

Norfolk Police Department

2007-2008 Annual Report

POLICING THROUGH PUBLIC TRUST: REACHING OUT



Chief of Police - Bruce P. Marquis
CITY OF NORFOLK, VIRGINIA

Message from Chief Bruce P. Marquis



On behalf of the men and women of the Norfolk Police Department, I am pleased to present the combined 2007-2008 Annual Report, whose focus is, Policing Through Public Trust. This report provides a comprehensive overview of the Norfolk Police Department for 2007 and 2008 and includes descriptions of various activities and services provided by the Department's divisions.

I ask Norfolk residents for their continued confidence in the members of the Norfolk Police Department. Trust is a critical element in the success of community policing and partnership. We are your public servants and will work vigilantly to operate more openly and offer greater transparency to the department.

As I approach the 5th year anniversary of my tenure as Norfolk's Chief of Police, I remain committed to earning the trust of every resident by holding every officer and civilian employee accountable to the highest standard of ethics and integrity.

Norfolk's Mayor, City Council and City Manager continue to recognize and respond to the challenges of funding additional police resources by adding additional officers. They have shown true commitment to the Department and most importantly, to the public safety of the residents of Norfolk. My gratitude also extends to the community, and I thank you for your support.

Please visit the Department's website at www.norfolk.gov/Police. This site includes our user friendly Crime View Community program, and other relevant Norfolk Police Department information.

Sincerely,

A handwritten signature in black ink, appearing to read "Bruce P. Marquis".

Bruce P. Marquis
Norfolk Chief of Police



2007-2008

City of Norfolk Officials

Members of City Council

Paul D. Fraim

Mayor

Anthony L. Burfoot

Vice Mayor

Daun S. Hester

Paul R. Riddick

Dr. Theresa W. Whibley

Donald L. Williams

Barclay C. Winn

W. Randy Wright

Council Members

City Administration

Regina V.K. Williams

City Manager

Nancy Johnson

Marcus Jones

Sharon Laisure

Anne Odell

Stanley Stein

Assistant Managers



Mission & Vision Statements

Our Mission

The Norfolk Police Department shall provide protection and police service responsive to the needs of the people of Norfolk.

Our Vision

To provide a safe environment for communities, businesses, and visitors to the City of Norfolk.



