



Albemarle County Police Department

2014 ANNUAL REPORT



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Thomas C. Foley is the County Executive. The County Executive is appointed by the Board of Supervisors and is responsible for implementing the policies of the Board, preparing and executing the budget and directing the day-to-day operations of the county government.

Chief's Message



2014 was a busy year for the Albemarle County Police Department. It was a year with several heart-wrenching tragedies, which were emotionally and physically draining on survivors, victims, officers and our community. Additionally, law enforcement practices in some parts of our country have shed a negative light on law enforcement in general, causing added stresses.

Policing in America is evolving rapidly. Citizens desire more compassionate policing, equal treatment, improved transparency, better trained officers, and a diverse workforce that mirrors the community. Further, citizens desire a law enforcement workforce with a guardian mindset and a strong emphasis on community policing. Fortunately, the ACPD began the transformation to Geo-Policing in late 2012 in order to stay in front of the rapidly evolving profession. Geo-Policing embodies exactly what community leaders expect and desire from its police force.

Within the 2014 Annual Report, you will see evidence of an evolving Albemarle County Police Department. As in past editions, this report provides a snapshot of our agency in 2014 and a look at our strategic goals moving ahead. The report compares our crime data, traffic safety data and performance measures with other Virginia county police departments. New this year, grounded in community feedback, are data related police-citizen interaction to include complaints, commendations, community outreach, and demographic information.

In 2014, Albemarle County saw 5.1% decrease in overall Part 1 Crimes. Despite several high-profile homicides, violent crime decreased 31.3% from the previous year. Albemarle County police officers wrote 14.2% more traffic tickets in hopes of improving the safety of our road system. Criminal arrests are also up 8%, thanks to better collaboration between citizens and officers, under the Geo-Policing model. Geo-Policing is proving effective in helping to break down barriers between citizens and officers, resulting in a greater level of mutual trust. Greater trust translates to more collaboration and better success at solving crime.

Your police officers dedicate and risk their lives to serve this community. They do so with passion and conviction. Most importantly, they do it because they truly care about you. The outpouring of support, words of encouragement, letters and cards were immensely appreciated throughout 2014 and helped to keep our spirits high. Thank you for standing by us, supporting us and embracing us throughout 2014!

Sincerely yours,

Steve Sellers
Chief of Police, Albemarle County

Mission

The mission of the Albemarle County Police Department is to provide for the safety and security of our many diverse citizens and communities while protecting individual rights and delivering quality services.

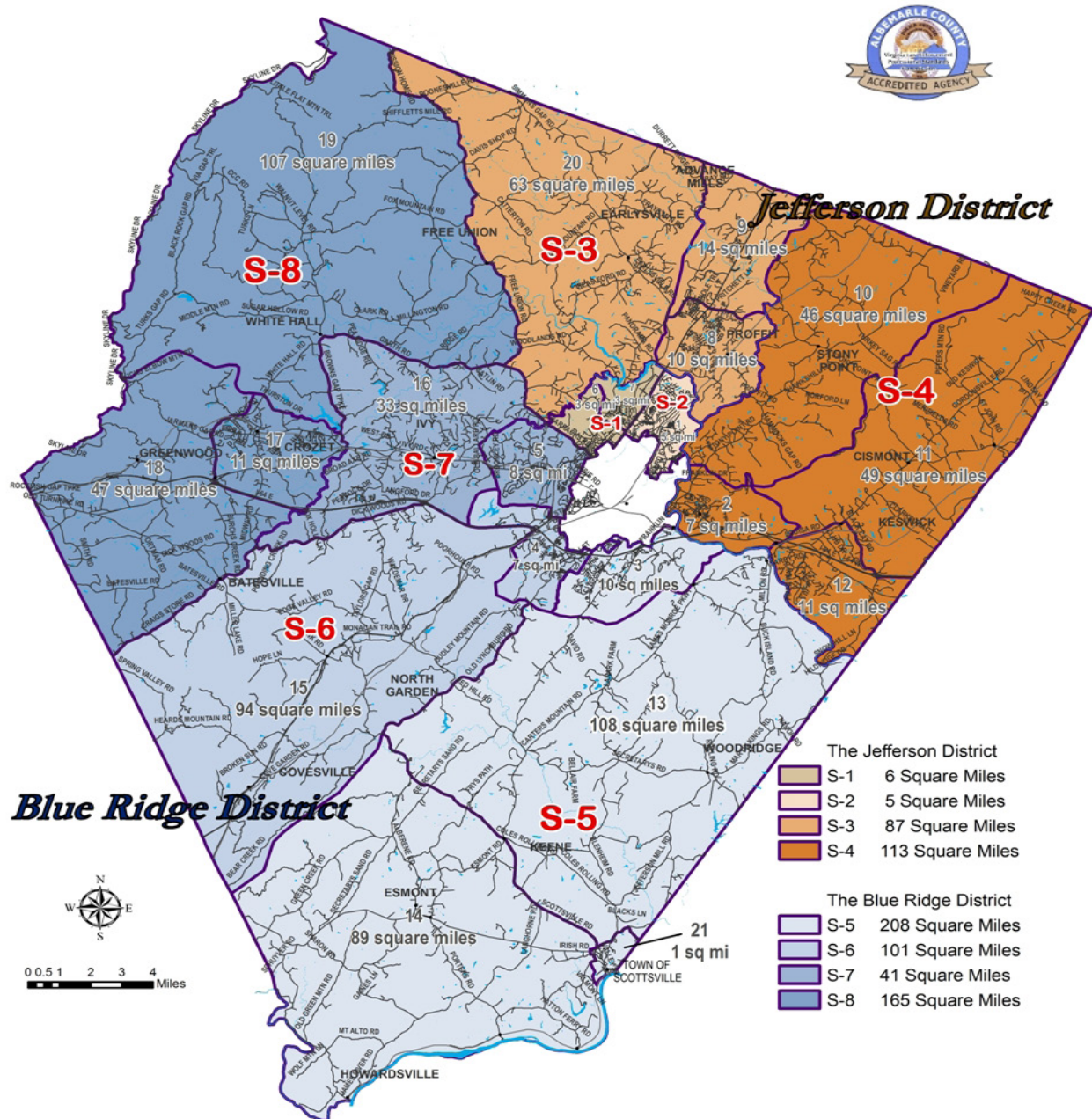


Values

- * Integrity
- * Professionalism
- * Unity
- * Preparedness
- * Innovation
- * Accountability
- * Dedication
- * Diversity
- * Learning
- * Courage

