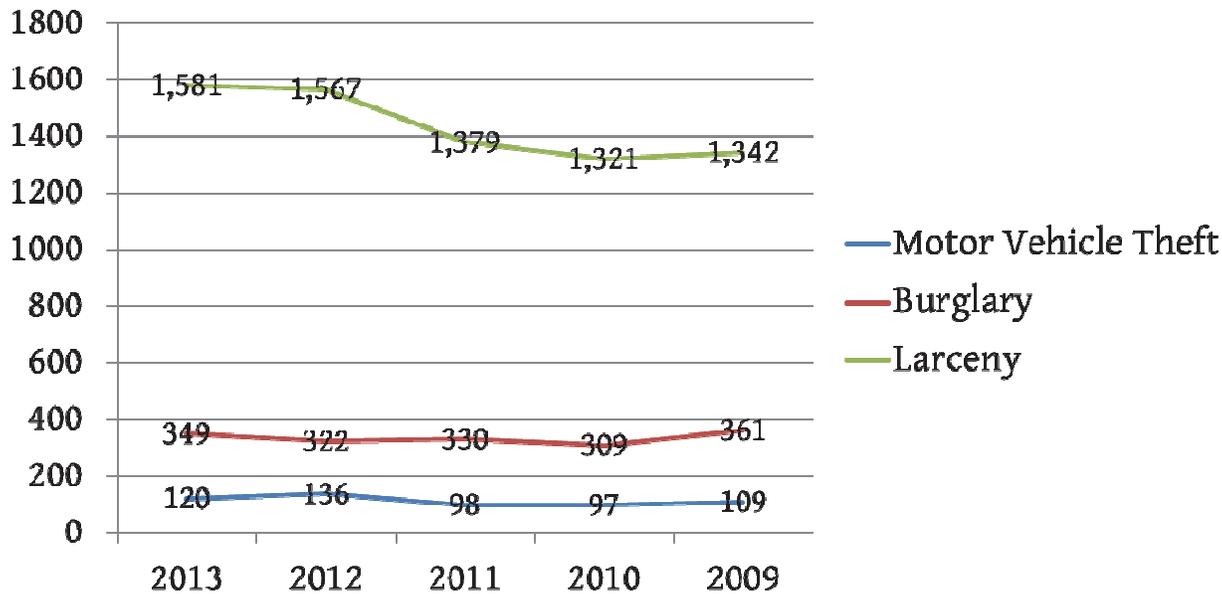
Violent Offenses



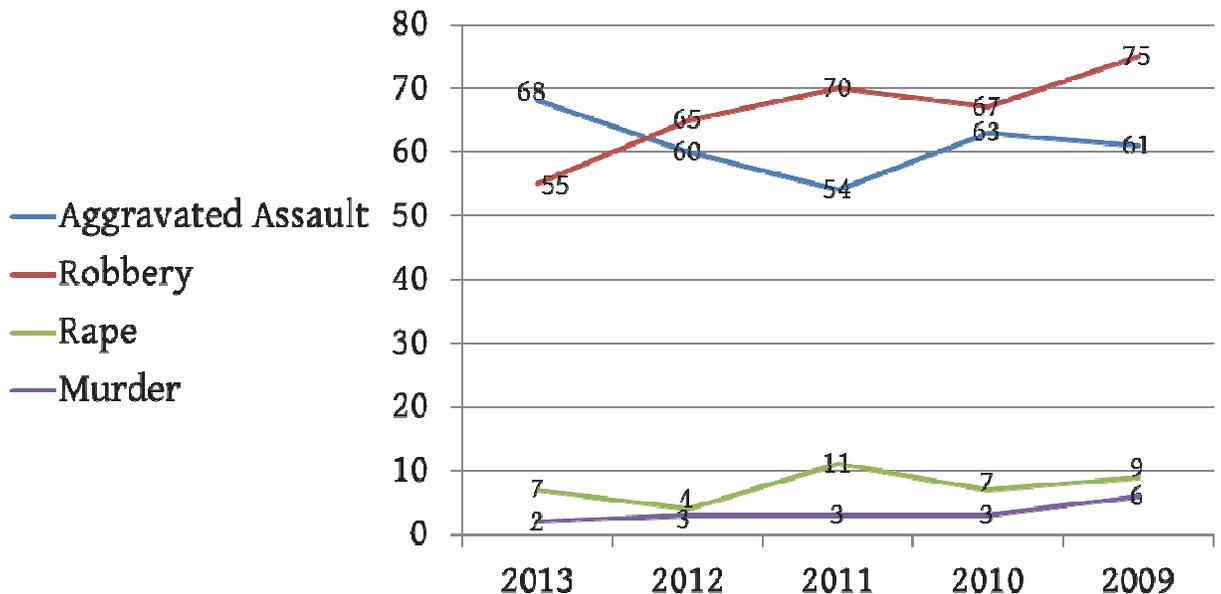
CRIME STATISTICS

Varina

Non-Violent Offenses



Violent Offenses

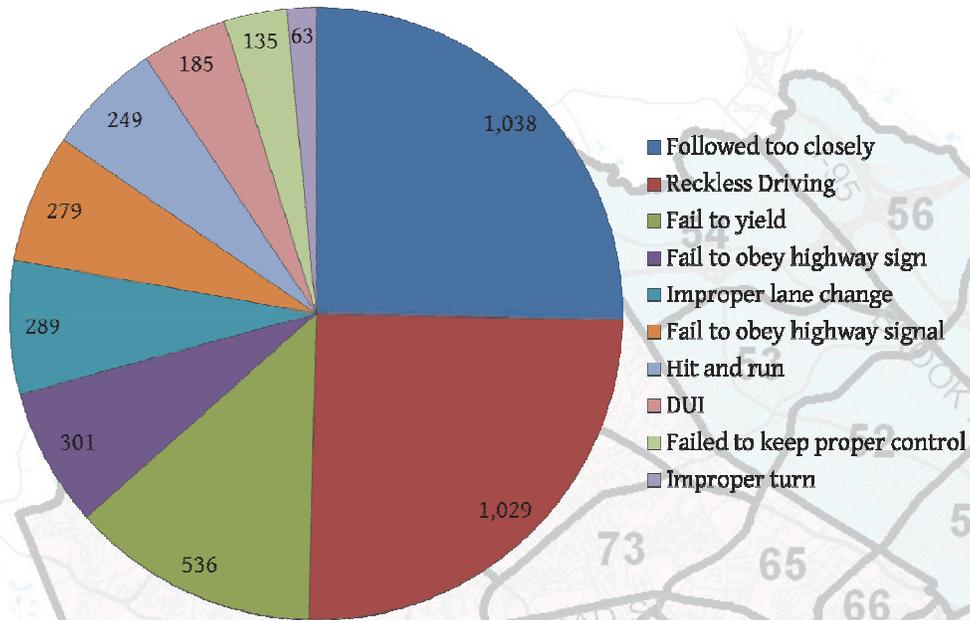


The seal of the Henrico County Police Department is centered on the page. It features an eagle with spread wings at the top. Below the eagle is a circular emblem containing a figure holding a staff and a shield, with the word "VIRGINIA" above it. The words "HENRICO COUNTY" are written in a semi-circle above the central emblem, and "POLICE" is written in a banner above that. Below the central emblem, the word "VIRGINIA" is written in a semi-circle, and "VA" is written in a small box at the bottom. The background of the page is a faded American flag.

TRAFFIC DATA

TRAFFIC DATA

Top Ten Summonses Issued As A Result Of A Crash*



*Not all inclusive of the top ten accident locations

Top Ten Accident Locations

County-wide

1. West Broad Street and Brookriver Drive 56
2. Laburnum Avenue and Gay Avenue 53
3. West Broad Street and John Rolfe Parkway 45
4. Parham Road and Brook Road 44
5. West Broad Street and Gaskins Road 39
6. West Broad Street and Glenside Drive 32
7. Staples Mill Road and Parham Road 31
8. Nine Mile Road and Laburnum Avenue 29
9. Mechanicsville Turnpike and Laburnum Avenue 29
10. Staples Mill Road and Hungary Road 24

TRAFFIC DATA

Top Ten Accident Locations

South Station

1. Laburnum Avenue and Gay Avenue 53
2. Nine Mile Road and Laburnum Avenue 29
3. Williamsburg Road and Laburnum Avenue 16
4. Laburnum Avenue and Darbytown Road 15
5. Williamsburg Road and Brittles Lanes 15
6. Laburnum Avenue and Creighton Road 13
7. Masonic Lane and Gay Avenue 12
8. Strath Road and New Market Road 12
9. Laburnum Avenue and Audubon Drive 11
10. Laburnum Avenue and Eubank Road 11

