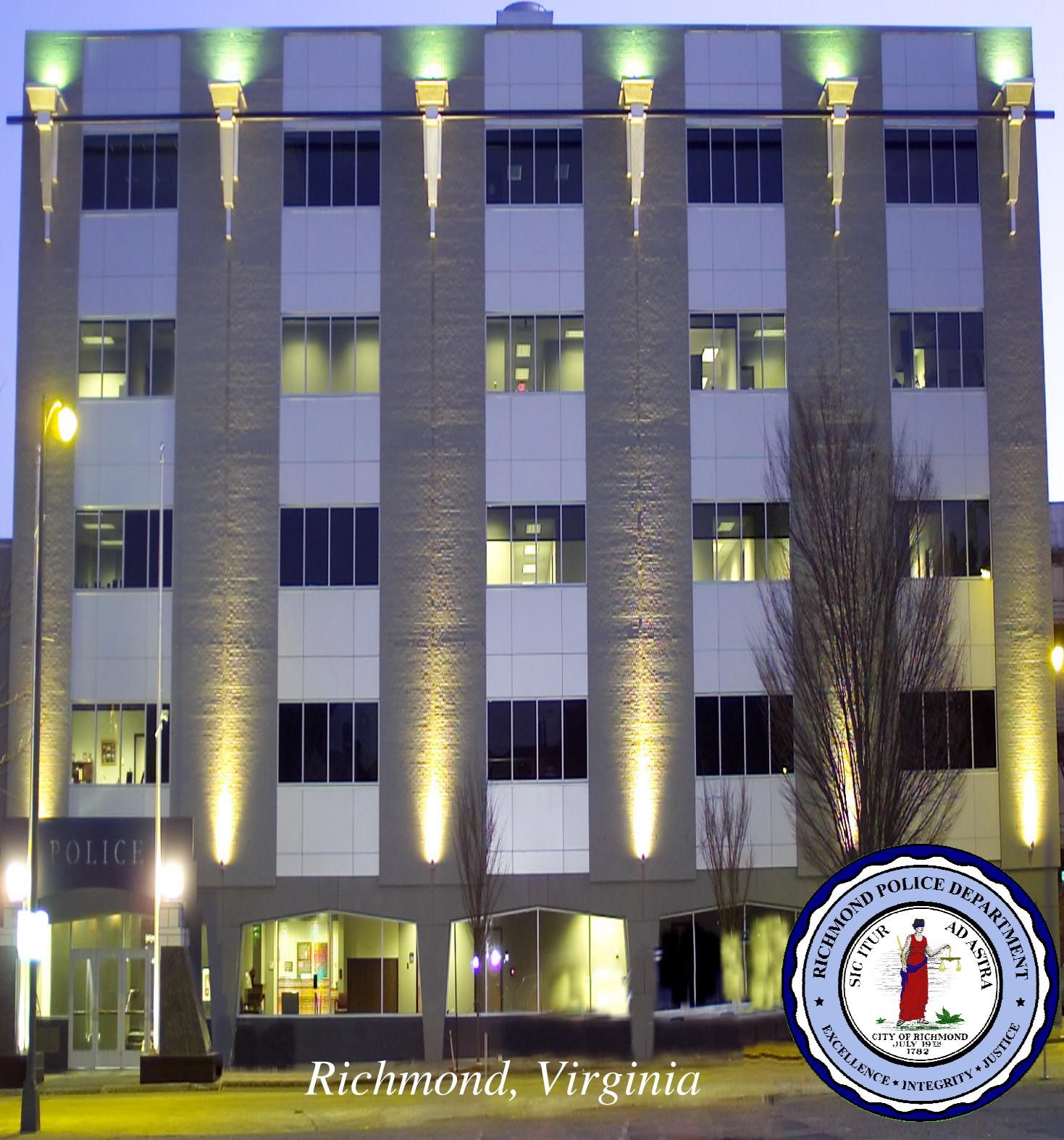


2008 Annual Report

Richmond Police Department



Richmond, Virginia



RICHMOND POLICE DEPARTMENT

2008 ANNUAL REPORT

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<http://www.richmondgov.com/police>

MESSAGE FROM THE CHIEF

On behalf of the men and women whose efforts and energies are reflected within these pages, it is my honor to present the Richmond Police Department's 2008 Annual Report. The combined efforts of our sworn Police Officers, and other dedicated professionals, make the City of Richmond, Virginia a great place to live and work.



The past year has been an exciting time for the Richmond Police Department, as we experienced a significant decrease in overall crime within the City. Richmond experienced a fourteen percent (14%) drop in violent crime as compared with 2007 and a nine percent (9%) drop in major crime. In 2008, homicides were down by forty-two percent (42%) and commercial robberies dropped forty-five percent (45%). Our Officers and staff responded with diligence to the needs of the community as

exemplified by our efforts to partner with other community agencies. Through these efforts, and in no small part the effort of the citizens of Richmond, attempts to institute change have begun to formulate lasting differences, reflected in the willingness of citizens to assist the Department with apprehending suspects and solving cases. These efforts have positively impacted truancy and teenage violence by making our schools safer and increasing daily attendance. These young citizens of our community receive an education that will help to offset those factors that lead to crime. Other partnerships have continued to increase our ability to reduce violent crime, impede the trafficking of narcotics. This helps us identify and direct needed resources to those less fortunate, ensure safer housing and improve the general health and well-being of many of our citizens.

The challenges we face are complex and ever-changing. The success of our Department is heavily dependent upon the leadership and professionalism we demonstrate. The combined achievements of the Department, city officials and the community have resulted in the aforementioned successes and in an improved quality of life for the citizens of Richmond. We are proud of our success. We will not permit ourselves to become complacent. As your Chief, I plan to continue and further those strategies which have worked well in Richmond. We will continue to actively seek out and implement those policing methods and technologies which allow us to stay on the leading edge of law enforcement and make our community safer each day. The future remains bright for the City of Richmond. The Richmond Police Department is dedicated to serve because, after all, it is our community as well.

A handwritten signature in black ink, appearing to read "Brian T. Head".

Chief of Police

MISSION STATEMENT

We Engage the Community

We recognize that citizen involvement is the cornerstone of community policing. We dedicate ourselves to becoming part of the community by way of improved communication and access, mutual setting of goals and priorities, and shared commitment to the crime prevention responsibility.

