

COMMUNITY



FPD

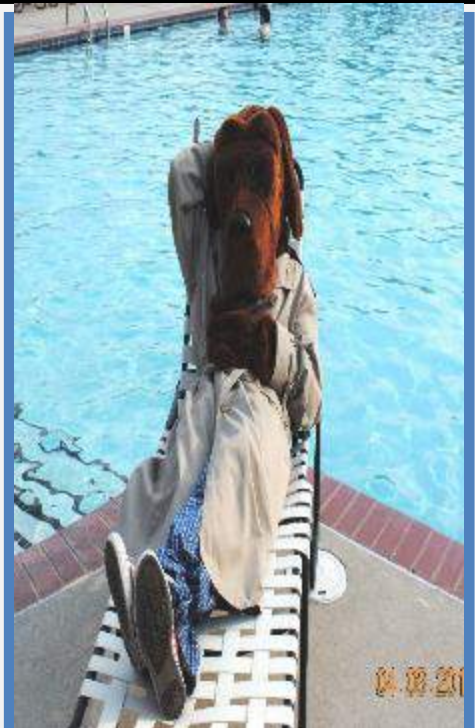
Farmville Police Department

"To provide a safe and secure community
through excellence in public service."

HONOR

The Farmville Police Department

2015 State of the Department Annual Report





Farmville Police Department



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Message from Chief of Police, Curtis L. Davis, Jr.:

To Our Community,

It has been my honor to serve this first year as the Chief of Police in our community. I am pleased with our accomplishments and growth over the past year. We have increased our presence in the community with new and unique community policing initiatives as we continue to involve the public in the development of the blueprint of our future. We have only just started our efforts.

Community policing does not just exist in the form of special events and committees. It is something that must happen every day. You may have noticed officers getting out of their vehicles and walking the streets, interacting with citizens. We are concentrating on proactive prevention over proactive enforcement. But, most importantly, we are talking with you and listening to what you have to say.

We have made great strides in increasing our training at all levels in the agency. We are in the process of utilizing crime analytics to become better at being predictive of crime and working harder to prevent it before it occurs. We have acquired new equipment through the use of grants and we have significantly changed our fleet to a more professional standard. Each day we continue to move forward in our professional approaches.

I am fortunate to have inherited a fine police department thanks to the former Chief and current officers. They should be credited with many of our accomplishments. We achieve our goals from a combined effort of dedicated and professional officers, a caring and steadfast town populace, strong law enforcement partners and a supportive town council and manager. Together we can continue to make this a safe and prosperous community that is truly the Heart of Virginia.



Farmville Police Department



Agency Accomplishments

Crime Analytics

Modern policing requires that agencies focus on being proactive when addressing crime and public safety concerns. The ability to capture data and place it in a visual format allows officers the opportunity to note patterns and formulate patrol strategies to combat both active crimes and historical patterns.

The key to prevention is to be in the right place at the right time. Combining statistical data with our officer's experience and knowledge allows the agency to impact crime, gather intelligence and create a safer community. The FPD crime analytics program was purchased through grant funding. The FPD included Longwood University Police Department as a partner in this program to further enhance the safety and security of our community. This partnership and sharing of data is a unique approach.

The new crime analytics program also provides a method to continue transparency of crime information for the public. The Crime Reports program allows citizens to view a map, updated every 24 hours, of crime activity in the community. This allows citizens the ability to have firsthand knowledge of crime activity and crime history in the community. This program is a great benefit to the community.

Utilizing data, officers formulate patrol strategies that target predictive crime activity. This allows supervisors to place patrols in specific areas that have the highest probability of crime based on current trends and historical data. While not all crimes can be predicted or prevented, numerous crimes have patterns associated to time, season and opportunity. By working to reduce these crimes before they occur, the agency can be proactive as opposed to reactive in crime prevention patrols and techniques.