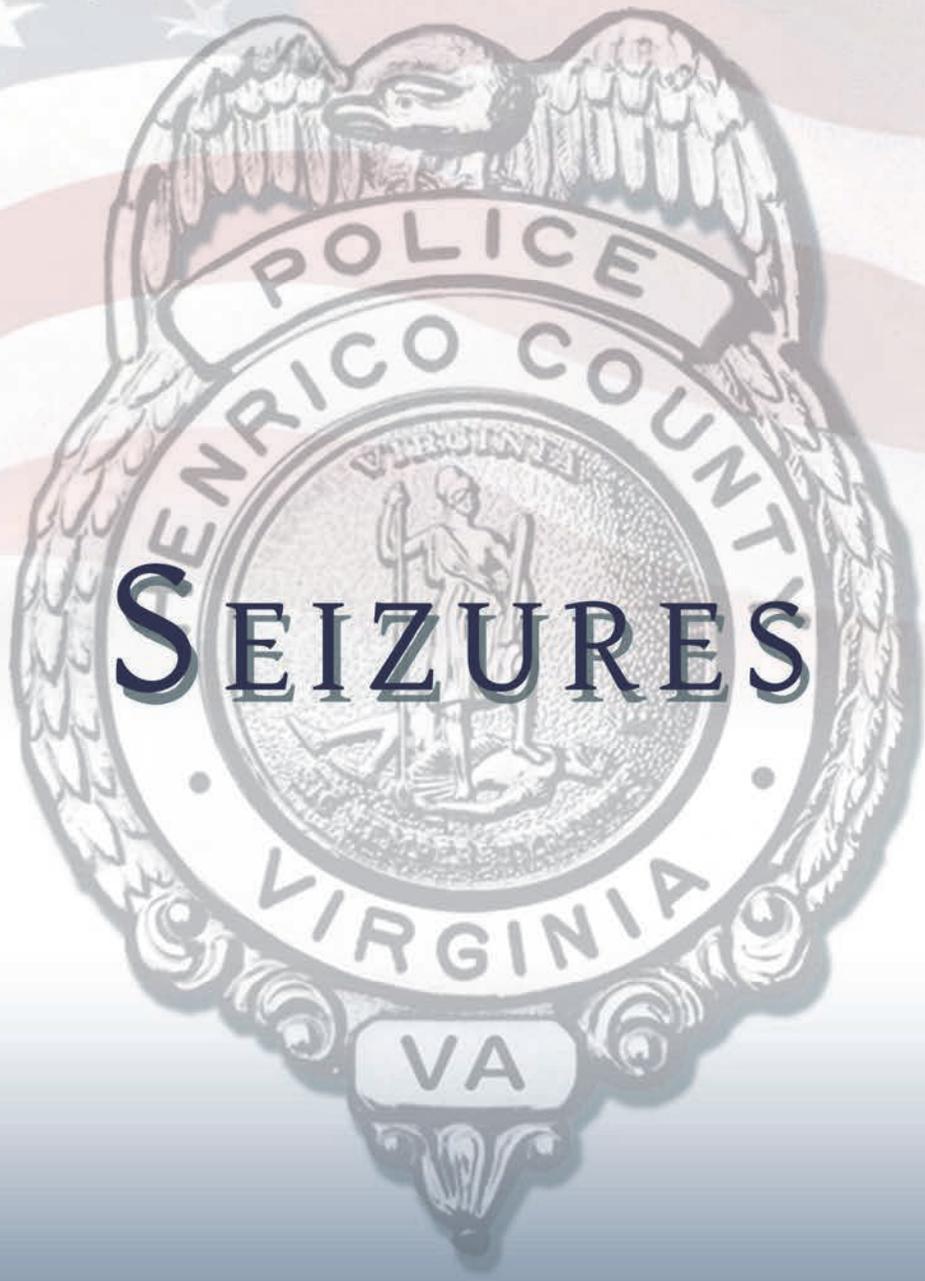
Central Station

1. Parham Road and Brook Road 44
2. Mechanicsville Turnpike and Laburnum Avenue 29
3. Mechanicsville Turnpike and Crump Street 24
4. Woodman Road and Parham Road 18
5. Woodman Road and Hungary Road 16
6. Virginia Center Parkway and Brook Road 14
7. Laburnum Avenue and Harvie Road 13
8. Richmond-Henrico Turnpike and Azalea Avenue 13
9. Lakeside Avenue and Brook Road 12
10. Laburnum Avenue and Harris Avenue 10

West Station

1. West Broad Street and Brookriver Drive 56
2. West Broad Street and John Rolfe Parkway 45
3. West Broad Street and Gaskins Road 39
4. West Broad Street and Glenside Drive 32
5. Staples Mill Road and Parham Road 31
6. Staples Mill Road and Hungary Road 24
7. Three Chopt Road and Parham Road 23
8. West Broad Street and I-64 23
9. Three Chopt Road and Gaskins Road 21
10. Glenside Drive and Forest Avenue (W) 21





SEIZURES

SEIZURES

Drug Seizures*

<i>Drug</i>	<i>Amount</i>	<i>Street Value</i>
Heroin	766 grams	\$191,502.50
Cocaine	1,616.3 grams	\$193,954.80
Marijuana	102,545.5 grams	\$1,025,454.70
TOTAL		\$1,410,912.00

*Does not include drugs seized in the County from other agencies

Illegal Weapon Seizures**

<i>Type of weapon</i>	<i>Description</i>	<i>Amount</i>
Gun	Derringer	4
	Firearm	41
	Handgun	325
	Rifle	61
	Shotgun	44
	Other firearm	6
	TOTAL	481
Other weapon	Butcher/steak knife	52
	Machete	3
	Pocket knife	89
	Simulated gun	31
	Switchblade	1
	Sword	2
	TOTAL	201

**Current status is confiscated, evidence, found, or recovered



TIMELINE OF EVENTS

TIMELINE OF EVENTS



January 8

Police Personnel organized a Women in Law Enforcement orientation to provide females interested in the law enforcement field an opportunity to interact with the women employed in Henrico's Police Division.

(see pg. 40 for more info)

January 16/18
County Manager Virgil Hazelett retired after 20 years of dedicated service to Henrico County.



January 31

School Resource Officers attended a School Safety Forum where parents had the opportunity to address specific concerns and questions.

(see pg. 34 for more info)

February 19-April 22
Operation Clean Sweep, an operation that executed search warrants for identified consumers and distributors of child pornography, began.

(see pg. 46 for more info)



JANUARY - MARCH



January 10

School Resource officers conducted an Active Shooter/Warrior Survival Mindset training prior to the beginning of the school year.

(see pg. 34 for more info)

January 26
Police and government officials dedicated the new Metro Aviation Hangar in Sandston.

(see pg. 36 for more info)



February 5

A concrete ballistic wall was built at the Division's Range as part of the construction the FBI is funding.

(see pg. 43 for more info)

March 22-24

Henrico's PAL hosted the Region 6 National PAL Youth Leadership conference in western Henrico.

(see pg. 35 for more info)



TIMELINE OF EVENTS



April 16
Henrico Police Division's Spring Awards Ceremony was held at the Henrico Theatre.
(see pg. 24 for more info)

May 11
Community Services assisted with the Shred-it and Electronics Recycling Programs.
(see pg. 32 for more info)



May 18
Family Day was held at the Recreational Center at Deep Run Park to honor members of the Police Division and their families.
(see pg. 24 for more info)

June 7
Officers and detectives uncovered a marijuana grow operation and seized 150 pounds of marijuana and 65 marijuana root balls.
(see pg. 47 for more info)



APRIL - JUNE



April 25-27
Henrico Police assisted with NASCAR's spring races.
(see pgs. 27, 36, and 39 for more info)

May 15
The Specialized Training Unit began training the Police Division on the Force Option Simulator.
(see pg. 42 for more info)



May 29
Members from the Special Enforcement Unit conducted the kick-off event for Click It or Ticket for the Richmond Metro Area.
(see pg. 38 for more info)

June 28
The Youth Police Academy graduated 16 youth.
(see pg. 33 for more info)



TIMELINE OF EVENTS



July 15

The 57th Police Academy began with 25 recruits.
(see pg. 41 for more info)

August 26
The Division's Auto Theft Unit received the H.E.A.T. Award.
(see pg. 44 for more info)



September 3

Henrico's newest school, David A. Kaechele Elementary, opened with 400 students.
(see pg. 35 for more info)

September 6-7
Henrico Police assisted with NASCAR's fall races.
(see pgs. 27, 39, and 44 for more info)



JULY - SEPTEMBER



August 6

Over 70 communities registered for National Night Out.
(see pg. 32 for more info)

August 29
The largest promotion ceremony in the history of the Division was held at Dominion Virginia Power.
(see pg. 24 for more info)



September 4

The 56th Police Academy graduated 19 officers at Deep Run High School.
(see pg. 41 for more info)

September 17
Officers from School Services and Traffic Safety assisted with the AAA I-Drive event.
(see pg. 35 for more info)



TIMELINE OF EVENTS

OCTOBER - DECEMBER

October 6
 Henrico Police Division's Fall Awards Ceremony was held at the Training Center.
 (see pg. 24 for more info)

October 26
 The Drug Enforcement Administration hosted Drug Take Back Day.
 (see pg. 47 for more info)



December 3
 A reception was held at the CRC at Parham Doctors' Hospital to celebrate its one year opening.
 (see pg. 32 for more info)

December 17
 The Division's first Bloodhound gets certified as a Police K9.
 (see pg. 40 for more info)



October 31-November 3
 The Police Division underwent its seventh re-accreditation assessment.



