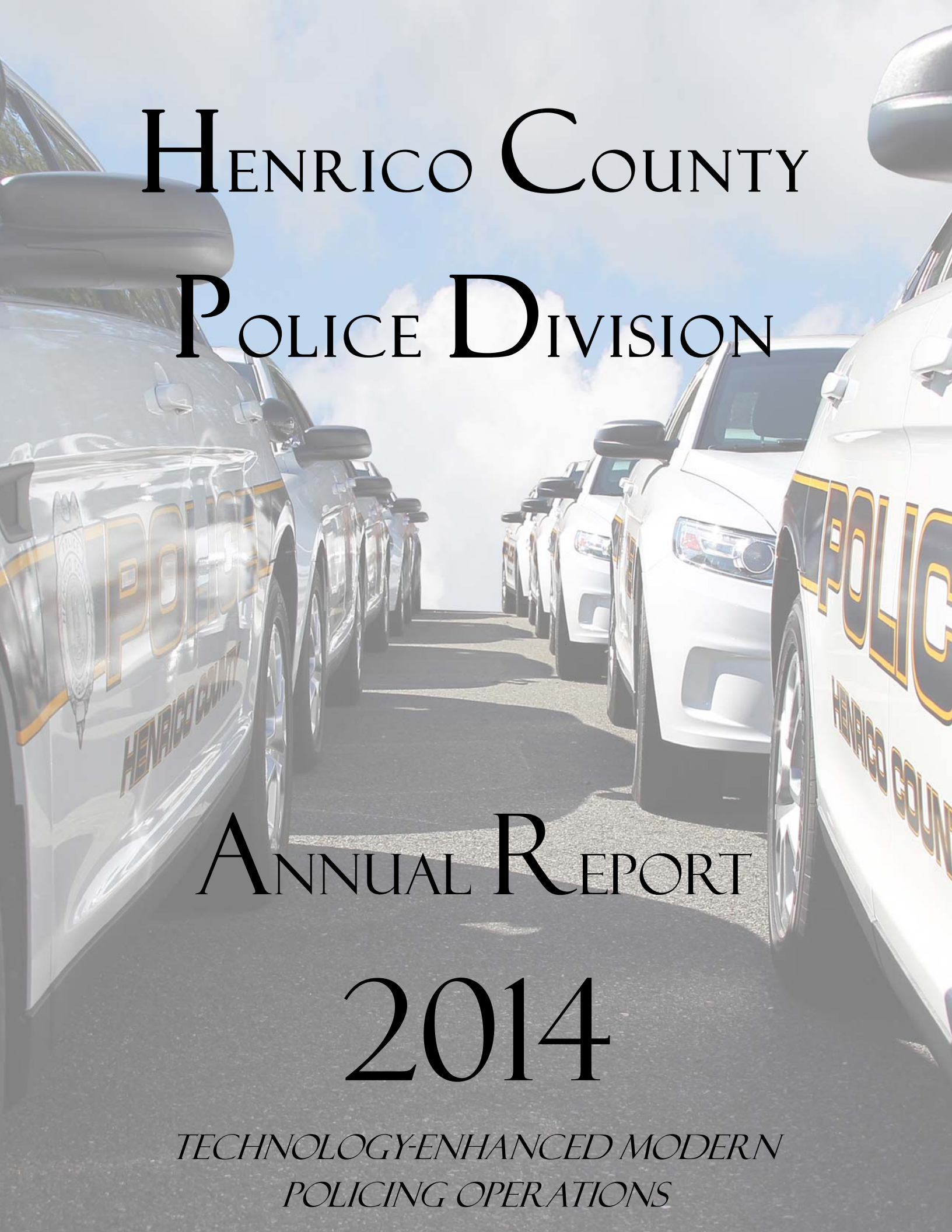


Henrico County Police Division

Annual Report

2014

Technology-Enhanced Modern Policing Operations

THE GUIDING PRINCIPLE
OF THE
HENRICO COUNTY POLICE DIVISION

The Guiding Principle of the Henrico County Police Division is to treat our citizens, co-workers, and all individuals with whom we come in contact with respect, compassion, and integrity. We will ask ourselves after each interaction a simple question that will guide us to do the right thing, the right way, and in keeping with our mission statement and values.

"Did my actions reflect how I would want a member of my family to be treated?"

We serve a community of great diversity. In that diversity there is strength for our future and for our growth as a County. The Guiding Principle of our organization will help us achieve our responsibility to treat all individuals we serve - regardless of ***age, race, religion, color, handicap, sex, physical condition, developmental disability, sexual orientation, economic status, or national origin*** - as we would want to be treated and as we would want our family members to be treated. Our duty as a law enforcement agency is to protect our community and to ensure justice is served fairly and equitably as well as to honor the Constitution of the United States and the Constitution of the Commonwealth of Virginia by protecting the rights of all of our citizens to the best of our ability. We are the **GUARDIANS** of the right to life, liberty, and the pursuit of happiness, and as such we accept our responsibility to live by our Guiding Principle with enthusiasm and commitment.

Letter from the Chief

The year 2014 brought about many "firsts" for Henrico Police. In the history of the Division, only one other female has served as a member of the Chief's Command Staff. The Division currently has six female Sergeants, and 57 female officers. Specific criteria must be met before being promoted to Captain and a second female has now achieved this criteria, making her a wonderful asset to the Chief and his Staff.

The Police Division also initiated a brand of policing specific to Henrico Police. Throughout the beginning of 2014, numerous individuals from various components within the Division met to discuss crime trends and initiatives geared towards decreasing crime in specific areas. With input from everyone in the Division, this workgroup branded Henrico's policing as TEMPO, Technology-Enhanced Modern Policing Operations. TEMPO is the efficient use of intelligence in the development of resources to effectively prevent, deter, and respond to crime and quality of life concerns. The Intelligence-Led Policing model integrates crime prevention, enforcement, and intelligence gathering into a clear mission supportive of the values of the Henrico County Police Division. TEMPO is a proactive approach to crime in which intelligence and analysis are at the heart of decision making. At the core of what the Division accomplishes through TEMPO is the improvement of the quality of life for Henrico County's citizens, reducing violence in the community, and providing a safer environment in which our police officers work. Over the course of implementing TEMPO, we developed partnerships with Virginia Commonwealth University to assist us with analyzing our patrols, thus ensuring our efforts in high crime areas would deter crime and improve quality of life for citizens.

Throughout this report, you'll see that crime has been effectively controlled in 2014. This is due to many partnerships the Division and its individuals share, from the "ground up" and from the "top down." Our crime reduction efforts would not be possible without the support from our County Manager and the Board of Supervisors. We are forever grateful to them for their leadership and support. I could not ask to be part of a better team of professionals. As we approach 2015, I am confident we will be able to confront the challenges we may face to continue to make Henrico County a safer place for our citizens.

Douglas A. Middleton

In Remembrance

John Yarbrough

July 6, 1895

Lewis Beddow

September 8, 1946

Welford Green

December 22, 1948

Jerry Trimmer

August 14, 1966

Barry Maham

August 8, 1978

Donald Stillman

November 8, 1984

John Harris

August 19, 1994

William Edwards, III

February 2, 1998

Andre' Booker

January 12, 2003

Friends may come in and out of our lives, but they will forever be in our hearts.

Table of Contents

Mission Statement i

Table of Organization ii

Fact Sheet iii

Crime Statistics 1

Magisterial Districts 7

Traffic Data 13

Seizures 17

Timeline of Events 19

Significant Accomplishments 23

Chief's Office 24

Fiscal Records 24

Professional Standards 24

Public Information 25

Administrative Services 26

Communications 26

Fleet Services 26

Technology Support 26

Field Operations 27

Animal Protection 27

Patrol 27

Special Operations 28

Support Services 30

Evidence and Logistics 30

Community Services 30

Personnel and Training 33

Investigative 35

Criminal Investigations 35

Organized Crime 35

Mission Statement

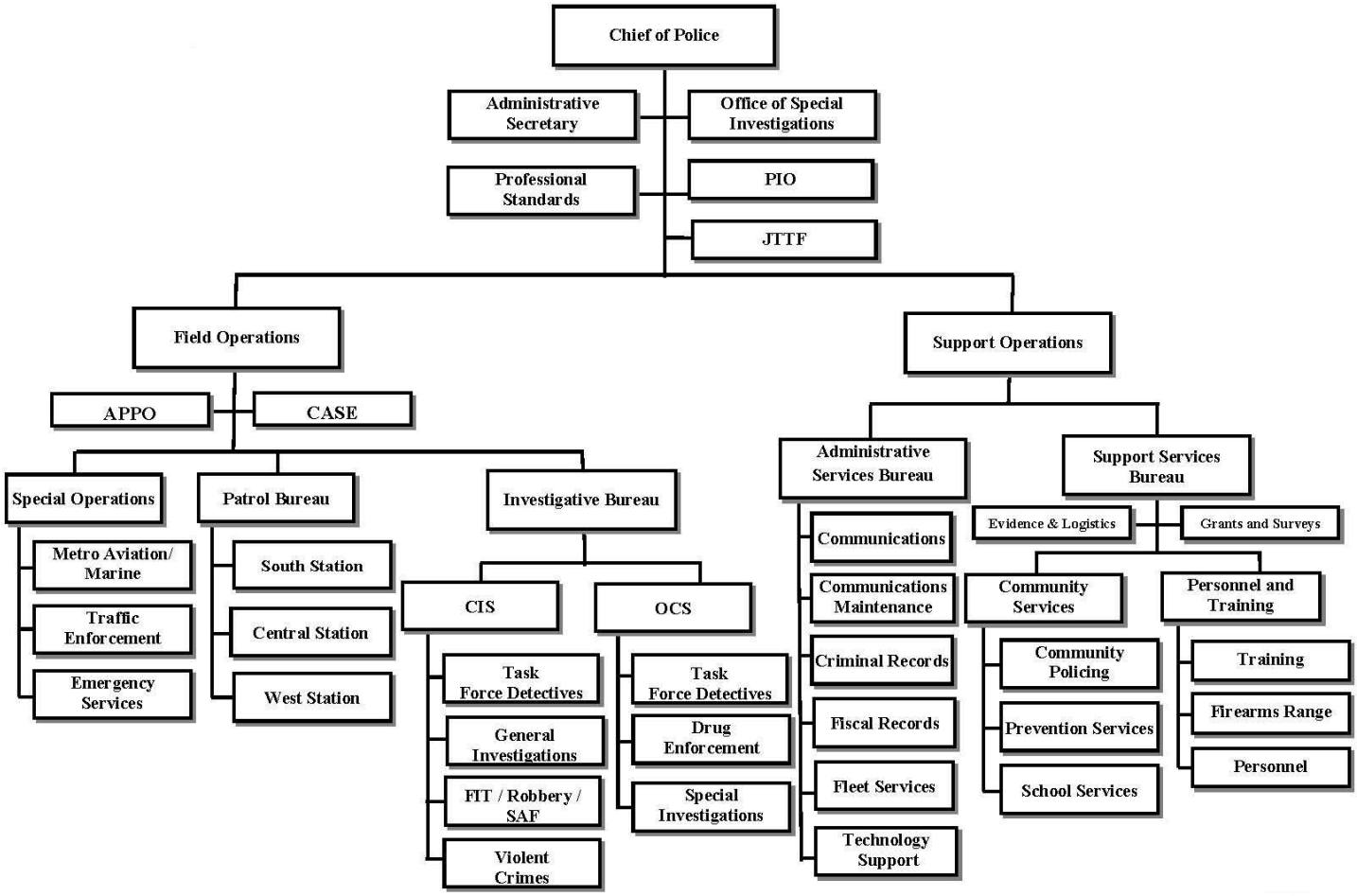
As an internationally accredited law enforcement agency, our mission is to enhance the quality of life in Henrico County through innovative crime prevention strategies and partnerships.

