

2023

# ANNUAL REPORT

Albemarle County Police Department



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# County Leadership



## BOARD OF SUPERVISORS

The Code of Virginia provides that each county be governed by a board of supervisors which is elected by qualified voters. The Albemarle County Board of Supervisors is comprised of six members, one elected to represent each Magisterial District.



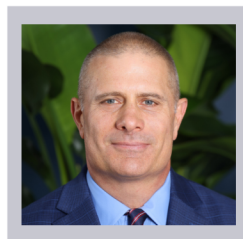
Pictured from left to right, back to front: Mike Pruitt (Scottsville), Ann Mallek (White Hall), Bea LaPisto-Kirtley (Rivanna), Ned Gallaway (Rio), Jim Andrews (Samuel Miller) and Diantha McKeel (Jack Jouett).

## COUNTY EXECUTIVES

The day-to-day operations of local government are overseen by County Executive Jeff Richardson. The County Executive, with the Executive Leadership Team, works with departments to ensure that the County's programs and services are fulfilling the organizational mission, vision, and core values, advancing the County's strategic priorities, and meeting critical needs through the work with the Board of Supervisors, regional partners, and staff. Deputy County Executive Trevor Henry supports the public safety functions, including ACPD.

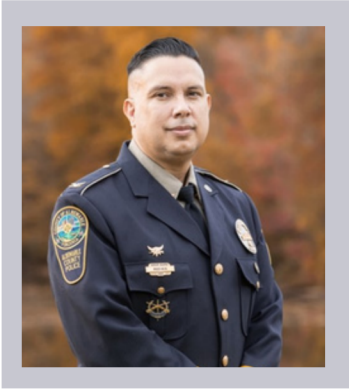


**JEFF RICHARDSON**  
COUNTY EXECUTIVE



**TREVOR HENRY**  
DEPUTY COUNTY EXECUTIVE

# A MESSAGE FROM THE CHIEF



**COLONEL SEAN REEVES**  
CHIEF OF POLICE

Dear Albemarle County Community,

As the Chief of Police, I am proud to present the Albemarle County Police Department's Annual Report for 2023. This report highlights the department's achievements, challenges, and initiatives in serving and protecting our community.

The year 2023 presented challenges in the areas of gun violence, opioid overdoses, and automobile thefts. Despite the complexities associated with investigating these types of incidents, we remained committed to providing professional, ethical, and impartial law enforcement services to enhance the quality of life for all. In this report, you will find some of the notable 2023 accomplishments and statistics of our department, such as:

- We participated in several new initiatives and partnerships, including the Community Safety Working Group (CSWG), which is a collaborative effort between Albemarle County, City of Charlottesville, and the University of Virginia to address the root causes of violence and crime in our region. We also joined Project Safe Neighborhoods, a federal program that targets the most violent offenders and gangs in our area and provides grant funding opportunities for community engagement efforts.
- We equipped our officers with Naloxone (Narcan), a life-saving medication that reverses the effects of opioid overdose. Our officers saved 11 lives in 2023 by administering Narcan to individuals who were experiencing an overdose.
- We implemented the Human Services Alternative Response Team (HART). HART is a co-responder model that pairs police, fire rescue, social services, and community partners to respond to mental health calls for service. This innovative approach aims to provide more effective and compassionate care to individuals in crisis, while reducing the burden on the criminal justice system.

These are just some of the highlights of our department's work in 2023. I invite you to read the full report to learn more about our activities, programs, and achievements. I also encourage you to visit our website, follow us on social media, and contact us with any questions, comments, or suggestions, as we always welcome feedback to help improve our services and performance.

On behalf of the Albemarle County Police Department, I thank you for your continued support and cooperation. We are honored and privileged to serve you and look forward to our continued partnership in making Albemarle County a safe and prosperous community for all.

A handwritten signature in black ink that reads "Sean Reeves". The signature is fluid and cursive.

Colonel Sean Reeves  
Albemarle County Chief of Police

# Guiding Principles

## Mission

The mission of the Albemarle County Police Department is to provide for the safety and security of all people while protecting individual rights and building trust in our diverse communities through quality service.

## Values

We believe in excellence in public service through:

- Integrity
- Innovation
- Stewardship
- Community
- Learning

## Strategic Goals

- Strengthen Community Trust, Legitimacy, Accountability, and Transparency
- Enhance Community Safety
- Invest In Our People

# THE PEOPLE WE SERVE

Located in the Piedmont region of Central Virginia, Albemarle County has an area of 726 square miles. The county is a unique blend of rural and urban developments with an estimated population of 114,534\*. Known for its association with Thomas Jefferson, Albemarle County is home to Monticello, which can be found on our badges.