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Agency Accomplishments Continued

Fleet Improvements:

The agency has made great strides in fleet improvement over the past year thanks to the assistance of town council and the town manager. During this past year, the agency added six vehicles to the fleet. Three of these vehicles were funded from a Grant. Three additional patrol vehicles were added at a total cost less than a single new vehicle. These vehicles were in excellent shape and had very low mileage. In less than six months the fleet moved from an average age of 13 years and 88,000 miles to an average of 9 years and 55,000 miles at a very low cost to the town.

Computer upgrades:

A grant provided funding to upgrade all police department computers. The department had 20 dated computers that operated on windows vista and an old server. The grant allowed the agency to upgrade all computers and provide a new server. Three additional computers and three new work stations were added to the agency which now provides work stations for officers, greatly improving working conditions and efficiency. The agency also added two additional lap top computers from the grant.

Equipment:

- The agency secured a grant to add 8 intoximeters for the detection of alcohol.
- The agency purchased all new flashlights to replace the dated, bulky and older lights
- The agency currently has money set aside from a grant to purchase twenty new state of the art body cameras and several new in-car cameras. Additionally, a digital evidence vault will be purchased to store video evidence and data that is necessary for court record, administrative investigations and policy requirements.
- The Agency received three new in-car cameras from grant funding
- The agency purchased a new video recorder for crime scene processing
- The agency purchased new cameras for surveillance
- The agency purchased a latent print and impression collection tool for crime scene processing



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Agency Accomplishments Continued



Bike Patrol:

Bike patrols are a vital part of community policing and citizen interaction. Utilizing grant funding, the agency added two new patrol bikes to increase the fleet size to 4 total bikes. The agency has also begun to increase the number of bike certified officers. Bike patrols are becoming a larger part of our patrol strategies.

Professional Contributions

Members of the agency instruct topics in Criminal Law, Basic Firearms Training, Defensive Driving, Officer Survival, DUI Enforcement, Accident Investigation and Radar Certification. We provide instruction for the Virginia Police Chiefs Foundation in "The Role and Responsibility of Supervisors" and for the University of Virginia's National Criminal Justice Command College in the topics of "Social Media" and "Flexible Policing." We also provide valuable education opportunities for the public.





Farmville Police Department



Measurable Performance

Community Policing

The Farmville Police Department is dedicated to community policing. Our approach is to make this philosophy part of our everyday activities. Problem solving, community interactions and approachability are keys to a successful policing program. Our programs are unique and meaningful to our officers and our community. Just a few of the unique events we participated in this year are:

- Reading books to children in daycare programs
- Placing 17th nationally in our National Night out program
- Partnering with a local sorority to start a "Help Save the Next Girl Program" for our area
- Three coffee and conversation opportunities with the public
- Completed the 3rd citizens police academy
- Police Explorers Program
- Partnered with the American Red Cross for the 6th annual Heartland Heroes Blood Drive
- Partnered with the recreation department in the "First Responders" camp for youths
- Attended numerous speaking engagements and community functions
- Operation Blue Christmas



Operation Blue Christmas

The Farmville Police Department works with local businesses and donors to provide a Christmas shopping opportunity for local children in need. This program is one of the most rewarding projects for the officers. While a number of officers and staff are responsible for the success of this program a special appreciation goes out to Corporal Jay Talbott who manages the program and to all the donors and sponsors of this event.



Farmville Police Department



Measurable Performance Continued

Involving Citizens in the Blueprint of the Agency:

To increase the involvement of the community in the blueprint of the agency and enhance our community policing philosophy, our goal was to improve participation of the community in public safety functions.

Police Department Policy was changed to allow a citizen representative to participate on hiring and promotion oral boards for the agency. Just this year, a citizen participated in our most recent hiring process oral board.

Multiple citizens or business owners from the community now serve on the **Chief's Citizens Advisory Group** that meets regularly to discuss law enforcement issues. These citizens were selected base on their graduation from the Citizens Police Academy.

Several students from Longwood University now serve on the **Chief's Student Advisory Group** that meets regularly to discuss law enforcement issues.