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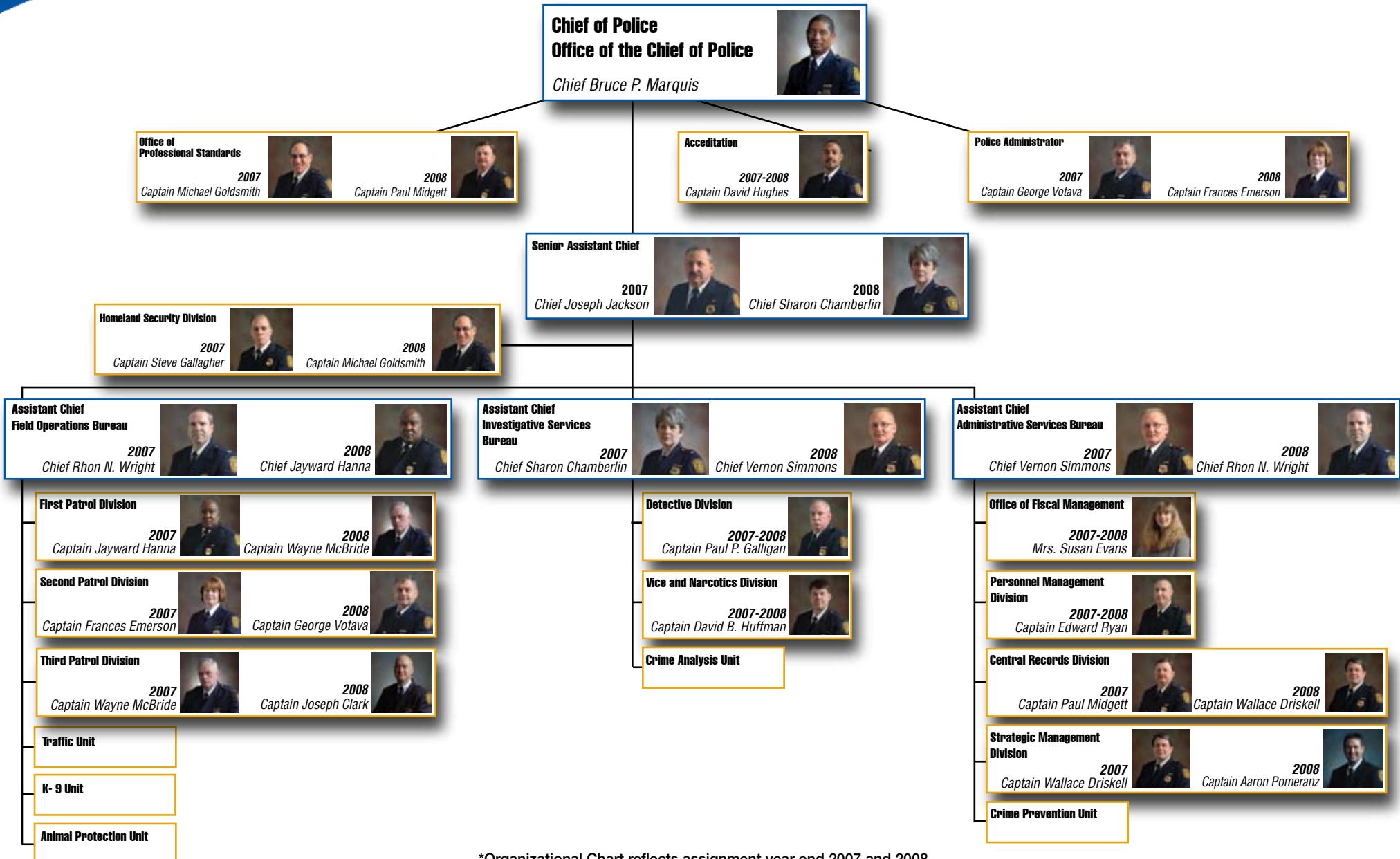
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*Thank you to all who contributed to the
2007-2008 Annual Report.*

EDITOR
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STAFF PHOTOGRAPHERS
Mary Heitman and Joe Riplinger

2007-2008 Norfolk Police Department Organizational Chart



*Organizational Chart reflects assignment year end 2007 and 2008.