December 18
 The Personnel Unit hosted a Careers in Law Enforcement orientation for individuals interested in law enforcement to speak with officers.
 (see pg. 41 for more info)



October 10
 Henrico County Schools held the Rules of Law Program at Godwin High School.
 (see pg. 35 for more info)



December 7
 The newest Patrol Station, Central Station, opened at Virginia Center Commons Mall.
 (see pg. 29 for more info)



The seal of the Henrico County Police Department is centered in the background. It features an eagle with spread wings at the top, a banner with the word "POLICE", and a central shield depicting a figure holding a scale. The text "HENRICO COUNTY" is arched above the shield, "VIRGINIA" is arched below it, and "VA" is in a small box at the bottom.

SIGNIFICANT ACCOMPLISHMENTS

SIGNIFICANT ACCOMPLISHMENTS

Chief's Office

In 2013, Chief Middleton announced a Division re-organization, prompting the promotion of 35 individuals. The largest promotion ceremony in the history of the Division was held in August, promoting two Lieutenant Colonels, three Majors, four Captains, ten Lieutenants, and sixteen Sergeants. This opportunity for an increase in supervisory personnel came with the need for a third Patrol Station. Several positions were reclassified and responsibilities of others redefined in order to achieve the required staffing in Patrol, the backbone of the Division, without increasing the Division's complement.

The newly promoted Lieutenant Colonels oversee the operational commands of the Division (Patrol Operations and Special Operations) and the Majors oversee the bureau commands (Administrative Services, Patrol, Support, and Investigative).



Promotees - Major Cardounel, LTC Fitzgerald, LTC Bolling, Major Mueller, Major Hunter

Fiscal Records

For many years, the Division has provided members in certain plain clothes assignments

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a clothing allowance to allow them to purchase presentable and respectable clothing necessary for the performance of their required duties. The current procedure was that members in the program would be reimbursed annually for a certain amount of clothing used in the function of their job. At the end of 2013, the program was updated to allow eligible members to receive a certain amount in their paycheck. This eliminates the necessity to turn in receipts and receive supervisor approval, thus resulting in less man hours.

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Professional Standards

Members of Professional Standards coordinated the Division's annual Spring and Fall Awards Ceremonies. These ceremonies honor citizens, Division members, and members from outside jurisdictions and present various awards, ranging from Certificates of Appreciation to Silver Star medals. This year's Spring Awards Ceremony presented 35 awards to Division members, 17 to outside agency members, nine to citizens, and eight to Division units. The Fall Awards Ceremony presented 14 awards to Division

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Spring Awards Ceremony - Criminal Records receiving a Meritorious Unit Award

members, one to an outside agency member, six to citizens, and one to a Division unit.

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The annual Family Day event, sponsored by the Henrico Police Foundation, was held at Deep Run Park's Recreational Center. Family Day is an event that honors all members of

SIGNIFICANT ACCOMPLISHMENTS

the Division and their families for all their hard work and sacrifices. Over 600 adults and children were in attendance and enjoyed a special appearance by Richmond Squirrel's Nutzy and an exciting performance by magician Jonathan Austin (pictured below).



Raffle prizes raised over \$1,500, which went to the Virginia Public Safety Foundation for the construction of the Commonwealth Public Safety Memorial. The memorial will honor public safety personnel who have given their lives in service to others. A groundbreaking ceremony was held the first week of January 2014 and construction is anticipated to begin in late 2014.

Accreditation

The Accreditation Unit prepared and assisted with the Division's eighth on-site assessment. The Division takes accreditation very seriously, with Chief Middleton saying, "None of us would want to send our kids to a school that wasn't accredited, a college or university that wasn't accredited, or be admitted to a hospital that wasn't accredited. Seeking accreditation is an objective that focuses on attaining and maintaining professionalism." The Division was first accredited in 1987 and has since maintained accreditation by undergoing six re-accreditation processes. This year's seventh re-accreditation process

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varied from the past six in that the Division sought re-accreditation through the Gold Standard Assessment (GSA) instead of the Traditional Assessment.



For a GSA, assessors from the Commission on Accreditation for Law Enforcement Agencies (CALEA) still review standards in the traditional process, but review only those that have been amended or added, or that have had an impact by change in policy within the last three years (since the last re-accreditation process). This type of assessment focuses on processes and outcomes associated with standards specific to Division policies rather than just a review of standards (as in the past six processes).



Patrol Officer Sanford shows both assessors his marked Patrol vehicle

During the on-site, assessors evaluated every facet of the Police Division for three days, interviewing personnel from all components of the Division and reviewing policies, procedures, and compliance with 480 professional standards of performance and accountability. They participated in ride-alongs to observe Patrol and toured many of the Division's facilities, to include the Animal Shelter, Central Station building at Virginia Center Commons, Fair Oaks Substation, Public

SIGNIFICANT ACCOMPLISHMENTS

Safety Building, and the hangar. The Division will find out if it has been re-accredited at the CALEA Conference held in Garden Grove, California in March 2014.

Inspections

The Inspections Officer ensures the objective review of agency facilities, properties, personnel, and activities through announced and unannounced audits and inspections. Throughout the year, the Inspections Officer completed three Evidence audits (one announced and two unannounced), four quarterly audits, two K9 Training Aids audits, one weapons destruction (a total of 99 firearms were destroyed), and three drug destructions (approximately 277 pounds of controlled substances were destroyed). Staff inspections were completed for six units ranging in size from four members to 36. Each inspection involves interviews with members of the units and examination of all members' issued equipment, timesheets, secondary employment records, and applicable policies.



Evidence Technician R. M. Hall, Jr. pulls packages for an evidence audit

Public Information

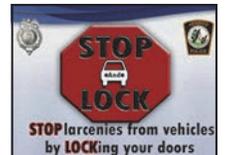
The Public Information Officer informs the community and news media of any event handled by or involving the Division and its personnel. Members of the Public Information Office utilize social media to assist with recruitment for the Division and

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to educate the public on growing concerns in the community. Throughout 2013, the Division has tweeted over 1,150 tweets, has 3,769 people like its page on Facebook, and is up to over 12,000 views on YouTube and 4,000 followers on Twitter. At the end of the year, Pinterest, a virtual bulletin board, was added to the list of social media tools utilized by the PIO to develop themed pages of various interests.



For the first time in Division history, multiple videos were written, directed, and produced solely by the Public Information Office and placed on the Division's Facebook page and YouTube channel. These videos included three recruitment videos for Communications Officers (reached over 8,800 people on Facebook and had over 280 views on YouTube), a sexual assault prevention video to address an increase in sexual assault reports where the victim had been given some sort of drug (over 200 views on YouTube), and two holiday DUI prevention videos to continue awareness regarding DUI offenses (reached 780 people on Facebook and had 58 views on YouTube). In addition, a Stop and Lock public service announcement that educated citizens on how to prevent larcenies from vehicles (had over 1,000 views on YouTube) and a school bus safety public service announcement video to address motorists who disregard the stop bar and lights from a school bus (had 400 views



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on YouTube) were posted on YouTube. To broaden the number of citizens the messages from the videos portrayed, they were also narrated in Spanish by a Division member, making them the first Henrico Police video production narrated in a second language.

During NASCAR's April and September races,



Lieutenant Toney doing an interview.

Lieutenant Toney represented Henrico County, Fire, and Police as the Public Information Officer (PIO). To ensure enhanced public safety during the races, social media was utilized to communicate with citizens and race attendees about traffic, safety issues, and other topics of interest and importance. April's race yielded a public service announcement that included messages from the Richmond International Raceway President, Mr. Bickmeier, and Chief Middleton. The video emphasized the prevention of driving under the influence of alcohol/drugs and distracted driving, with a main focus on texting while driving. This video reached over 2,100 people on Facebook and had over 150 views on YouTube. The Boston Marathon Bombings raised public safety concerns for the September's race so Lieutenant Toney remained onsite throughout the entire races, sending news releases and tweets, posting information on Facebook, and conducting three onsite interviews. ESPN "retweeted" her response concerning an assault that occurred at the raceway, thus giving the Police Division

international recognition.

Administrative Services Bureau

Communications

Communications Officers are responsible for radio, telephone, teletype, and automated data communications for Henrico's Police, Fire, and public services. This year, new protocols were implemented with regards to structure fire/fire hazard calls for service. In order to improve call classification for these types of calls and enhance appropriate unit recommendations and recordkeeping data, the new protocols focus on dispatching necessary equipment based on need, rather than probability. This reduces the number of units dispatched on the original call and includes specific key questions for the Communications Officer to follow and instruct, none of which were in place prior to January 2013. All Communications personnel attended training on the new protocols, taught in conjunction with Henrico Police, Fire, and Communications.