## Albemarle County Community Demographics\*

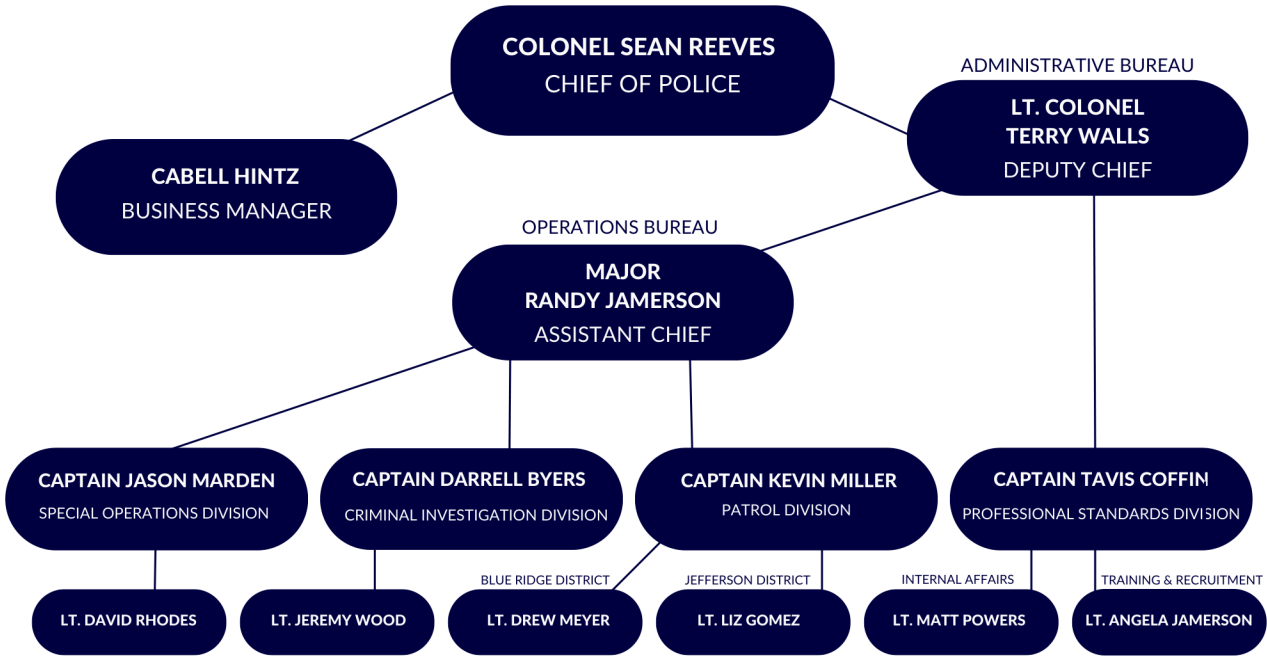
\*2022 Census Demographics Summary (114,534) Census.gov

Demographic	Community Percentage	Sworn Officers	Non-Sworn Staff	Male Sworn Officers	Female Sworn Officers
Hispanic or Latino	6.1%	3.9%	8%	100%	0%
Black or African American	9.7%	4.6%	4%	100%	0%
White	81.1%	91.5%	84%	86%	14%
Asian	5.9%	0%	4%	0%	0%
Native Hawaiian/Pacific Islander	0.1%	0%	0%	0%	0%
American Indian or Alaska Native	0.4%	0%	0%	0%	0%
Multiple Races	2.9%	0%	0%	0%	0%

### Chief's Note

*"We increased our overall staffing levels for sworn staff by 6 officers and 1 sworn School Resource Officer, moving our overall staffing to 161 sworn positions. This much needed increase is driven by our need to keep pace with our growing population, continued community engagement efforts, meeting our targeted Priority One response times in the urban and rural areas of the county, and having the resources to meet the needs of our diverse community."*

# COMMAND ORGANIZATIONAL CHART



Pictured from left to right, back to front: Lt. Liz Gomez, Lt. Jeremy Wood, Lt. David Rhodes, Lt. Drew Meyer, Lt. Matt Powers, Lt. Angela Jamerson, Capt. Tavis Coffin, Capt. Jason Marden, Capt. Kevin Miller, Capt. Darrell Byers, Lt. Col. Terry Walls, Maj. Randy Jamerson, Col. Sean Reeves.

# Patrol Division

Our Patrol Division is responsible for providing traditional policing services while establishing partnerships that meet the needs of a changing community. One way we provide this service is geo-policing.

Geo-policing is a community-based policing model that ACPD implemented in 2012.

It divides the county into two districts to which officers are assigned. This positions officers to get to know the people in their community by

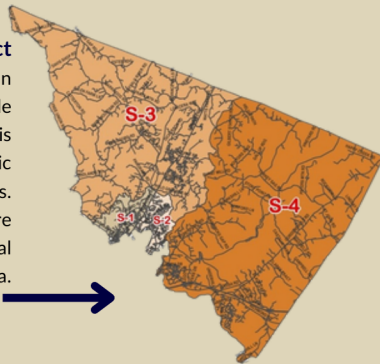
covering the same areas and encouraging them to have positive interactions with the individuals of Albemarle. Geo-policing also provides officers with a greater sense of local issues, builds stronger ties within the community, and encourages officers to take ownership of the community's concerns within their assigned area.

63%

of the department's sworn staff are allocated to the Patrol Division.

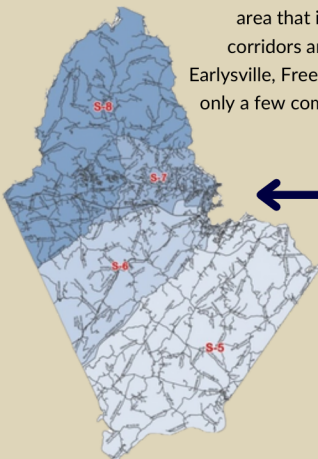
## Jefferson District

The Jefferson District is 211 square miles within the northern and eastern portions of Albemarle County. The Rivanna River flows through this area that is also home to several economic corridors and defense intelligence agencies. Earlysville, Free Union, Shadwell and Rio Hill are only a few communities that make up this rural and urban area.



## Blue Ridge District

The 515 square miles that make up the Blue Ridge District in the western and southern portions of Albemarle County are home to many diverse communities, scenic highways, and beautiful mountain vistas. The communities of Afton, Whitehall, Crozet, Ivy, Batesville, Southwood, Monticello, Keene, Woodridge, Scottsville, and Howardsville call this district home.



# Calls for Service

6%

decrease in number  
of total calls for  
service to 2022.

## 77,672 Total Calls For Service (CFS)

**32,506**  
**Emergency Communications  
Center (ECC) Initiated\***

This is a **1% increase** of the number of ECC dispatched calls to 2022.

*\*Emergency or non-emergency calls answered by ECC staff and dispatched.*

**45,166**  
**Officer Initiated\***

This is a **11% decrease** of the number of officer-initiated calls to 2022.