We Solve Problems

We seek to improve the quality of life for all residents of the city of Richmond through a proactive team approach to timely, innovative intervention in community problems. We will be the catalyst for positive social change through persistent, personalized, and cost-effective application of public safety resources. We recognize and value the diverse and unique contributions made by both citizen and employee alike to the common goal of excellence in public safety.



DEPARTMENT FOCUS POINTS

The Richmond Police Department's commitment to our community is evident in the activities and successes of the past year. We take great pride in these accomplishments and we will continue to act on those successful strategies and expand our collaborative efforts. Under the leadership of Chief Bryan Norwood, we will further this mission to achieve an even higher level of success by setting our goals, working towards accomplishing our objectives and building partnerships using five focus points to serve as the Department's guide:

Sector/Community Policing

Professionalism

Outside of the Box Thinking

Accountability

Trust Account

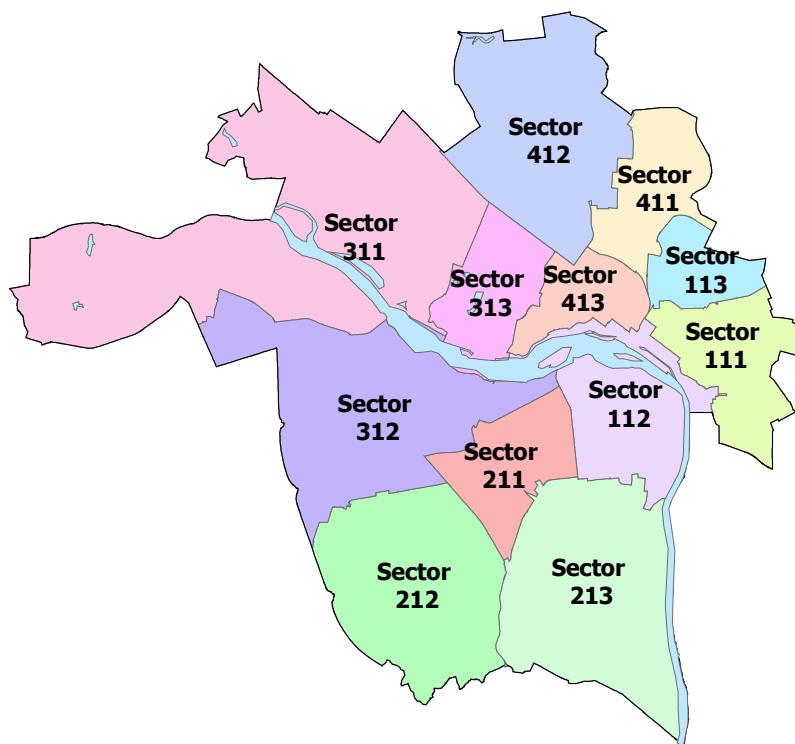
“This is not a job I take lightly nor do I forget the sacrifices made by all officers on a daily basis.”
Chief Bryan Norwood

SECTOR/COMMUNITY POLICING

“We must expand upon our success with Sector/Community Policing. The officers should strive to be subject matter experts of their assigned area so that they can use an analytical, problem-solving approach to everything they do.”

Chief Bryan Norwood

City of Richmond Sector Map



Sector/Community Policing

Richmond is strategically divided into twelve sectors within four precincts that cover 62.5 miles of the capital city. The four precincts are subdivided into two areas of operation, Area 1 and Area 2. More than 400 officers assigned to these operational sectors are responsible for patrolling and providing first-class services to the citizens of Richmond.

Area 1

Sectors: 111, 112 and 113

First Precinct
2501 Q Street
Richmond, Virginia 23223



Sectors: 211, 212, 213

Second Precinct
117 E. Belt Blvd.
Richmond, Virginia 23224



Area 2

Sectors: 311, 312, 313

Third Precinct
301 S. Meadow Street
Richmond, Virginia 23220



Sectors: 411, 412, 413

Fourth Precinct
2219 Chamberlayne Ave. *
Richmond, Virginia 23222



* Fourth Precinct relocated to its current address, 2219 Chamberlayne Avenue, in February, 2009.

Sector/Community Policing 2008 Sector of the Year (Tie)

(Sectors 112 and 312 led all others with a 21% reduction in crime.)

Sector 112 – Lt. Emmett Williams



Sector 112 – 2008 Officer Line-up

PO Michael Adamski	PO William House
Sgt. Warren Andorfer	PO Kevin Hughes
PO Eric Beistel	PO Daniel McLaughlin
PO Floyd Campbell	PO Michael Morris
PO Scott Campbell	PO James Peck
PO Anthony Catoggio	PO Michael Polley
PO Richard Chappell	PO Charles Richardson
Sgt. William Chorney	PO William Shipman
Sgt. Dave Conyers	PO Percy Smith
Sgt. Keith Dohl	PO Deadra Swilley
PO Michael Ellison	PO David Torrence
PO Eric Fries	MPO Eric Tignor
PO Chloe Gail	PO Dean Waite
PO Stephen Gaines	PO Brian Wilson
PO Robert Hedman	

Sector 312 – Lt. Scott Booth

Sector 312 – 2008 Officer Line-up

PO Sonia Austin-Moore	PO Christina Kenney
MPO John Barkley	PO Blake Letchford
PO Christina Benkahla	PO Jay Louden
PO Corwyn Booker	PO Joseph Majcher
Sgt. Gary Borges	PO Devin Marks
PO Harry Brown	PO Trishonda McClain-Gill
PO William Campbell	PO Meredith Mullins
PO Charles Church	PO Duane Osborne
PO Lee Cordon	PO Mary Paulette
PO Anthony Cornett	PO Manuel Reyes
PO James DeVaul	PO Shannon Reynolds
PO Randy Eggink	PO Jasmine Rodriguez
PO Elmer Fernandez	PO Stacy Rogers
PO Taylor Gainous	PO Ben Smith
PO James Hale	Sgt. John Stanton
PO David Hoath	MPO Roger Yutzey
Sgt. Jason Hudson	



Sector/Community Policing Partners AGAINST Crime

Many local businesses, neighborhood and civic groups have committed to working with sector patrol officers in crime prevention.



Officers regularly attend association meetings, school functions and community events as a means of providing law enforcement recognition, support to their efforts and assistance in establishing a forum to express citizen concerns. These partnerships, forged through a mutual goal of making neighborhoods safe, have significantly contributed to the overall reduction in crime. Over 100 businesses and civic associations are in partnership with the Department. Those listed below are recognized for exemplary work in 2008 by reporting crime trends, addressing neighborhood issues and providing assistance to their communities and the Richmond Police Department.