Advanced Training Opportunities for Employees:

One task of the agency was to improve training opportunities for employees. Training is the key to a professional organization. Utilizing grant funding and budget allotment the agency has made a strong commitment to provide opportunities for employees. The following training is a small example of what officers attended in addition to basic training and recertification training:

Professional Executive Leadership School, FBI Leadership School, Homicide Investigation Training, Crime Scene Workshops, Bike Patrol School, Crisis Intervention Training, Police and Community Relations, Leadership for Challenging Times, FBI Crisis Negotiation, FBI Forensic Evidence Collection, Use of Force Investigations, Freedom of Information Training and Sex Crimes Investigations.

Several Officers also attended Crisis Intervention Training which is advanced training in the area of mental health response and critical incident response. Two members of the agency are slated to become instructors in the program in 2016.



Farmville Police Department



Measurable Performance Continued



Advanced Leadership Training

Bill Hogan graduated from the Professional Executive Leadership School which is an executive level leadership program hosted at the University of Richmond. Captain Ellington will attend the training in 2016, providing the FPD with three graduates of the program. Several other supervisors attended advanced supervisory training programs provided by the F.B.I and other well-known organizations.

Traffic safety remains a priority to the agency. Preventing DUI's, reducing accidents and keeping our roads safe are responsibilities we take serious. This year we were proud to have two officers, Shay Farley and Stewart Godsey, who were recognized by the Virginia Alcohol Safety Action Program for their contribution to the apprehension of intoxicated drivers. We also received an award for community seat belt usage.





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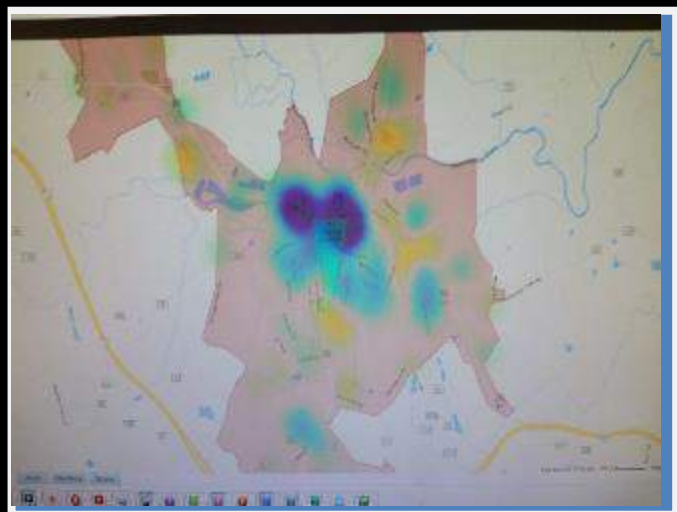
Upcoming Goals, Objectives, and Strategies to Accomplish

Our top priority and goal as an agency revolves around our mission statement *"To Provide a safe and secure community through excellence in public safety."*

To achieve this statement we must have clear strategies and target goals in mind. The reduction and prevention of crime is paramount in our approach. The involvement of the community in crime prevention is vital. No police agency can successfully prevent crime alone. This must be a mutual effort that combines communication, trust and cooperation with the public and law enforcement partners. Our actions, objectives and strategies must all work together to help us achieve this mission statement. Excellence in public safety is a lofty goal. It must be sought by measuring training, performance and community input. Today, Law Enforcement is more challenging than ever. Change is a necessity for any agency to experience growth and success.

Increase the agency's ability to utilize crime analytics and patrol strategies to be proactive in the prevention of crime.