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



March 21, 2015

Henrico County Fact Sheet

Henrico County

Population of Henrico County[1]	321,374
Square Miles[2]	244.12
County Budget (FY 2013)[3]	$1,056,769,762
Police Budget (FY 2013)[3]	$67,615,479

Police Division

Division Authorized Complement (FTE)[4]	817
Authorized Sworn Police Officers[4]	626
Authorized Civilians (FTE)[4]	191
Total Police Calls for Service/Police Mark-outs[5]	324,902
Total E-911 Calls Received[5]	184,356

Offenses/Arrests/Seizures

Non-Violent Offenses[5]	8,065
Violent Offenses[5]	407
Criminal Arrests[5]	19,647
Traffic Arrests[5]	50,215
Driving Under the Influence[5]	938
Traffic Crashes[5]	6,353
Traffic Fatalities[5]	14
Street Value of Drug Seizures[6]	$752,846.55

[1] *Henrico County Department of Planning 3C Report Estimate*

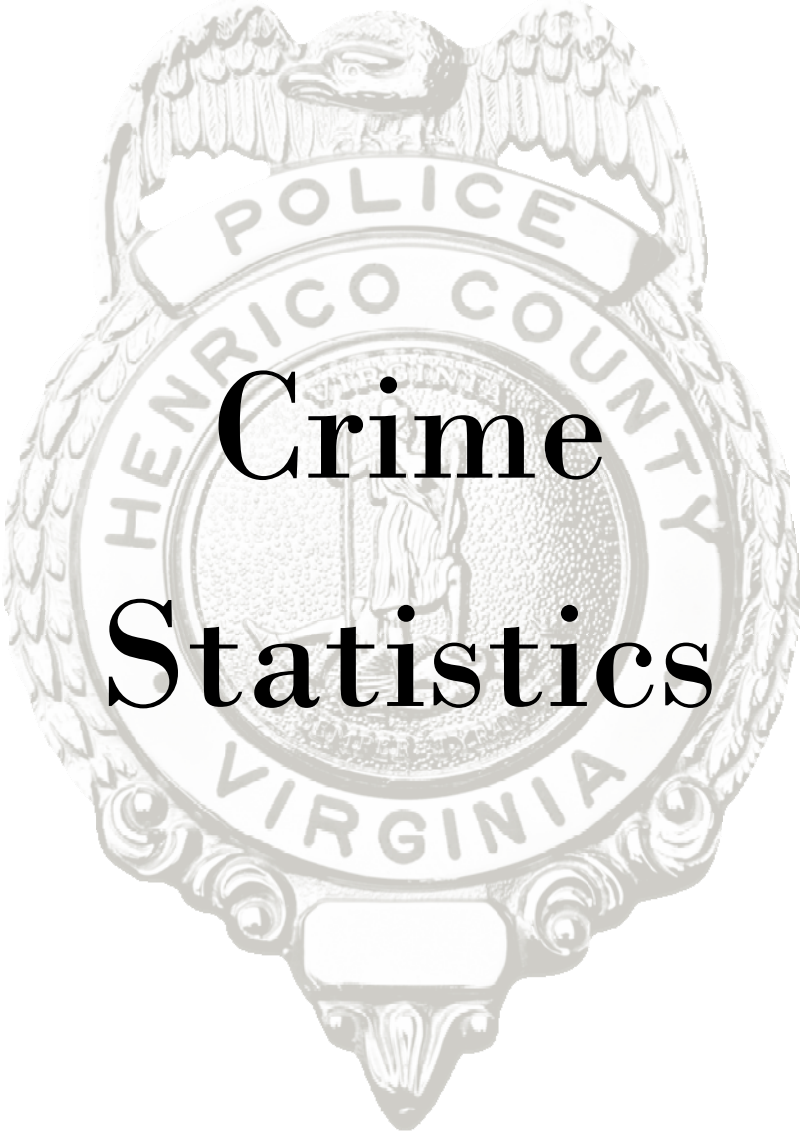
[2] *Henrico County Department of Planning, as of December 2013 (3C Studies)*

[3] *Henrico County Department of Finance, Office of Management and Budget, Approved All Funds Expenditures, FY2013-2014*

[4] *Henrico County Police Division, Personnel Unit*

[5] *Henrico County Police Division, Criminal Records Unit*

[6] *Henrico County Police Division, Crime Analysis and Strategic Evaluation Unit. Street values derived from Virginia State Police "Quarterly Street Drug Report," December, 2014*



Crime Statistics

Crime Statistics

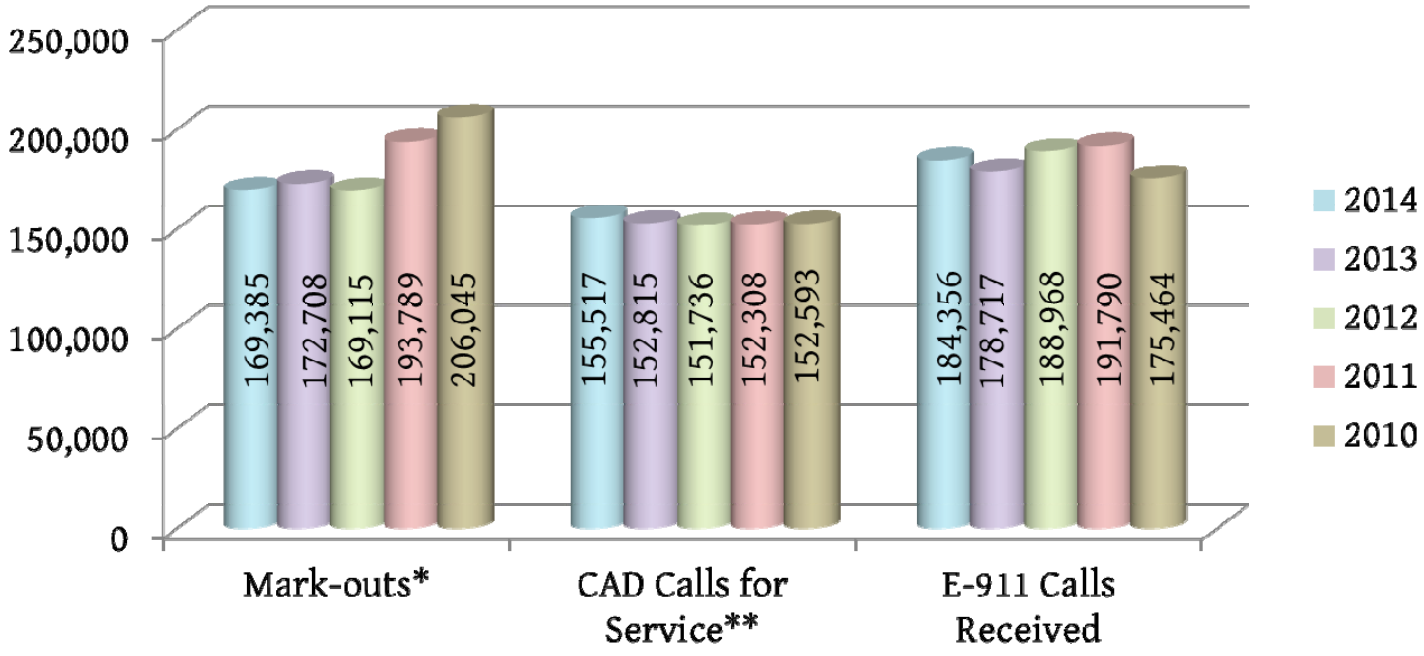
20 Year Statistical Comparison Chart

YEAR	MURDER	FORCIBLE RAPE	ROBBERY	*ARSON	AGGRAVTED ASSAULT	BURGLARY	LARCENY	MOTOR VEHICLE THEFT	TOTAL	CRIME PER 1,000 POP.	**COUNTY POPULATION ESTIMATE
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	27.01	307,832
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	26.71	318,137
2014	8	19	184	67	196	1,022	6,735	308	8,539	26.57	321,374

*Arson investigations are handled by the Division of Fire
**Population from Henrico County Department of Planning, as of December 2014 (3C Studies)

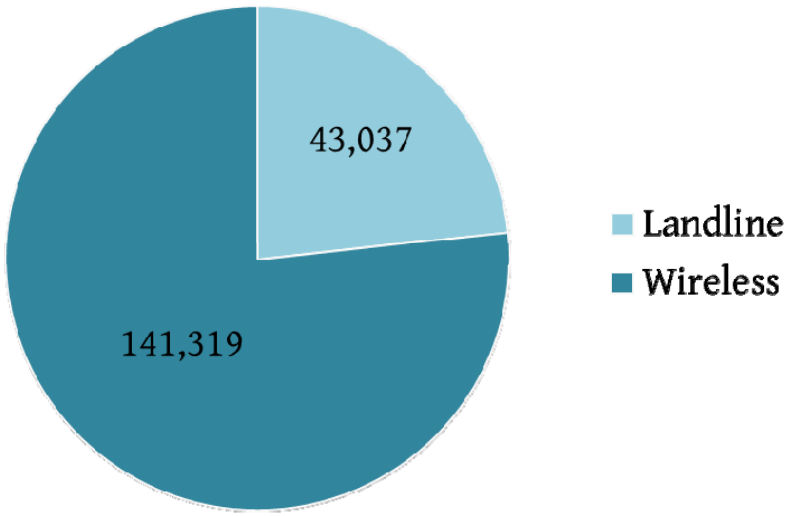
Crime Statistics

Calls for Service



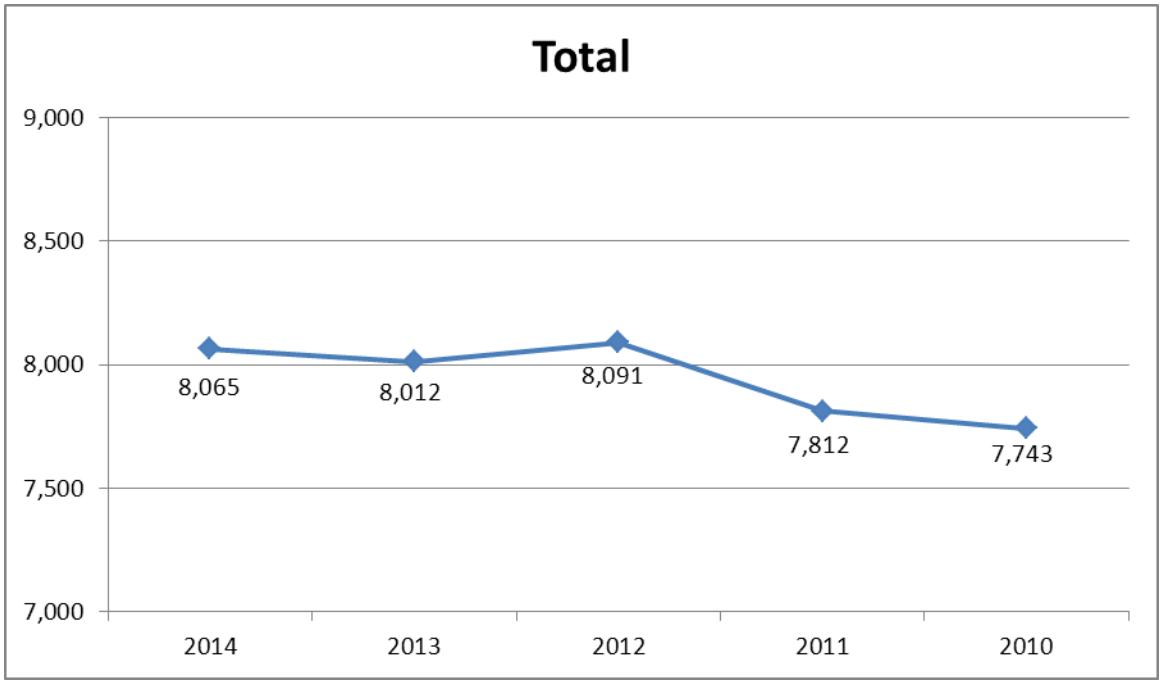
*Police self-initiated activity
**Police only