*\*Includes calls such as administrative calls and officer-initiated extra patrols.*

Year	ECC Initiated	Officer Initiated	Total Calls	% Change to Prior Year
2023	32,506	45,166	77,672	6% decrease
2022	32,235	50,631	82,866	20% increase

*\*After conducting a review of our data, we determined that a portion of ECC calls for service were omitted in 2022. Updated data for 2022 is reflected in the table above.*

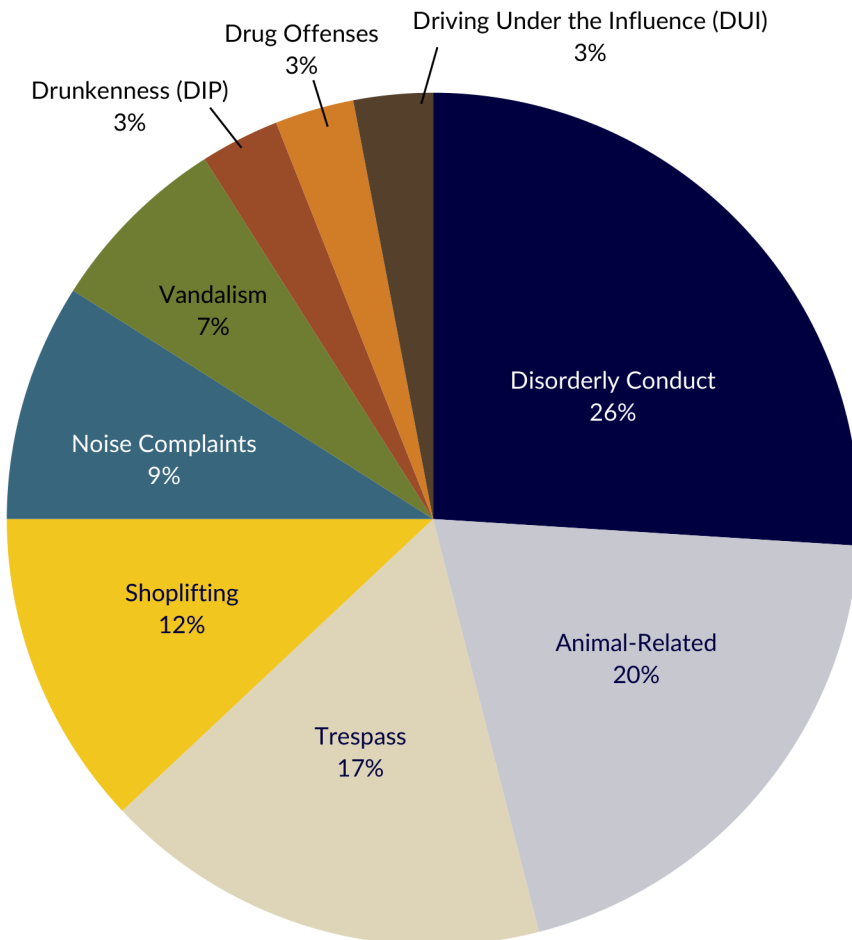
### Chief's Note

"There were 637 Priority One CFS in urban areas. We averaged a response time of 3 minutes and 36 seconds for these and met our response time of 5 minutes 75% of the time. For rural areas, we had 195 Priority One CFS, averaging a response time of 10 minutes and 17 seconds, and meeting our response time of 10 minutes 48% of the time. Our primary goal is to ensure the safety of all residents by meeting our response time targets 100% of the time. This shortfall in meeting our target can, in part, be attributed to staffing challenges that we are actively addressing through recruitment and retention efforts."

# Quality of Life

At Albemarle County Police Department, public service is the cornerstone of our value system. The highest form of service is the protection of lives and property in our community. Our county provides a diverse and exciting environment for professional achievement and personal experiences. We recognize that our success as a department and as law enforcement officers is measured by the safety and well-being of our community.

## 2023 Quality of Life Calls



\*Both solicitation and littering/illegal trash dumping received 0% of quality of life calls for service in 2023.

# Mental Health Response

Each year, ACPD officers respond to hundreds of mental health calls for service, spending thousands of hours working with people in crisis. In 2023, Albemarle County launched a new approach to the way we provide services to those in crisis, the Human Services Alternative Response Team (HART).

HART is a joint program of the Albemarle County Police Department, Fire Rescue, and Department of Social Services with the purpose of responding to and following up on emergency calls that are mental health and/or substance use related through a collaborative, trauma-informed, human-centered approach.

This model offers an opportunity to de-escalate and support residents who are in crisis, connect them to resources, and, when necessary, utilize crisis stabilization services to divert the individual away from the emergency department or jail.

In its first six months, 146 individuals were served by HART. Of those calls for service, 112 individuals were experiencing a mental health crisis and 34 were suffering from substance use. These numbers do not reflect the numerous follow-ups the team makes.



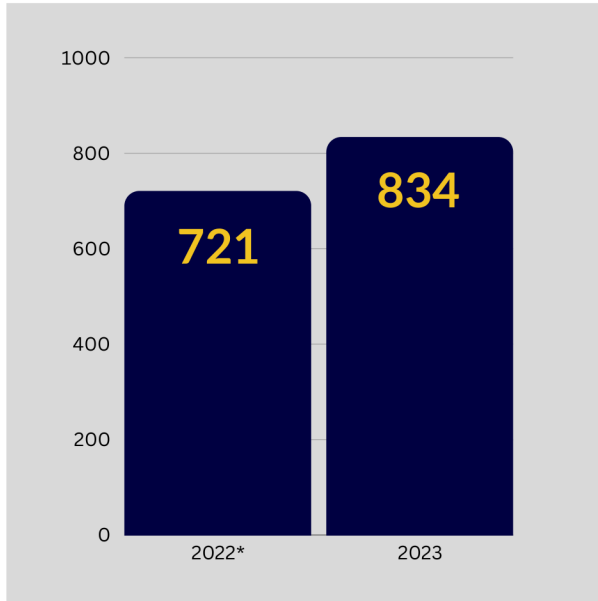
Officer Brian Miller is the designated HART member from the police department.