The Division is researching the replacement of the current radios utilized by officers. The new radio is two-thirds the size of the current radio and weighs half as much. A speaker on both sides allows voice to be heard more clearly no matter how the radio is picked up and spoken into. A screen on the top allows channels to be easily viewed and will flash red if there is an emergency. It is projected to have all channels encrypted, or have secure transmissions. Many federal and

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state agencies have encrypted radios; Henrico's current radios have the encryption option but, because some surrounding agencies do not, Henrico is still utilizing non-encryption. With increasing developments in the County, the current radios are developing coverage issues. It is anticipated that the four tower sites will increase to eight, allowing better coverage. Prior to the radios being deployed, they will be tested in the field conducive to how officers wear them. The new radios will cover an increase in jurisdictions, to tentatively include Richmond, Chesterfield, Hanover, Henrico, Hopewell, Petersburg, Colonial Heights, Ashland, Richmond International Airport, J. Sargeant Reynolds Community College, University of Richmond, Virginia Commonwealth University, and Virginia State University. It is anticipated to take about ten months to design the regional network.

Fleet Services

Members of Fleet Services coordinate the purchase, replacement, maintenance, and assignment of all Division vehicles.



Last year, the new Ford Police Interceptor Sedan and Utility vehicles were introduced to the Division's fleet. Since the implementation of these vehicles, the Division has seen approximately 27% better fuel economy in the Sedans than that of the Crown Victoria; according to Ford, the Utility vehicles should achieve 20%. The Division currently has 137 Ford Police Interceptor Sedans in the field and five Utility vehicles.

Technology Support

The Technology Support Unit has continued to replace desktop PCs throughout the Division with mobile docking stations. This project began three years ago and reduces the expense of replacing desktops when repairs are needed (\$800 per replacement). With the opening of the Central Station, the deployment of docking stations saved approximately \$8,000. Docking stations also increase officer efficiency by allowing all sworn personnel to utilize their issued mobiles. This alleviates the need for file synchronization or the problem of not having a needed file, as members would have everything on their mobile. A total of 95 PCs have been replaced Division-wide, with a projected 35 more left until the project is completed.



Members of the unit began the process of moving all Division PCs, both desktop and mobile, from Windows XP to Windows 7. Windows XP will cease being supported in 2014 so this change in operating systems will make the Division more modern and streamlined, enabling users to utilize newer software and process audio and video footage quicker.

Patrol Operations

Animal Protection

Throughout the year, Animal Protection Police Officers hosted four rabies clinics. Historically held at the Fairgrounds/RIR for

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Animal Protection Sergeant Bohr directing a citizen towards the rabies/vaccinations building.

the past 15+ years, the clinic's location was relocated to the Western Government Center on Parham Road. Over 1,100 vaccinations were administered and over 370 County dog licenses issued. Additionally, the APO Lieutenant was interviewed for a Rabies Awareness Video to promote rabies awareness. This video, produced by the Public Information Office, reached over 150 people on Facebook and had 26 views on YouTube.

In collaboration with the United States Fish and Wildlife Services and the Virginia Department of Game and Inland Fisheries, the Animal Protection Police Unit held the 12th annual Youth Fishing Day event at Lake Harrison in Charles City. Despite the arrival of Tropical Storm Andrea, the event was a successful one, with over 100 parents and children in attendance. Children caught numerous catfish, ranging from two to ten pounds each. The fun-filled day ended with a picnic lunch and prizes for the four largest fish in each category, to include an eight pound fish for the girls and a six pound fish for the boys.

Henrico's Animal Protection Police Unit sponsored 15 hours of animal specialized in-service training for local law enforcement

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and animal control agencies. Instruction was provided by the State Veterinarian's Office, the Virginia Animal Fighting Task Force, and the Humane Society of the United States and covered topics such as legal updates, zoonotic disease concerns, disaster response, community coalition building, and dog and cock fighting investigations. Seven different jurisdictions were in attendance, with a total of 24 participants.

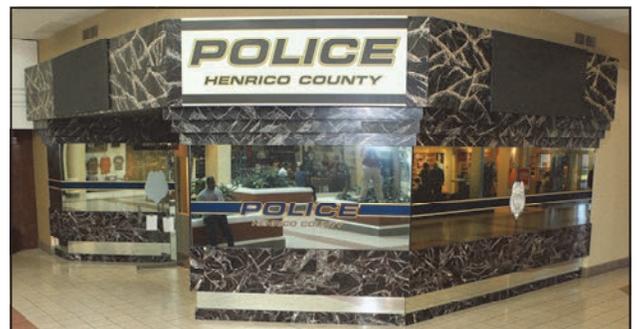
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Central / South / West Stations

After seven years of not receiving additional officer positions, the Division received approval to hire 50 more officers over the next five years. Due to the increase in population and increase in time of calls for service, it was imperative to gain more positions. In 2013, the first set of 10 officers went to Patrol. To incorporate the growing population with Henrico Police's Patrol Officers, the Division opened a new Central Police Station to focus on central Henrico, particularly the Fairfield District.

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The grand opening of the temporary facility for the Central Station was held in late 2013, with 120 people in attendance. Inside Virginia Center Commons Mall, Police Staff and students from the Highland Springs Career and Technical Education Center

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assisted with the construction (pictured below).



Throughout the year, Directed Action Response Teams (DART) were implemented to provide Patrol with a team of officers dedicated to addressing specific crime issues and quality of life matters in specific geographical areas. Communication and coordination within Patrol, all Division components, and regional partners were key aspects of the DART's mission. These officers conducted joint training with Richmond Police's Focused Mission Team, receiving specialized firearms training by Henrico's Range Cadre that consisted of multiple team drills, target engagement, and team building exercises (pictured below).



They also participated in training conducted by the DEA that explained the dangers of meth labs and how officers can identify,

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contain, and survive in these deadly environments. Equipment was issued to help them operate more effectively in meth labs and marijuana grow facilities as well. The ultimate goal of the DART is to make Henrico County safer by removing weapons, drugs, and offenders from the street. This is done by utilizing intelligence-led policing to develop sound and effective policing tactics.

The summer months spurred an Operation 360 initiative from the South and West Stations to prevent crime in communities identified as statistically likely to see spikes in crime. Crime trends over a five year period were reviewed and revealed spikes in criminal activity around July and August. As a result, for three months (June-September), all Division wide components conducted various enforcement efforts in targeted areas, to include knock and talks and traffic specials. The goal was to be as preemptive as possible, reduce offenses, and improve the overall quality of life in identified areas. As a result, over 550 summonses were issued, over 15 arrests were made, over eight warrants were served, over 20 Field Interview Reports were completed, and over eight arrests for drugs were made.

The holiday months resulted in Operation Silent Night, an operation that emphasized the prevention of acts of violence typically associated with robberies during the holidays. Officers conducted business contacts with shopping centers and malls. Vehicle and foot patrol were utilized to focus on traffic violations, criminal interdiction, and directed patrols in and around commercial

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establishments during open and closed hours. The operation lasted one month and resulted in 43 merchant contacts, 242 summonses issued, ten arrests, four drug arrests, and four Field Interview Reports completed.

To support the grand opening of the new WaWa on Laburnum Avenue, officers from the South Station competed against Henrico Fire and Virginia State Police in a Heroes for Hoagie Building Contest. Several State and local officials were present, to include the Board of Supervisor for the Varina District, Mr. Tyrone Nelson. Henrico Police came in first place, making 28 hoagies in five minutes and raising \$1,000 for the Law Sons and Daughters Fund. The mission of this fund is to provide financial support to Police Division members and their immediate families whom are suffering from a long term or debilitating disease.



Support Services

Evidence and Logistics

Working with the County's Information and Technology Department, members of Evidence developed a system to capture an officer's signature electronically whenever evidence is checked out. The system



eliminates the need to maintain a paper log by capturing an officer's signature directly in the

evidence record. This minimizes errors by creating a readily available document without having to compare paper logs to electronic data.

Members of Logistics assisted in the removal of 31 vehicles from the Division's Impound Lot. These vehicles had either been authorized for release to the owner and were declared abandoned as unclaimed property or had a Court Order to be sold. Once the legal notification process was completed, each of these vehicles was released to Henrico County's Department of General Services, who posted them for sale on an approved internet auction site.

Community Services

Permits

Permits officers are responsible for processing applications for parades, pawn brokers, concealed weapons, and precious metals/gems. They also inspect County-approved wreckers and regulate the use of taxi cabs throughout the County. This year, Permits Officers inspected 435 taxicabs and processed over 3,100 concealed weapons permits, 834 taxi permits, and 151 permits ranging from block parties to precious metals/gems, resulting in the revenue of over \$32,600.

Community Policing

Working with Prevention Services,

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Community Officers assisted with two Shred-it and Electronics Recycling Programs, one in the spring and one in the fall. Shred-it is a program held throughout Central Virginia that allows citizens to dispose of personal documents in a safe and secure manner, protecting them from identity theft. The Electronics Recycling Program is held by Henrico County's Department of Public Utilities and is held in conjunction with Henrico Police's Shred-it events. Both events were held in the County and resulted in approximately 18,000 pounds of documents getting shredded and over 26,800 pounds of electronics getting recycled.



Community Officers responded to the increase in larcenies from autos around the County, distributing crime prevention tips to help citizens protect their vehicles and riding bicycles during the overnight hours to provide enforcement. During the day, officers responded to neighborhoods in vehicles, on bicycles, and on foot to distribute thousands of flyers throughout the County. In addition, Community Officers assisted with the production of the Stop and Lock video produced by the Public Information Office and distributed it to Neighborhood Watch groups and Homeowners Associations around the County.