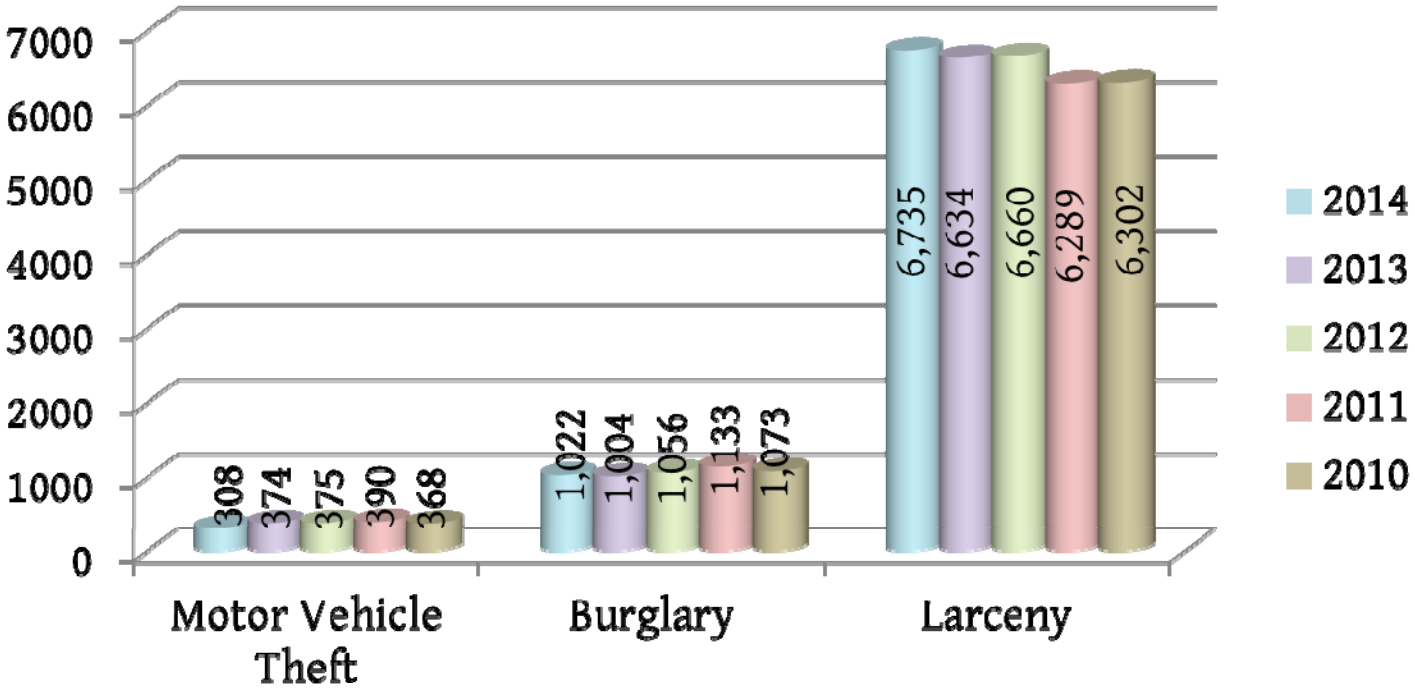
2014 E-911 Calls received



Crime Statistics

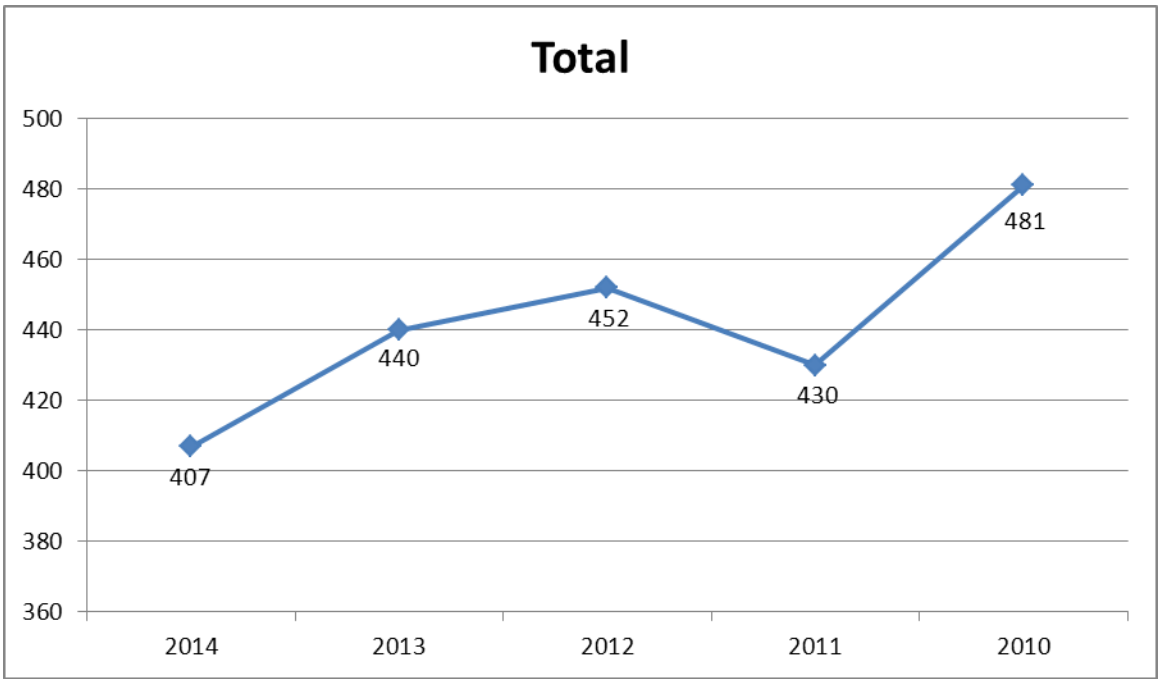
Non-Violent Offenses

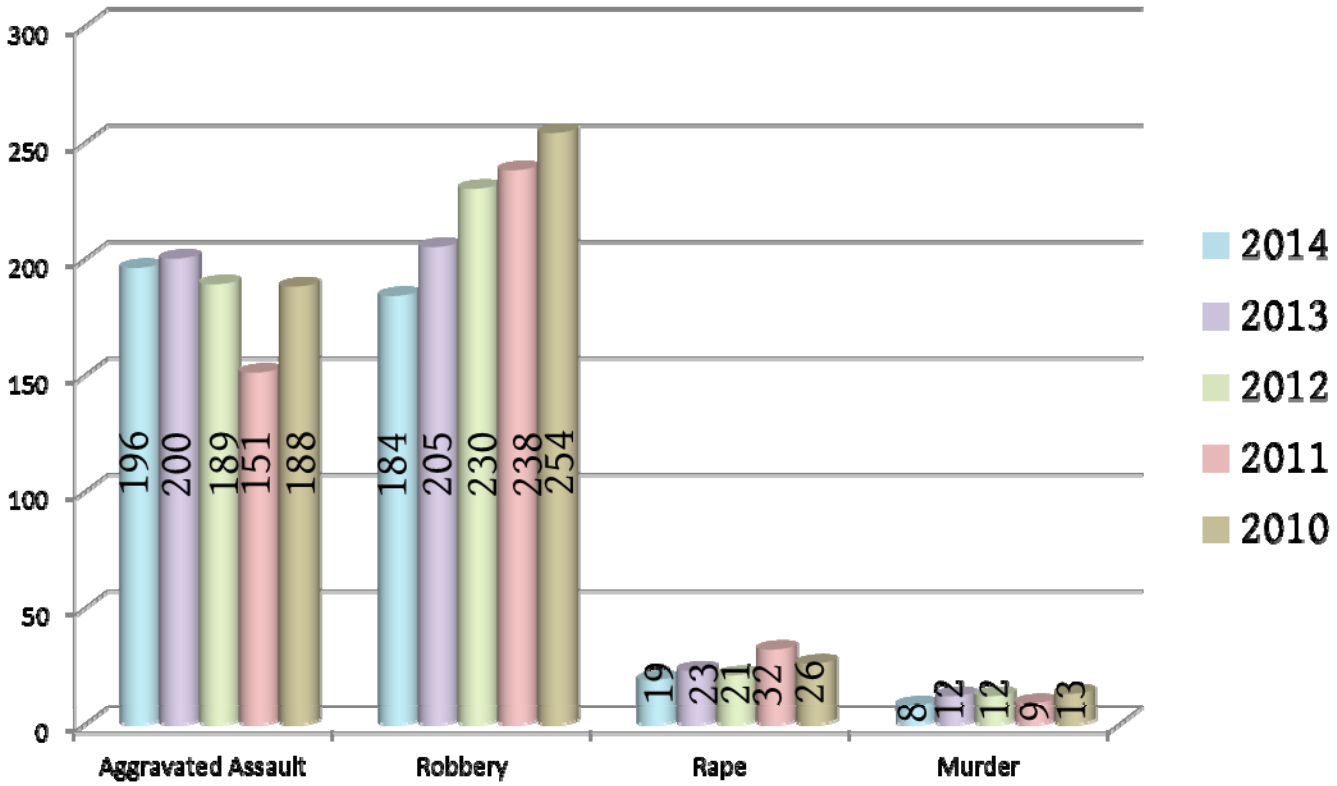




Crime Statistics

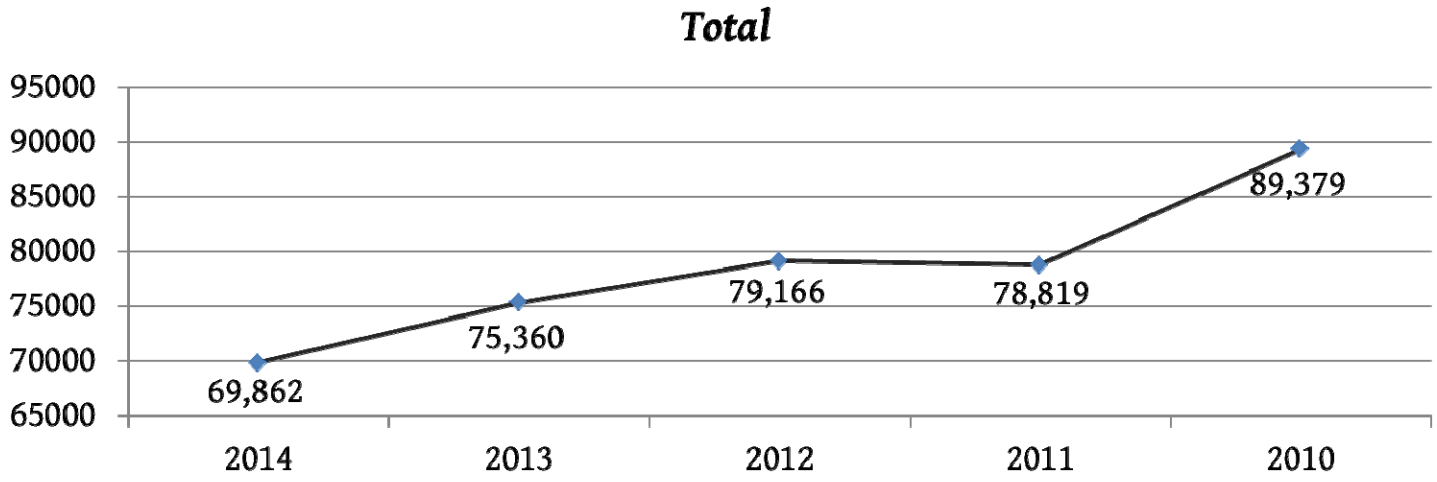
Violent Offenses

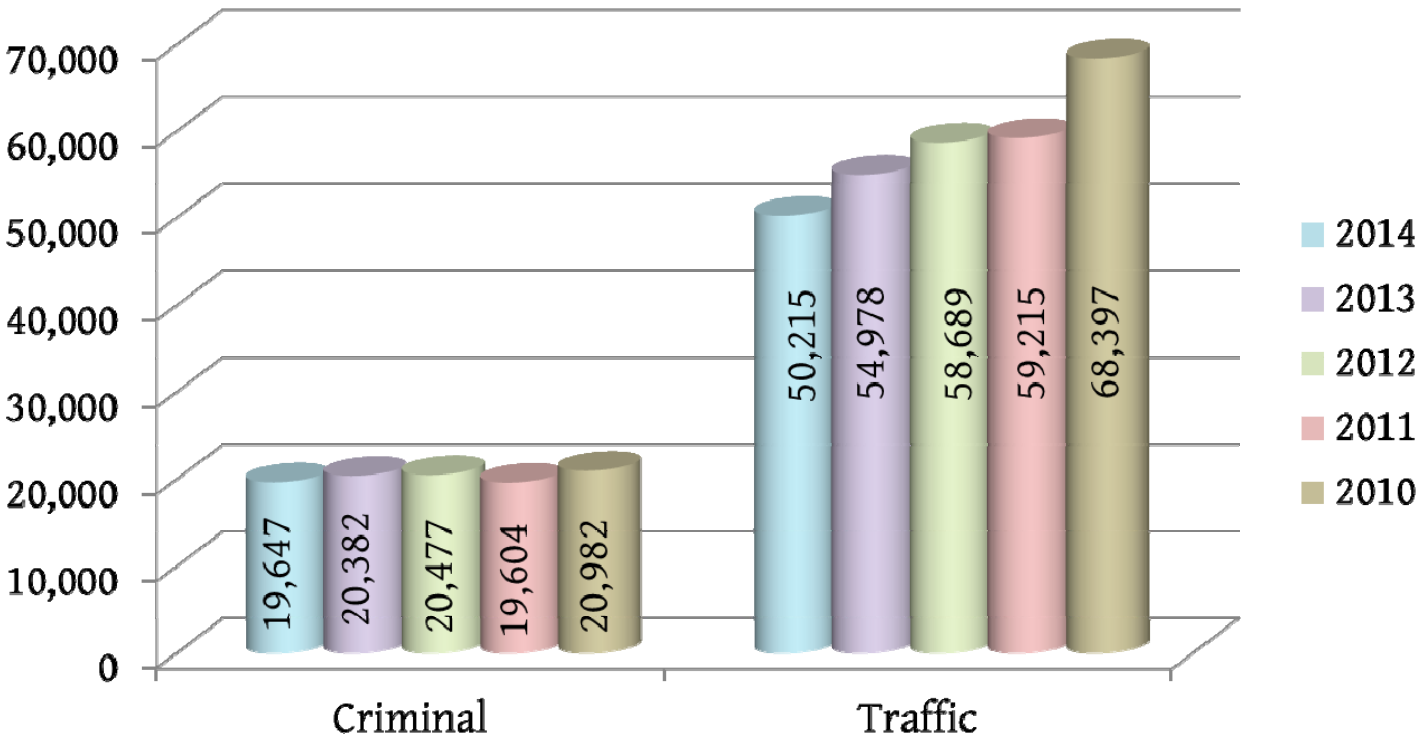




Crime Statistics

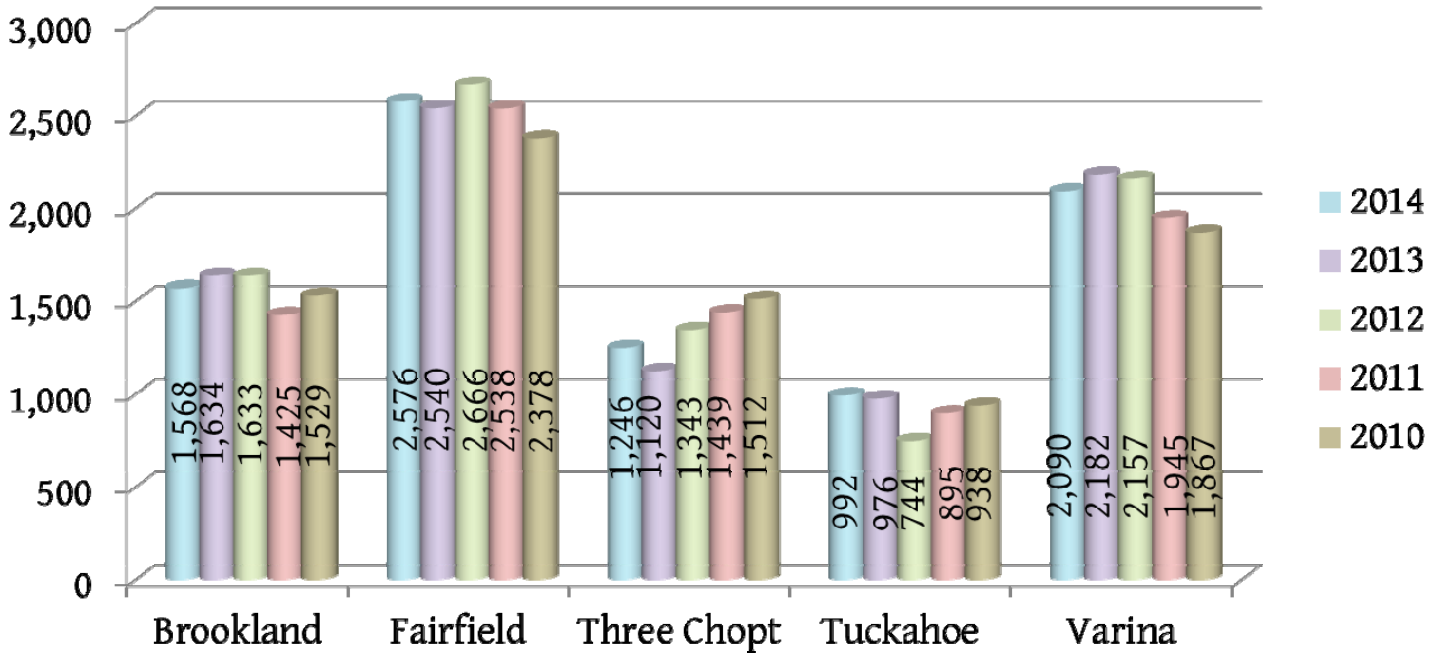
Arrests





Crime Statistics

Magisterial District Offense Totals

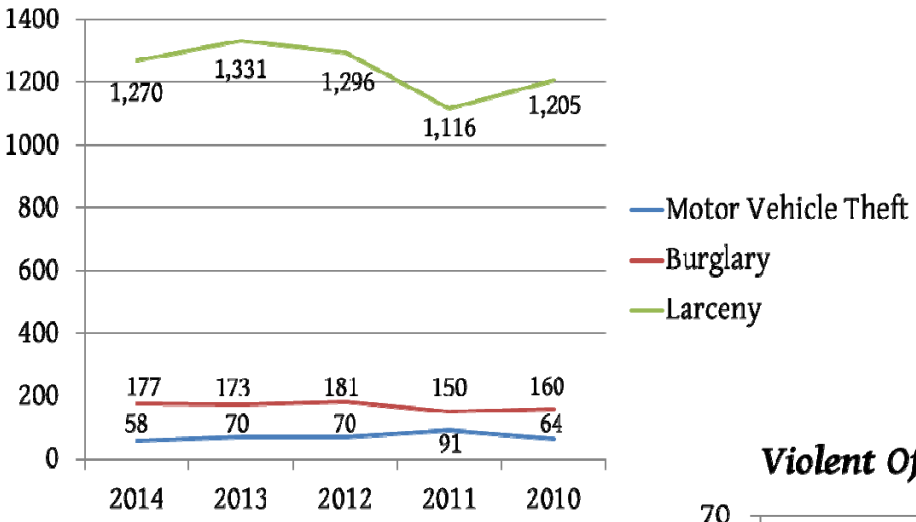