Strategies to Accomplish: *Now that we have a unique predictive analytical system, our officers will need to prepare patrols and strategies based on the data. A hot spot map like the one seen to the right, indicates the highest probability of criminal activity or quality of life issues. Officers must learn to utilize this information in conjunction with their knowledge of the area. This strategy will improve with repetition and training.*





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Upcoming Goals, Objectives, and Strategies to Accomplish Continued

Measure and reduce crime based on clear targeted data:

Strategies to Accomplish: *Our agency will utilize the four previous year's crime average as a standard. Year to year comparisons can be impacted by isolated incidents, short term crime trends and economic factors. Utilizing a four year average will provide a snapshot of true crime trends and set an established and reasonable goal for crime reduction. Increases in the comparison from month to month will be noted and targeted in the form of prevention and apprehension. The data will be a targeted guide for long term reductions and focus. Crime numbers are not controlled by police. Police should not take full credit for the reduction of crime or full responsibility for the increase of crime. Crime numbers reflect multiple factors and causations.*

Increase the use of problem solving practices to better serve the public and improve the overall quality of life for our citizens:

Strategies to Accomplish: *The agency will focus on solving issues that result in reoccurring problems for the community. A combination of education, community involvement, resource utilization and enforcement will be utilized to find long term solutions to problems. This will better enhance the quality of life for our citizens and reduce the need to rely solely on enforcement as our primary approach. Long term problem solving is a unique approach that all officers can apply at any level in the agency. Problems will be identified, solutions developed and documentation will be maintained to better guide our approaches.*

Make significant changes to the recruitment process to attract and maintain qualified employees. Increase the diversity in the agency to better represent the demographics of the community.

Strategies to Accomplish: *The agency needs to increase our recruiting footprint and job advertisement range to increase our candidate pool. It is vital that we focus recruitment in areas with diverse populations, and that we work to better reflect the diversity of our community. The recruitment of law enforcement officers has greatly changed over the years. It is important that our agency remain attractive to current and future recruits. Marketing the agency image, increasing opportunities within the agency and expanding the exposure of Farmville Police Officers in the Commonwealth through training and recruitment opportunities will greatly improve our ability to recruit and maintain quality police officers for the community.*



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Upcoming Goals, Objectives, and Strategies to Accomplish Continued



Increase Community Policing and Outreach

As an agency we must always seek ways to outreach with the community and become involved with factors outside of public safety. Having the opportunity to build trust in the community must continue to be seen as a primary goal of the agency in the coming year.

Strategies to Accomplish: Continue to challenge officers to create new community initiatives and reward officer's efforts.

This year officers have continued to find unique ways to work on community outreach and quality of life improvements. Door to door visits to receive information from the public, community walks, neighborhood clean-ups and bike patrols have made significant outreaches into the community. Continued efforts by the agency and the creative minds of the officers will generate even more initiatives in 2016.





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Recommendations for Organization Revisions, Improvements, and Change

The FPD has 89 General Orders of policy and 187 accreditation procedures. Our General Orders must be reviewed and updated on a regular basis. Some General Orders are dated and should be improved. Command staff began this review in 2015 and should have all General Orders updated by 2016. The 187 accreditation standards must be proven and documented each year in preparation for the 2017 reaccreditation. This process is given attention almost daily as accreditation remains a high priority for our agency.

The FPD will focus on improving the overall uniform appearance of the agency by acquiring new uniforms that are the same fabric and color. Over time, the agency has utilized different styles of shirts. This has resulted in some off coloring or fading of the uniform. The agency will work strategically to acquire the same brand uniform shirts and replace the older uniform shirts. Additionally the agency will look to secure an outer carrier vest for the uniform to be worn in the hot summer months.

The police fleet will continue to be a focus on finding low cost methods to acquire additional or improved vehicles over time. A long term focus should be placed on the improvement of the fleet with consideration given to lease vehicles. However, this must be done with consideration to the greater town budget and high cost of vehicle replacement.