## Chief's Note

*"HART is a co-responder model that pairs police, fire rescue, and social services personnel with a mental health clinician to respond to mental health calls for service. This innovative approach aims to provide more effective and compassionate care to individuals in crisis, while reducing the burden on the criminal justice system."*

# Mental Health Calls

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\*ACPD previously reported 655 mental health calls for service in 2022. This was an error that is corrected above.

Mental health incidents have increased year-over-year, and in 2023, the department saw a 15.7% increase in these calls. This is a true increase and unrelated to the creation of HART but underscores just how important this new team is to responding to the needs of Albemarle County.

ACPD officers complete Crisis Intervention Training (CIT). This training includes strategies to assist community members in Albemarle County with empathy and understanding. Strategies include de-escalation tactics, recognition skills, and education about resources available to the people we encounter in crisis.



# COMMUNITY OUTREACH

The Albemarle County Police Department participated in dozens of community outreach and engagement events in 2023 including, but not limited to: **National Night Out** where ACPD, joined by Shelter for Help in Emergency and the Thomas Jefferson Planning District Commission, visited several neighborhoods. In partnership with Albemarle County Parks and Recreation, ACPD hosted a **Community Day at Simpson Park**. Our annual **Putt Putt with the Police**, held in partnership with the Albemarle County Police Foundation, hosted more than 900 children and their families in 2023. In October, ACPD and other community partners teamed up for two **Trunk-or-Treat** events which saw more than 1,000 people at the Darden Towe Park event. Rounding out a year full of community events, ACPD participated in **Toy Lift Charlottesville**. Multiple patrol cars were filled with children's toys that were donated to local children in need, and officers built more than 360 bikes. In addition to the toys, ACPD officers donated and made a collective monetary contribution of \$2,300 to Toy Lift.



3,094

New Facebook  
Followers  
in 2023

235

New Instagram  
Followers  
in 2023

99

Press Releases and  
Media Advisories  
in 2023



# Special Operations Division

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The Special Operations Division is primarily responsible for traffic safety education and enforcement, K-9 Support, Problem-Oriented Policing, and the Animal Protection Unit, as well as additional specialty units and teams.



## Problem-Oriented Policing (POP)

The Problem-Oriented Policing (POP) Unit is tasked with examining ongoing quality-of-life issues in the County, focusing on community engagement and examine the department's repeat calls for service. In 2023, the POP Unit attended **44** meetings, events, and community presentations. They completed **14** Safety and Security Assessments on businesses, apartments, and schools.

## Auxiliary Police Officers

Our Auxiliary Police Officers provide valuable services to our community members every day. You can find them directing traffic, checking houses while residents are away, and helping out wherever needed—all as volunteers. This unit completed more than **139** house checks at residents' requests. They worked a total of **1,197.5** hours. If you would like to learn more about becoming an auxiliary officer, contact our Special Operations Division at 434-296-5807.

## Animal Protection Unit (APU)

The APU, comprised of sworn officers with specialized training in animal control and protection, works with community and local partners to encourage responsible pet ownership and the humane treatment of animals. This is achieved through education as well as the enforcement of state laws and County ordinances related to animal health and safety. In 2023, ACPD received more than **2,500** animal-related calls, the majority of which were handled by the APU directly, and safely transported **196** animals to the local shelter or returned them directly to their owners.



## The Underwater Recovery Team

The Underwater Recovery Team (URT) provides support to both ACPD and other jurisdictions with the collection of evidence and/or property that is underwater.



### School Resource Officer (SRO)

After more than three years, Albemarle County Public Schools reinstated the school resource officer program in 2023. Officer Jamie Kwiecinski (pictured) is the police department's sole SRO. In this sworn law enforcement role, Officer Kwiecinski is dedicated to Albemarle High School and works in collaboration with the school and the community as a resource for safety, crime prevention, and security.

### Emergency Response Group

The Emergency Response Group consists of both the Special Weapons and Tactics (SWAT) and Crisis Negotiation Team (CNT). This group supports the police department and any other requesting law enforcement agency, with approval from the Chief of Police or designee, with a tactical response to high-risk incidents, life-threatening situations, and crisis events.

Members are selected after a thorough assessment with approval from the Chief. The Emergency Response Group was activated **7** times for emergency operations and **7** times for pre-planned events in 2023.

### Bike Team

All officers on the Bike Team must complete a demanding 40-hour certification course, including firearms qualifications, which they must maintain annually. Team members provide support to events and also hold several bike rodeos throughout the county each year, teaching young riders about bike safety and the rules of the road.

### K-9 Unit

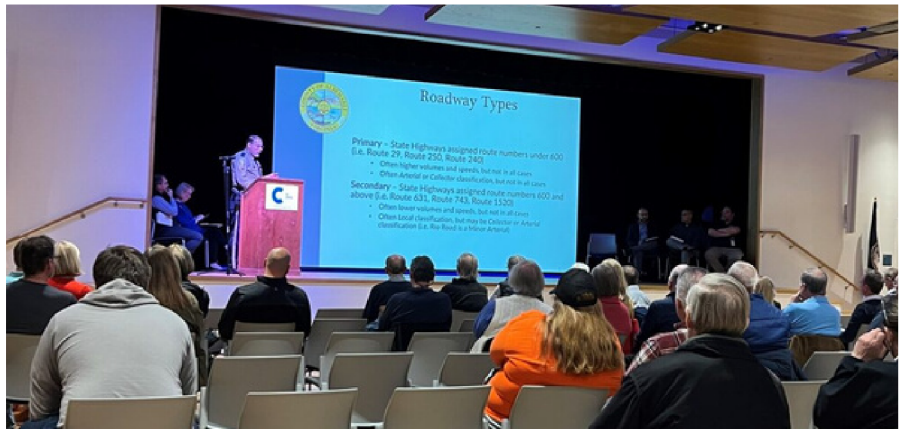
There are 5 handlers/officers and 5 canines in the K-9 Unit, each with unique skills and training. K-9 Bella is a Bloodhound with superior tracking skills. Belgian Malinois K-9s Daxel, Dembe, and Milo are tasked with assisting Patrol and Investigations for large-scale operations. K-9 Lola (pictured with Officer Bianca Poling) is a Dutch Shepherd assisting with explosives. These K-9s had a total of **189** deployments and **1,258.50** hours of training in 2023.