Service Area & Population

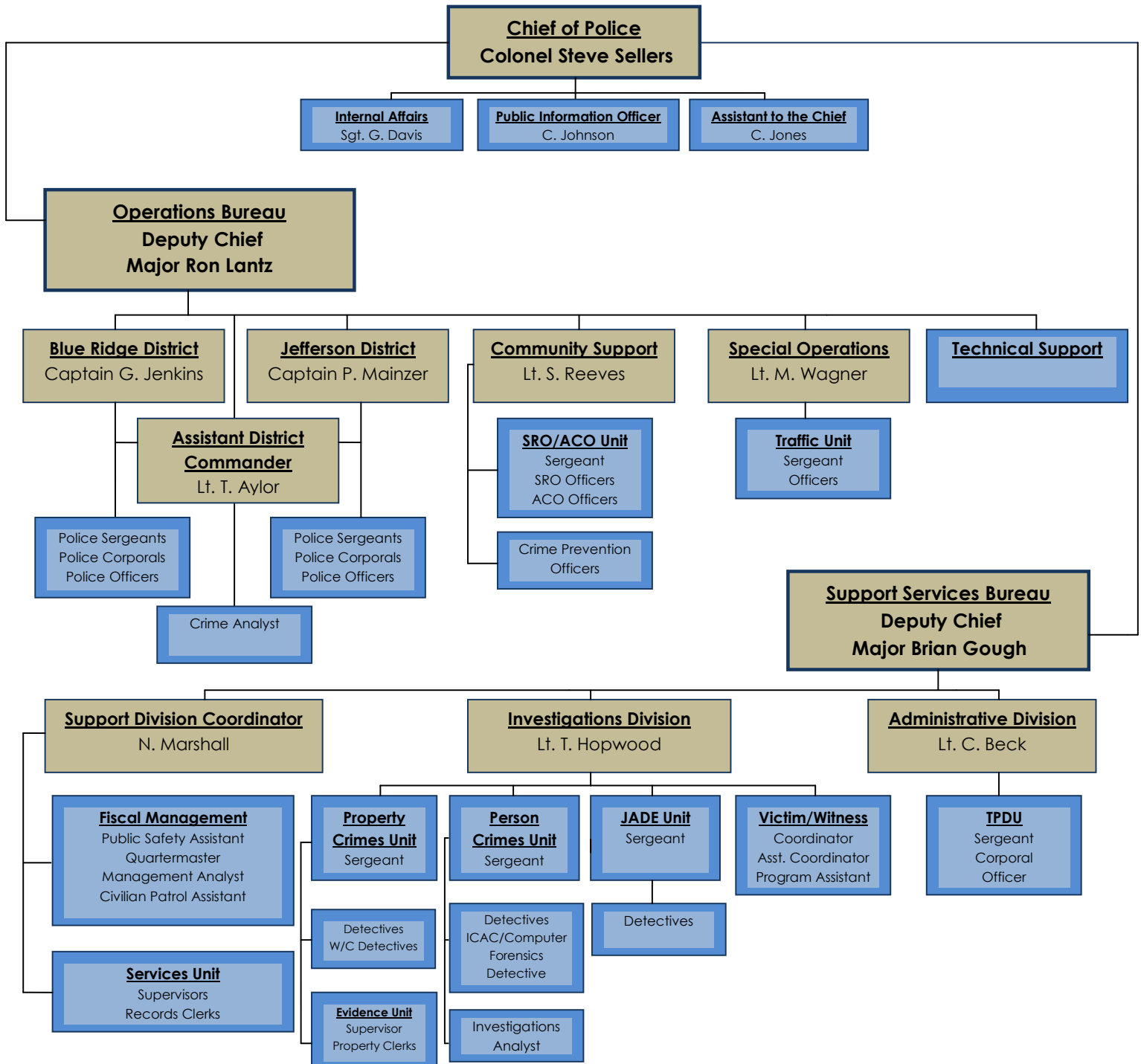
Albemarle County Police Department Geographic Districts



Albemarle County is 726 square miles in Central Virginia. The County is a unique blend of rural and urban developments. In 2012, the ACPD divided the County into two separate geographic districts: the Jefferson District and the Blue Ridge District. When the officers are assigned to their geographic district, they are able to meet the specific needs of the community. They also build relationships within the community and employ crime prevention and problem solving initiatives.

Organizational Chart

ALBEMARLE COUNTY POLICE DEPARTMENT



Banquet Awards



Jonathan Hickory
Officer of the Year

Jordan Ofrias
Civilian of the Year



Charles Winkler
Volunteer of the Year



Officer Darrell Mikes
Community Service
Award



Officer Scott Miller
Professionalism Award



Carter Johnson
One Organization
Award
Matt Smith, external
recipient



Detective Tim Carrico
Lifesaving Award



Officer Andrew Gluba
Chiefs Eagle Award



Service Awards

5 Years of Service

Detective Michael Arcoraci
Sandra Urry

10 Years of Service

Officer Jason Beach
Officer Andrew Holmes

15 Years of Service

Dawn Meadows
Officer Bill Underwood
Officer Carol Townsend
Officer Robert Warfel
Officer Bill Saulle
Detective Jon Seitz
Sergeant Jerry Utz