* Totals do not include Arson

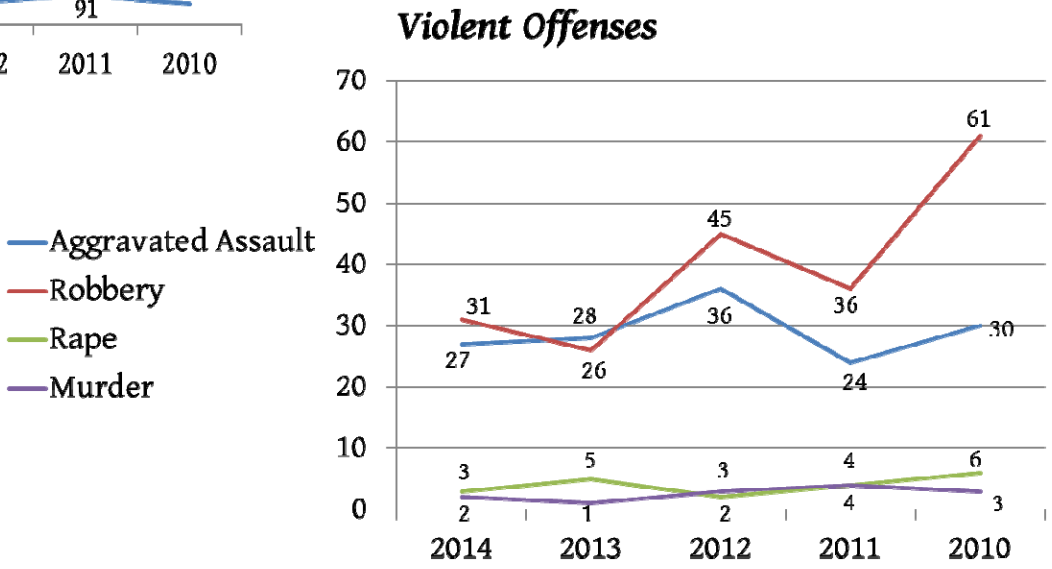
Crime Statistics

Brookland

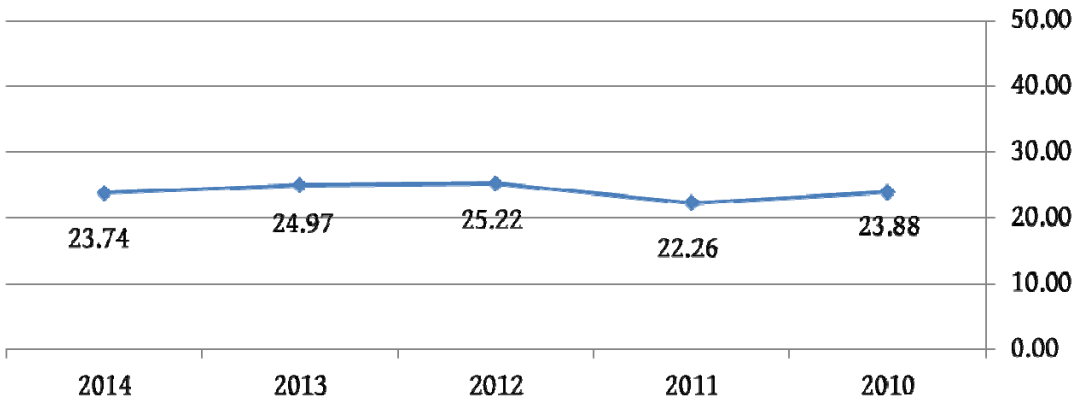
Non-Violent Offenses



Violent Offenses



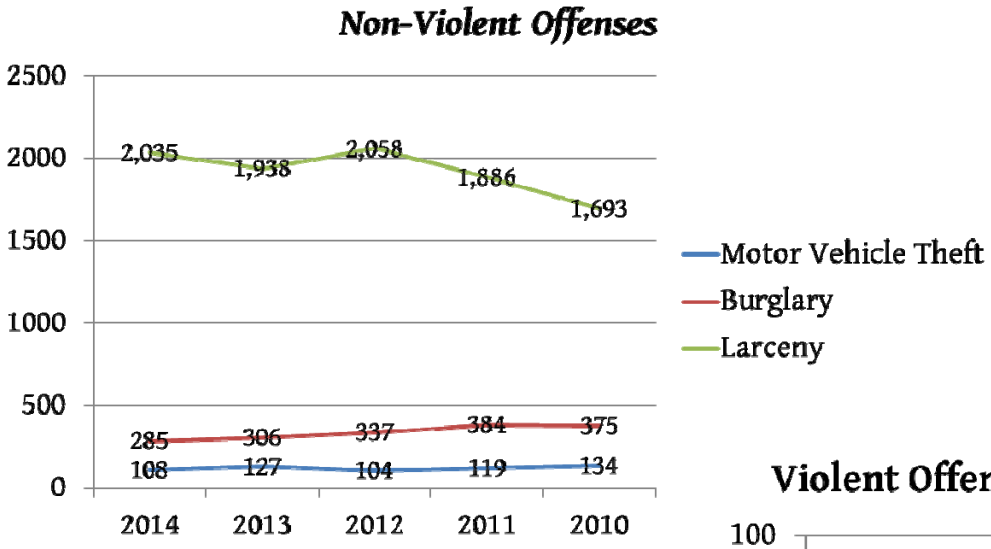
Crime Rate per 1,000

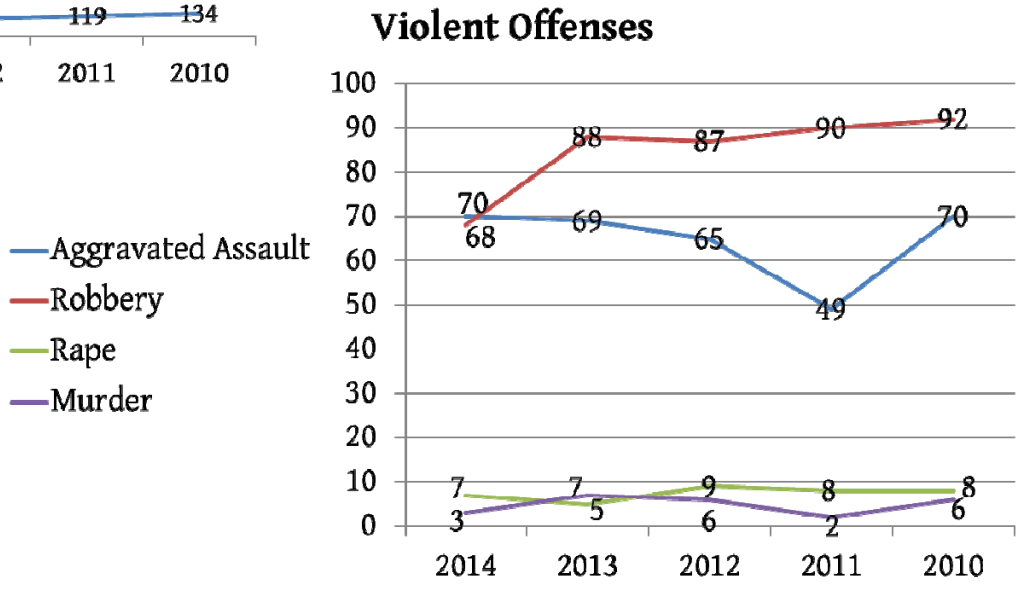


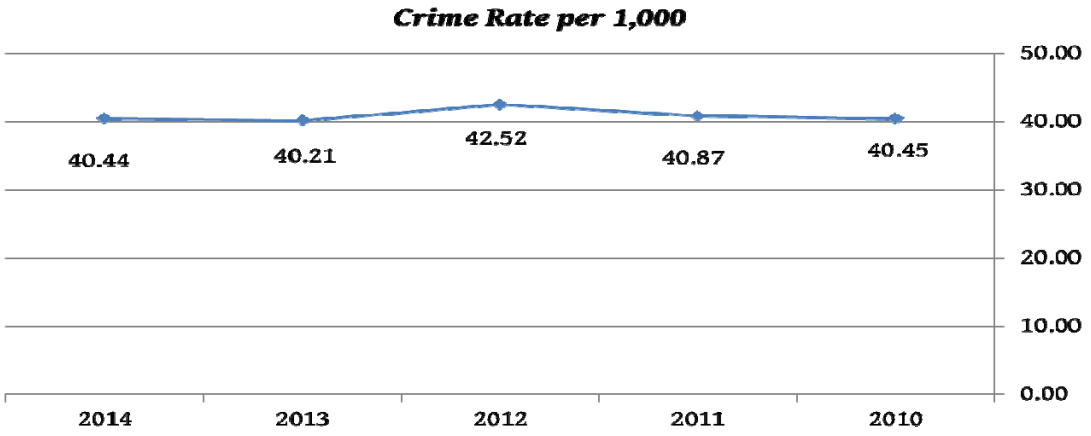
* Crime Rate per 1,000 based on population for each Magisterial District and Planning's 3C report. Figures do not include arson.