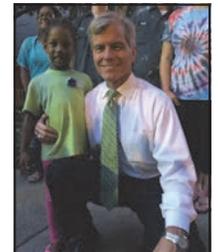
Community Officers conducted their annual Holiday Patrol in and around the major

shopping centers throughout the County from Thanksgiving to Christmas. The one-month operation resulted in 11 felony arrests, 31 misdemeanor arrests, and 45 summonses issued. Officers also answered 365 calls for service and made almost 2,000 merchant and 5,000 citizen contacts.



Community Officer Arjona giving a child a high five

Over 70 communities registered activities that took place throughout the County during the annual National Night Out Program. This program encourages citizens of the County to promote involvement in crime prevention activities, neighborhood camaraderie, and police/community partnerships. Activities that take place include a cookout, ice cream social, and pot luck dinner. Community and Patrol Officers visited all communities throughout the evening and Governor McDonnell (pictured right) visited one community to join in the festivities.



Prevention Services

The County's Mobile Response Team (MRT), a component of the Crisis Intervention Team (CIT), won a National Association of Counties (NACo) Award. The MRT is comprised of CIT trained responders and Mental Health clinicians who identify individuals in a crisis, complete a lethality screening on them, conduct home visits, and provide additional services. CIT is a partnership comprised of

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first responders from Police, Fire, Sheriff's, and Mental Health to respond to and assist citizens in a psychiatric crisis. As part of this program, the Crisis Receiving Center (CRC) was developed at an area hospital one year ago. Members from Prevention Services provided a presentation on the CRC for members of the Senate and House finance committee and also traveled to Hartford, Connecticut for an international conference to present information on how to develop Crisis Receiving Centers.



CRC one year anniversary celebration - Mr. Stuart, III (Behavioral Health), Ms. Matish (Parham Doctors' Hospital), Chief Middleton, Mr. O'Conner (Mental Health), Sergeant Riani, Mr. Rockwell (Mental Health)

The Youth Police Academy took place for one week, allowing sixteen adolescents aged 15-17 to receive an overview of a career in law enforcement. Multiple courses were included in the curriculum, to include forensics and



Chief Middleton and his staff speaking with the Youth Academy

crime scenes, DUI investigations, traffic stops, building searches, domestic investigations, SWAT, Courts, K9, and non-lethal weapons. A cookout was provided on the last day for the youth and their parents.

The Volunteer Services Coordinator organized four Citizens Academies throughout the year. The 39th Citizens Police Academy graduated 17 citizens and the 26th Senior Citizens Academy graduated 15 senior citizens in the spring. The fall yielded the graduation of 11 citizens from the 40th Citizens Police Academy and 14 senior citizens from the 27th Senior Citizens Academy. Both Academies cover a wide range of topics during the ten week program, to include Community Policing, Domestic Violence, and Forensics.



The DV Coordinator, Ms. Bonniwell, and Chief Middleton

The Division's Domestic Violence (DV) Coordinator received the 2013 Beacon of Hope Award, presented by Safe Harbor. Created in 2007, this annual award recognizes an individual or group who has been influential in empowering survivors of sexual and domestic violence and/or promoting healthy relationships for all. The Division's DV Coordinator reviews all of Henrico Police's domestic calls for service, verifying evidence collection and the completion of proper paperwork, and contacts victims involved in past domestic violence and/or repeat calls for service. Throughout the year, the DV Coordinator conducted an in-depth review and case analysis on 18 stalking cases, 85 strangulation

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cases, and 53 felony domestic assault and battery cases. In addition, 395 victims were contacted from cases involving firearms, high risk lethality, and general follow-up and consultation. Officers responded to over 5,100 domestic violence related calls for service (CFS) and made 973 arrests for assault and battery against a family or household member (906 of these arrests were misdemeanors and 67 were felonies), 98 strangulation arrests, and 30 stalking arrests. The below table shows a three year comparison with calls for service and arrests.

YEAR	# OF CFS RESPONDED TO (DV related)	# OF ARRESTS MADE (DV related)
2012	5,336	1,034
2011	5,653	1,100
2010	5,843	1,069

School Services

School Resource Officers (SROs) ensure a safe environment conducive for a quality education for each student in the secondary school system with minimal disruptions of normal activities. These 34 officers are assigned to cover 72 public and private school facilities. Working with other present and retired Henrico County employees, SRO Sergeants conducted 16 comprehensive security and facility audits to ensure the practicing policies and procedures were aligned with established guidelines. In addition, more than 18 schools, 1,560 students, 93 classrooms, and 340 vehicles were screened for contraband during randomly scheduled K9 Sweeps. The end result was a successful one, with nothing being found.

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SRO Medina, III speaks with parents

Henrico County Public Schools sponsored a School Safety Forum held at Hermitage High School which was attended by Henrico’s SROs. Following opening remarks by Chief Middleton and Dr. Russo,

former superintendent of Henrico County Schools, six breakout sessions were held to address specific concerns and questions by parents. These sessions were divided by campus style schools and self-contained schools at each level (Elementary, Middle, and High). The information gathered during this forum will be used to improve and increase security measures in Henrico’s Schools.

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Prior to the beginning of the new school year, SROs updated their response to active shooters in schools and incorporated Henrico’s Division of Fire in the planning and response phase. An Active Shooter/Warrior Survival Mindset training utilized simulators to train officers on armed confrontations. In addition, SROs met at Highland Springs High School and conducted five hours of Active Shooter training, utilizing the school’s hallways and classrooms while the school was closed for a holiday. Once schools opened after the holidays, SROs scheduled and instructed Signal Blue/Active Shooter programs for all Henrico County Public Schools. The 45-minute program instructed school personnel how to deter, detect, and defend against active shooter incidents and how to support police during their response to the crisis. Following the classroom training, school faculty conducted a Signal

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Blue Hide and Lock drill for teachers and students. This training is conducted the first month of the school year, with a refresher training conducted after Winter Break.

In conjunction with the Virginia Bar Association, Henrico County Schools, local law enforcement, and local attorneys conducted the Rules of Law program held at Godwin High School. During this program, the three branches of government are discussed with guest speakers representing each branch. Each classroom had an attorney and law enforcement officer present to review various real life situations pertaining to teens and law. Multiple topics were covered, to include personal rights, search and seizure, sexting, sex offenses, and traffic laws.

The grand opening of Henrico's newest school, David A. Kaechele Elementary School, took place for the start of the academic 2013-2014 school year. The new school, named after the current Board of Supervisor for the Three Chopt district, was built to provide Henrico's growing student population in the Western portion of the County and opened the inaugural year with approximately 400 students.



PEAK Officer Hobbs greets students on the first day of school

With the assistance of Henrico's Traffic Safety officers, members from School Services assisted with the AAA I-Drive event held at the Richmond International Raceway.

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Sponsored by AAA Mid-Atlantic, this annual event is held for two days and focuses on teaching teen driver safety, emphasizing distracted driving, impaired driving, vehicle emergencies, blind-spot recognition, speed awareness, and occupant protection. Emotional testimonials were given by survivors and parents of victims. Approximately 600 students from Chesterfield and Henrico County were in attendance and participated in the active demonstrations and practicals.



SROs and Traffic Safety Officers instruct students on field sobriety tests utilizing beer goggles

The Henrico Police Athletic League (PAL) hosted the Region 6 National PAL Youth Leadership Conference held at the Marriott Richmond West Hotel in western Henrico.



Chief Middleton and Captain Coover participating in the conference activities

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The PAL is a program that serves Henrico County's youth by offering programs year round, ensuring tools essential for success are provided. Each year, more than 2,000 kids participate in 15 different programs.

The theme of the conference, "Empowering Youth For A Better Tomorrow," was emphasized in breakout sessions that taught leadership skills and instilled community service. Captivating presentations by internationally recognized guest speakers motivated youth to not give in to peer pressure and to never give up. More than 250 youth from 33 different PALs from across the country, as far away as California, also enjoyed a variety of social events, to include a pool party, cookout, and a trip to G-Force Go Carts.

Homeland Security

Metro Aviation

The Metro Aviation Unit is a multi-jurisdictional component that consists of a total of nine pilots from three jurisdictions, to include Richmond, Chesterfield County, and Henrico County. The pilots provide air support to police operations, providing an "eye in the sky" for Patrol and surveillance. Pilots also fly extradition missions to pick up and transport wanted subjects from all supporting jurisdictions. Throughout the year, the unit spent over 945 hours in the air, responded to 757 calls for service, conducted 37 extraditions, assisted with 154 photo requests, and contributed to 34 arrests.

Early in the year, Police and government officials from Richmond, Chesterfield, and

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Henrico gathered to dedicate the new Metro Aviation Hangar in Sandston. The new hangar is three stories tall, and 4,500 square feet, to include 1,100 square feet of office space, and houses the four small planes that are shared by all localities. A true example of regional cooperation, the Richmond Times Dispatch wrote an article on the dedication, quoting Byron Marshall, Richmond's chief administrator, as saying "You'll have a Richmond pilot flying, a Henrico observer on board, and they're helping Chesterfield police on the ground." The new hangar saves approximately \$20,000 a year.