20 Years of Service

Officer Jeffrey Turner
Officer Andrew Gluba
Officer Scott Byram

25 Years of Service

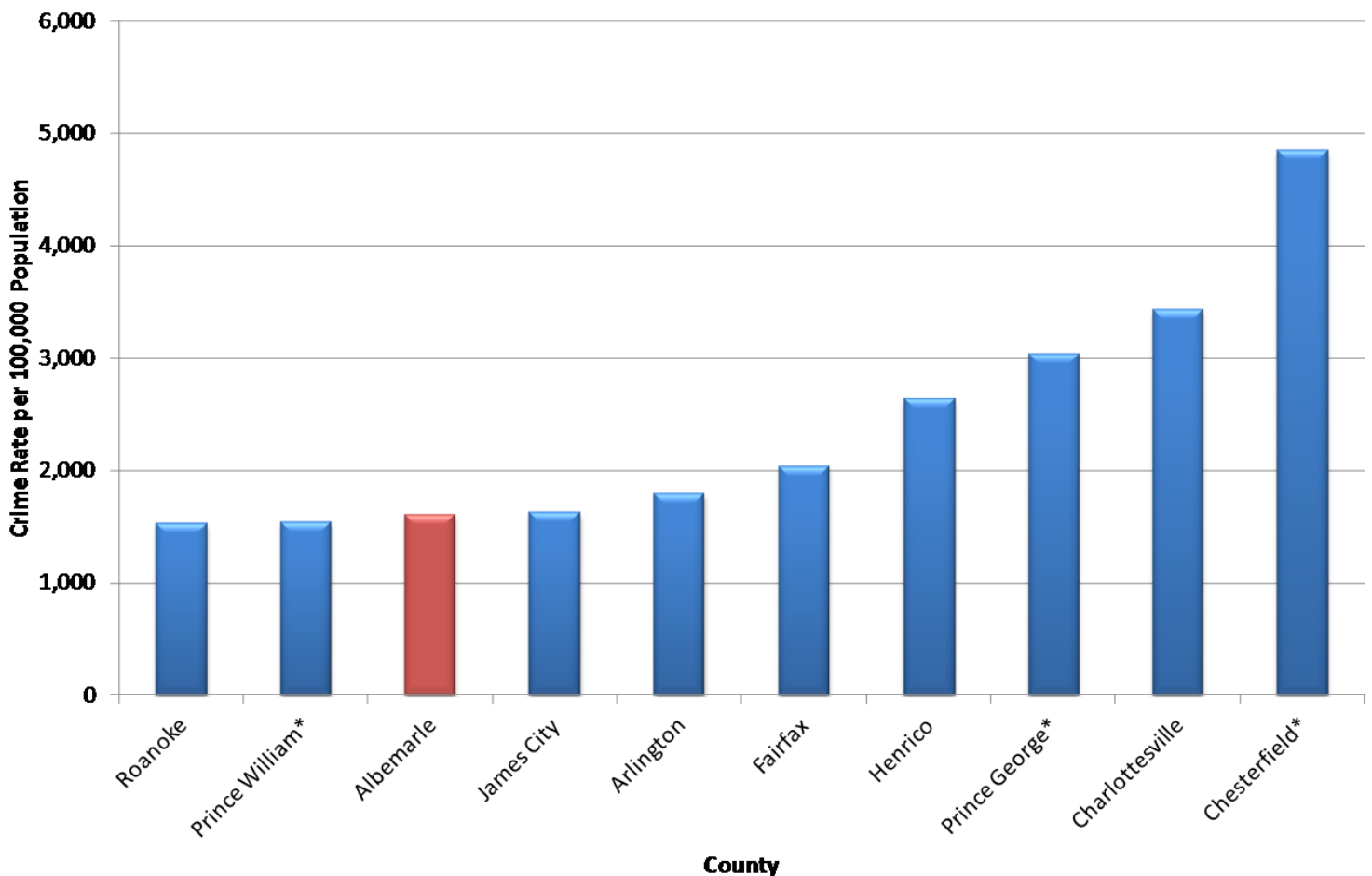
Josephine Falkins





2014 Crime Rate for Virginia County Police Departments

**Albemarle County, Peer County, and City of Charlottesville
Crime Rate Comparison - 2014**



*2013 Data

2014 Part 1 Crime Statistics for Albemarle County

OFFENSE	2009	2010	2011	2012	2013	2014	%Change 2013-2014
HOMICIDE	0	1	1	2*	1	1	0.0%
FORCIBLE RAPE	17	26	23	20	24	8	-66.7%
AGGRAVATED ASSAULTS	57	65	54	47	50	47	-6.0%
ROBBERY	26	20	21	18	24	12	-50.0%
TOTAL CRIMES AGAINST PEOPLE	100	112	99	85	99	68	-31.3%
BREAKING & ENTERING	247	274	226	234	209	201	-3.8%
STOLEN MOTOR VEHICLES	122	79	50	51	43	48	11.6%
LARCENIES	1,736	1,464	1,415	1,209	1,408	1,352	-4.0%
TOTAL PROPERTY CRIMES	2,105	1,817	1,691	1,494	1,660	1,601	-3.6%
TOTAL PART 1 CRIMES	2,207	1,928	1,791	1,581	1,759	1,669	-5.1%

*Part 1 crimes are documented per incident. There were two homicides in 2012, however, those two homicides resulted in four victims.

ACPD Arrests Data

Albemarle County Police Arrests by Race - CY 2014			
Race	Num. Arrests	Percentage	State of VA Percentage*
White	1,680	66.6%	58.1%
Black	829	32.9%	40.8%
Asian or Pacific Islander	10	0.4%	1.1%
Unknown	4	0.2%	0.0%
American Indian or Alaskan Native	0	0.0%	0.1%
Grand Total	2,523	100%**	100%**
			*2013 Crimes in VA
			**Rounding Error Present

Albemarle County Police Arrests by Ethnicity - CY 2014		
Ethnicity	Num. Arrests	Percentage
Hispanic	202	8.0%
Non-Hispanic	2,236	88.6%
Not Provided	85	3.4%
Grand Total	2,523	100.0%
	*Not provided in 2013 Crimes in VA	

Criminal arrests are up 8% in 2014 compared to 2013.

The ACPD is below the state average for percentage of minority arrests. In 2014, 32.9 % of ACPD arrests involved black suspects.

Regarding data on ethnicity, 8 % of our arrests involved Hispanic suspects.



In 2014, the SWAT team was called out 6 times. The SWAT team is only called out if there is the potential for loss of life or severe injuries.

Out of those 6 call outs, it was necessary to use force 5 out of the 6 instances. However, none of the cases resulted in injuries.

Use of Force

In 2014, out of 43,409 calls for service and nearly 2,600 physical arrests, it was only necessary to use force **19 times or .04%** of the time.

The following methods of force were used in those 19 cases:

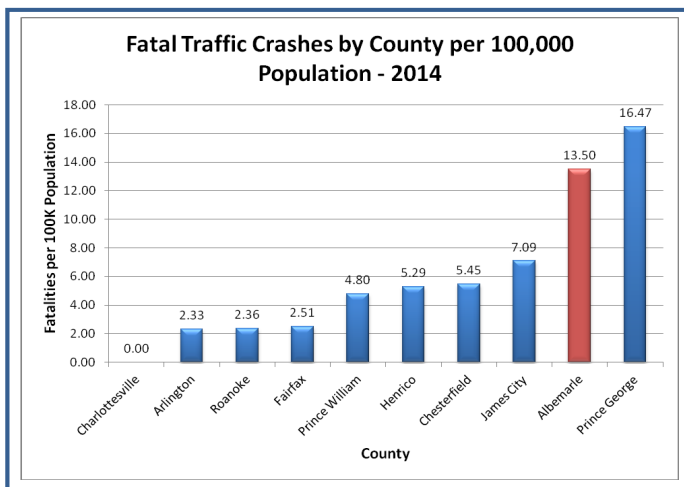
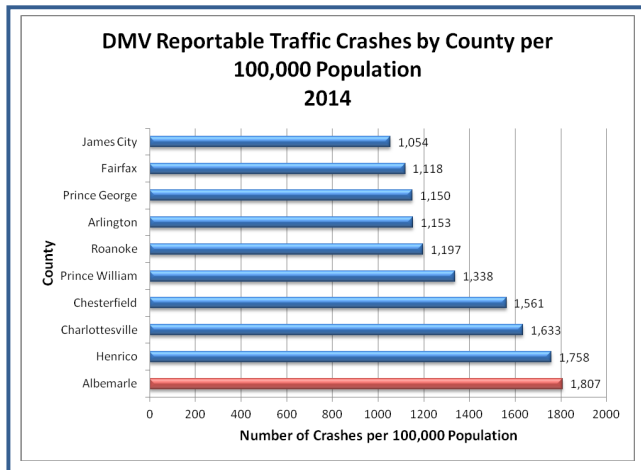
- 5 Taser
- 12 Physical
- 2 Pepper Spray