Evidence Recovery

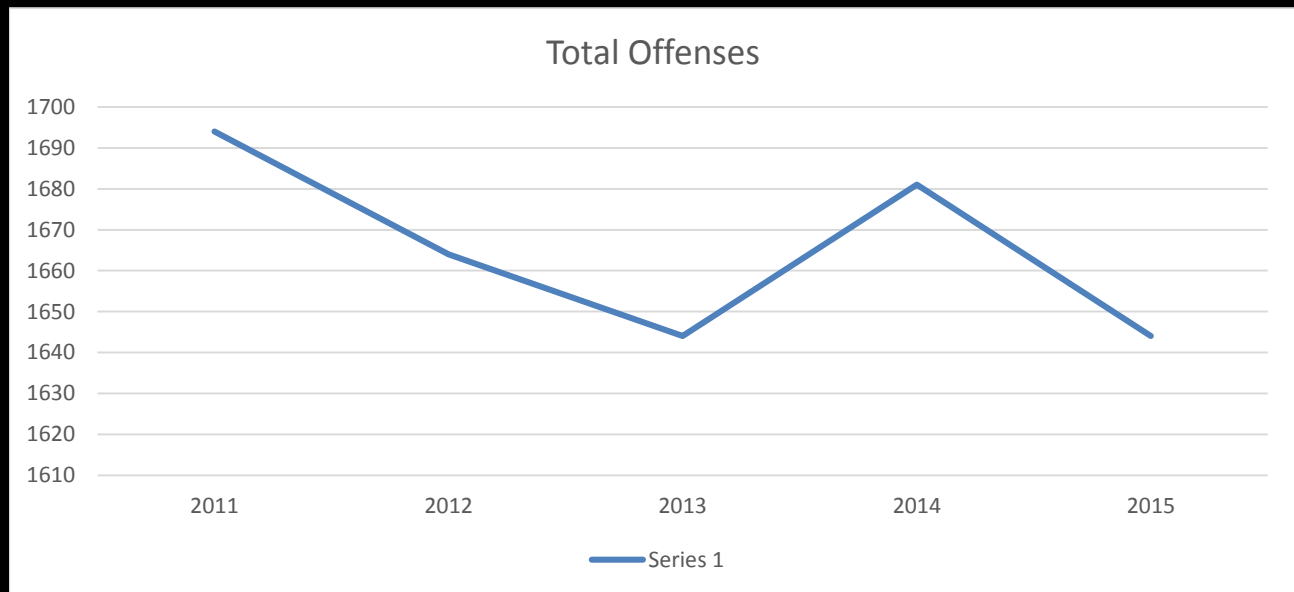
The agency traditionally utilized detectives to process crime scenes. In 2015 the agency trained four additional patrol officers on advanced evidence recovery and upgraded our evidence recovery equipment, making it easily accessible to officers. Each patrol shift now has a trained evidence specialist who can assist detectives on crime scenes. We need to continue to provide additional training to these officers in 2016.



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Crime Trends and Public Safety



Total Offense count is a category that includes all offenses investigated by the agency to include those that do not fall into the category of violent crime or property crime. These offenses may be Narcotics, Domestic Disturbances, Loud Noise or Parking Violations. It is important to look at offense totals each year to determine if these quality of life issues are increasing or decreasing.

The trend line for total offenses indicates a small reduction from last year. The decrease in total offenses is not significant enough to provide insight for any research or focus.



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Crime Trends Continued

Total Police calls for service

January 1- December 31, 2011	9882
January 1- December 31, 2012	9273
January 1- December 31, 2013	9786
January 1- December 31, 2014	9537
January 1- December 31, 2015	9394

Calls for Service Demands

Answering calls for service is a major function of the agency. Call demand is a strong indication of the public need for police. Ultimately a goal of the agency is to show a reduction of calls for service combined with a reduction in overall crime numbers. The four year average call for service demand is 9,619 calls per year. 2015 resulted in a reduction of 225 calls for service as compared to the average.

Crime Spikes such as shoplifting can greatly impact crime numbers. While these incidents are concerning and need to be stopped, they usually are not a direct threat to the public. However, when combined into a community's crime numbers they certainly create concern in the bottom line. Looking at crime as a whole is important, but it is also valuable to look specifically at crime types to understand how it impacts individual safety. We break our crime down into two categories, Violent Crime and Property Crime.