Sectors 111, 112 and 113

Girl Scouts of America
The Healing Place
Neighborhood Resource Center
Peter Paul Development Center
Powhatan Park
Sacred Heart Center
Salvation Army/Boys and Girls Club
Southside Child Development Center

Sectors 211, 212 and 213

Bellemeade Recreational Center
Girls Scouts of America
Greater Jeff Davis Community Association
Hickory Hills Civic Association
Midlothian-Hull Community Association
One Stop Community Outreach Center
The ROC (Richmond Outreach Center)
Salvation Army/Boys and Girls Club
Southwood Boys and Girls Club
Swansboro Elementary School

Sectors 311, 312, 313

CARITAS
The Daily Planet
The Freedom House
The Healing Place
Home Again
Humphrey Caulder Community Center
Randolph Community Center
Westover Hills Community Center

Sectors 411, 412, 413

The Boys and Girls Club
Capital One
CARITAS
Child Savers
Court Watch Group and Advisory Board
Friends Organization
North Richmond YMCA
R-Pal

Sector/Community Policing
Citizens in Service to the Community and Sectors

2008 Service to Law Enforcement Award Winners

First Quarter

Byron Chafin	Kirby Miller
Michael Garber	Joel Moody
Terry Gau	Long Nguyen
Ray Graham	Toni Randall
Nelson Fisher	Noah Rogers
James Jackson	Andrew Rosenburg
Mike Jaegels	Evette Roots
Emily Jaicks	Teddy Russell
Timothy Kirkpatrick	Jennifer Sublett
Alanna Ludwig	Kellen Waugh
Cynthia Micklem	Evelyn Wiggins

Second Quarter

Katheryn Andes	Karen Joseph
Robert Andes	Nathan Kerrick
Charles Barkley	Melissa Korzecke
Carrie Cox	Shelby Long
Carolyn Dolly	Courtney Phillips
Stacie Donathan	Victor Pollard
Charles Finley	Bill Rogers
Eric Grow	Carla Sarver
Junius Hall	Todd Shipley
Rosetta Hicks	Dr. Gary Taylor
Larry Jones	Stephanie Wilhite
Junior Joseph	Wallace Wilkins

Third Quarter

Lynn Anderson
Aubrey Bailey
John Eicher
Sonya Ford
Remy Hernandez
Shelly Poole
American Access
Boys II Men Motorcycle Club
East End Dialysis Center
Henrico Bonding Company
Lotsey & Hardy, Inc.
Sandra's Soul Food
Ta La Boutique
YMCA of Greater Richmond

Fourth Quarter

Adam Barden	Esther Marshall
Lois Bias	Burt Orefice
William Bell	Mary Pierce
J. Christopher Bullard	
Edna Dean	Gerry Puzon
Timothy Frazier	Toni Randall
Keith Hightower	Gloria Silva
Michael Hollomon	Anna Smith
Chris Jones	K-9 "Bear"
Sharon Jones	K-9 "Lakota"
Jeanne Kauffman	K-9 "Marcus"

Citizens Review Board Members

Nancy Ames	Eva Hicks
Dimitrios B. Soulios	James Johnson
Joyce Dennis	Ruth Nevels
Jada Flowers	Maurice Rice
Julliette Hamilton	Mimi Segal-White

PROFESSIONALISM

No matter what, we must be able to maintain or increase the level of professionalism in our encounters.

If we use force to apprehend a suspect who is resisting, witnesses should say, "It was amazing how professional the officers remained and how they were able to keep their cool while they were applying force. As the incident occurred, I heard them say several times to please stop resisting."

Chief Bryan Norwood



Professionalism
2008 Sworn Strength Report

Sworn	Authorized	Current	Vacancies
Police Chief	1	1	0
Assistant Chief of Police	1	1	0
Police Major	6	5	1
Police Captain	17	13	4
Police Lieutenant	38	39	-1
Police Sergeant	99	97	2
Police Officer	597	576	21
Police Officer-Lateral	0	0	0
Police Recruit		22	
Total	759	754	5
Operations Area 1	241	238	3
Operations Area 2	243	235	8
Community Youth & Intervention Services	31	25	6
Support Services	153	146	7
Emergency Communications	5	5	0
Office of Chief of Police	55	53	2
Administrative Services	31	30	1
Total all Sworn by Division	759	732	27

Professionalism
2008 Department of Emergency Communications
Civilian Strength Report

Administrative Services	Authorized	Actual	Vacancies
Administrative Program Support Assistant	1	1	0
Assistant Communications Officer Supervisor	9	9	0
Communications Officer	73	69	4
Communications Officer Supervisor	4	4	0
GIS Analyst	1	1	0
Systems Operations Administrator	1	1	0
Total	89	85	4

“First Responders represent the lifeline between public safety and the citizens we serve. These skilled personnel provide immediate support services during prevention, response and recovery phases. Their services are immeasurable and invaluable to the City of Richmond.”