As a result of our internal reviews, over the past three years, we have not had a single case where the officer was found to be using excessive force.

We have extensive training for officers on use of force. It is a priority for our agency to make sure our officers are equipped with the tools they need to safely de-escalate a situation or make an arrest.

Traffic Unit

	CRASHES	FATALITIES	SUMMONSES	DUI
2013	2232	11	8720	200
2014	2033	16*	10250	209



Albemarle County Police Summonses Issued by Race - CY 2014		
Race	Num. Summonses	Percentage
White	8,315	81.1%
Black	1,716	16.7%
Asian or Pacific Islander	117	1.1%
Unknown Race	84	0.8%
Hispanic	10	0.1%
Other	6	0.1%
American Indian/Alaskan Native	2	0.0%
Grand Total	10,250	100.0%

Albemarle County Police Summonses Issued by Ethnicity - CY 2014		
Ethnicity	Num. Summonses	Percentage
Hispanic	496	4.8%
Non-Hispanic	7,538	73.5%
Not Provided	2,216	21.6%
Grand Total	10,250	100%*
*Rounding Error Present		

Traffic safety remains a top priority for the ACPD. Despite a 45.5% increase in fatal crashes, the department made great strides in enforcement efforts. In 2014, there was **14% increase** in traffic summonses. Traffic crashes also decreased **8.9 %**. However, as shown in the chart above, Albemarle County still has more reportable crashes than our peer agencies, per population size.

The Department also experienced an increase in DUI arrests. With grant funded extra patrols, we were able to increase the number of officers focusing on DUI enforcement. This targeted enforcement allows us to be more proactive in arresting drunk drivers.

The Traffic Unit continues to use the funds from the red light cameras for traffic safety initiatives including enforcement, education and equipment.



Staffing

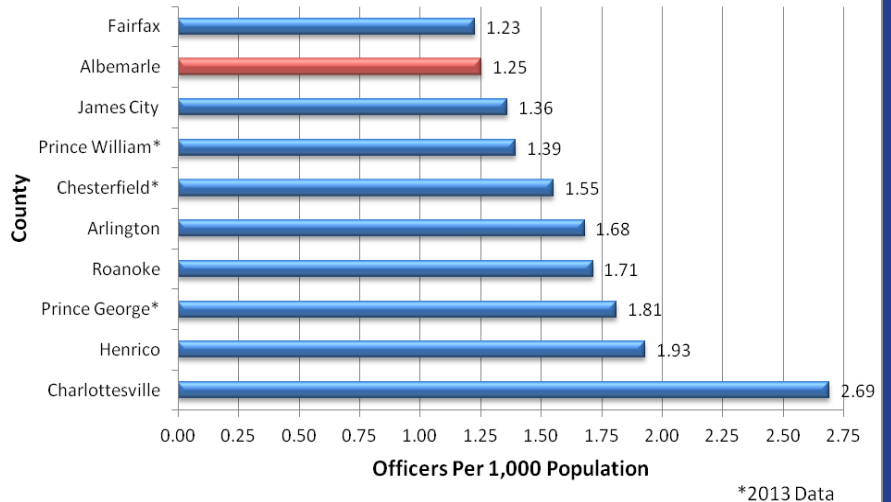
As the ACPD moves forward with Phase II of Geo-Policing, the department is focused on staffing enhancements which support the model.

Based on our population and staffing numbers, the agency is at the bottom of the state for officer per population ratio. In fact, the ACPD ranks 126th out of the 133 police departments in all Virginia*.

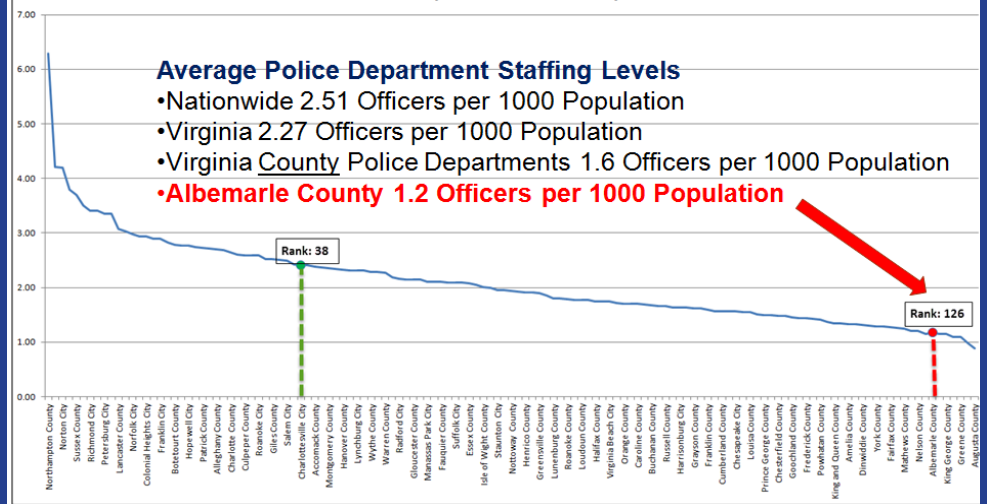
With the support of the Board of Supervisors, we are working to build our capacity and "right-size" the agency. Our goal is to catch up and keep up with our growing population and policing demands. To be "right-sized" today, the ACPD would require 27 more police officers.

* This number includes all Virginia police departments except for Virginia State Police.

Albemarle County, Peer County, and City of Charlottesville Number of Officers per 1,000 Population - 2014



RTD Staffing Rank for All Cities and Counties in Virginia as Reflected by the Officer to Population Ratio with Albemarle County and Charlottesville City Differentiated



Calls for Service

	2012	2013	2014
TOTAL ACPD CALLS*	43,877	41,691	43,409
CALLS FROM ECC	25,474	26,161	25,606
OFFICER INITIATED CALLS	18,403	15,530	17,803

* This number does not include call activity by non-ACPD agents, unassigned calls, administrative calls and officer-initiated extra patrols.

