

**COUNTY OF HENRICO, VIRGINIA
BOARD OF SUPERVISORS
SPECIAL MEETING
April 8, 2014**

The Henrico County Board of Supervisors convened a special meeting on Tuesday, April 8, 2014, at 5:00 p.m., in the County Manager's Conference Room, Administration Building, Henrico County Government Center, Parham and Hungary Spring Roads, Henrico, Virginia.

Members of the Board Present:

Patricia S. O'Bannon, Chairman, Tuckahoe District
Frank J. Thornton, Vice Chairman, Fairfield District
Richard W. Glover, Brookland District
David A. Kaechele, Three Chopt District
Tyrone E. Nelson, Varina District

Other Officials Present:

John A. Vithoukias, County Manager
Joseph P. Rapisarda, Jr., County Attorney
Barry R. Lawrence, CMC, Assistant to the County Manager/Clerk to the Board
Tanya B. Harding, Deputy Clerk to the Board/Administrative Assistant
Joseph A. Casey, Ph.D., Deputy County Manager for Administration
Jane D. Crawley, Deputy County Manager for Community Services
Randall R. Silber, Deputy County Manager for Community Development
Tamra R. McKinney, Director of Public Relations & Media Services

Mrs. O'Bannon called the meeting to order at 5:06 p.m.

Mr. Vithoukias briefly referred to the one item on the agenda. He recognized Mr. Rapisarda, who introduced Denise Letendre as a new Assistant County Attorney. Ms. Letendre filled the position that was vacated in January as the result of the unexpected passing of Ben Thorp. Prior to this appointment, Ms. Letendre served as a post-graduate law fellow in the County Attorney's Office. She graduated Phi Beta Kappa from Rutgers University and earned her law degree at the University of Virginia. Ms. Letendre remarked that she is very excited to be officially working for the County.

Technology-Enhanced Modern Policing Operations (TEMPO)

The Police Division staff distributed two brochures to the Board, one containing background information on TEMPO and the other outlining the technology driving the TEMPO dashboard and the officer centric view of the TEMPO dashboard. TEMPO is a new policing business model developed by Henrico police officers and staff, and the technology driving the TEMPO dashboard. Mr. Vithoukias recognized Doug Middleton, Chief of Police, who offered a brief

introduction to this item. TEMPO is aimed at helping the Division more efficiently and effectively prevent crime, solve crimes, and enforce laws by incorporating technology into the daily operation of the Division. Chief Middleton expressed appreciation to Tom Owdom, Director of Information Technology, and Dr. John Reitzel, Assistant Professor of Criminal Justice Studies at Virginia Commonwealth University's (VCU) L. Douglas Wilder School of Government Affairs, for partnering with the division on the TEMPO project. Chief Middleton recognized Lt. Rich Brown from the division's Training Unit, who introduced the following members of his team who were present: Capt. Mike Palkovics, Sgt. Marcel Cloutier, Sgt. Rachel Heinig, and Sgt. Jason Powers.

Sergeant Powers began a slide presentation on this item by providing an overview of the following topics that would be covered: branding, training, TEMPO manual, TEMPO blog, and Project 43. He explained why the division has an Intelligence Led Policing (ILP) brand, how the brand was selected, and how it is being marketed to the public.

Sergeant Powers recognized Captain Palkovics, who reviewed several levels of training associated with TEMPO, including workgroup training, Division training, and community training. Captain Palkovics identified the various groups being trained within each of these levels and noted that future training is planned to keep Division staff and citizen volunteers up-to-date on the program as it evolves. He also touched on how the program is being implemented.

Captain Palkovics recognized Sergeant Heinig, who explained the design and content of the TEMPO manual. In addition to clarifying Henrico's brand of policing, the manual details best policing practices and addresses information gathering, the intelligence cycle, Division member responsibilities, staff accountability, definitions, and training procedures. It also highlights 28 Code of Federal Regulations (CFR), part 3, which governs criminal intelligence systems and the collection, storage, and dissemination of criminal intelligence information.

Sergeant Heinig recognized Sergeant Cloutier, who shared the history, research, and development behind the TEMPO forum and dashboard. The product was designed internally by the Department of Information Technology at no cost to the County. Sergeant Cloutier provided a demonstration of the TEMPO forum and dashboard as Police Division officers on the street will see it and use it on their mobile data terminals (MDTs).

The Board recessed for dinner at 5:30 p.m. and reconvened at 5:35 p.m.

Sergeant Cloutier continued the demonstration by showing the Board the live TEMPO dashboard feed each County police officer now has access to in his or her police vehicle. During the presentation, Chief Middleton responded to questions from Mrs. O'Bannon regarding the Division's ability to measure the outcomes of ILP and the impact of TEMPO on the County's crime rates. Chief Middleton explained that the TEMPO dashboard should increase productivity by making previously available information accessible in one software product and providing a more efficient way of getting information to officers in the field. He cautioned that as the County becomes more urbanized, it will be necessary to look beyond the numbers to determine the effectiveness of ILP and TEMPO.

At the conclusion of the demonstration, Chief Middleton recognized Dr. Reitzel, who explained VCU's partnership with the Police Division on Project 43, a study that will scientifically assess, evaluate, and validate data on the TEMPO policing model to ensure the Division is on target with the TEMPO team's goals and objectives. The study is based on Evidence Based Policing (EBP), which derives from the medical model to evaluate police crime reduction efforts and determine best practices, and will enable Dr. Reitzel to determine whether randomized patrols and saturation policing are reducing or deterring crime. Dr. Reitzel cautioned that the County cannot live or die by crime rates but needs to assess the Police Division by how the officers do their jobs.

Mr. Vithoukas thanked the Police Division, Department of Information Technology, and Dr. Reitzel for their efforts with TEMPO and reiterated that the purpose of this presentation and demonstration was to show the Board how the County's police officers for the first time have a broad range of automated information at their fingertips through an automated system that was developed and implemented at no cost to the County. He and Chief Middleton also noted the hard work of Lt. Col. Jim Fitzgerald, Assistant Chief of Police, in overseeing the TEMPO workgroup.

There being no further business, the meeting was adjourned at 5:55 p.m.


Chairman, Board of Supervisors
Henrico County, Virginia