During the spring NASCAR races in April, a subject in the D Lot turned on and directed a laser pointer at one of Metro Aviation's planes. The subject did this several times, causing temporary blindness to the Henrico pilot. Police units on the ground were guided to where the suspect was, resulting in a confession and an arrest. Two months later, a



Metro Aviation Officer McCarthy gives a public service announcement on laser strikes

Judge in General District Court gave the subject a \$750 fine, and six months in jail. Laser strikes on aircraft have been a growing concern in the County, with four incidents in 2013 and four in 2012. A subject from an incident in

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November 2012 received ten days in jail, 100 hours of community service, and a \$10,000 federal fine from the Federal Aviation Administration from a Circuit Court Judge. Laser strikes are a federal offense and can carry a penalty of up to \$11,000 for each strike, with an additional penalty of Virginia Class 6 Felony or Class 1 Misdemeanor.

Key officials of the Commonwealth, to include Governor McDonnell, Public Safety Secretaries, Senators, and Delegates, met at the Metro Aviation Hangar to conduct a bill signing ceremony. During the ceremony, Public Safety responders coordinated a large static display of Police and Fire vehicles that was viewed outside the hangar. Among the



many participating agencies were Henrico Police and Fire, Richmond Airport Police and Fire, Virginia Department of Fire, Hanover Sheriff's Office, Chesterfield Police and Fire, Richmond Police and Fire, ABC, and Virginia Game and Inland Fisheries. Following the ceremony, the Governor received a demonstration on Henrico's flight simulator and then participated in a practical exercise.

Marine Patrol

The Marine Patrol Unit consists of two full time and two part time officers and one Safeboat. Members provide security and

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enforce all applicable laws along the James River in Henrico County. Throughout

the year, the unit spent 970 hours in the water, responded to 18 calls for service, conducted 29 commercial ship escorts, and made one felony arrest, 15 misdemeanor arrests, and two Boating Under the Influence arrests.

The Marine Patrol Unit participated in the 21st Annual Parade of Lights held by the James



River Advisory Council. Regardless of heavy rain, sleet, and patchy fog, nine boats participated in the event, giving the dedicated fans a show of boats illuminated with lights as they sailed down the James River.

Special Enforcement

The Special Enforcement Unit conducted Operation SPF-100, which stands for Safety Prevents Fatalities with 100% participation. Conducted during the summer months from Memorial Day through Labor Day, this comprehensive, traffic safety education and enforcement campaign provided the public with safety information related to speed, impaired driving, occupant protection, and pedestrian and bicycle safety. The goal is to reduce fatalities in Henrico County and other localities with 100% participation and commitment from both the public and police.

For the first two weeks of school, Traffic Safety members, with assistance from Patrol

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and Community officers, participated in Operation Back to School. The operation focused on increasing driver awareness in and around school zones by conducting high visibility enforcement. During the operation, there were no reported severe injury or fatal crashes in the County's school zones. A total of 196 summonses were written in two weeks, to include 135 for speeding and seven for reckless driving.

The Division participated in the Checkpoint Strikeforce kick-off event at the State Capitol. Governor McDonnell was the keynote speaker and Traffic Safety personnel provided a demonstration of the Standardized Field Sobriety Tests (SFSTs) to the media and onlookers.

The beginning of the year provided the Division with an opportunity to receive 56 new dual antenna Kustom Raptor radar units. These units replaced 47 of the older Kustom Signal KR10 radars, which had been in operation for over 15 years. Dual antenna radars were primarily used by Traffic Safety officers but now Patrol officers are being equipped with the same type of radar and technology. The new radars are Ka band (26.5 to 40 Gigahertz) and all-digital, versus the old K band (18 to 26.5 Gigahertz) and analog radars. The Special Enforcement Unit was responsible for training officers in the new equipment, distributing it to personnel, and coordinating the collection of the older radars for disposal.



The Special Enforcement Unit conducted the kick-off event for Click It Or Ticket at the Public Safety Building for the Richmond



Metro Area. This event was attended by Police Chiefs from Richmond, Chesterfield, and Henrico, as well as the Hanover Sheriff, New Kent Sheriff's Chief Deputy, and representatives from the Virginia Highway Safety Office. Click It or Ticket is a high visibility, zero tolerance approach designed to raise seat belt usage rates to save lives and prevent injuries during crashes. In 2013, 31.8% of the fatalities in Henrico were not wearing seat belts. This year's event involved an educational campaign with two weeks of heavy enforcement by all agencies that emphasized seat belt and child restraint laws, with one week of enforcement later in the year. Both operations resulted in 84 DUI arrests, 199 seatbelt violations, 79 child restraint violations, and 3,770 other traffic violations. During the two week blitz, Henrico coordinated with other agencies across the state to conduct a Route 60 Blitz; this five hour operation resulted in 160 traffic summonses issued by Henrico's Special Enforcement Unit alone, with 36 of them being for seatbelt violations and nine for child restraint violations. The following week, Henrico Police conducted a checkpoint that resulted in one DUI, 94 traffic violations issued, and seven people arrested on criminal violations.

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Traffic Safety personnel coordinated and hosted an Event Data Recorder class that was taught by the Institute of Police Technology and Management (IPTM). Over 15 local, State, and regional agencies were in attendance. This one-week class focused on the fundamentals of how to download the crash event recorders on vehicles and how to interpret the data provided.

For the first time, Henrico was asked to be one of many judges at the National Law Enforcement Challenge held in June. The National Law Enforcement Challenge is coordinated by the International Association of Chiefs of Police (IACP) and is a competition between similar sized law enforcement agencies to reward those with the best overall traffic safety programs in Virginia. Efforts to enforce laws and educate the public about occupant protection, speeding, and impaired driving are the main focus. As a judge, Lieutenant Gordon, Henrico's Special Enforcement Lieutenant, reviewed over 45 different entries over a two week period. The Division participated in this challenge and placed third in the Championship Class. Lieutenant Gordon did not judge categories the Division participated in.



Traffic Safety Officer Kopelove, Chief Middleton, Traffic Safety Officer Gibson, and Lieutenant Gordon accepting the IACP Award

Held in cooperation with the National Law Enforcement Challenge, the Division also participated in the Virginia Association of

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Chiefs of Police (VACP) Law Enforcement Challenge and won First Place, making this the ninth consecutive year the Division has placed first in its category. Additionally, for the first time in ten years, the Division won the Technology Award from the VACP.



Chief Middleton and Traffic Safety Officer Kopelove accepting the VACP Award

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Motor Officer Rollins, III competing in the competition

Members of the Division's Motor Unit participated in the Mid-Atlantic Police Motorcycle Competition, held for three days in Chantilly, Virginia. Officers from all over Eastern North America participate in multiple courses that demonstrate their skills on a Police motorcycle. Officer Rollins, III placed first in the Novice Category and Officer Read placed first in the Expert Category and seventh (out of 95 riders) in the Challenge Ride. This event provides an unpracticed course for the competitor to traverse down in the fastest time without penalty points. Penalties are given if obstacles are contacted or if brakes were applied in a no-brake section.

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Motor Officer Read and Motor Officer Rollins, III

Motor Officer Read and Motor Officer Rollins, III

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Tactical Services

Members of SWAT and EOD provided enhanced security during the spring and fall NASCAR races, performing security patrols

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EOD Officer Ferguson and his Police K9, Argos, search a truck during the races

and checking details during the preparation stage and throughout the races. The fall races yielded a Joint Hazards Assessment Team (JHAT), a new concept to the Police Division. Combining Henrico's EOD Technicians and Fire/HAZMAT personnel with the Civil Service Team (comprised of National Guard personnel and the Virginia State Police's Counter-Terrorism/Interdiction units), the JHAT allows a small team to be deployed to any call involving a potential device, with main Subject Matter Experts (SMEs) available on-scene to analyze and properly respond to the situation. Henrico Police not only partnered with EOD Technicians from the Federal Bureau of Investigation, Richmond Police, and Virginia State Police, but also with the Virginia State Police's Fusion Center Analyst and the Transportation Security Administration's K9s and Surface Inspectors. JHAT, a true example of multi-jurisdictional teamwork, will be utilized in the future for any large scale event where there is a potential need for any of the personnel involved.

The EOD component received two OpenVision X-Ray machines to allow for a quicker evaluation of potential devices or objects in certain circumstances. Rather than take an x-ray and then develop it on a computer, the OpenVision X-Ray provides a "live, real-time x-ray," allowing a technician to go up to a package, scan it, and

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immediately view the x-ray on an LCD screen. In a matter of seconds, technicians can determine if a package has explosive components or not. The OpenVision X-Ray is as safe as a handheld x-ray machine and can also be used as a robot-deployed x-ray without modification. Weighing 16.5 pounds, the machine can be housed in a wheeled Pelican case and can be utilized to scan any size package in any location.



After eight months of training, Officer Lanham and his Police Bloodhound, Grace (pictured left), were certified as a Bloodhound K9 team through the Virginia Police Work Dog Association. A Richmond Police Bloodhound Handler and a Louisa County Sheriff's Office Bloodhound Handler greatly assisted with the training, which took place in various locations throughout Virginia. This is the first Bloodhound K9 the Division has received.