Priority 1 Response Times

The ACPD monitors response times for Priority 1 calls. A Priority 1 call includes, but is not limited to, murder, rape, aggravated assaults, vehicle accidents with injury, shots fired, officers needing assistance and calls involving weapons.

The time it takes for an officer to respond is a matter of safety. A quick response is necessary for an emergency. We also monitor the response time for the second responding officer. This is an issue of officer safety and an officer should know his or her back-up is not far behind.

Response times are directly impacted by our staffing numbers. Our goal is to decrease response times through Geographic-Based Policing and with the addition of new patrol officers.

Average Response Times in Minutes

<u>All Priority 1 Calls</u> 211 calls	<u>Urban Areas</u> 134 calls	<u>Rural Areas</u> 77 calls
1st officer = 6:14 minutes	1st officer = 4:12 minutes	1st officer = 9:06 minutes
2nd officer = 9:25 minutes	2nd officer = 6:30 minutes	2nd officer = 14:20 minutes

In Urban Areas our goal is to respond to a Priority 1 call in 5 minutes or less. We met that goal **69%** of the time in 2014. In the Rural Areas, our goal is to respond to a Priority 1 call in 10 minutes or less. We met that goal **66%** of the time in 2014.

Mental Health Calls for Service have increased for four straight years, taking up a large amount of ACPD time and resources.

Calls responding to the mentally ill have increased 53.8% since 2011.

In 2014, the ACPD responded to 563 mental health calls for service. In 2013, the ACPD responded to 499 mental health calls for service.

Juvenile Mental Health calls are also increasing, including those to the schools.

As we work to find solutions, the ACPD has grown the Crisis Intervention Training (CIT) Team and increased the presence of School Resource Officers in the schools.

The agency is also partnering with other agencies to provide mental health consumers with additional resources for treatment and support.

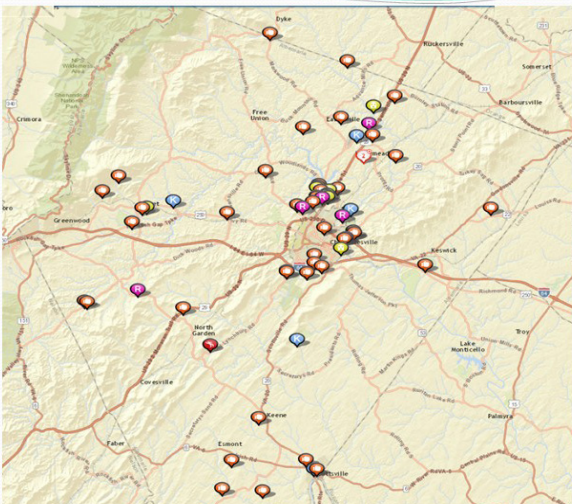
Crime Analyst

When looking back on 2014, the ACPD has additional facts, figures and statistics to mark the year. The charts, mapping of crime trends and data-driven documentation are all thanks to our new, full-time Crime Analyst, Jennifer Zawitz. Ms. Zawitz works with the Operations Division.

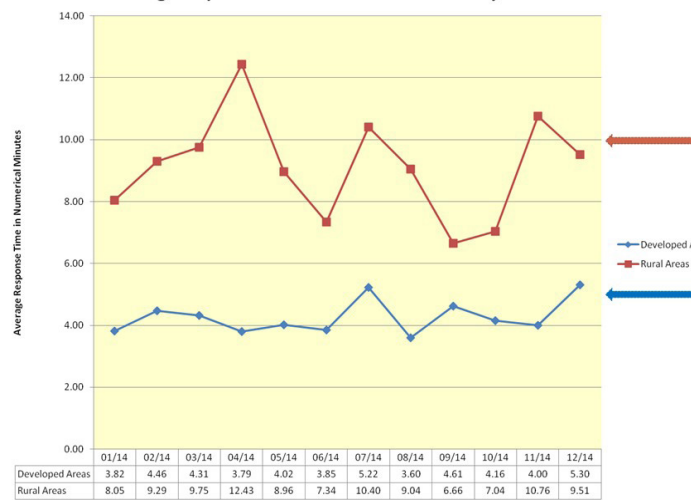
Ms. Zawitz maps traffic and crime trends throughout the community. She supports patrol officers by doing analysis on suspects, generating identifying information and connections between suspects. She provides threshold analysis, showing where we are with crime incidents versus where we are expected to be. She also tracks traffic trends. Shortly after being hired, Ms. Zawitz completed an in-depth review of the Red Light Camera program. Her analysis allowed us to better evaluate the program and comprehend the effectiveness of the cameras.

Prior to having a Crime Analyst, Colonel Sellers said we were "policing blind". Now that we are able to track trends and map crime patterns, we realize how valuable this information is for our agency and our community.

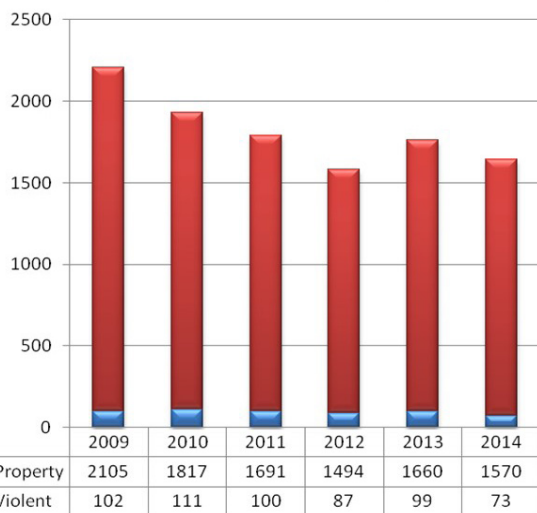
All Violent Crimes – 2014



Average Response Time in Numerical Minutes by Month - 2014



Part 1 Crimes 5 Year Span



THRESHOLD ANALYSIS

2014 Threshold Analysis reveals:

Shoplifting incidents are significantly above where we would expect.
2014 – 429 incidents
Normal Range – 325-388 incidents

Thefts from Buildings are significantly above where we would expect.
2014 – 82 incidents
Normal Range – 27-62 incidents

Forcible Rape incidents are significantly below where we would expect.
2014 – 9 incidents
Normal Range – 20-28 incidents

Robbery incidents are significantly below where we would expect.
2014 – 12 incidents
Normal Range – 19-25 incidents

All Other Larcenies are significantly below where we would expect.
2014 – 460 incidents
Normal Range – 510-551 incidents

New K-9s



Meet Cleo! K-9 Cleo, a black lab, is almost six years old. She was given to us in March 2014 after serving two tours of duty in Afghanistan with the United States Marine Corp. She is trained in explosive and weapon detection (EWD); and she is our department's "bomb dog".