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Council Update
[November 2015]

Crime Numbers
November numbers are the lowest for the past 4 years. Both categories continue to decline and below the four year coverage for crime in Farmville. Shoplifting continues to impact the numbers.

	4 Year Average for Nov.	Nov. 2015 Total Incidents
Violent Crime Average	15.75 incidents	8 incidents
Non-Violent Crime Average	17.25 incidents	17 incidents
Total Incident Average	33.0 incidents	25 incidents

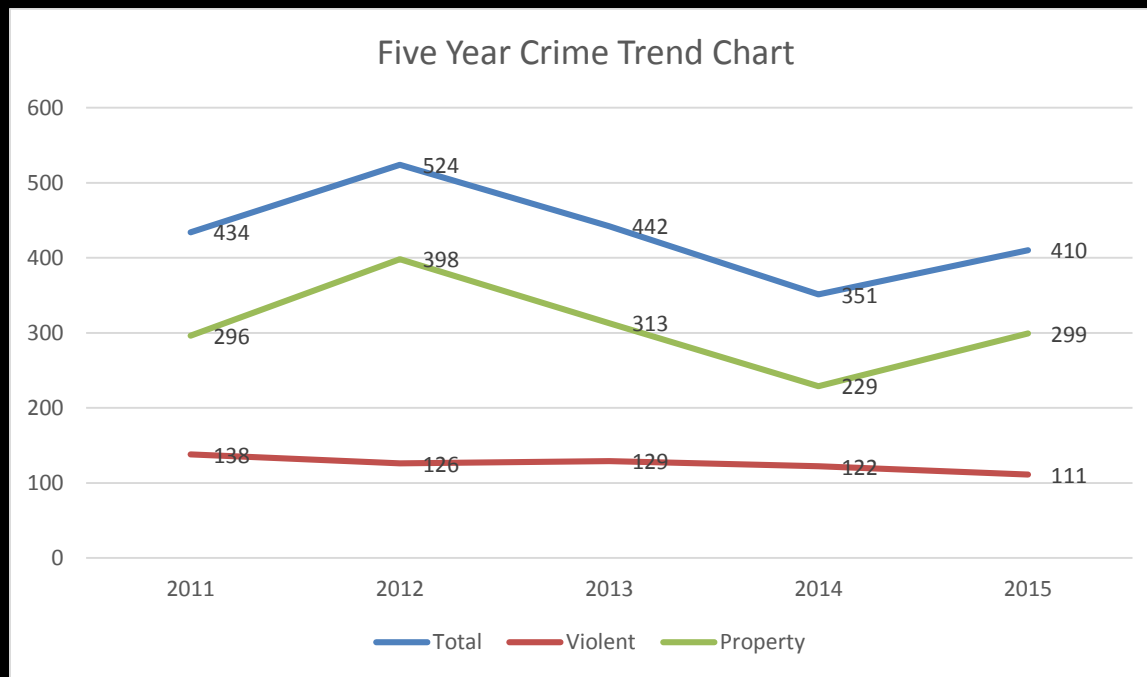
- 32 of the 33 incidents were non-investigative
- Single incidents accounted for 7 of the 25 incidents of Police



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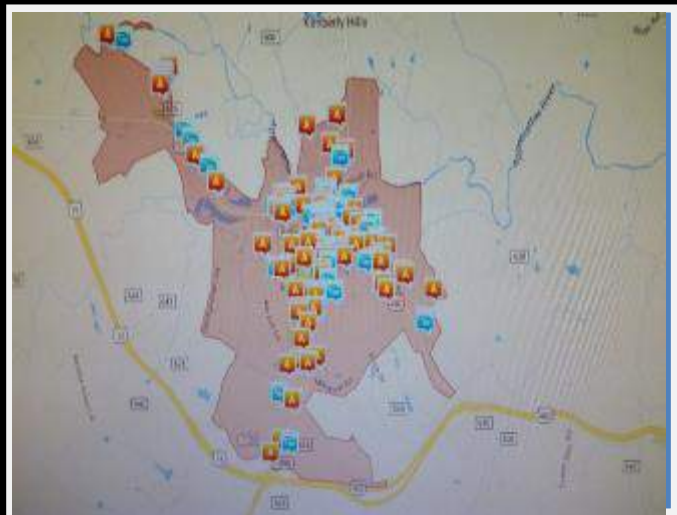