Crime Statistics

Fairfield



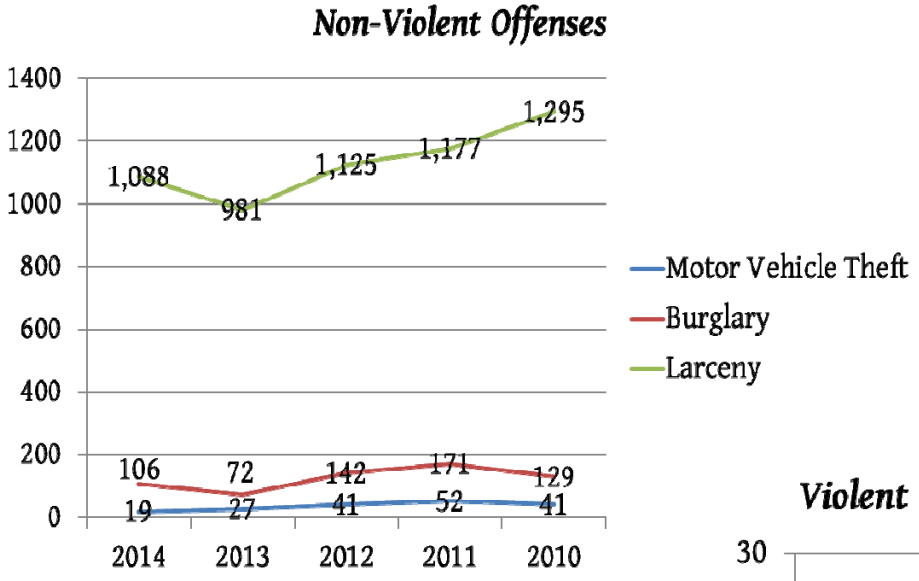


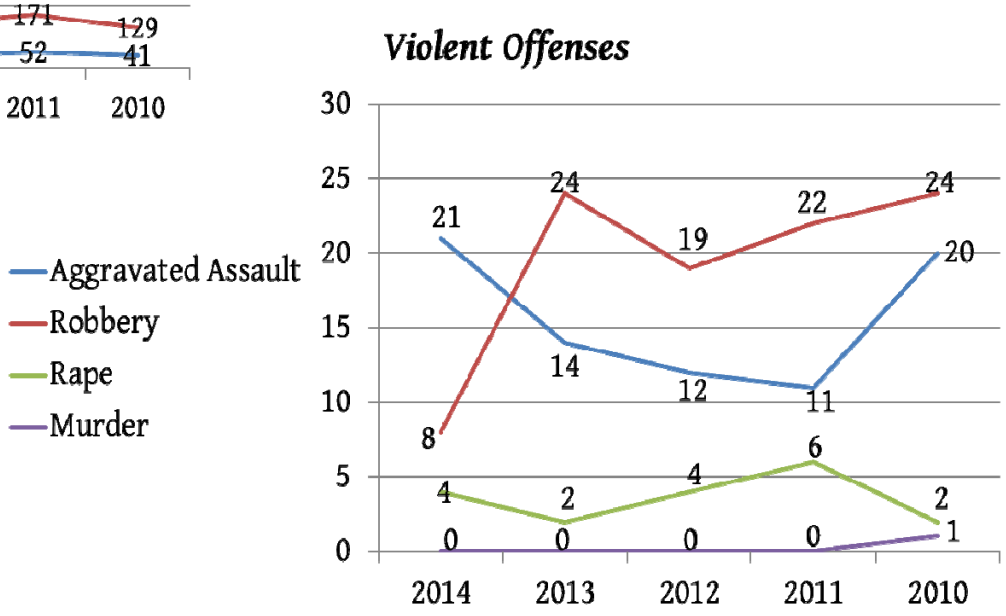


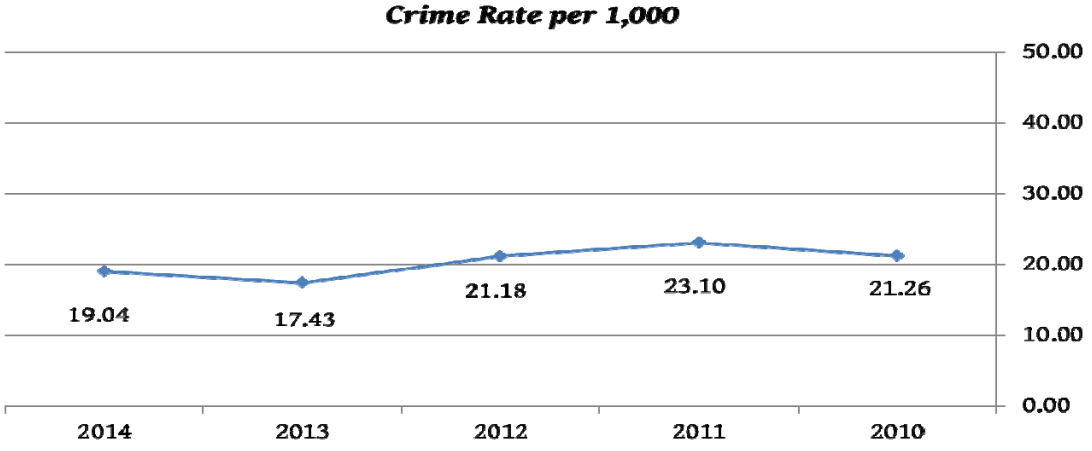
* Crime Rate per 1,000 based on population for each Magisterial District and Planning's 3C report. Figures do not include arson.

Crime Statistics

Three Chopt





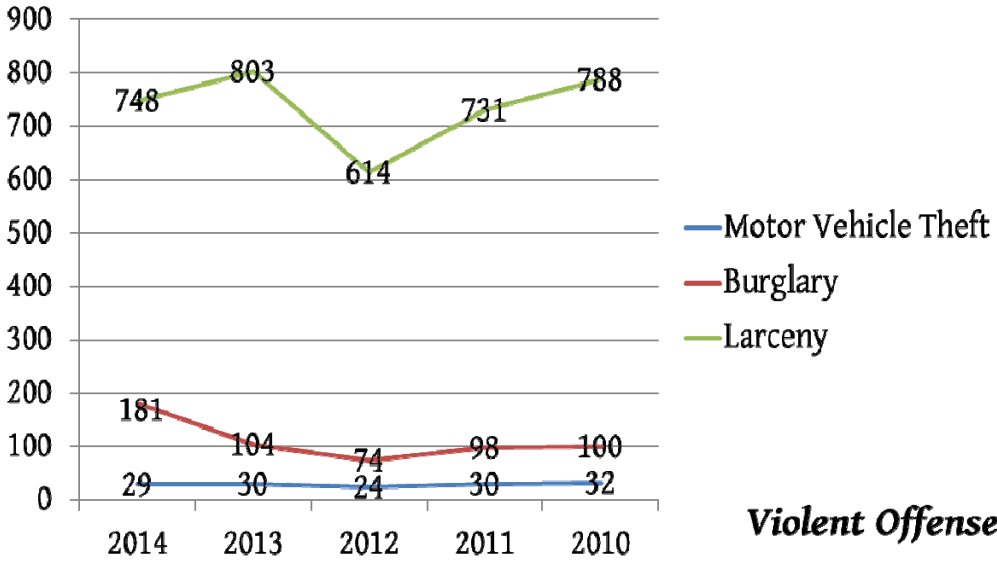


* Crime Rate per 1,000 based on population for each Magisterial District and Planning's 3C report. Figures do not include arson.