Cleo conducts pro-active searches at the airport, large public events and before dignitary visits. She responds to bomb threats in schools and buildings all across our region. Cleo also helps with crime scene searches, looking for firearms, shell casing and bullets. She is happy, friendly, loves to work and is eager to please.

Meet Riso! K-9 Riso joined our team in late 2014 to serve as a Patrol Dog. Riso is a three-year-old Belgian Malinois. Riso came to us from Slovakia.

Riso is trained to detect narcotics odor and to track and apprehend suspects. Riso is often deployed on traffic stops when there is reason to believe there might be drugs in the vehicle. In addition to detecting narcotics, Riso is instrumental in catching criminals on the run.

Riso and his handler, Officer David Hooper, spent much of 2014 training together. Now, they are busy working together to catch criminals.



K-9 Drak retires! K-9 Drak retired in January 2015. The ten-year-old Golden Retriever had been with our department since June 2007 as a bomb detection K-9. Drak and his handler worked together for many years keeping the residents of Albemarle County safe.



K-9 Bink retires! K-9 Bink retired in 2014 after turning nine-years old in November. Bink came to the ACPD in 2009 from Holland. Bink was dual-trained to detect narcotics and to track and apprehend suspects. Thanks to Bink many criminals have been caught and arrested.

Gang Assessment



In March 2014, the group GRACE, Gang Reduction Through Active Community Engagement, conducted a comprehensive gang assessment. Colonel Steve Sellers and Charlottesville Police Chief, Tim Longo, were instrumental in creating GRACE to address the issue of gangs in our community. The comprehensive assessment was done to provide a better understanding of what is occurring in our community.

The data was collected and analyzed by an independent evaluation firm which was funded through a grant from the Department of Criminal Justice Services. The results were conclusions from the 141 youth and adult community members who participated in interviews and focus groups. The assessment addressed everything from national trends and causation factors to specific information about local gangs, crime associated with gang members and community perceptions.

The results were presented to the community with the understanding that it would take a comprehensive approach, including the community, to truly address the gang issue. Education was the first step. GRACE is now moving forward with a focus on suppression, enforcement, prevention and intervention.

Quotes from the assessment interviews:

"[all the] people that you grow up with... you hang with them, [and] if anything happens they're not going to let you see you hurt yourself, but society considers that gangs. I consider it you helping a friend out, but they consider it a gang."

"Right now, they're looking for numbers, so the larger the number the better. They're starting to recruit... it was supposed to be a Hispanic gang. Now they got white, black. Just to multiply the number. Anybody."

"Little boys that wanted to be a part of something, they wasn't a part of nothing [before the gang].

'Cause when I was growing up, for real, I ain't had nothing til I met the [gang].

"Either you're in a gang or you're a family member."

"There's no helping the gang problem.

As long as there is money to be made there will be gangs. The money's too fast and it's tax free."

[*Click here](#) for a link to the comprehensive gang assessment final report.

Community Policing



In 2014, the ACPD kicked off our **Coffee with a Cop** initiative. The idea is for officers to share a cup of coffee with citizens in the communities where they patrol. Coffee with a Cop is a casual setting designed for comfortable conversations without agendas. We have had multiple events in communities all across Albemarle County.



The **Ferguson Town Hall** was hosted by the Crime Prevention Council and was an opportunity for the agency to learn from the events in Ferguson, Missouri, receive feedback and work to improve police and community relations. The meeting was a productive step in building stronger relationships and breaking down barriers.

In May 2014, the ACPD teamed up with the non-profit organization Big C, New Me to host the **Crozet Car Show**. The car show was a fundraiser to support Big C, New Me. The event was a huge success, raising almost \$3,000. The ACPD, Old Trail Village and Big C, New Me are already working on the next Crozet Car Show scheduled for May 2015.



National Night Out is an annual event which promotes police-community partnerships, crime prevention and neighborhood camaraderie. The event compliments our efforts with Geographic-Based Policing and allows the Department to foster positive relationships with the citizens of Albemarle County.



Safety Day was held at the Target in the Hollymead Town Center in April 2015. The ACPD teamed up with Albemarle County Fire and Rescue and the Office of Emergency Management. Officers were able to provide safety information and bike helmets to kids in our community.



The **Toy Lift** has become an annual event for the ACPD and Albemarle County employees. Each year, employees bring in toys and donations and our Motor Unit has the honor of escorting the toys to be delivered to the Toy Lift. We enjoy knowing these donations help brighten the Christmas season for children in need.

A Legacy in Leadership



Lt. Mike Wagner graduated from the Southern Police Institute Administrative Officers Course held at the University of Louisville.



Lt. Sean Reeves graduated from the National Criminal Justice Command College at the Virginia State Police Headquarters.

In May another group graduated from the West Point Leadership Academy. In the future, the Academy will be taught by instructors at the ACPD.



Sgt. Steve Wilkins graduated from the IACP Leadership in Police Organizations course.



In early 2015, Captain Pete Mainzer graduated from the Professional Executive Leadership School (PELS) at the University of Richmond.



Lt. Todd Hopwood graduated from the FBI National Academy in early 2015. This is an advanced, three month course at the FBI campus in Quantico, Virginia.

Strategic Plan

The Albemarle County Police Department has a strategic plan to address the specific goals for the agency. As the Department develops and progresses, the goals are updated to meet specific needs. The strategic goals are supported by objectives, initiatives and performance measures.



Learn from the past
Learn for the future



Strategic Goals:

Goal #1
Geographic Based
Policing

Goal #2
Regional Emergency
Preparedness

Goal #3
Invest in our People

Goal #1 - Geographic Based Policing



As the ACPD moves forward with Geographic Based Policing, **enhancing our diversity** remains a top priority. The agency needs to be reflective of the community we serve. A diverse workforce also allows us to establish and foster enhanced community partnerships.

The Training and Professional Development Unit (TPDU) is working to increase the pool of minority applicants. TPDU is targeting radio ads and television commercials in hopes of attracting diverse and local candidates.

Please see page 26 for a chart with the current breakdown of our department demographics.