# Traffic Unit

The Traffic Unit's mission is to encourage safety on the public roadways of Albemarle County by utilizing targeted initiatives and strategies to enforce traffic laws and raise awareness on the need to drive safely. The Traffic Unit also completes crash reconstruction, providing investigations for fatal and serious automobile crashes.

ACPD uses a collaborative approach to engage the community and stakeholders to address local traffic safety. In 2023, ACPD hosted three Traffic Town Halls. Held at different locations throughout the county, these 1-hour presentations and Q&A sessions connected members of the community with representatives from ACPD, County, Community Development, Board of Supervisors, and VDOT.



Major Randy Jamerson presenting during a Traffic Town Hall event held in February 2023.

**33**

traffic initiatives  
conducted to address  
negative driving  
behaviors

**85**

speed studies  
conducted by the  
Traffic Unit

**367**

crashes in Albemarle  
County involved speed  
as a factor

**3,245**

traffic stops made by  
the Traffic Unit

**9,406**

total traffic stops  
conducted by ACPD

## 2023 Fatal Crash Statistics

- 50% of fatal crashes involved the deceased not wearing their seatbelt\*
- 44% of fatal crashes can be at least partially attributed to excessive speed
- 33% of fatal crashes can be at least partially attributed to impaired driving

*\*excludes pedestrian and motorcycle crashes where seatbelts were not an option.*

Year	Crashes	Fatal Crashes	Total Fatalities
2023	2,035	9	10
2022	1,916	16	17



Members of the Traffic Unit conducting a traffic safety checkpoint.

### Chief's Note

*"We saw a 43.75% decrease in fatal traffic crashes, thanks to our proactive traffic enforcement and education efforts. We held several Traffic Town Hall events to engage with the community and address their concerns. Our Traffic Unit conducted 33 traffic initiatives and 85 speed studies to improve road safety and mobility."*

# Criminal Investigations Division

Homicide, Robbery, Theft, Fraud, Cyber Crime, 3A Narcotics and Gang Task Force, and Special Victims detectives are all a part of the Criminal Investigations Division (CID). CID also has oversight of the Victim/Witness Assistance Program and Evidence Unit.

## Total Part 1 Crimes

	2022	2023
Homicide	3	6
Forcible Rape	24	31
Aggravated Assault	54	62
Robbery	17	18
<b>Total Crimes Against People</b>	<b>98</b>	<b>117</b>
Burglary	102	104
Stolen Motor Vehicles	105	113
Larceny	1,688	1,640
<b>Total Property Crimes</b>	<b>1,892</b>	<b>1,857</b>
<b>Total Part 1 Crimes</b>	<b>1,990</b>	<b>1,974</b>

The Federal Bureau of Investigation's Uniform Crime Reporting (UCR) Program collects data about Part 1 offenses in order to measure the level and scope of crime occurring throughout the nation. Each month, ACPD submits information on the number of offenses, cleared by arrest or exceptional means, and the age, race, and gender of the arrestees.

### Chief's Note

*"We recorded a slight decrease in Part 1 Crime, which includes the most serious and violent offenses. However, we also faced some increases in certain categories, such as homicide, rape, aggravated assault, robbery, burglary, and motor vehicle theft. We are working diligently to solve these crimes and bring the perpetrators to justice, while also implementing preventive measures and strategies to reduce the opportunities and motivations for crime."*

## Evidence Unit

The Evidence Unit is made up of one sworn police sergeant and two full-time non-sworn evidence clerks. The unit is responsible for recording and providing safe storage of all incoming property and evidence. This unit is also tasked with making evidence available for court, satisfying lab requests, and disposing of evidence as required by state law. During a December 2023 audit, the Evidence Unit housed **18,277** pieces of evidence.



## The 3A Narcotics and Gang Task Force

In 2023, the 3A Narcotics and Gang Task Force was comprised of investigators from the Albemarle County Police Department, Virginia State Police, Greene County Sheriff's Office, Nelson County Sheriff's Office, and the Drug Enforcement Administration (DEA) Charlottesville post of duty.



\*Photo from a 3A Narcotics and Gang Task Force executed search warrant.

## 2023 Stats

- 35 Search Warrants Served
- 95 Felony Arrests
- 39 Weapons Seized
- 99 Controlled Purchases

## Drugs/Firearms Seized

- 7.5 pounds of Cocaine
- 6.1 pounds of Heroin/Fentanyl
- 42.2 pounds of Methamphetamine
- 39 firearms (3 fully automatic)
- \$2,919,450 seized drug value
- 925 pounds of medications collected at Drug Take Back Days

# Professional Standards Division

Our Professional Standards Division (PSD) houses our Recruitment and Training Unit, Internal Affairs, Police Services, and Freedom of Information Act (FOIA) Specialist. PSD upholds the mission and values of the Albemarle County Police Department and is committed to ensuring the highest standards of excellence, trustworthiness, and accountability of our profession and service to the community.

## Recruitment and Training Unit (RTU)

RTU is responsible for recruiting, hiring, and onboarding/offboarding ACPD personnel. Additional responsibilities include maintaining accreditation standards, conducting background investigations, as well as coordinating, developing, and implementing department training and policies. In 2023, the Recruitment and Training Unit processed approximately **638** training orders and attended **29** recruitment events.



RTU is also responsible for organizing the annual first-line supervisors training, an internal leadership course that focuses on technical skills and leadership philosophy development.