Chief Bryan Norwood

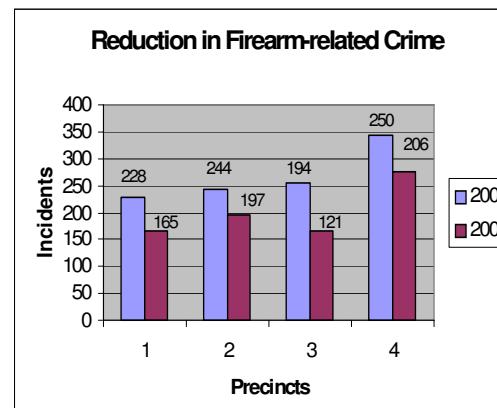
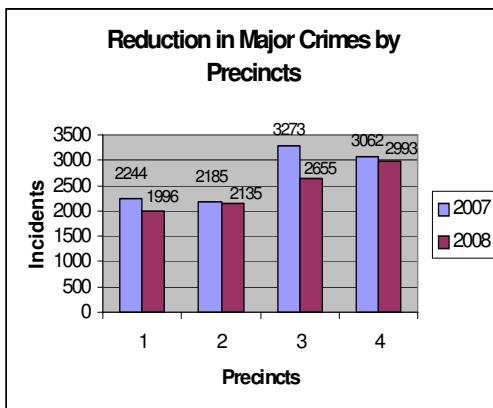
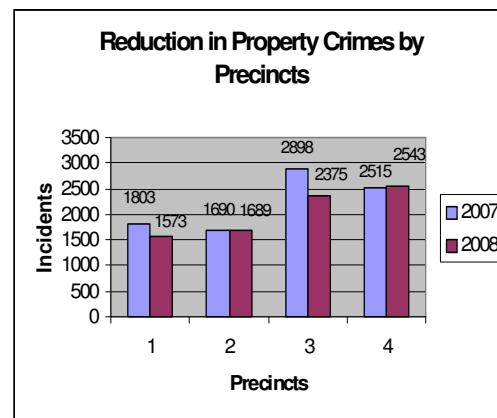
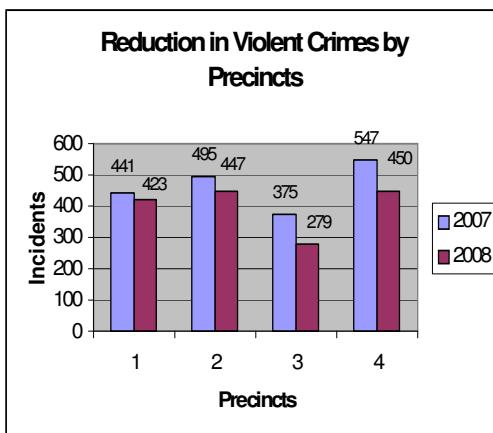
2008 Departmental Civilian Strength Report

Administrative Services	Authorized	Actual	Vacancies		Office of Chief of Police	Authorized	Actual	Vacancies	Authorized
Administrative Program Support Assistant	10	10	0		Accounting Supervisor	2	2	0	179.5
Administrative Project Analyst	6	6	0		Administrative Program Support Assistant	13	13	0	Actual
Assistant Systems Operations Analyst	1	1	0		Administrative Project Analyst	3	3	0	172.5
Crime Analysis Supervisor	1	1	0		Deputy Director	1	1	0	Vacancies
Crime Analyst II	5	5	0		Executive Advisor	1	1	0	7
Deputy Director	1	1	0		Executive Assistant III	1	1	0	
Information Services Manager	1	1	0		Firearms Administrator	1	1	0	
Intern (NOT INCLUDED IN TOTAL)	1	1	0		HR Division Chief	1	1	0	
Office Support Specialist II	22	22	0		Human Resources Consultant	2	2	0	
Operations Manager	1	1	0		Marketing and Public Relations Specialist	3	3	0	
Police Cadet	20	18	2		Materials Supervisor	1	1	0	
Program Manager	2	2	0		Materials Technician	1	1	0	
Project Management Analyst	1	1	0		Occupational Safety & Health Specialist	1	1	0	
Senior Training Specialist (Agency)	1	0	1		Office Support Specialist II	2	1	1	
Systems Operations Administrator	2	2	0		P&E Tech	5	5	0	
Systems Operations Analyst II	6	6	0		Procurement Technician	2	2	0	
Total	80	77	3		Program Manager	2	2	0	
Community, Youth & Intervention Services	Authorized	Actual	Vacancies		Project Management Analyst	3	3	0	
Administrative Program Support Assistant	1	1	0		Public Information Manager III	1	0	1	
Outreach Case Manager	9	8	1		Senior Training Specialist (Agency)	1	1	0	
Project Management Analyst	1	1	0		Total	47	45	2	
Senior Services Coordinator	3	2	1		Support Services	Authorized	Actual	Vacancies	
Total	14	12	2		Administrative Program Support Assistant	1	1	1	
Operations Area 1	Authorized	Actual	Vacancies		Crime Analyst II	1	1	0	
Administrative Program Support Assistant	5	5	0		Farrier	1	1	0	
Office Support Specialist II	2	2	0		Forensic Technician II	2	2	0	
Outreach Case Manager	1	1	0		Office Support Specialist II	5	5	0	
Project Management Analyst	1	1	0		Photography Laboratory Technician	1	1	0	
Total	9	9	0		Police School Guard	8	8	0	
Operations Area 2	Authorized	Actual	Vacancies		Police Support Specialist	3	3	0	
Administrative Program Support Assistant	4	4	0		Program Manager	1	1	0	
Office Support Specialist II	2	2	0		Stable Attendant	0.5	0.5	0	
Total	6	6	0		Total	23.5	23.5	0	

Professionalism
City-Wide Clearance Rates

	Jan 1 - Dec 31, 2008						2007 <i>National Clearance</i>	
	YTD		IBR		# Cleared	% Cleared		
	# Of Incident	# Cleared	% Cleared	# Cleared				
Murder (Victim Count)	32	28	88%	40	125%		61.2%	
Rape (Victim Count)	56	29	52%	39	70%		54.1%	
Robbery	778	255	33%	298	38%		25.9%	
Aggravated Assault (Victim Count)	733	389	53%	433	59%		54.1%	
Violent Crime	1,599	701	44%	810	51%			
Arson	59	16	27%	21	36%		12.6%	
Burglary	1,747	282	16%	344	20%		12.4%	
Larceny	5,346	974	18%	1,055	20%		18.6%	
MVT	1,028	209	20%	236	23%		18.7%	
Property Crime	8,180	1,481	18%	1,656	20%			
Major Crime	9,779	2,182	22%	2,466	25%			

Professionalism 2007 vs. 2008 Crime Reduction Measurements



City-Wide Crime	2007	2008	Change	% Change
Homicide	55	32	-23	-42%
Rape	61	56	-5	-8%
Commercial Robbery	166	93	-73	-44%
Individual Robbery	803	685	-118	-15%
Aggravated Assault	773	733	-40	-5%
Total Violent Crime	1858	1599	-259	-14%
Arson	49	59	10	20%
Burglary	1872	1747	-125	-7%
Larceny	5732	5346	-386	-7%
Auto Theft	1253	1028	-225	-18%
Total Property Crime	8906	8180	-726	-8%
Total Major Crime	10,764	9,779	-985	-9%