A long term goal of Geographic Based Policing is moving to **Squad Based Supervision**. While officers are assigned to their geographic districts, due to staffing numbers, the officers work with different supervisors on different days of the week. With Squad Based Supervision, the same officers and supervisors would work the same schedules. Supervisors would be able to hold officers accountable and there would be consistency with reviews, evaluations and expectations.

In order to achieve this goal, we need to build our capacity and increase our staffing numbers. Our five year goal to right-size the agency includes adding 27 sworn officers.



The ACPD is committed to **strengthening our community and government partnerships**. We believe enforcement only is not the answer for solving crime and creating a safer community. By strengthening our community partnerships, we build trust in the agency and we have additional resources to provide citizens in our community.

We hold neighborhood meetings in specific apartment communities to discuss trends impacting their citizens. The ACPD is also working closely with leaders in our diverse communities, the Board of Supervisors and our public safety partners to better address the needs of our community.

Goal #1 - Accomplishments

In 2014, **internal staffing adjustments** were made which support Geographic Based Policing. A Lieutenant was added to the Patrol Division to serve as a Deputy District Commander. The Deputy District Commander supports the District Commanders who were promoted to the rank of Captain.

By making these internal changes, we are laying the framework for continued growth and development in our Patrol Division. These changes support our long-term goals of Squad Based Supervision and eventually, District Stations. By making these internal changes, we are building a foundation with strong leadership.

Although we do not have the staffing levels to move to Squad Based Supervision yet, in 2014, the department did move to a **10-hour shift**. By allowing Patrol officers to work 10-hour shifts, we had overlap between shifts, providing additional coverage during the busiest times of the day.

The 10-hour shift and additional coverage helped reduce our response times to Priority One or emergency calls. In 2013, we met our target response time 48.7% of the time in Rural Areas. In 2014, we met this same target response time 66% of the time. We also improved with our Urban response times. We achieved our target response time 69% of the time in 2014, up from just 62% in 2013.

For the first time since 2008, the ACPD offered a **Citizen's Police Academy** in 2014. The return of the academy was a great accomplishment as it provided citizens with an in-depth look at all aspects of the Department.

The eight-week academy educates community members about our work and also helps us to build partnerships and foster positive relationships. The graduates of the academy continue to work with the police department and support us as advocates in the community. The class is a great opportunity for the community and we plan on continuing the education efforts.



Goal #2 - Enhanced Emergency Preparedness



Building a **Regional Firearms Training Facility** in Albemarle County has been a top priority and training goal for this agency for many years. In 2014, the project moved forward with plans to locate the indoor range at the Milton Airfield property along Milton Road and owned by UVa. We are receiving bids for contracts and construction on the facility should begin in early 2015. The facility is scheduled to be complete in 2016.

The center will provide unprecedented training and education in the use of firearms. The ACPD will also be able to train with our regional partners including the Charlottesville Police Department and the University of Virginia Police Department.



As we move forward in 2015, the Albemarle County Police Department and the Charlottesville Police Department are committed to work together to solve issues which impact both of our communities. In order to better share information, plans are being made for quarterly **Regional Command Staff meetings**.

Both departments host internal Command Staff meetings for top commanders. These meetings provide snapshots of the crimes, trends and problem-solving initiatives underway. By hosting regional meetings, we can share this information and better communicate about the issues impacting our entire region.



As the department prepares for the possibility of an active shooter in our community, we are working with Fire and Rescue for a unified response. In an **active shooter scenario**, it would take incredible resources and coordination from all of these entities to provide the best possible response. Since each organization plays a distinct role in an emergency of this magnitude, we are beginning to train together.

In 2015, leaders from Fire and Rescue will work with the ACPD to develop an Emergency Operations Plan for an active shooter scenario. By training together and discussing the needs of each key player, we are better prepared should we ever face an active shooter scenario in Albemarle County.

Goal #2 - Accomplishments

In 2014, the country faced a new and unique threat after multiple patients contracted the deadly **Ebola Virus Disease (EVD)**. Although the confirmed cases were not in or near Charlottesville, the potential for exposure was still a risk, especially for first responders.

The ACPD worked with the Health Department to make sure officers had the appropriate information. Local law enforcement organizations collaborated to develop a unified response to EVD incidents. Educational posters were distributed throughout the police department and officers were asked to review their personal protective equipment to make sure it was working properly. The ACPD quickly implemented these safety guidelines to ensure our officers were protected.

The **School Resource Officer (SRO) program** expanded for the 2013/2014 school year with the addition of an officer at Walton Middle School. As the program grew in size, it also grew in scope.

In 2014, SROs took on many additional duties. The SROs assigned to high schools were also assigned feeder elementary and middle schools to visit. The SROs also took on educational projects like the AWARE Symposium, to teach students about situational awareness and personal safety. One SRO became certified in Gang Resistance Education and Training. He now teaches the curriculum which provides life skills to help students avoid using delinquent behavior, peer pressure and violence to solve problems.

Since officers are often the first to respond to a medical emergency, it is important that the officers have the training and tools necessary to help save lives. In 2014, the ACPD received 16 **Automated External Defibrillator (AEDs)** from UVA's EMCERT program. Five officers are getting their certification to teach the CPR/AED training which officers are required to attend every two years.

In a case of cardiac arrest, the portable AEDs provide electrical therapy, often allowing the heart to reestablish an effective rhythm. By having these tools and proper training, we are better prepared to assist in a medical emergency.

PROTECT YOURSELF
PROTECT YOUR FAMILY
PROTECT YOUR COMMUNITY

FROM THE **EBOLA** VIRUS

FACTS

You can only get Ebola from direct contact with another person who is sick by:

- Touching a person who is sick with Ebola
- Touching a person who died from Ebola
- Touching blood, vomit, urine, feces, sweat, or objects soiled with body fluids from a person sick with Ebola



AED

**AUTOMATED EXTERNAL
DEFIBRILLATOR**



Goal #3 - Invest In Our People



The **Below 100** initiative is a nationwide push to try to reduce the number of Law Enforcement officers killed in the line of duty below 100, a number not seen since 1944. In 2014, there were 121 officers killed in the line of duty nationwide.

The ACPD is reinforcing the safety guidelines provided by Below 100. Car crashes are the number one cause of line of duty deaths and many are preventable. Below 100 reminds officers to always wear their seatbelt, check up on each other, avoid complacency and set the example for other officers. We are sharing this message with our officers in hopes of creating a safer work environment and ensuring they all make it home safe at the end of every shift.



The ACPD is working on a policy which would incorporate **annual physicals** for all sworn officers. The plan ensures the officers receive regular and consistent health care. The idea behind the mandatory physicals is to ensure that the officers are receiving proper care as a precaution and preventative measure.