Norfolk Police Patrol Divisions & Sectors

Map Legend



Sectors



BLUE



GOLD



RED



GREEN

Major Streets

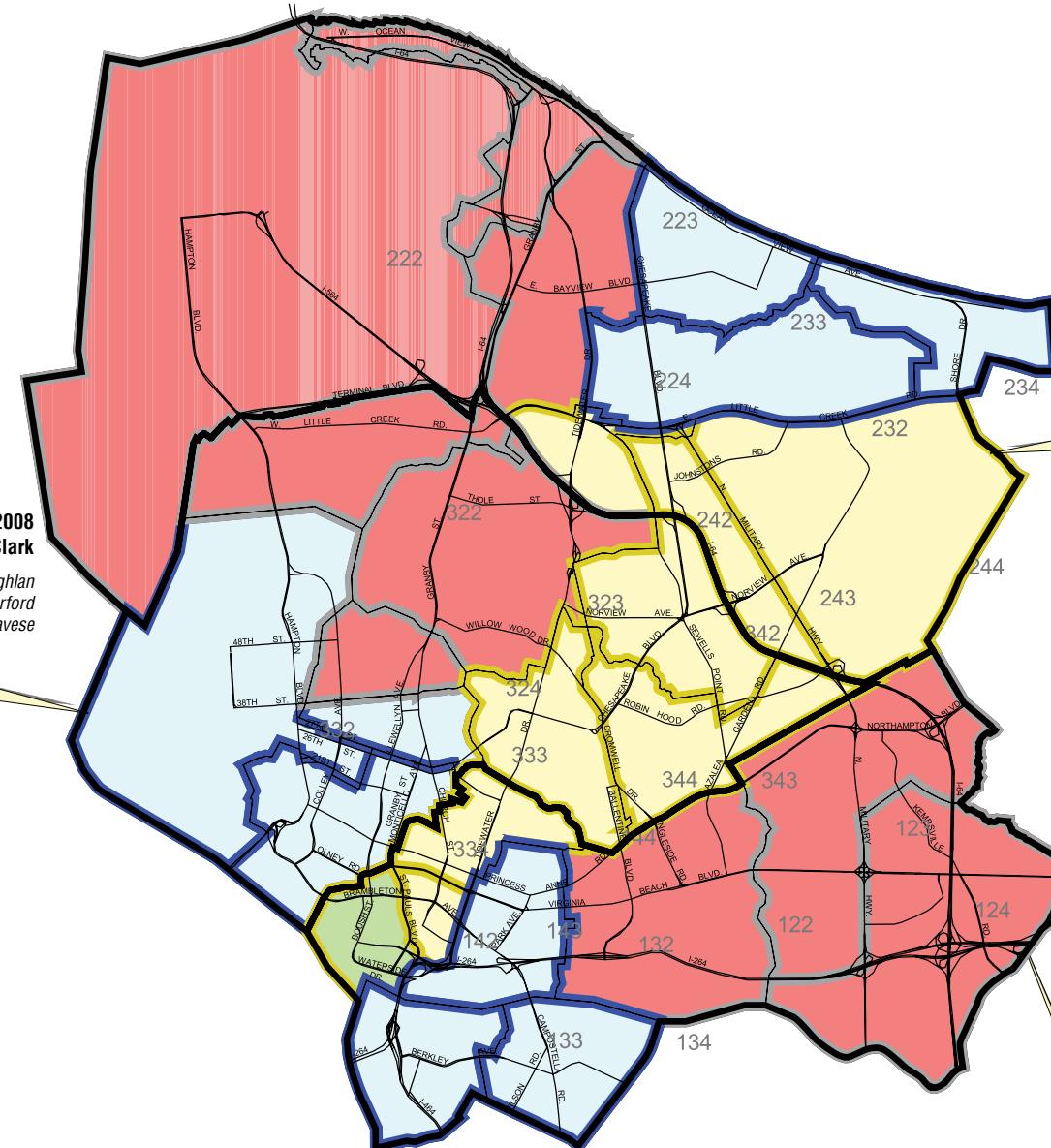
2007
Captain Wayne McBride

Lieutenant Keisha Boone
Lieutenant Roger Hungerford
Lieutenant Keith Torian

2008
Captain Joseph Clark

Lieutenant Jonathan Coghlan
Lieutenant Roger Hungerford
Lieutenant Robert Pavese

Third Patrol Division

2007
Captain Frances Emerson

Lieutenant Joe Branning
Lieutenant Andrew J. Mitchell
Lieutenant Christopher Moore

2008
Captain George Votava

Lieutenant Joe Branning
Lieutenant Andrew J. Mitchell
Lieutenant Christopher Moore

2007
Captain Jayward Hanna

Lieutenant Joseph Baron
Lieutenant Larry Boone
Lieutenant James Hackett
Lieutenant Aaron Pomeranz

2008
Captain Wayne McBride

Lieutenant Joseph Baron
Lieutenant Larry Boone
Lieutenant Marion Miles
Lieutenant Shaun Squyres