Personnel and Training

Personnel

At the beginning of the year, the Personnel Unit conducted a Women in Law Enforcement event to provide a comfortable environment for women interested in a law enforcement career to ask questions and acquaint themselves with the women of Henrico Police. Women throughout the Division, to include women from Personnel,

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Communications, Patrol, and Animal Protection, held the event, providing participants with a walk-through of the physical agility course. They also provided examples of other physical requirements, such as sit-ups and pull-ups, and allowed the participants to try on equipment worn by officers, such as the gun belt and vest. The event was a successful one, with 51 women in attendance, and 28 applications received.



Officer Cosel and Officer Cornett demonstrating the physical agility course

The end of the year resulted in a Careers in Law Enforcement event where officers from 13 specialized units within the Division were available for one-on-one questioning with the attendees. Officers provided a walk-through of the physical agility test for applicants and a tour of the Emergency Communications 911 Call Center. The event resulted in all 19 attendees expressing interest in the Henrico County Police Division, with 18 of them expressing interest in the Police Officer position and one expressing interest in the Communications Officer position.

As part of the Division's annual recruitment efforts, recruiters from the Personnel Unit attended over 20 universities and eight job

and career fairs, speaking to students interested in a Police Officer or Communications Officer position. Each event yielded students expressing multiple interest in both positions.



Recruiter Officer Sclafani at JMU

Training

The 56th Basic Police Academy graduated 19 officers after a 32-week academy that started in January. About two months before their graduation in September, the 57th Basic Police Academy began, with 25 recruits hired. Topics ranging from law, Division procedures, accident investigation, officer survival, firearms, defensive tactics, and forensics are covered in the academy.



Graduation - 56th Academy



Day one for the 57th Academy

The Specialized Training Unit completed the second phase of deploying 100 X2 TASERS equipped with a high-definition video camera to Division officers. Officers are required to complete a 40-hour Crisis Intervention Team

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(CIT) training class and a six-hour TASER class prior to receiving the equipment. The Division currently has 200 TASERs in the field and has received approval to move forward with the third phase of purchasing 150 more, which would bring the Police Division's total TASER count to 350. It is expected the Division will be close to full TASER deployment within Patrol by the end of 2014. The following table shows the number of assaults on law enforcement officers (LEO) and the number of TASER deployments per year. The percentage of TASER deployments, per TASER in the field, has gone down, even though the number of TASERs has increased. This is likely a result of officers using training received in CIT and Verbal Defense and Influencing. The four year average (80.75) of assaults on LEO has declined since increasing the number of TASERs in the field.

Year	TASER Usage	Assault on LEO	Number of TASERs in Field
2013	25	67	200
2012	17	61	100
2011	23	95	48
2010	13	100	48

The Specialized Training Unit began training the Division with the Force Option Simulator by TI Training, a high quality interactive response to resistance simulator that utilizes CO2 gas to create recoil to simulate live fire. When using this simulator, police can train for the most difficult real-world situations, from citizen contacts to active shooters, without having to use live ammunition. Officer presence, verbal skills, less lethal force options, and deadly force are all

available for simulation use, allowing the officer to maintain situational awareness during extreme stress. The simulator



Specialized Training Officer Snyder demonstrates the simulator utilizing the TASER

provides over 400 scenarios, which can be run differently each time by branching the scenario based on the instructor's input. Prior to deploying this equipment, members of the Specialized Training Unit completed the three-day simulator instructor school held in Golden, Colorado and the one-week Force Science Certification Course, held in Alexandria, Virginia. The Simulator has been received extremely well by the Division and members have expressed their desire to train on this option due to the realistic nature of the scenarios. Currently, over 70% of Patrol has been trained utilizing the Simulator.

The Division hosted a TASER Legal Seminar specifically designed for law enforcement executives, government risk managers, legal counsel, and medical advisors. The course was taught by the TASER Training Academy in conjunction with the FBI National Academy Association and provided an overview of TASER Electronic Control Devices (ECD), response to resistance legal and policy issues, medical information, and risk mitigation. A

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total of 125 members from 50 agencies attended these two, one-day programs.

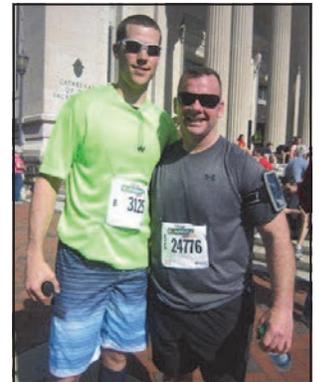
The Specialized Training Unit conducted a three-day Simunition Instructor School to certify students as basic instructors in simunition training. A popular training tool, simunitions provide officers with all weapons training and threat acquisition without having to use live ammunition. Simunition training also provides for force-on-force training, allowing students to engage suspects in live fire situations utilizing all safety equipment and Simunition rounds. These rounds allow for the cartridges to mark where a person was hit, providing a real time critique when the scenario is over. Thirty students from Henrico and numerous outside agencies, to include North Carolina, attended the school.

Fitness

The second annual Sworn Officer Physical Assessment was conducted in 2013, resulting in the Division rising above the 50th percentile with a Division average score increase by 4.7% after the first year. Officers are required to run a 1.5 mile run, do as many sit-ups as possible in one minute, and do as many push-ups as possible in one minute. Scores are based off the Cooper Institute scoring chart for males and females. Comparing the 2013 assessment with last year, scores and percentile rankings increased in every event and across every demographic (age, gender, rank). Out of 584 officers, 281 improved from their 2012 assessment scores, 150 improved their scores by 10% or more, and 57 improved their scores

by 20% or more. The gyms located at the Public Safety Building and Fair Oaks Substation saw an increase in use, with 298 officers utilizing on-duty fitness/wellness hours. To reward the 106 officers who scored 80% or higher (placing them in “excellent” physical condition), the Chief presented them with a commendation bar; 84 officers met this criteria the previous year.

In addition to the increased involvement in the Division’s Fitness/Wellness Program, members increased their participation in extracurricular athletic events, to include the Ukrop’s Monument Avenue 10K, Connects Federal Credit Union Corporate 4-miler, Tough Mudder, SuperFit, and Shamrock Marathon. For the first time, entries for Division members for the 10K and 4-miler were paid for by wellness programs available through Anthem. The Division had 55 officers participate in the 10K and 11 officers run the 4-miler in the Military/Government division. During this race, Henrico Police beat the DEA Team, who were the champions the previous year.



Fitness Trainer Coates and Detective Downer after running the 10K

Firearms Range

Made available to any law enforcement agency and the U. S. Military, the Division’s Firearms Range is used by current and new Division members, as well as 17 outside agencies (Federal, State, and local law

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enforcement agencies). As part of the construction of a second pistol deck the Federal Bureau of Investigations is funding, a concrete ballistic wall was constructed. On average, the FBI uses the Division's Range about once a week for SWAT training and regular qualifications. The wall consists of 28 sections, with each section being 10 feet tall and eight feet long and weighing 10,000 pounds. This will allow for simultaneous firearms training by serving as a barrier to separate the current 30 lane pistol deck from the future 20 lane pistol deck.



Investigative

Criminal Investigations

Auto Theft

To help educate students on auto theft reduction techniques, the Help Eliminate Auto Theft (H.E.A.T.) trailer was displayed during the fall NASCAR races at J. Sargeant Reynolds Community College Parham Road Campus. The 20 foot trailer, owned by



Virginia State Police, was manned by representatives of Henrico Police Auto Theft Detectives and Virginia State Police for six hours. Officers working the event provided

citizens with free items and auto theft prevention tips. This event was one of many educational events as part of Operation H.E.A.T. WAVE, a statewide effort of law enforcement agencies to increase public awareness on auto theft. The Division's Auto Theft Unit received the Second Place H.E.A.T. Award, an award given to agencies in recognition of their auto theft reduction activities performed throughout the year. Activities include educational events and enforcement efforts aimed at reducing auto thefts.

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Detective Maggi, VSP Superintendent Flaherty, Chief Middleton, and Detective Clayton receive the H.E.A.T. Award

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Property Crimes

Over the course of one month, the Metro Richmond area experienced a large increase in catalytic converter thefts where suspects primarily targeted larger box type vans. After reviewing video where the suspect vehicle was captured at several locations in Henrico, Chesterfield, and Hanover Counties, Henrico's CASE Unit was instrumental in identifying the suspects involved. With the assistance of Hanover Street Crimes and Henrico's Metro Aviation Unit, Henrico's SAF observed the suspects crawling under a box van. The investigation revealed that the catalytic converter had been taken so Patrol officers conducted a traffic stop on the suspect vehicle. Two suspects were

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interviewed and admitted to numerous catalytic converter thefts in Henrico, Hanover, Chesterfield, and Richmond City.