Professionalism
Department of Emergency Communications

2008 Calls-for-Service Volume
Citywide Reporting Area

Period Covered		Police Calls-for-Service Defined A Police Call-for-Service (CFS) are those calls that are initiated by citizens or are self initiated by the Police and are tracked by the Computer Aided Dispatch System (CADS) and require action to be taken by one or more police units.			
Year	Month	Police Calls-for-Service Initiated by Citizens	Calls-for-Service Officer-Initiated Using Same Nature Code Structure as Calls from Citizens (Officer-spotted Fights, Disorderly Subjects, Suspicious Situations, etc.)	Officer-Initiated Traffic Stops	Total Calls-for-Service as Defined Above
2008	January	14,117	4,098	4,755	22,970
	February	13,786	3,814	4,166	21,766
	March	16,720	4,246	4,062	25,028
	April	16,704	3,848	3,520	24,072
	May	18,100	4,174	3,958	26,232
	June	17,106	3,882	3,549	24,537
	July	17,668	4,151	3,689	25,508
	August	18,122	4,042	3,586	25,750
	September	16,696	4,086	3,856	24,638
	October	16,661	3,798	4,073	24,532
	November	15,350	3,501	3,904	22,755
	December	14,189	3,439	3,830	21,458
	Yearly Total	195,219	47,079	46,948	289,246

* Additional items handled by DEC but not resulting in the dispatch of resources:

- Calls cancelled before dispatch – 9,533
- Duplicate call received – 11,465
- Officer-initiated mark-outs (service of legal papers, transports, etc.) – 74,309

Professionalism
2008 Meritorious Achievement Awards

Precinct of the Year
Third Precinct
Acting Captain Jennifer Elflein,
Commander



Third Precinct recorded the greatest crime reduction for the Department in 2008. Despite an ongoing battle to put the brakes on thefts from motor vehicles, Third Precinct finished the year with overall crime down nineteen percent (19%). Violent crime for the year was down twenty-six percent (26%) and property crimes were down eighteen percent (18%). Most notable was the forty-six percent (46%) reduction of commercial robberies. Also, individual robberies were down twenty-eight percent (28%).

Third Precinct officers used all of their available resources to achieve its crime reduction success, bringing in assistance from the Special Events Division and Special Investigations Division for various initiatives, utilizing its own Focus Mission Team detectives and being vigilant in directed patrols. The HOPE Unit, operating out of Third, also has been recognized for its outreach efforts in policing and protecting the city's homeless population and abating criminal activity.

All of Third Precinct's personnel are commended and congratulated for their exemplary work in 2008.

Professionalism

Rookie of the Year Officer Juan Tejeda Second Precinct - Sector 212



A native of the Dominican Republic, Officer Juan Tejeda graduated from the Academy in February, 2008. He was assigned to Second Precinct and quickly established himself as integral part of its operations and the neighborhoods he patrols and serves. Officer Tejeda's background and bilingual skills had an immediate and positive impact in Sector 212 which has the largest Hispanic population in the City. Officer Tejeda quickly recognized his ability to assist other officers with problems and issues unique to the Latino community including immigration, the banking system, housing and crime victimization.

Officer Tejeda has established the trust of the residents in Sector 212 – a remarkable feat. He is embraced for his knowledge of crime prevention, police procedures, the U.S. legal system and because of genuine care and concern for the safety and well-being of the residents.

When it comes to outreach, Officer Tejeda is first to step forward with innovative ideas to engage the community and to assist with the Department's established avenues. Officer Tejeda brought together the Department and the Latino community through the Latino Baseball League, building a team of officers to compete. This was for sportsmanship as well as building internal and external camaraderie. Additionally, Officer Tejeda assisted the Community, Youth and Intervention Division with its Hispanic Academy by teaching sessions and translating for many program's participants. Officer Juan Tejeda is a "natural leader" recognized for his community contribution and overall performance.

Professionalism



Police Medal Award **Officer Chad Collins**

During his patrol on the night of November 21st, Officer Collins encountered a robbery in progress. The victim and the suspect were engaged in a struggle. The suspect had a weapon. Collins quickly brought the situation under control, arrested the suspect, and seized the gun. An interview with the victim revealed two other suspects were involved but fled when he put up a fight. The victim's property was recovered and the juvenile suspect was charged. If Collins had not intervened, the incident may have ended with a robbery and a shooting, maybe a homicide. Officer Collins also acted quickly, but intelligently, without regard for his own safety.



Medal of Valor Award **Officer Daniel Awad**

During a foot pursuit in October, Officer Awad was confronted by a robbery suspect with a weapon. The suspect fired at Awad. Luckily for the Officer, the suspect's bullet missed its target. Awad continued the pursuit in the face of mortal danger. He assisted in setting up a perimeter to contain the suspect in the pursuit area. After a brief search, the suspect was arrested without incident. Awad's determination and demonstration of courage despite a threat to his life is commended.

2008 Promotions

To Administrative Program Support Assistant:

Betty Mattocks

To Assistant Chief of Police:

David McCoy

To Communications Officer II:

Tasha Cole

Delivia Byrd

Jennifer Jamison

Brandon Henning

Natasha Beard

Ronetta Lewis-Ince

Consuelo Parham

Brehon Harrison

To Communications Officer Supervisor:

Tabitha Bethea (*Assistant*)

Linwood Harris (*Assistant*)

Mark Williams

To Major:

Eric English

John Venuti

To Office Specialist II:

Nikia Jones

To Sergeant:

Ronald Brown

Herbert Byrd

2008 'A Step Above' Civilian Award Winners

Mary-Hope Gangwer – **Media Relations**

Truc Do and Sherie Newton – **Crime Analysis**

Brenda Woodson – **Financial Management**

Daphne Moore – **Third Precinct**

Truc Do – **Crime Analysis**

Patrick Ware – **Dept. of Emergency**

Communications

Karla Peters – **Media Relations**

Joe Klein – **Dept. of Emergency**

Communications

Sherie Newton and Brandy Washington

Crime Analysis

Betty Mattocks – **Office of Professional
Responsibility**

Mildred Williams – **Dept. of Emergency
Communications**

2008 Retirees

Melvin Bond	02/08/08
Philip Brunson	09/30/08
John Buckovich	12/01/08
Timothy Coleman	12/01/08
David Evans	12/01/08
William Gentry	10/01/08
Daniel Goodall	08/30/08
Karl Holzbach	04/01/08
Hattie King	09/01/08
Michael Moore	07/31/08
Chester Roberts	02/01/08
Paul Ronca	09/30/08
Mark Segal	06/20/08
John Sheppard	12/31/08
Mark Shirley	04/01/08
Gloria Turnage	03/01/08
Douglas Wacker	12/01/08

2008 Officer of the Month Award Winners *

Mark Hatchett	Sector 212
Richard Kelly	Sector 313
Kelly Morley	Sector 313
Carl Murray	Sector 211
Kenneth Custer	Sector 111
Daniel Burgess	Sector 111
Dale Shamburg	Sector 413
James Hale	Sector 312
Nathan Hoffman	Sector 213
Christina Kenney	Sector 312
Michael Eldridge	Sector 212
Harry Brown	Sector 312

*Each winner receives an official award plaque and is presented with keys to the 'Officer of the Month' 2008 Dodge Charger patrol vehicle by the Chief of Police.