In 2023, RTU developed and implemented an annual phase training program designed to maintain and improve the operational skills of sworn personnel.

## Police Services Unit

If you have called or visited the police department, chances are your first contact was with a member of our Police Services Unit. Operating 24 hours a day, including holidays, our Police Services Unit personnel are responsible for maintaining all police incident records and ensuring compliance with state and federal regulatory standards. Other responsibilities include assisting residents with the issuance of solicitor permits, providing copies of vehicle crash reports, and processing subpoenas needing to be served on ACPD personnel. In 2023, the Police Services Unit processed **1,955** warrants, **1,696** protective orders, and **1,738** arrest records.

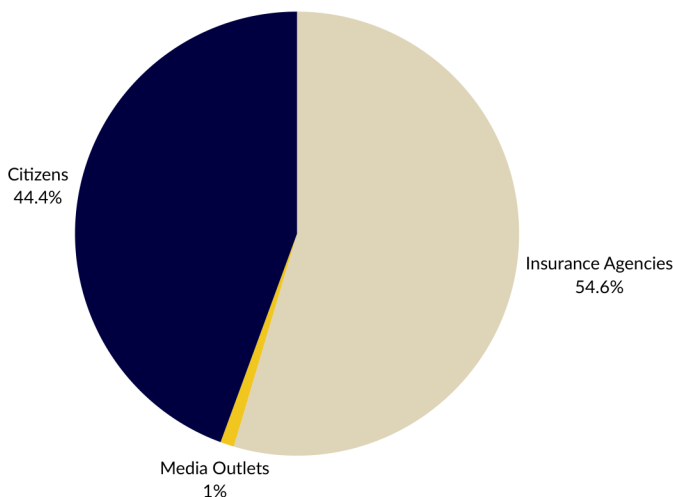
## Office of Professional Standards

Commonly known as Internal Affairs, the Office of Professional Standards (OPS) oversees all compliments and complaints involving ACPD personnel, as well as oversees the ride-along program. In 2023, **37** individuals participated in the ride-along program. Under the Chief's direction, OPS also serves as the primary investigative unit for all criminal, excessive force, discrimination, and other civil rights violations alleged to have been committed by ACPD personnel.

## Freedom of Information Act (FOIA)

The Virginia Freedom of Information Act (FOIA) guarantees Virginia residents and media representatives access to public records held by the Albemarle County Police Department. Working closely with the Albemarle County Attorney's Office, our part-time FOIA specialist handled **559** FOIA requests in 2023 (13 more than the year prior).

### Breakdown of FOIA Requesters in 2023



# COMMUNITY FEEDBACK

**78**  
**Community**  
**Commendations of**  
**Officers**

**58**  
**Complaints**  
**Out of 77,672**  
**Calls for Service**

## Assaults on Officers

	Assaults on Officers	Resulted in Injuries
2023	3	2
2022	3	0

### Response to Resisting Arrest and Use of Force

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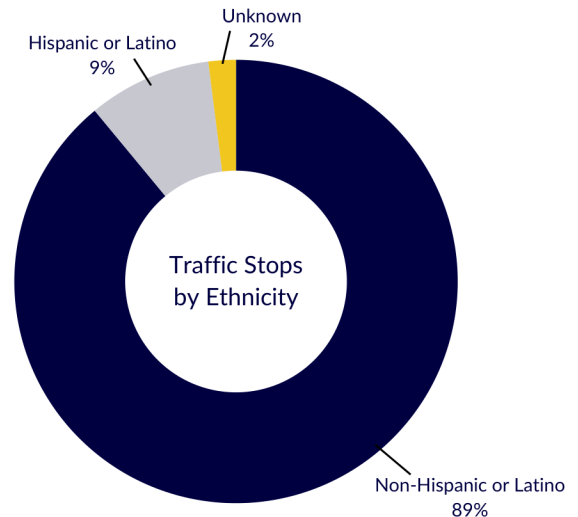
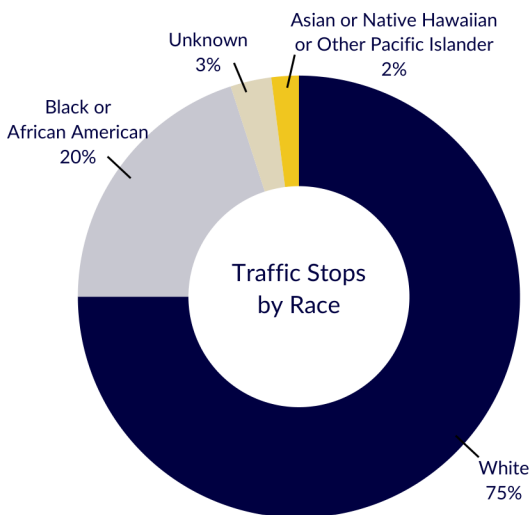
In 2023, Albemarle County Police Officers made 1,738 arrests. On 10 occasions, officers were required to use force to overcome resistance or threat. There were no founded excessive force cases in 2023.