Economic Crimes

A string of bank scams that began in California ended in Henrico after three years. The suspects, who met in California, traveled to Minnesota in 2011 and carried out an impersonation scam by using bank customer information to withdraw funds from a Wells Fargo bank. One year later, in 2012, one of the suspects traveled to either North Carolina or Norfolk, Virginia twice and Charleston, South Carolina, where he was successful in carrying out additional scams. Early in 2013, the suspects flew to Richmond from Sacramento, California and carried out a bank scam at a Wells Fargo located in eastern Henrico. The next day, the suspects went to the same bank and carried out the same scam by providing the bank with a Pennsylvania driver's license and account information for a real customer. The suspect withdrew \$14,000 in cash and returned later in the day to withdraw an additional \$9,500. The third day, detectives from Henrico's Economic Crimes Unit apprehended the suspects after they attempted to conduct the same scam at another Wells Fargo in eastern Henrico. The United States Secret Service has adopted the case and the suspect, who provided a partial statement, pled guilty to bank fraud charges and was sentenced to 54 months.

FIT

The Division's Fugitive Investigative Team (FIT) is responsible for investigating and apprehending known fugitives in the County

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and for conducting fugitive extraditions anywhere in the United States. Working closely with the U. S. Marshals Service, FIT detectives developed information about two fugitives who were wanted in Henrico for various felony theft charges. Both fugitives were located and one was taken into custody without incident. The other subject was discovered by officers hiding in an attic. Both fugitives were transported to Henrico's Adult Intake, where all warrants were served.

FIT detectives arrested a suspect wanted on outstanding warrants in Henrico and Hanover for charges including breaking and entering, grand larceny, possession of stolen property, and grand larceny of a firearm. The arrest was made possible after FIT detectives pinged the suspect's cell phone. Since the arrest, the suspect has received more charges from Hanover while awaiting trial in Henrico County.

Robbery

Robbery detectives worked closely with all Division components to organize and implement a response plan to apprehend serial robbers of local and region-wide fast food restaurants. Members from Patrol participated in proactive patrols and assisted SAF with conducting surveillance throughout various hours and members from SWAT and K9 created and deployed response teams. Everyone involved was able to network with other agencies that were experiencing the same type of crime. As a result of this comprehensive effort with all agencies and Division members, the robbers were apprehended by Chesterfield Police after

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committing a robbery in Dinwiddie that Henrico and Chesterfield surveillance units witnessed.

SAF

The Special Action Force (SAF) primarily serves as a surveillance unit with the goal of making on-scene apprehensions for crimes in progress. Members of SAF also gather information and intelligence, develop leads, and locate wanted subjects. During the summer, SAF focused on commercial burglaries of convenience stores and larcenies of lottery tickets. Working closely with the CASE Unit, information was developed that led to the identification of a possible suspect vehicle and suspect. After further investigation, a GPS search warrant was obtained and a GPS was applied to the suspect vehicle. Additional surveillance led to the identification of an associated location and a second suspect. After a theft was observed by a citizen, a third offense larceny warrant was obtained by Patrol. Both suspects were taken into custody and search warrants were served at all suspect locations, resulting in five reports cleared with charges of burglary and larceny.

SAF conducted a three-day Surveillance Detection training that focused on detecting persons who are conducting surveillance of locations in preparation of criminal activity, specifically terrorist actions. Indicators of persons engaging in these activities were provided, as well as potential actions to be taken by law enforcement for preparation and prevention. Five separate agencies were in attendance, with 16 participants total.

Violent Crimes

At the beginning of the year, an incident that began as a robbery ended in a homicide when the owner and clerk of a convenience store in the East End was shot and killed. With the assistance of the community, the SWAT Team, and detectives assigned to Homicide, a suspect was quickly identified. Within 72 hours of the shooting, an arrest was made for Capital Murder.

Special Victims



The Special Victims Unit participated in Operation Clean Sweep, an operation created by the Innocent Images Task Force (part of the FBI Violent Crimes Against Children Task Force). This two month operation resulted in 17 search warrants being executed across the Commonwealth after identifying consumers and distributors of child pornography. In addition, six individuals were arrested, 19 Federal and State charges placed, and six minor victims of child exploitation were identified. The FBI Child Exploitation Task Force focuses on identifying and prosecuting people who are involved in the sex trafficking of minors and recovers victims, ensuring their safety and providing them with access to the services they need.

An SVU Detective assigned to the Internet Crimes Against Children Federal Task Force investigated a child pornography case that revealed three individuals had utilized a family child to produce and distribute child pornography. A federal search warrant was executed and all three individuals involved

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were indicted by the Federal Grand Jury for numerous counts of child pornography. One of the suspects committed suicide prior to trial and the other two suspects were convicted on four counts each for production of child pornography. The victim was placed in a foster home by Child Protective Services.

Organized Crime

Drug Enforcement

The Drug Enforcement Unit participated in the National Drug Take-Back Initiative to allow citizens to safely dispose of prescription drugs by dropping them off at designated collection points. This year, Virginia collected approximately 42,423 pounds of drugs at over 200 collection points registered to operate by 135 different law enforcement and military agencies; Henrico County collected 713 pounds.

After gaining consent to a residence following a domestic call for service, Patrol officers observed a marijuana grow operation and contacted the Drug Enforcement Unit (DEU). Detectives discovered an elaborate grow operation had been constructed within the house, to include additional ventilation systems, irrigation systems, filtration systems, and marijuana growing and drying at various stages of development.



Approximately 65 marijuana root balls and 150 pounds of marijuana were recovered. The street

value of the seized drugs was approximately \$70,000.

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During a joint investigation between Henrico's and Hanover's Narcotics Units, probable cause was developed for the execution of search warrants related to the distribution of marijuana on two addresses in Henrico. At one address, detectives located an elaborate hidden closet in the garage that housed drugs and cash. The search warrants resulted in the seizure of over \$20,000 in cash, 14.5 pounds of marijuana with a street value of \$17,400, two vehicles, and a motorcycle.

Over the course of two days, four search warrants, one knock and talk, and a buy/bust operation were conducted following a joint investigation between Henrico and Hanover involving the distribution of heroin. These efforts resulted in the seizure of over \$369,000 in U. S. currency, 238 grams of heroin, 124 grams of marijuana, and three vehicles.



Gang Investigations

Henrico Gang Detectives instructed a Gang Investigator Train-the-Trainer course designed for law enforcement officers seeking a basic understanding of criminal street gangs. The course provided participants with tools to provide an understanding of criminal street gangs and their impact in the Commonwealth. A variety of courses were covered, to include gang laws, gang member identification, witness and suspect interviewing, social media and digital evidence, and search warrants. Over 20 agencies were represented



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with a total of 35 members in attendance.

Vice Investigations

Members of SWAT assisted the Vice Team with Operation Innkeeper by apprehending three individuals who were committing robberies of prostitutes and “Johns” over a one month period. After attempting to commit a robbery of an undercover officer, all three suspects were arrested and confessed. They were all charged with two counts of robbery, two counts of conspiracy to commit robbery, and two counts of use of a firearm in the commission of a felony. In addition, one of the suspects was charged with possession of a firearm as a convicted felon. A total of two weapons were recovered.

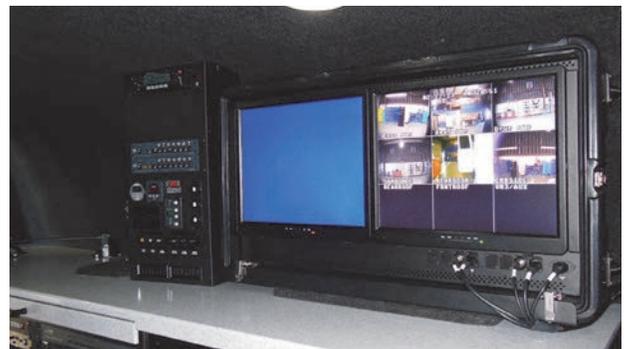
The Vice Team received a NACo Award for its implementation and training of the Division’s Operation Innkeeper program. Developed in 2012, Operation Innkeeper is a joint investigative, enforcement, and community policing effort conducted with the assistance of the FBI, Department of Homeland Security, surrounding law enforcement agencies, and the Richmond Retail Merchants Association. The objective is to identify persons and organizations actively engaged in criminal activity that negatively impact area hotels. Hotel owners and employees are educated on the specific vulnerabilities of the hotel and its guests to crime. Lasting relationships between the lodging community and the Division have been formed, resulting in the improvement of community quality of life and the lowering of overall crime.

Elected by the U. S. Attorney’s Office,

members of the Vice Investigations Team, along with a special agent from the FBI, received the Attorney General’s Public Safety Award for their development and efforts of region-wide enforcement efforts involving individuals involved in the commercial sex trade and the recovery of a 13 year old juvenile involved in the sex trade. In addition, their investigations of vice-related crimes and human trafficking resulted in the rescue of seven other juveniles.

Technical Support

The Technical Support Unit is responsible for providing traditional and covert electronic surveillance utilizing the audio, video, photographic, and other specialized equipment. At the beginning of the year, the Division completed the purchase of a new surveillance van to more efficiently collect audio and video evidence. This state of the art vehicle has the capability of transmitting live video of incidents to remote locations. The van has been utilized in operations involving the SWAT Team, large-scale Narcotics and Vice operations, and NASCAR.



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