Professionalism
Department News and Highlights

2008 News

- New PISTOL tracking system is developed advancing DNA and fingerprinting search procedures.
- Twenty-four officers graduate in the 101st Basic Recruit Class. 102nd Basic Recruit Class commences.
- Department members, in partnership with NOBLE, Petersburg Police Department and Virginia Union University Police Department host a Youth Town Hall Meeting focusing on juvenile crime.
- The Learned Barry Award for Excellence is awarded to six Richmond Police detectives.
- National Incident Management System (NIMS) certification is obtained by six Department members.
- CRIME 360 television series featuring Richmond Police Detectives premiers on the A& E cable network.
- The Segway, a 2-wheel, self-balancing, electric, personal transportation device that can operate in a pedestrian setting is issued for utilization in specific sector assignments.
- The Department enhances its fitness regime by creating a “Biggest Loser” challenge.
- Five offenders graduate from the Domestic Violence Enforcement Response Team’s (DVERT) Domestic Violence Education Program.
- Gang Specialist Program Training completed by twenty-six (26) sector officers and all school resource officers. Gang Awareness training is provided for eighty-seven (87) officers.
- Officers participate in “Bike for the Blue” tribute to fallen officers.
- A Police Memorial is hosted by the Richmond Police Training Academy in conjunction with National Police Week.
- Gang Resistance and Educational Training (GREAT) program and TRIAD Senior Citizens Academy graduation is held.
- 2nd Richmond Police Cadet Class began.
- “STOP THE PAIN 804,” a multi-media, collaborative anti-violence youth initiative, is launched featuring rappers, singers and Richmond citizens.
- Richmond Police Department receives the 1st Mothers Against Drunk Drivers (MADD) award for “Most Improved DUI Training and DUI Enforcement” award.
- Bryan T. Norwood is sworn in as the 16th Richmond Police Chief.

Professionalism
Department News and Highlights

2008 Highlights

- Fewest homicides (32) in Richmond since the early 1970s
- Violent Crimes decrease 14%
- Property Crimes decrease 8%
- Major Crimes decrease 9%
- DUI arrests increase 29%
- Precincts increase alternative deployment (bike patrol, walking assignments and motorcycles) for a combined total of 53,327 hours
- Neighborhood Watch groups increase from 80 to 146 (83% increase)
- Special Events Division participates in 107 community events including 45 attended by the Mounted Unit and 4 school demonstrations by the K-9 Unit
- Police Explorer program increases membership (10 to 26).
- Gang Resistance Education and Training (GREAT) provided to 1217 youths during the school year.
- 694 children participate in Richmond Police Athletic League (PAL) various programs (not including Summer Camp); 590 participate in the Summer Camp. PAL events during the year include:
 - Summer Camp
 - Boxing
 - After-school program
 - Midnight Basketball
 - Basketball Camp
 - Lacrosse Winter League
 - Tennis Clinic
 - Soccer Kids
 - Police Explorers
 - Sport Clinics

OUTSIDE OF THE BOX THINKING

“We need to constantly reinvent ourselves. The tools we used yesterday may not work today. Outside of the box thinking is encouraged and I am open to almost any idea to better ourselves.”

Chief Bryan Norwood



Segways – Patrolling Outside the Box

Segway Patrol Transporters made their Richmond Police Department debut in 2008 at Fourth Precinct. The two-wheel, self-balancing, battery-operated vehicles enable officers to move easily and efficiently while retaining agility. With greater mobility and transition in tight spaces, Officers have a better vantage point over regular pedestrians. The Segway's minimal operational and maintenance costs allow the Department to forgo the use of gas-powered vehicles in designated patrol assignments and to go "green" by reducing fuel and generating less emission. Utilization has been limited to specific neighborhoods within Fourth Precinct for a total of 160 deployment hours (Sector 411 – 36 hours, Sector 412 – 37 hours and Sector 413 – 87 hours) in 2008. Segways will also be used during special events that span multiple city blocks where unencumbered access is crucial and, as visible security, this innovative device serves an effective crime deterrent.

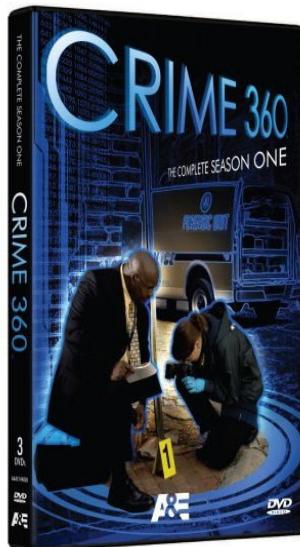


Above: Captain Michael Snawder tests a Segway. Top right: Sector 413 Officer Dale Shamburg maneuvers a Segway.

Reaching Outside the Box Lights, Camera, Action.....

Crime 360 was launched on the A & E cable network in January, 2008. Produced by BASE Productions, seven (7) episodes aired during the season premiere with Richmond serving as a pilot city for the show. This intense reality series followed Richmond Police detectives from the time they arrive on the scene of a homicide investigation to its conclusion. The A & E network describes the series as “an innovative and ground-breaking series which uses cutting-edge technology and high-end computer generated imagery, including state-of-the-art 3D laser scanning and 360-degree digital photography, as a completely new way to experience real-life investigations as they unfold.” Irresistibly suspenseful, viewers became part of the investigation and immersed themselves in the middle of a real-life investigation, watching as a case develops and detectives use all of their wiles, will and expert workmanship to solve the crime. Crime 360 captivated viewers across the nation and the show was positively hailed by the citizens and stakeholders of the City of Richmond. The series is now available on DVD.