### Chief's Note

*“Commendations and complaints from the community recognize the outstanding performance and professionalism of our officers and staff as well as areas for improvement. We are grateful for the support and appreciation of our community, and regardless of the nature of the feedback, we strive to maintain and enhance the trust and confidence that you have placed in us.”*

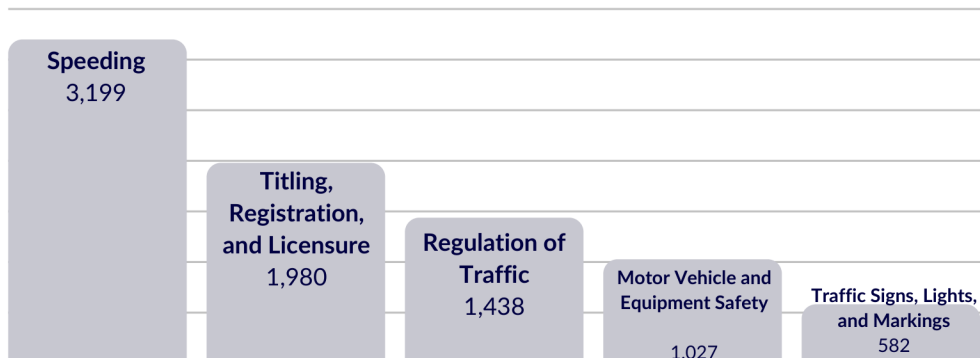
# COMMUNITY POLICING DATA

The Virginia Community Policing Act requires law enforcement agencies to collect demographic information during traffic and investigatory stops. This data is submitted to a statewide Community Policing Reporting Database maintained by the Virginia State Police. The database contains all records of investigatory motor vehicle stops, all stop-and-frisks of a person based on reasonable suspicion, and other investigatory detentions that do not result in an arrest or the issuance of a summons. This statewide data is analyzed to determine the prevalence of bias-based profiling.



\*There were 0 traffic stops for American Indian or Alaska Native.

## Top 5 Violation Categories



# VICTIM/WITNESS ASSISTANCE

The Albemarle County Police Department's Victim/Witness Assistance Program strives to provide victims and witnesses of crimes with quality and responsive services to help them through the court process. This team ensures that the rights of victims and witnesses are not overlooked and that they are treated with dignity, respect, and remain informed of their rights during their involvement with the criminal justice system.



Pictured from left to right: Susan Painter, Jennifer Hernandez, Sandra Abbott, Deborah Graham, and Fiddy.

## In 2023, the Victim/Witness Assistance Team:

- Provided services to more than **1,200** crime victims.
- Assisted **12** people with claims to the Virginia Victims Fund to help cover medical, counseling, and/or funeral expenses.
- Assisted victims with obtaining **525** preliminary protective orders.
- Assisted with obtaining **226** full protective orders.

In addition, awards totaling **\$19,783.89** were made by the Virginia Victims Fund to Albemarle County victims in 2023.

\*These numbers only reflect services provided by grant-funded positions in the Victim/Witness office.

# EVOLVING COLLABORATIONS

Our department is constantly working to modernize and adapt to the evolving needs of our community. This past year, we have continued to foster strong partnerships both within our community and with regional and federal stakeholders.

In March 2023, ACPD joined the **Community Safety Working Group (CSWG)**. This new collaborative working group joins the City of Charlottesville and Albemarle County to identify gun violence reduction solutions, leverage existing resources and services, and recommend activities that will have the greatest potential impact on reducing gun violence and enhancing community safety. With representation from the City, County, UVA, nonprofit organizations, and other community groups, CSWG will continue to meet for as long as it produces actionable ideas and identifies pathways for implementation.

## Project Safe Neighborhoods

In August 2023, Albemarle County joined the Department of Justice's Project Safe Neighborhoods (PSN). PSN is a nationwide initiative that brings together federal, state, local, and tribal law enforcement officials, prosecutors, community-based partners, and other stakeholders to identify the most pressing violent crime problems in a community and develop comprehensive solutions to address them.



Members of ACPD and Albemarle County Fire Rescue participate in a full-scale training exercise at an Albemarle County school. The exercise consisted of a simulated emergency with volunteers role-playing as injured victims.

## Active Threat Training

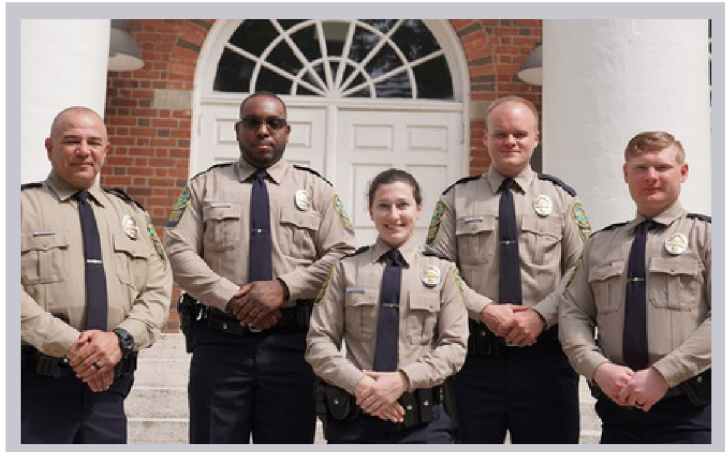
In July 2023, ACPD participated in a full-scale exercise led by the Office of Emergency Management that brought together nearly 200 individuals from local government and schools to demonstrate and test response to an active threat incident at a school. The exercise was intended to improve education, experience, and ability of first responders and others to respond to active threat emergencies to save as many lives as possible.

# New Officers

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Albemarle County Police Department proudly welcomed 11 new academy graduates to the department in 2023. These officers started their service with a 20-week academy at the Central Shenandoah Criminal Justice Academy. After successfully passing all requirements for law enforcement certification in the Commonwealth of Virginia, they began an intensive six-week post-academy training with ACPD. This training focused on topics specific to Albemarle County and ACPD. Upon completion of that training, they were paired with a field training officer for another 12 weeks of training in the field before being released for individual duty.

Basic Law Enforcement  
**Class 147**



Basic Law Enforcement  
**Class 148**



# Be ACPD

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We believe every individual is deserving of an experience that is professional, empathetic, and responsive. Our core values of Community, Integrity, Innovation, Stewardship, and Learning guide us to provide for the safety and security of our diverse community while protecting individual rights and delivering quality services.

ACPD does not hire someone just to fill a vacancy. We hire the best candidates for service to Albemarle County. Our police officers are vetted through a rigorous hiring process. Candidates must successfully complete background checks, polygraphs, psychological exams, physicals, and interviews with command staff.