Officers have physically demanding and stressful jobs. Just like we try to protect mental health, we also want to ensure that their physical health is monitored and protected. The ACPD is working with HR and the County Wellness Coordinator on the details of this initiative. The ultimate goal is protecting the health and well-being of our officers.



The ACPD is revamping the **Career Development Program** to better meet the needs of the sworn staff. The Career Development Program is a voluntarily program which provides career counseling and guidance for officers who want to move into supervision or become a better patrol officer.

In addition to other requirements, the program embraces the Geo-Policing model by requiring participants to attend town hall meetings in their geographical districts. By participating in the program, officers will be compensated for their growth, leadership skills and their participation in core programs within the agency.

Goal #3 - Accomplishments

The **Auxiliary Police Officer's** program celebrated its first full year in 2014. The program has been incredibly successful with the volunteer officers taking on additional responsibilities and projects. In their first full year, the six APOs worked 2,355.25 hours. Their time volunteering equals a cost savings of \$57,680.07.

The APOs volunteered for major events like the Foxfield Races and also provided additional assistance during the Hannah Graham search. On a weekly basis, they maintain the House Check Program, ensuring vacant homes are secure. Their work alleviates part of the burden on patrol officers, allowing them to respond to other calls for service.

In December 2014, we celebrated the successful completion of our very first **ACPD Advanced Training Course, Spartan**. Five new officers and six Auxiliary Police Officers graduated from the six-week course. The course was created to enhance the training our new and volunteer officers receive.

The training course focused on police-citizen interactions and the officers learned additional skills to de-escalate a crisis situation. They also focused on problem-oriented policing. Training is a priority for the Albemarle County Police Department and this six-week course shows our commitment to keeping our officers and community safe through advanced training and preparation.

The ACPD **Mentoring Program** officially began in 2014. We currently have eight mentors including sworn officers and civilian employees. The mentors received advanced training about how to help new employees assimilate to the law enforcement culture.

The idea is to provide employees with a mentor to assist them as they begin their career. New officers have a Field Training Officer (FTO) who is responsible for providing instruction and evaluating their performance. The mentors do not evaluate performance but rather provide friendship and guidance. By fostering positive relationships, we believe we can promote effective employees and enhance morale.

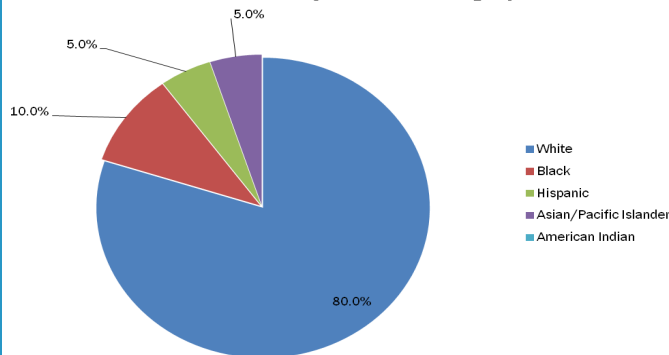


ACPD At A Glance

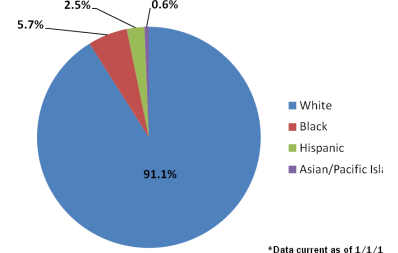
It is a goal of the Albemarle County Police Department to be more reflective of the community we serve. Here is a demographics breakdown of our community and agency in 2014. We hire the best candidates but strive to better reflect the community we serve.



Albemarle County Ethnic Demographics

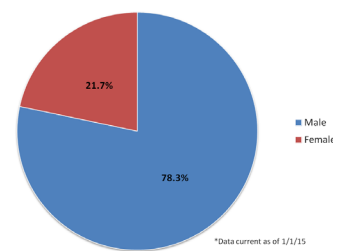


ACPD Employee Demographics by Ethnicity Sworn and Civilian



*Data current as of 1/1/15

ACPD Employee Demographics by Gender Sworn and Civilian



*Data current as of 1/1/15

Social Media Outreach



In 2014, the ACPD Facebook page increased by 1,867, a 140% increase.

ACPD Twitter followers increased by approximately 2,100, a 175% increase in 2014.

Social media was utilized for many major events including the Presidential visit to Thomas Jefferson's Monticello in February 2014.

On average, Facebook posts reach 5,665 people. However, popular posts or posts with critical emergency information go far beyond the average reach.

Social media pages also provide an opportunity to post traffic and community safety messages. On average, there are 22 traffic related Twitter posts each month and 12 Community Safety posts.

Community Feedback

Praise

Since 2012, the ACPD has seen a **257% increase** in citizen commendations or praise for officers.

Commendations Received:

2012 = 56

2013 = 65

2014 = 200

The ACPD saw a 208% increase from 2014 compared to 2013.

We are proud of the work our officers are doing and we are grateful for a community which takes the time to write or call to commend an officer for good work.

Problems

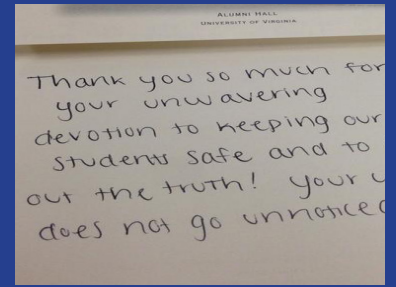
Citizen complaints also increased slightly in 2014. However, since 2012, we have seen a 13% decrease in Internal Affairs complaints.

Complaints Received:

2013 = 34

2014 = 57

Every complaint received is investigated by the Office of Professional Standards (OPS), regardless of who initiates the complaint or what information is provided. We also take anonymous and third party complaints.



Ways to file a complaint or commendation:

1. Website at www.albemarle.org/police click the link on bottom left
2. Phone: 434.296.5807
3. FAX: 434-972-4061
4. davisg@albemarle.org
5. askthechief@albemarle.org
6. Letter
7. 3rd Party
8. Anonymously
9. Internal

Get Involved with the ACPD

Here are some ways to get involved with the ACPD:

- Become an ACPD police officer
- Become a volunteer or Auxiliary Police Officer
- Join the Crime Prevention Council (College Seat is available)
- Attend the Citizen's Police Academy
- Join the Police Explorers Program
- Attend a Community Advisory Team meeting
- Follow us on Twitter and/or like us on Facebook
- Do a ride-along with an officer

If you have an interest in any of these opportunities, please call our non-emergency number at 434-296-5807. We will put you in touch with the appropriate person to pursue the opportunity.



Year in Review



Community Support