*** Crime 360 featured members of the Richmond Police Department’s Major Crimes Division ***



Moving Outside the Box A Violence-Free Zone



Positive results were achieved nearly instantaneously at George Wythe High School with the introduction of a Violence-Free Zone (VFZ). Initiated in September, 2008, immediate reductions in incidents, truancy and arrests were logged by official school data and observed by students and staff alike. George Wythe High School (GWHS) experienced significant drops in arrests and incidents reported by the school resource officer, suspensions, expulsions and drop-outs as compared to previous years' figures for the same reporting period. In addition, the VFZ program is credited with reducing some crime in proximate neighborhoods.

The Center for Neighborhood Enterprise (CNE), a Washington, DC-based non-profit business, administers the Violence-Free Zone program. CNE selects youth-serving organizations to implement the program. Locally, the VFZ is a collaborative endeavor between the Richmond Police Department, Richmond Public Schools, GWHS staff and the VFZ staff, the program serves the school through mentoring high-needs students identified as violent and/or disruptive. After-school, weekend and summer programs offering a safe haven and constant support, provided by The ROC (The Richmond Outreach Center), are a very important part of this program. Officers assigned to the school, teachers, counselors and support staff work with youth advisors, young adults whose backgrounds and experiences are similar to the students requiring support. Following an intensive screening, youth advisors are assigned to mentor, coach, mediate and monitor at-risk students. Although their efforts are primarily focused on these students, positive changes are reflected in the overall attitude and relationships of the entire student body.

2008 Youth Advisor Report

Mediations (student/student, student/ teacher, student/ security) – 186
Incidents Prevented – 176
Support Conversations – 5,550
Classroom Assistance – 202
Parent/Guardian Contact – 571
Tutoring Services – 202

George Wythe High School Pre and Post Violence-Free Zone (September through December)			
Measure	Pre-VFZ (07/08)	Post-VFZ (08/09)	Percent Change
# Incidents*	872	678	Down 22%
Susp. – Out of School*	673	655	Down 3%
Truancy*	4095	4420	Up 8%
Expulsion*	7	2	Down 71%
Drop Out*	29	24	Down 17%
Arrests**	52	32	Down 38%
SRO Reported Incidents**	50	27	Down 46%
Motor Vehicle Thefts, Sector 312	64	17	Down 73%

*Richmond Public Schools data; ** Richmond Police Data

ACCOUNTABILITY

“We should hold the community just as accountable for their safety as we hold ourselves. The community needs to meet us at our level in terms of accountability.”

Chief Bryan Norwood



CAPS - Joint Accountability



Community Assisted Public Safety (CAPS)

(**CAPS**) is a unique and innovative program designed to foster a systemic change in the way residents and administration view and approach overall neighborhood health in the City of Richmond. The program seeks to eliminate blight and restore luster to local neighborhoods by partnering with citizens to identify and eliminate problems associated with the most troublesome properties in the City. In 2008, CAPS officers and building inspectors (as shown on location in left photo) increased building inspections by 10%. CAPS provides a vehicle

for City agencies to work together to ensure that each of Richmond's neighborhoods is clean, safe and healthy.

The CAPS philosophy recognizes that code enforcement alone cannot adequately eliminate blighted and other problem properties in the City. Nor can the police alone mend crime-plagued properties. A key feature of CAPS is the numerous City departments operating jointly, in a specialized team, along with citizens, to ensure that a problem property remains a priority until a satisfactory resolution is reached. The CAPS process has achieved outstanding results in all areas of the City.

CAPS consist of four teams, each composed of a single Police Officer, Property Maintenance Inspector, Fire Inspector, Health Inspector, Zoning Inspector and Tax Enforcement Inspector. CAPS teams consult with many other state and local agencies to ensure that problems, whose solution may require the involvement of more than one agency and have a public safety nexus, are individually addressed. In requiring abatement of many types of violations at any given location, crime enablers at that location are eliminated. CAPS is an out-of-the box tool in the arsenal of community policing.

2008 CAPS Statistics/Accomplishments

- 5875 complaints received
- 6545 inspections conducted
- 195 properties condemned
- 3791 Uniform Notice of Violations issued
- 78 summonses written
- 217 misdemeanor arrests made
- 23 felony arrest made
- \$184,947 recovered in city-owned outstanding fees

Ethical and Professional Accountability Police Training Academy

The Training Academy is a unit whose primary function is to provide entry-level training for



Richmond Police Department Recruits as well as continuing education and training for veteran Officers and Police Cadets. On February 8, 2008, twenty-four graduates of the 100th Basic Recruit Class were commissioned as Richmond Police Officers. Twenty-five members of the 101st Basic Recruit Class were commissioned on August 22, 2008. The Academy also provides classroom space for other agencies to conduct training and assists with facilitating meeting spaces for community associations.

Training Academy Highlights

- **Recruit Training** – Conducted two basic recruit classes (101st class – 24 graduates and 102nd – 22 graduates), providing six-month intensive preparation including firearms training, driving skills and a classroom curriculum.
- **In-Service Training** – Provided 107 hours of state-mandated compulsory officer training consisting of Ethics Training (20 hours) and other elective courses
- **Firearms qualifications** – Bi-annual training and qualification testing for sworn personnel provided
- **Use of Force** – Bi-annual training for sworn personnel provided
- **Segway Basic Operators Course** – Classroom (4 hours) and practical (2 hours) training provided for selected officers on the operation of Segway vehicles
- **Field Training Officer Schools** – Conducted two FTO schools providing recruit certification for post-academy graduates
- **Cultural Diversity (20 hours), Law Enforcement as a Profession (7 hours) and Interpersonal Communication Skills (22 hours)** courses conducted throughout the year
- **Cadet Program** – 2nd Police Cadet Class launched.

Collaborative Accountability COOPERATIVE VIOLENCE REDUCTION PARTNERSHIP

The **Cooperative Violence Reduction Partnership (CVRP)** is designed to reduce violence in Richmond neighborhoods and improve the quality of life in the city as a whole. The Richmond Police Department partners in this effort with key law enforcement/criminal-justice stakeholders. The centerpiece of this partnership is the coordinated effort of local, state, and federal law enforcement to regularly identify the city's most violence-plagued neighborhoods and the habitual offenders operating within them. The team's combined resources are deployed to interdict, suppress, and prevent violent criminal acts by these offenders by using a five-prong approach - prevention, deterrence, intervention, investigation, and prosecution. The partnership's strategic plan encompasses a model of violence reduction and prevention initiatives that uses data to identify problem neighborhoods and offenders and then proposes multi-disciplinary strategies based on best practices. A focused approach is a critical element of this plan, ensuring that all activities undertaken by the stakeholders explicitly seek to achieve violence reduction and fit under one of the five-prongs. And while policing efforts are an essential component of any public safety plan, CVRP does recognize that they alone cannot address all causes or environmental conditions which lead to violence.