Crime Trends Continued



The above chart tracks total crimes classified as violent or property crimes for five years. In 2015 property crime, specifically shoplifting, accounted for the overall increase. Violent crime however, continued to produce a steady decline since the 2011 high of 138.

A note of reference in violent crime is our tracking of simple assaults. These offenses may be very minor assaults but we carry them in our violent crime numbers since they normally include a physical act. 92 of the 111 violent crimes were simple assaults.





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Crime Trends Continued

Crime Numbers for the past five year period

	<u>2015</u>	<u>2014</u>	<u>2013</u>	<u>2012</u>	<u>2011</u>
Simple Assault	92	101	110	105	110
Aggravated Assault	8	7	9	8	10
Homicide	0	0	0	0	0
Rape	3	5	4	3	5
Forcible Sodomy	5	4	0	8	6
Robbery	3	5	6	2	7
Subtotal	111	122	129	126	138
Burglary	20	22	18	34	39
Larceny	273	204	288	352	248
Motor Vehicle Theft	5	1	6	11	7
Arson	1	2	1	1	2
Subtotal	299	229	313	398	296
Totals	410	351	442	524	434

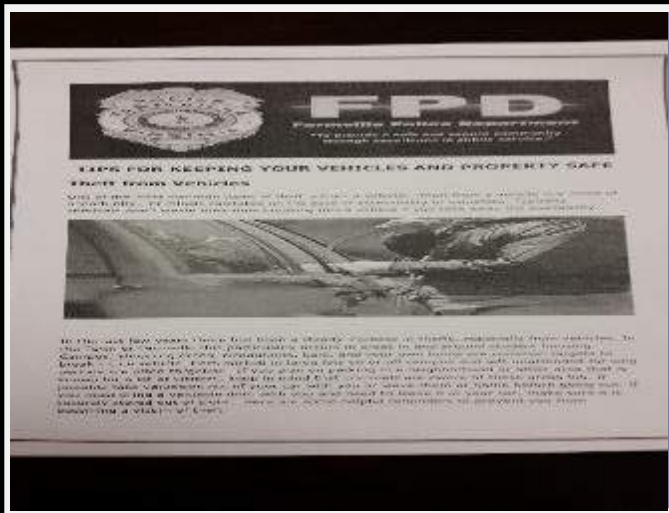
- In a head to head comparison from last year overall crime numbers were up by 59 offenses. Shoplifting accounted for 37 of these offenses. The town recorded 116 shoplifting offenses last year
- Violent crime which includes simple assault for comparison was down by 11 offenses
- Larceny offenses account for the increase of the remainder.
- Using a four year average of crime as a measurement for comparison we find that the average for total crimes is 437.75. The 2015 totals indicates that we are 27.75 crimes below the average this year.



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Crime Trends Continued



Crime has a direct correlation to opportunity. Thefts continue to impact our crime numbers. In the majority of thefts from motor vehicles, the vehicle was left unlocked. Oftentimes items of value were left in plain sight in the vehicles or outside of residences. Securing items and locking doors makes the challenge more difficult for the offender. Our agency continues to work on public service announcements and educational opportunities to help citizens protect valuables.

Town Safety

Farmville is a safe community. Violent crime continues to trend down and only small increases of property crimes were noted this year, which is most likely indicative of national increases. When you consider the true town population, the students and visitors of our community, our crime numbers indicate we are doing very well as a community. We are looking forward to 2016 and a continued safe and secure community.