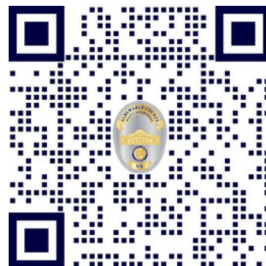
## Hiring Process

- Complete application online.
- Pass the physical agility test (LAWFIT).
- Pass a pre-screen background check (criminal history and driving history).
- Pass an oral interview panel (behavior-based questions).
- Pass a polygraph examination.
- Pass a background investigation.
- Pass conditional offer interview.
- Pass medical and psychological examinations after a conditional offer of employment.
- Meet with Professional Standards Division commanders.
- Successfully complete a 20-week regional basic academy, a regional training program, and a field training program.
- Successfully complete probationary period.

## Benefits

- Take-home vehicle for officers living within 20 air miles.
- Full retirement benefits through the Virginia Retirement System.
- Low-cost insurance options.
- Tuition assistance with salary increases for associates and bachelors degrees.
- Uniform and equipment furnished and yearly uniform allowance.

**ARE YOU READY TO BE ACPD?**



Apply today by scanning the QR code or visiting [www.albemarle.org/BeACPD](http://www.albemarle.org/BeACPD)

# 2023 Award Recipients

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At the annual award ceremony, the Albemarle County Police Department and the Albemarle County Police Foundation recognized the collaboration, dedication, personal achievement, and commitment to excellence of the following individuals.

**Officer of the Year:**  
Officer James Potter

**Rookie of the Year:**  
Officer Amanda Conner

**Detective of the Year:**  
Detective Michael Schneider

**Civilian of the Year:**  
Susan Painter

**Chief's Eagle Award:**  
Officer Steve McCall

**Professionalism Award:**  
Jason Scarlata

**One Organization Committed to Excellence (External):**  
Albemarle County Facilities and Environmental Services

**One Organization Committed to Excellence (Internal):**  
Officer Greg Anastopoulos

**Steve Sellers Leadership Award:**  
Sergeant Lance Smith

**Foundation Award:**  
Richard Hewitt

**Community Relations:**  
Mark Wood of  
Putt-Putt Charlottesville

**L.F. Wood Community Service Award:**  
Officer Brian Jones



2023 ACPD and Foundation award winners pictured during the award ceremony in December 2023.

# Lifesaving Awards

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In 2023, the following individuals displayed extraordinary performance in their duty to serve. They took direct, immediate, and positive action to preserve the life of another human being. Through these selfless acts of courage, these individuals embrace the true meaning of what it means to be a servant and act without hesitation to render aid.

*Officer Clay Clarkson (2)*

*Officer Trent Cole*

*Officer Amanda Conner*

*Officer Kevin Deane*

*\*Officer Jordan DeLange*

*Officer Justin Gibson*

*Sergeant Jonathan Hickory*

*Officer David Huffman*

*Officer Enzo Irizarry*

*\*Officer Dwayne Jones (3)*

*\*Officer Roxanne Kime*

*Officer Ryan Leake*

*Officer Bailey Legg*

*\*Officer Alexa Mollica*

*Officer Jay Morris*

*Officer James Potter*

*\*\*Officer William Price (2)*

*\*Sergeant Matthew Riley*

*\*Officer John VanWitzenburg*

*\*Officer Juwan Woodson*

*\*Officer Gabrielle Whitford*

*\*Sergeant Josh Wright*

\*In April 2023, ACPD officers began carrying two nasal spray doses of naloxone (Narcan) in their patrol car's response kit. Within 24 hours of implementing the program across the department, two separate incidents occurred where officers successfully used Narcan to counteract the effects of overdoses and prevented two deaths. Those marked with an asterisk saved a life with Narcan.



Pictured from left to right, back to front: Clay Clarkson, William Price, Trent Cole, Dwayne Jones, James Potter; Josh Wright, Amanda Conner, Jordan DeLange, Juwan Woodson, Justin Gibson; Roxanne Kime, Bailey Legg, Alexa Mollica, Gabrielle Whitford.

# ACPD FOUNDATION

ENGAGING THE COMMUNITY • SUPPORTING OUR OFFICERS • STRENGTHENING ALBEMARLE



The Albemarle County Police Foundation provides a wealth of programs to support the Albemarle County Police Department and its police officers all with the mission of enhancing the safety and freedom of our community. The Foundation is guided by a committed group of volunteers who comprise the Board of Directors.

## Your Tax-Deductible Donation Supports:

- Continuing Education
- Housing Assistance Program
- Training and Equipment
- Officer Wellness
- Community Outreach
- Public Events like Santa Patrol, Putt-Putt with Police, Community Days at the Park, and more!

## Donate Today!



Scan the QR Code or visit [albemarlecountyfoundation.com](http://albemarlecountyfoundation.com)

ACPD has been a State Accredited Law Enforcement Agency for 20 years. We are currently participating in the re-accreditation process and feel confident we will again receive this honorable distinction in June 2024. The Accreditation Standards are set through the Virginia Law Enforcement Professional Standards Commission (VLEPSC) and the Department of Criminal Justice Services. The accreditation process requires an in-depth review of every aspect of the agency's organization, management, operations, and administration.



This accreditation increases our agency's ability to prevent and control crime through more effective and efficient delivery of law enforcement services to the community by gaining citizen confidence in our agency's policies and practices.



2023 marked 40 years of ACPD's history. The Albemarle County Sheriff's Office continued to serve as the County's primary law enforcement agency until 1983, when the Albemarle County Police Department was

established. Sheriff George W. Bailey transitioned from sheriff to the first police chief of the newly formed ACPD. Though still a relatively young department, we continue to honor our rich history and commitment to the community. In 2012, geographic-based community policing was implemented, which divides the county into two districts in which officers are assigned. Geo-policing provides officers a greater sense of local concerns and builds stronger ties within the community.



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@AlbemarleCoVAPolice



@acpd\_va



@ACPD\_VA