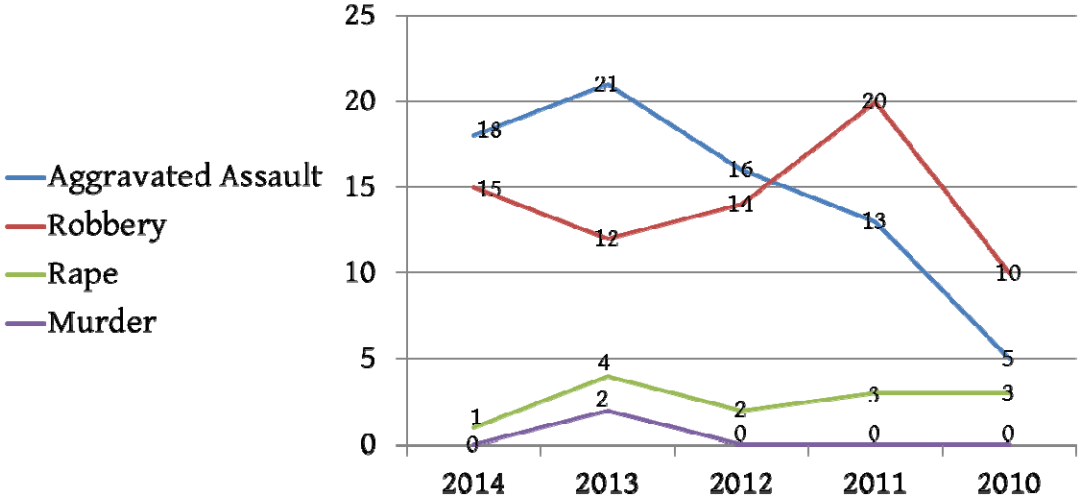
Crime Statistics

Tuckahoe

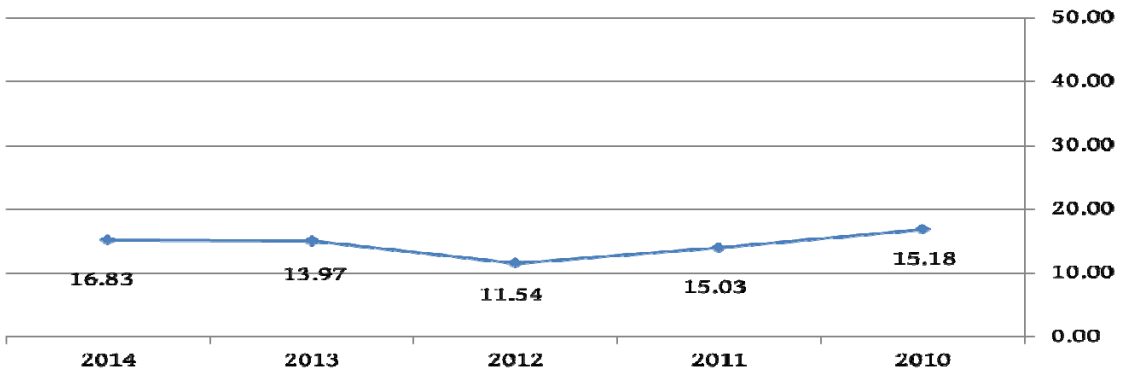
Non-Violent Offenses



Violent Offenses



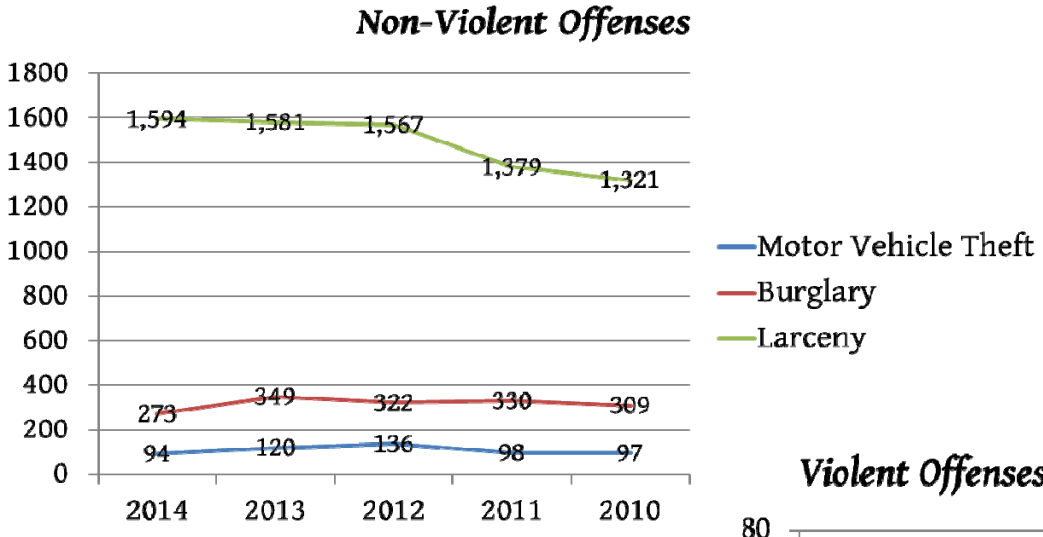
Crime Rate per 1,000

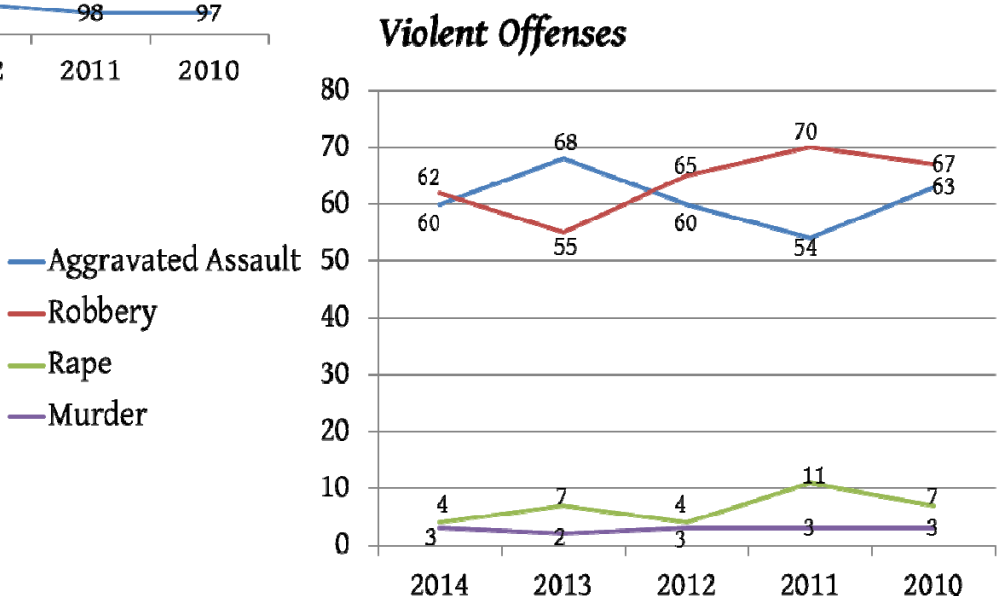


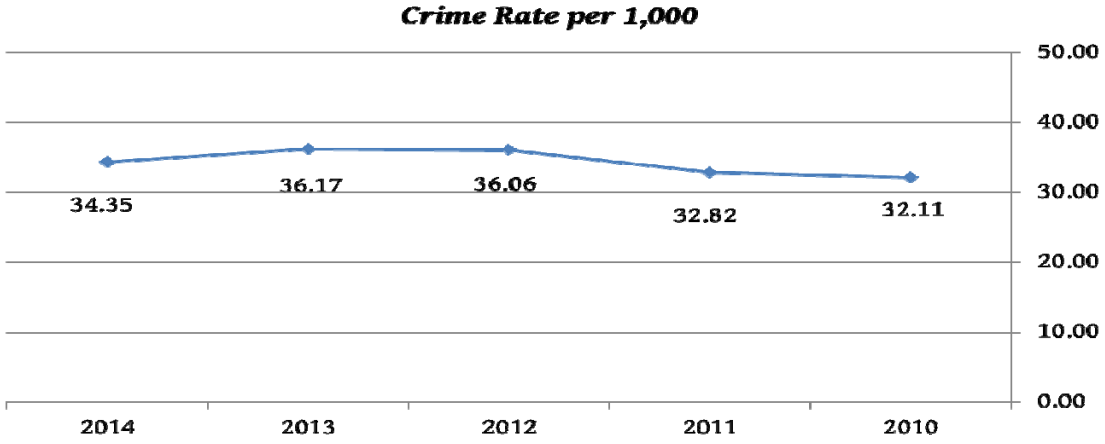
* Crime Rate per 1,000 based on population for each Magisterial District and Planning's 3C report. Figures do not include arson.

Crime Statistics

Varina





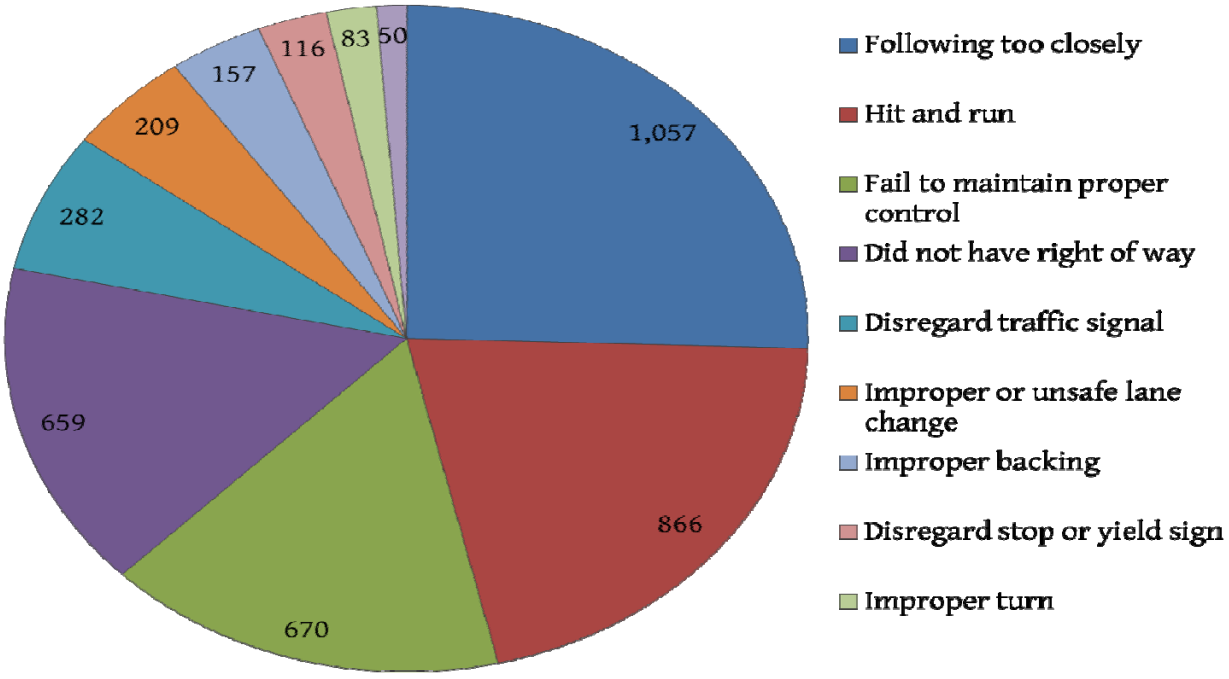


* Crime Rate per 1,000 based on population for each Magisterial District and Planning's 3C report. Figures do not include arson.

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 John Rolfe Parkway	62
2.	West Broad Street and Pump Road/Pouncey Tract Road	49
3.	Laburnum Avenue and Gay Avenue	48
4.	Brook Road and Parham Road	43
5.	West Broad Street and Glenside Drive	40
6.	West Broad Street and Gaskins Road	39
7.	West Broad Street and Tuckernuck Drive	35
8.	West Broad Street and Cox Road	33
9.	Patterson Avenue and Parham Road	31
10.	Laburnum Avenue and Creighton Road	31

Traffic Data

Top Ten Accident Locations

South Station

1.	Laburnum Avenue and Gay Avenue	48
2.	Laburnum Avenue and Creighton Road	31
3.	Nine Mile Road and Laburnum Avenue	25
4.	Laburnum Avenue and Interstate 64	22
5.	Laburnum Avenue and Audubon Drive	22
6.	Williamsburg Road and Laburnum Avenue	20
7.	Airport Drive and Nine Mile Road	21
8.	Laburnum Avenue and Jan Road	15
9.	New Market Road and Interstate 295	14
10.	Nine Mile Road and Cedar Fork Road	12

Central Station

1.	Brook Road and Parham Road	43
2.	Mechanicsville Turnpike and Laburnum Avenue	30
3.	Woodman Road and Parham Road	20
4.	Virginia Center Parkway and Brook Road	17
5.	Richmond-Henrico Turnpike and Azalea Avenue	15
6.	Wilkinson Road and Chamberlayne Avenue	14
7.	Woodman Road and Hungary Road	14
8.	Chamberlayne Avenue and Parham Road	14
9.	Mechanicsville Turnpike and Crump Street	14
10.	Mechanicsville Turnpike and Dill Road	13

West Station

1.	West Broad Street and John Rolfe Parkway	62
2.	West Broad Street and Pump Road / Pouncey Tract Road	49
3.	West Broad Street and Glenside Drive	40
4.	West Broad Street and Gaskins Road	39
5.	West Broad Street and Tuckernuck Drive	35
6.	West Broad Street and Cox Road	33
7.	Patterson Avenue and Parham Road	31
8.	Staples Mill Road and Parham Road	26
9.	Three Chopt Road and Parham Road	24
10.	West Broad Street and Homeview Drive	23

POLICE
HENRICO COUNTY
VIRGINIA

Seizures

Seizures

Drug Seizures*

Drug	*Amount*	*Street Value*
Heroin	600.9 grams	$150,236.25
Cocaine	1,042.36 grams	$125,083.20
Crack	628.9 grams	$62,891.00
Marijuana	41,463.6 grams	$414,636.10
TOTAL		**$752,846.55**

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

Illegal Weapon Seizures**

Type of weapon	*Description*	*Amount*
Gun	Derringer	3
	Other Firearm	41
	Handgun	328
	Rifle	44
	Shotgun	29
	Unknown Firearm	6
	TOTAL	**451**
Other weapon	Butcher/steak knife	55
	Machete	10
	Pocket knife	123
	Simulated gun	31
	Switchblade	4
	Sword	3
	Unknown weapon	25
	TOTAL	**251**

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

Timeline of Events

Timeline

OPEN

JANUARY - MARCH

January 15

Promotion Ceremony

February 6

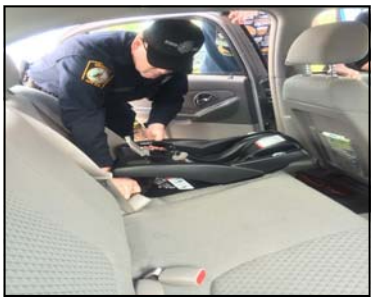
Police Athletic League hosts at annual awards banquet at the Cultural Arts Center

February 20

The 57th Police Academy Graduated 15 officers

March 17

Officers walk in support of Mother's Against Drunk Driving



February 21

Officers assist citizens with a Child Seat Check at Virginia Center Commons

March/April

The Metro Aviation Unit was featured in Air Beat Magazine

March 29

Henrico Police assisted with Shred-It to help protect against identity theft

Timeline

April 10

The Police Division supports Special Olympics for the Little Feet Meet

April 23

Division members were recognized at the 2014 Public Service Awards Ceremony by the U. S. Attorney's Office, Newport News District

May 22

Members from the Traffic Enforcement Unit conducted the kick-off event for Click It or Ticket for the Richmond Metro Area

June 12-14

Officers from the Traffic Enforcement Unit compete in the Jefferson Area Motor Squad Skills Competition

APRIL - JUNE

April 24-26

Henrico Police assisted with NASCAR's spring races

May 1

The air unit assists with the oil spill in Lynchburg, Virginia to make sure our waterways are not effected

June 6

Officers participated in the Special Olympics Torch Run

June 28

The Youth Police Academy graduated 21 youth

# of Events

July 14-19

The Explorer Post wins at the National Law Enforcement Explorer Competition held in Bloomington, Indiana

August 2

Community Day kicked off events for National Night Out

September 2

School Resource Officers greet students on the first day of school

September 8

Detectives are awarded H.E.A.T. Awards for their efforts to recover stolen vehicles in Henrico

JULY - SEPTEMBER

July 26-27

Active Shooter Drills are conducted at Short Pump Town Center and the University of Richmond

August 7

The 58th Police Academy graduated 24 officers

September 6-7

Officers assist with the fall NASCAR race

September 16

Traffic Enforcement Officers assisted with th AAA I-Drive event

OCTOBER - DECEMBER

October 8

Officers make sure kids are safe for the first Walk to School Event to promote a healthy lifestyle

October 25

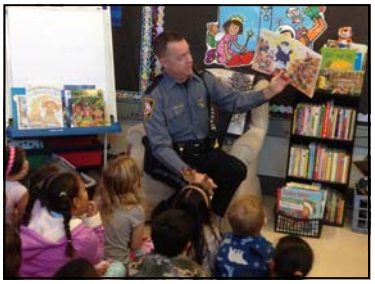
The Police Division helped raise money for Special Olympics at Tip-a-Cop

November 7

The Division's Honor Guard presents the colors at the Fall Awards Ceremony

December 19

School Resource Officers take time to read to children



October 20

Communications Academy Graduation

October 30

Promotion Ceremony

November 22

Officers with the Police Athletic League host a turkey give away to members of the community

December 31

Officers across the County work together to get impaired drivers off the road

# of Events

OPEN

FROZEN
Barbie

EXIT
CITE IT RIGHT

Significant Accomplishments

Significant Accomplishments

Chief's Office

Fiscal Records

The Fiscal Records Unit continues to serve as a central point for all budgetary transactions and contributes to the budget preparation process. While they only have four members, they were instrumental in the development of the Timekeeping Manual to streamline reporting procedures for all personnel.

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. Four more awards were added this year including: the Police Combat Cross, Police Medal, Director's Distinguished Service Cross, and the Community Service Award. This year's Spring Awards Ceremony presented 39 awards to Division members, two to citizens, and one to a Division Unit. The Fall Awards Ceremony presented 73 awards to Division members and two for Division Units. Professional Standards is also responsible for coordinating the Division's Promotion Ceremonies. During 2014, twelve members of the Division were promoted to the rank of Sergeant, Lieutenant, or Captain.

Accreditation

The Accreditation Unit waited anxiously to hear the results of the Division's eighth on-site accreditation assessment held in 2013. The Division was first accredited in 1987 and has maintained accreditation by undergoing seven re-accreditation processes. This year we are honored to have received the highest award given to a law enforcement agency, the Gold Standard Accreditation with Excellence. This award was presented in Garden Grove, California.

While we are very proud of this accomplishment that does not mean the work stops. The members of accreditation are working to ensure we are still setting the standard to maintain professionalism as a nationally accredited agency for the next on-site audit in 2016.