The CVRP benefits the City of Richmond by:

- Creating strong alliances in the battle against violent crime;
- Concentrating efforts on neighborhoods overrun by crime;
- Establishing a joint mechanism for resource allocation, coordination and review (The Executive Review Committee);
- Sharing and integrating investigative, intelligence, and analytical personnel and resources between the participating agencies;
- Utilizing and converting intelligence information into future prosecutable cases; and,
- Identifying at-risk individuals in both the deterrence and intervention phases

In 2008, CVRP focused on four areas of the City (Sector 113, Sector 212, Sector 411 and Hillside Court) and, collectively, recognized the following crime reductions in those areas:

- | | |
|---------------------------------|----------------|
| ○ Homicide | - 48% decrease |
| ○ Commercial Robbery | - 63% decrease |
| ○ Individual Robbery | - 16% decrease |
| ○ Aggravated Assault (Firearms) | - 42% decrease |
| ○ Violent Crime | - 16% decrease |

TRUST ACCOUNT

“We need to make several deposits into our community trust account. In law enforcement, there will inevitably be a day where we will need to make a withdrawal. When this happens, we need to make sure we have more people on our side than not.”

Chief Bryan Norwood



Wide-Ranging Trust Citizens Academies

The Richmond Police Department is committed to improving the quality of life in Richmond neighborhoods through effective community policing. To establish relationships built on mutual trust and understanding, the Department opens its doors to the community through volunteer opportunities

and its theme academies. The goal is to provide better understanding of the Department's operations and philosophies. The Department offers numerous citizen police academies as well as academies tailored to the needs of the Hispanic and Asian communities, the faith community, the school system and youth. Instructors include Richmond Police and other law enforcement professionals. Curriculum covers a variety of topic ranging from gun and drug use to how a murder is investigated. Participants also ride with officers, get a first-hand look at how the Division of Emergency Communications operates and visit the firing range. Theme academy graduates are eligible for the Neighborhood Assistance Officer and Volunteers-In-Policing programs.



Chaplains Academy graduates beam with pride.

2008 Citizens Police Academies Highlights

Hispanic Academy

Matriculation - November 17, 2008

33 graduates

(All academy activities held at The Richmond Outreach Center, "The ROC")

Chaplains Academy

Matriculation - January 10, 2008

31 graduates

Baptist – 19

Full Gospel – 6

Church of God and Christ – 3

Non-denominational – 3

Mutual Trust Engaging the Community



Detective John Flores delivers a televised Crime Stoppers message.

Sergeant Hallema Mitchell and Capt. Adrianne McLemore pose with "McGruff the Crime Dog" and MOMS (Moms offering Moms Support) during a visit to police headquarters.



Officer Larry New leads a local Cub Scout troop on a tour of 4th precinct.

Operations Manager, Brian Cummings, serves as a volunteer Big Brother Big Sister youth mentor to Jarel Ford.



2008 Community Trust Account

POLICE CADET TRAINING PROGRAM



■ Summer Community Job Initiative

Cadets worked with professionals and participants in youth programs at various locations within the City.
(Boys & Girls Club, YMCA, Community Centers)

■ Participation in Virginia Commonwealth University Graduation Ceremony

- * Cadets assisted with distributing programs to families of graduates.
- * Cadets served as uniformed escorts to accompany graduate family members to designated seating areas.
- * Cadets greeted and assisted family members of graduates.

■ Sector Community Service Clean Up

Cadets assisted in a community clean-up project by painting over graffiti areas and picking up trash.

■ Gilpin Court Community Wellness Fair

Cadets participated and provided leadership throughout Community Day in Sector 411 by directing the event and manning youth games and activities.

■ City Treats- Adopted Linwood Holton Elementary School and Provided 540 Halloween Treat Bags

Cadets provided treats and handed out 540 individual bags to Linwood Holton Elementary students.

■ Family Christmas- Adopted Family in Sector 411

Cadets raised more than \$300.00 which was used to purchase Christmas gifts for a deserving family in Gilpin Court housing project.

Richmond Police Choir

A Leap of Faith

In 2008, the Richmond Police Choir performed in concert at more than 20 local events. Performances ranged from departmental awards ceremonies and recruit graduations to community and school events. Under the direction of Officer Mervin Mayo, civilian and sworn choir members from several branches of the Department unite to deliver stirring inspirational and patriotic melodies. The in-demand group, about 10 regular performers, has a repertoire of gospel and pop music selections earnestly delivered by dedicated vocalists and musicians. Together, they deliver a mighty voice!



Members of the Richmond Police Choir harmonize on stage at an outdoor ceremony.

In memory of Nancy White Thomas

A friend indeed.....



Nancy White Thomas made a commitment to law enforcement which never wavered nor diminished. In 1966, rather than settle into retirement, Mrs. Thomas, age 61, attended the Richmond Bureau of Police Basic Police Training School as its first civilian member. Mrs. Thomas became a loyal friend to every basic recruit class thereafter. Mrs. Thomas was instrumental in developing recruit graduation awards including the *Commitment Award*, *Physical Fitness Award*, *Emergency Vehicle Operation Course Award*, the *Captain Vernon F. Hall Award for Academic Excellence*, and nine marksmanship awards. Her kindness and generosity knew no bounds and she once gifted the K-9 Unit with a dog and the Mounted Unit with a horse. Mrs. Thomas attended all of the graduations until a few years ago when she became ill.

Nancy White Thomas passed away on October 7, 2008 at age 103. The Richmond Police Department shall always be grateful to Mrs. Thomas for her loyal and steadfast support throughout the years.

Rest in Peace, Mrs. Thomas,

Your Richmond Police Family

“If I can help somebody as I travel along, if I can help somebody with a word or a song, if I can help somebody from doing wrong, then my living shall not be in vain.”

Mahalia Jackson

YEAR IN REVIEW



Serving Our Communities, City and Nation



"They [earlier generations] understood that our power alone cannot protect us, nor does it entitle us to do as we please. Instead, they knew that our power grows through its prudent use; our security emanates from the justness of our cause, the force of our example, the tempering qualities of humility and restraint."

President Barack H. Obama
January 20, 2009 Inauguration address excerpt

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