Sergeant M. E. Stanton, Detective T. E. Tuzzo, Lieutenant A. M. Mehfoud, Chief D. A. Middleton, and County Manager J. A. Vithoulkas

Quality Assurance

The Quality Assurance Unit completed the third phase of deploying X2 TASERs equipped with a high-definition video camera to Division officers. Officers are required to complete a 40-hour Crisis Intervention Team (CIT) training class and a six-hour TASER class prior to receiving the equipment. The Division currently has 350 TASERs in the field and has received a shipment of 50

additional TASERs which completes the fourth and final phase of the TASER procurement. The Police Division's total TASER count is 400. It is expected the Division will have full TASER deployment within Patrol, Community Officers, School Resource Officers, and Animal Protection Police Officers by the end of April 2015. 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 Influence. The five year average (78.80) 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 the Field	Use per TASER in the Field
2014	41	71	350	.12
2013	25	67	200	.13
2012	17	61	100	.17
2011	23	95	48	.48
2010	13	100	48	.27

The Scenario Based Training Officer continues training the Division with the Force Option Simulator. 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 provides over 400 scenarios, which can be run differently each time by branching the scenario based on the instructor's input. 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 90% of Patrol and many other units have been trained utilizing the Simulator.

The Quality Assurance Unit has been looking at Body Worn Camera (BWC) technology for over two years. In the fall of 2014, Chief Middleton announced his plan to purchase BWC's for the Police Division. During 2015, the Police Division will receive training on Fair and Impartial Policing (FIP) and BWC. During this training, officers will be issued a BWC if they work in Patrol, Community, School Resource, or Animal Protection. By the end of 2015, we hope to have 400 BWC's in the field.

Public Information

The Public Information Officer (PIO) informs the community and news media of any event handled by or involving the Division and its personnel. The members of the Public Information Office utilize social media daily to educate the community on upcoming events and safety awareness.

The Public Information Office developed two public service announcement videos. One informed citizens of the dangers of disregarding school bus flashing lights. The other video informed Henrico County students of the laws and punishments related to school vandalism and trespassing on school property.

In addition to educating the community, PIO members are also instrumental in educating the Division. During 2014, the Public Information Office released over a dozen videos for the upcoming police academies. These videos cover

directives, officer expectations, and ethics. The videos will be used to assist instructors to make sure we continue to meet the Divisions' highest expectations of excellence for the next generation of officers.

To honor all fallen officers and educate new recruits the Public Information Office produced the "Warrior's Prayer." This video depicts an officer's graveside funeral and serves as a memorial to all Henrico Fallen Officers. This video was shown to all academy recruits during their Valor Day training. A citizen's version was released to social media in May, during Police Memorial Week.

Administrative Services

Communications

Communications Officers are responsible for radio, telephone, teletype, and automated data communications for Henrico's Police, Fire, and public services. While the number of calls coming into the Emergency Communications Center continues to grow, so does training for all officers. The Communications Training Coordinator has integrated the Virginia Department of Criminal Justice Services Compulsory Training Standards and detailed interim employee assessments to gauge new members. This successful training method has been instrumental in running three Basic Communications Academies during 2014, with a total of 24 new hires as Communications Officers.

Fleet Services

Members of Fleet Services coordinate the purchase, replacement, maintenance, and assignment of all Division vehicles. During 2014, they were able to issue another one hundred new vehicles, including the Ford Police Interceptor and Utility vehicles. These vehicles obtain approximately 27% better fuel economy which saves the Division money. Fleet anticipates within the next several years all members of Patrol will be equipped with a new Police Interceptor.

Technology Support

The Technology Support Unit has continued to enhance security settings with the mobile data terminals (MDTs) utilized by officers. MDTs are vital to ensure timely and accurate processing of incident crime reports and are used to send out officer safety bulletins. This year, the Virginia Criminal Information Network, (VCIN), required an additional authentication device to be added to all MDTs. The Technology Support Unit worked tirelessly to bring in over 600 terminals for this transition. As a result each officer has been assigned a Yubikey, a multi-authentication device that has to be connected for the officer to log on successfully. This extra security step will keep unauthorized users from being able to gain access to sensitive information and keep the Division in compliance to obtain state and national data.

Field Operations

Significant Accomplishments

Animal Protection

Throughout the year, Animal Protection Police Officers hosted four rabies clinics. These clinics are typically held at the Western Government Center on Parham Road. By hosting the clinics, the Division is able to provide economically priced rabies vaccinations to citizens who want to have their dog or cat vaccinated. The vaccinations are required by both state and local ordinances. Over 1,030 vaccinations were administered and 441 County dog licenses issued. This ensures the health of our pets and in turn contributes to the safety of our community.

Picture is from the Harrison Lake National Fish Hatchery

On June 7, 2014, in conjunction with the United States Fish and Wildlife Services, Virginia Fisheries Coordinator's Office, Virginia Department of Game and Inland Fisheries, and the Virginia Waterfowlers' Association, the Animal Protection Police Unit hosted the 13th Annual Youth Fishing Day at Lake Harrison in Charles City. With perfect weather, over 175 children, parents, and grandparents were in attendance. The pond was stocked with over 1,200 pounds of catfish weighing between two and fifteen pounds each. The largest fish caught was nearly 6.5 pounds and awards were given to the top five boys and top five girls catching the largest fish by weight.

Patrol

During July, members from Patrol Operations were selected to attend the first active shooter scenario based training at the University of Richmond and Short Pump Town Center. The scenario involved an armed subject and reports of several citizens possibly being injured. The goal of first responders is to get in quickly and address the threat, secure the scene, and assist the injured. This two day training exercise brought a multitude of law enforcement, fire, rescue, and other public safety personnel together to analyze our response to these potential situations.

To follow up on this training, in the fall, officers received individualized first aid kits. The purpose of this training was to equip officers with the skills and supplies necessary to assist with first aid during combat conditions such as an active shooter. The kits contain supplies to aid a victim suffering from a gunshot wound including a tourniquet, a quick clotting agent and bandages.

Picture is from the active shooter drill at Short Pump Town Center. Depicts Police and Fire working together to assist victims.

Significant Accomplishments

Officers can apply these medical supplies on citizens or themselves until medical personnel can respond in safely to reduce possible causalities.

Throughout the year, the Police Division conducted Operation Innkeeper. This yearlong effort concentrated police resources on identifying and apprehending criminals utilizing hotels in Henrico County. The operational objective was to identify and address criminal acts, to include human trafficking, prostitution, property crimes, and drug offenses. Division members also addressed persons in need of services, such as mental health consumers, runaways, and those with drug and/or alcohol dependencies. Operation Innkeeper yielded the following results across all three stations: 59 felonies, 121 misdemeanors, 29 warrants obtained, 110 warrants served, 7 firearms seized, $36,251.28 in U. S. currency seized, and over 1,600 hotel management contacts. Henrico Police also partnered with other County resources to improve the hotels in Henrico County which led to the closure of a hotel in the South station utilizing Nuisance Abatement.

In April 2014 the Police Division partnered with Dr. John Reitzel from Virginia Commonwealth University (VCU) to work on a research project called Project 43. The idea for Project 43 came from the TEMPO Work-group which formed in 2012. The purpose of the Project 43 study was to determine if short random patrols in high crime areas would prevent crime and improve quality of life issues. The study took place in the 43 Service Area and concentrated patrols on the following areas based on prior crime and calls for service data: 600-800 block of Windomere Avenue, 5700-5800 block of Tivoli Circle, 5400-5800 block of Pony Farm Drive, 5100-5700 block of Crenshaw Road and the entire 43 Service Area. Officers were given instructions on a schedule and type of randomized patrol to conduct over a six month period. Dr. Reitzel is currently compiling the crime data to examine the results before and after this period to determine the effectiveness of these randomized patrols. The results will be presented to the County Manager on March 6, 2015.

Directed Action Response Team (DART) officers were utilized to provide Patrol Officers assistance in addressing specific crime and quality of life issues in communities which were more susceptible to crime during Operation 360. These officers utilized intelligence-led policing that resulted in over 160 felony arrests, 167 misdemeanor arrests, 18 Field Interview Reports, 39 warrants served, over $13,000 in U.S. Currency and 9 firearms seized, and over 1,900 grams of illegal drugs seized to include marijuana, cocaine, and heroin.

Special Operations

Metro Aviation

The Metro Aviation Unit is a multi-jurisdictional component that consists of nine pilots from three jurisdictions, to include Richmond, Chesterfield, and Henrico County. The pilots provide aerial support to police operations for patrols, surveillances, and special events. The unit also conducts prisoner extraditions to pick up and transport wanted subjects for all supporting jurisdictions. Throughout the year, the unit spent over 982 hours in the air, responded to 836 calls for

Significant Accomplishments

service, conducted 44 extraditions, filled 201 photo requests, and directly contributed to 49 arrests.

Pilots also attended a two-day seminar regarding airport disaster responses and family assistance centers. The class, NTSB - Airport Disaster Response, instruction focused on responses to aircraft crashes and identified resources which would come from federal, state, and local agencies. This training took place at the Richmond International Airport and will be used to enhance our responding procedures.

The Metro Aviation Unit was featured in the March/April edition of Air Beat Magazine. The unit, which was first established in 1974, has continually been recognized as a model for multi-jurisdictional collaboration to ensure maximum public safety effectiveness.

Current members of the Metro Aviation Unit

Marine Patrol

The Marine Patrol Unit consists of two full-time and two part-time officers and one Safeboat. Members provide security along the James River and enforce all applicable laws in Henrico County. Throughout the year, the unit spent 910 hours patrolling the waterways, responded to nine calls for service, conducted 39 commercial ship escorts, and had 15 misdemeanor arrests.

The Marine Patrol Unit participated in the 22nd Annual Parade of Lights held by the James River Advisory Council. Even though the weather was not ideal, 12 boats participated in the event, giving the fans an amazing show of illumination as they sailed down the James River. Each year the crowd continues to grow in anticipation of what new decorations they may see.

Traffic Enforcement

Members of the Traffic Enforcement Unit, Community Services, and Patrol all worked together during the first two weeks in September on Operation Back to School. This operation focused on diver awareness in and around school zones by conducting high visibility enforcement. Both parents and school administrators were appreciative of the efforts displayed by all officers as we continue to build a strong relationship to ensure schools remain a safe place for our children.

Members also participated in the 2014 Walk Like MADD event hosted at the Dorey Park Recreation Center. MADD, also known as Mothers Against Drunk Driving, had participants obtain pledges to raise money for education on the effects of alcohol related crashes. This event was tremendously successful as it raised over $26,000 to support this cause.

Significant Accomplishments

Several Members of the Motor Unit participated at the Jefferson Area Motor Squad Competition held in Charlottesville, Virginia. Officers from all over the east coast competed in multiple courses which demonstrated their skills on a Police Motorcycle. Five Henrico Officers brought back many awards, to include first, second, and third place in the Expert Division, second place in the Team Ride, second and third place in the Challenge Ride, and first place Overall Category.

Emergency Services

Members of the Emergency Response Team (ERT) and EOD continue to train hard to meet the growing needs of the community. Both units are instrumental during the spring and fall NASCAR races, screening the venue and making periodic checks throughout the event. In order to remain efficient officers take a tremendous amount of time training. One class they attended this year was Water Apprehension, hosted by the Virginia State Police. During this class, officers worked with their K9 partners to successfully take a suspect into custody while they were submerged.

Support Services

Evidence and Logistics

Members of the Evidence Unit are responsible for ensuring the chain-of-custody on all evidence remains in-tact for court purposes. These members are also responsible for ensuring operational readiness for all uniforms and equipment. A single source transport for all evidence was initiated this year which allows Evidence Technicians to transport evidence to and from the Virginia Department of Forensic Science (State Lab). This change in transport has improved the efficiency of services provided by the Unit and has reduced unnecessary spending associated with fuel costs and overtime for officers travelling back and fourth to the State Lab on a daily basis while maintaining the integrity of all evidence for court purposes.

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 432 taxi cabs, processed over 2,600 concealed weapons permits, 650 taxi permits, and 148 other various permits ranging from dance halls to precious metals/gems. The total revenue for all permits was over $30,435.

Community Policing

Community Officers assisted with two Shred-It and Electronics Recycling Programs in the spring and fall. Shred-It is a program held in the community which allows citizens to dispose of personal documents in a safe and secure manner, protecting them from identity theft. The Electronic Recycling Program is held by Henrico County's Department of Public Utilities in conjunction with Henrico Police's Shred-It. Both events were held in the County and over 1,800 citizens dropped off items to be destroyed.

Significant Accomplishments

Officer Butcher at the Clarke-Palmore House Museum doing a demonstration.

Various communities registered activities that took place throughout the County during the 31st 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. Community and Patrol Officers visited all participating communities throughout the evening. Activities included cookouts, ice cream socials, dinners and crime prevention demonstrations.

During the winter months officers and supervisors assisted a non-profit group, Homeward Virginia, in searching for homeless people in Henrico County. With the extreme cold approaching this proactive approach assisted the less fortunate with housing and warm food. While some citizens did not want any assistance, the Police Division was able to assist one citizen with services.

Community Officers also conducted their annual holiday patrol in and around various shopping centers throughout the County from Thanksgiving to Christmas. The one-month operation resulted in 11 felony arrests, 18 misdemeanor arrests, 34 summonses issued, and the investigation of 15 traffic crashes. Officers answered more than 200 calls for service and made contact with over 1,200 merchants and 3,600 citizens.

Prevention Services

The Police Division's Crisis Intervention Team (CIT) continues to lead the way for developing strong partnerships throughout Virginia. CIT is a partnership comprised of first responders from Police, Fire, Sheriff's, and Mental Health who responds to and assists citizens in a psychiatric crisis. Henrico provided mentorship to developing programs in Crossroads, Fairfax, the Eastern Shore, Goochland, Powhatan, the Army Criminal Investigation Division and the Defense Intelligence Agency. The Henrico CIT won a National Association of Counties Achievement Award (NACo) for the Crisis Receiving Center based at Parham Doctors' Hospital. The center celebrated it's second anniversary during 2014 and has assisted more than 1,300 citizens since its inception. Henrico graduated it's 47th Basic CIT class this year with a total of 321 first responders from Henrico Police and additional responders from other agencies being trained. For the teams hard work, they were recognized in the July issue of the Henrico Monthly Magazine and hosted the Virginia CIT Coalition Conference in May at the Short Pump Hilton. This conference was attended by over 475 CIT trained responders from across the Commonwealth.

Officer Rollins demonstrating a DUI driver with simulator goggles

The 2nd Annual Youth Police Academy took place for one week in June, allowing twenty-one adolescents aged 15-17 to receive an overview of a career in law enforcement. Various courses were included in the curriculum, to include

Significant Accomplishments

forensics, DUI investigations, traffic stops, building searches, domestic investigations, ERT, Courts, K9 and non-lethal weapons. A graduation cookout was provided the last day to all participants and their parents.

Citizens Academy touring the Emergency Communications Center

In addition to our youth, the Police Division also hosts academies for our adult citizens throughout the year. The 41st Citizens Police Academy graduated 19 in the spring and the 42nd Citizens Police Academy graduated 17 in the fall. The 28th Senior Police Academy graduated 8 in the spring and the 29th Senior Police Academy graduated 13 in the fall. Both academies cover a wide variety of topics over ten weeks, to include Community Policing, domestic investigations and forensics.

The Division's Domestic Violence Coordinator reviews all of Henrico Police's domestic violence 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 reached out to 349 victims offering services that included: crisis intervention, referrals to counseling/support group services or other services, providing information about criminal and civil justice procedures, and offering advice on safety planning and other supportive options as applicable to the situation. The DV Coordinator also followed up on 18 notifications sent from the Virginia State Police Firearms Transaction Center that notified Henrico about the release of firearms or attempts to purchase firearms by prohibited persons. Officers responded to over 5,400 domestic violence related calls for service and made 928 arrests for assault and battery, both felony and misdemeanor charges, 146 arrests for violations of protective orders, 130 arrests for strangulation, and 23 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)
2013	5,100	1,101
2012	5,336	1,034
2011	5,653	1,100

School Services

Ofc. Rollins greeting a student on the first day of school.

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. The unit is comprised of 34 officers, one Sergeant, and one Lieutenant. These officers cover 72 public and private school facilities. SROs also attended a training forum called Fostering a Positive School Climate Summit. This training focused on school partnerships to provide a positive and safe school

Significant Accomplishments

climate where students and educators feel socially, emotionally, and physically safe to learn and work. The summit addressed three components of the United States Department of Education's Safe and Supportive Schools model including student engagement, safety, and environment.

The Henrico Police Athletic League (PAL) offers programs year round to the youth of Henrico County, ensuring tools for success are provided. Each year, more than 2,000 youth participate in 15 different programs. The summer camp had over 300 youth registered for the eight-week long course and was staffed by 10 School Resource Officers. PAL officers were also featured in the Feedmore Summer 2014 addition magazine for their efforts in the After School Program. This program focuses on giving students a safe place to go and to build positive relationships between police officers and students. It also recognized some students are not getting enough healthy food to eat at home which combats their ability to learn in school. PAL Officers work tirelessly to make sure each student has someone they can turn to if they have an issue, either at school or in their home life.

Officer Vitek chats with students who are enjoying a healthy Kids Café meal.

The Henrico Law Enforcement Explorer Post 608 was nationally recognized at their competition in Bloomington, Indiana. An explorer is a youth, between the ages of 14 -21, who is interested in a career in law enforcement. The explorers go through extensive training and testing scenarios, including traffic crash investigations, domestic investigation, forensic and crime scene documentation, and report writing. In July the Explorer Post placed third in the nation for White Collar Crime out of over 4,000 registered Explorers from across the nation. The Explorer Post has also seen a tremendous growth in their membership during 2014 by doubling in size. Henrico Post 608 currently has 32 registered Explorers.

The Explorers outside of their dorm room waiting for inspection before competition.

Personnel and Training

Personnel

During 2014, the Division's Personnel Unit embarked on a modified recruiting plan called "Making it Personal". The plan was to make the Henrico Police Division a known and viable employer to a diverse group of candidates who are interested in becoming a Law Enforcement Professional. The idea was to identify Military Installations, Educational Institutions and Community Partners who our recruiters can develop personal relationships with so they can in

Significant Accomplishments

turn recruit for the Police Division.

The Recruiting Team recognized the Military was downsizing and there would be a diverse group of candidates looking to transition into civilian life. The first step of the plan was identifying the military installations and giving special attention to the Career Services and Transition Services at each base. The Recruiting Team visited various Military bases from Delaware to North Carolina. They made strong contacts with individuals at those bases and continue to contact them through personal visits, email and telephone conversations. The result of these relationships is shown by the Henrico Police Division being named as a Top 20 Employer for Military Veterans, as recognized by the Military Times.

Training

57th Academy Graduation with Chief Middleton and Henrico County Manager Vitoulkas

58th Academy Graduation with Chief Middleton and Henrico County Manager Vitoulkas

This year resulted in overlapping academies for the Training Unit. The 57th Basic Police Academy graduated 15 officers after a 32-week academy on February 20th. The 58th Basic Police Academy graduated 24 officers on August 7th. Additionally the 59th and 60th Basic Police Academies started with graduation dates anticipated early to middle 2015 with 43 new hires. The Training Unit also completed cross training with the Division of Fire for all personnel on standards of response which will enable us to work together more efficiently when responding to scenes such as a traffic crash. The unit also graduated 24 Division members as Department of Criminal Justice Service certified instructors. This accomplishment allows the Police Division to host more of our own training, thereby cutting travel expenses.

Fitness

The third annual Sworn Officer Physical Assessment was conducted in 2014, resulting in the Division maintaining an average above the 50th percentile and an average score increase of 5% as compared to the first year of testing. Officers are required to complete a 1.5 mile run, perform as many sit-ups as possible in one minute, and do as many push-ups as possible in one minute. Scores are based on the Cooper Institute scoring chart for males and females. Comparing the 2014 assessment with last year, scores improved on the 1.5 mile run time. Overall male scores improved in all categories and female scores maintained an average in the good fitness category. The largest improvement was noted in the Command Staff's average scores, which was up by 12% in 2014. To reward officers for their hard work, the Chief presented these officers with a commendation bar. In 2014 a total of 118 officers scored 80% or higher on this assessment, which was a change from the 106 who met the criteria the previous year.

Significant Accomplishments

Det. Shouse-Pearman and Ofc. Shantz completing the push-up portion of the assessment

The Henrico County Police Division Cross Fit affiliate transitioned to HCPF (Henrico County Police and Fire) Cross Fit in 2014 and now includes members from both Divisions. HCPF Cross Fit currently offers nine weekly instructor lead sessions. Monthly "Foundations" classes have been added to provide more background on Cross Fit and increase participation. The program remains dedicated to improving participants' overall fitness and wellness. Ninety-one Police and Fire members have participated in at least one session, with numbers steadily increasing since the program started. Police physical assessment scores of those that participate in the HCPF Cross Fit program have showed great improvement.

Participation continues to grow in the Division's Fitness/Wellness Program, and members increased their involvement in extracurricular athletic events, to include the Ukrop's Monument Avenue 10K, Connects Federal Credit Union Corporate 4-miler, Spartan Race, Nutzy Fun Run, Richmond Half/Full Marathon, and the Shamrock Half/Full Marathon. Entries for Division members for the Monument 10K and Corporate 4-miler were paid for by wellness programs available through Anthem. The Division had approximately 50 officers participate in the 10K. Henrico County took 1st and 2nd place in the Military/Police Division for both the Female and Male team categories of the Corporate 4-miler.

Support Operations

Criminal Investigations

Auto Theft

During Operation Summer HEAT, detectives and officers turned up the heat on auto thieves during the peak months of auto theft (June, July and August). Nineteen Officers from the Henrico County Police Division were recognized by the Virginia State Police in the 2013/2014 LEO Award competition at a ceremony during the annual meeting of the Virginia Chapter of the International Association of Special Investigation Units in May 2014. The LEO Awards are part of a cooperative program between VSP, the Virginia Department of Motor Vehicles, and local law enforcement agencies. LEO Award Winners are selected for their exemplary actions related to Intelligence, Prevention, Enforcement and Recoveries in fighting the crime of vehicle theft. Their skills and attention toward these areas help to increase public awareness of the HEAT program -- Help Eliminate Auto Theft.

Property Crimes

In October the West and South stations experienced multiple commercial burglaries. The modus operandi was consistent in all cases and showed the suspect was wearing gloves at the time of offense. Detectives, in conjunction with Patrol Officers, were able to identify a person of interest who was found in the area of one of the burglaries.

Significant Accomplishments

Surveillance was conducted and developed into a search warrant where several items were recovered which belonged to the businesses. The suspect was arrested and provided a full confession to 19 burglaries in Henrico, 8 burglaries in Chesterfield, and 12 Burglaries in the City of Richmond.

Robbery

Robbery Detectives worked closely with members of CASE and FIT to develop suspects on a string of robberies involving Henrico jewelry stores. This criminal group was responsible for over 15 robberies and stealing more than 4.6 million dollars in jewelry. The investigation spanned over Virginia, Tennessee, New York, New Jersey, North Carolina, Georgia, Delaware, Pennsylvania, and Maryland. A total of eight suspects were arrested and convicted of these offenses. They received sentences ranging from 37-240 months in federal prison. On April 23, 2014, The U. S. Attorney's Office, Newport News District, held its 2014 Public Service Awards where four Division members were recognized for their outstanding efforts to bring these criminals to justice.

Organized Crime

Drug Enforcement

The Drug Enforcement Unit was successful in breaking up a multi-state marijuana distribution network between Henrico, Chesterfield, and Colorado. Detectives ascertained that nearly 40 pounds of marijuana per month was being distributed in Henrico. After conducting surveillance was a buy/bust operation was initiated with Henrico Detectives, Summit County Sheriff's Department (CO), West Metro Drug Task Force (CO), and Chesterfield Sheriff's Office. A search warrant on the premises was executed and 40 pounds of marijuana, a money counter, packaging equipment, three vehicles, and $41,100 in U.S. currency was seized. During the course of the operation, this organization, was responsible for bringing 400-900 pounds of marijuana into the Richmond area, with a street value between $1,440,000 and $3,240,000.

The Drug Enforcement Unit also identified a major heroin dealer in the Henrico and Hanover areas. This case, which started in 2013, resulted in a search warrant being executed at the suspect's residence. Henrico was able to recover over eight ounces of heroin, three vehicles, and $369,126 in U. S. currency. Asset forfeiture was finalized and the case is being handled in Federal Courts.

The Drug Enforcement Unit also 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 programs gives citizens peace of mind by knowing their prescriptions are not ending up in the wrong hands. Virginia collected approximately 22,855 pounds of drugs by April at over 200 collection points. Henrico collected 437 pounds.

Significant Accomplishments

Gang Investigations

In May of 2014, a Gang Strategy Workgroup was created which consisted of Division members from the Gang Unit, Community Policing Unit, Patrol, CASE, and School Resource Officers. In an effort to reach outside the Police Division, members from the Commonwealth Attorney's Office, Juvenile Court Services, Adult Probation and Parole, and Henrico County Schools are part of the group as well. The Workgroup created initiatives to address gang activity through prevention, intervention, and suppression and developed the Gang Awareness Programs to reach and educate citizens about gangs and gang activity.

Members of the Henrico Police Division recently delivered three separate Gang Awareness Programs. Each program consisted of a similar message and was presented at the following locations: the Deep Run Recreation Center, the Eastern Henrico Recreation Center, and the Henrico Theater.

The programs explained what gangs are, the state code definition, why people join gangs, warning signs, what parents can do, and available resources. The theme of the program, which officers repeated throughout the presentation, is the need for community members to report suspicious activity and to prohibit gang activity in their neighborhoods. The Gang Investigations Unit Supervisor presented each of the programs, and members of the Community Policing Unit coordinated meeting logistics and assisted with the programs.

The Gang Awareness Programs were well attended with 176 people attending all three sessions. Several attendees requested the Workgroup give the same presentation to other civic organizations and at community and neighborhood meetings, which will be scheduled early in 2015.

Special Investigations

Vice Detectives continue to work hard to identify persons and organizations actively engaged in criminal activity that negatively impact area hotels. While conducting covert operations, Vice was able to arrest 185 Prostitutes, 93 Johns, and 60 Pimps. These individuals were charged with 18 felonies, 50 misdemeanors, and with an additional 43 warrants being obtained and/or served. During these arrests, $64,837 in U. S. Currency and three firearms were seized.

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