**City of
Norfolk**

1 0 1 Miles



2007 Norfolk Police Department Annual Awards

Officer of the Year



Medal of Honor



Distinguished Service Medal



Officer B.S. Measel

Distinguished Service Medal



Officer N.G. Parks

Distinguished Service Medal



Officer J.W. Burroughs

Officer of the 1st Quarter



Officer F.E. Curott

Officer of the 2nd Quarter



Officer C.J. Scallon

Officer of the 3rd Quarter



Officer N.L. Ford

Officer of the 4th Quarter



Officer R.A. Stocks & Officer L.G. Jackson

Civilian of the Year



Ms. Ruby Alston

Civilian of the Year



Ms. Monique Lynch

Civilian of the 1st Quarter



Ms. Debra Hardy

Civilian of the 2nd Quarter



Ms. Ruby Alston & Ms. Monique Lynch

Civilian of the 3rd Quarter



Ms. Karen Fauntleroy

Civilian of the 4th Quarter



Operations Officer II Cathy Edwards

2008 Norfolk Police Department Annual Awards

Officer of the Year



Officer F.E. Curott

Officer of the Year



Officer T.L. Springer

Officer of the 1st Quarter



Officer F.E. Curott

Officer of the 2nd Quarter



Officer J. Valdez & Officer J.L. Kowalski

Officer of the 3rd Quarter



Officer S.M. Parker

Officer of the 4th Quarter



Officer F.E. Curott & Officer T.L. Springer

Civilian of the Year



Ms. Maravia Ebong

Civilian of the 1st Quarter



Ms. Stase Michaels

Civilian of the 2nd Quarter



Ms. Maravia Ebong

Civilian of the 3rd Quarter



Ms. Marissa Fiorilla

Civilian of the 4th Quarter



Ms. Heather Morse

FY-08 OPERATING BUDGET

TOTAL BUDGET: \$58,657,000

Field Operations

- First Patrol
Red, Blue, Gold, & Green Sectors
- Second Patrol
Red, Blue, & Gold Sectors
- Third Patrol
Red, Blue, & Gold Sectors
- Traffic
- K-9
- Animal Protection

Police officer's salary with benefits
(plus uniform, radio, weapon)

$$\begin{array}{r} \$60,695 \\ + 5,557 \\ \hline \$66,252 \end{array}$$



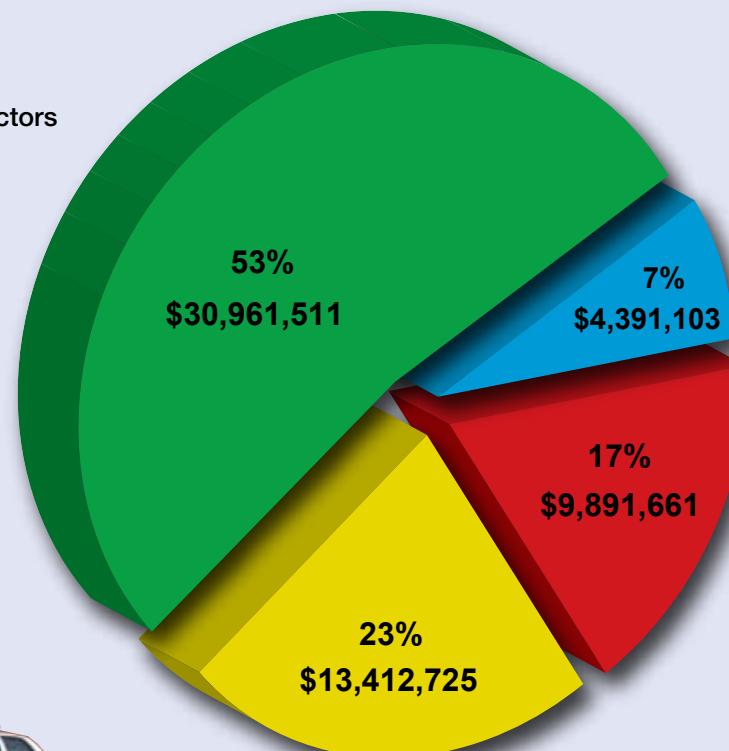
It requires six officers to staff one position,
24 hours a day, seven days a week.

A fully equipped marked police car costs \$31,803



A fully equipped police bike costs
Bike uniform and accessories

$$\begin{array}{r} \$1,105 \\ + 1,255 \\ \hline \$2,360 \end{array}$$



Investigative Services

- Detective
- Vice and Narcotics
- Crime Analysis
- Criminal Intelligence

Police Administration

- Chief's Office
- Professional Standards
- Homeland Security
- Accreditation

Administrative Support

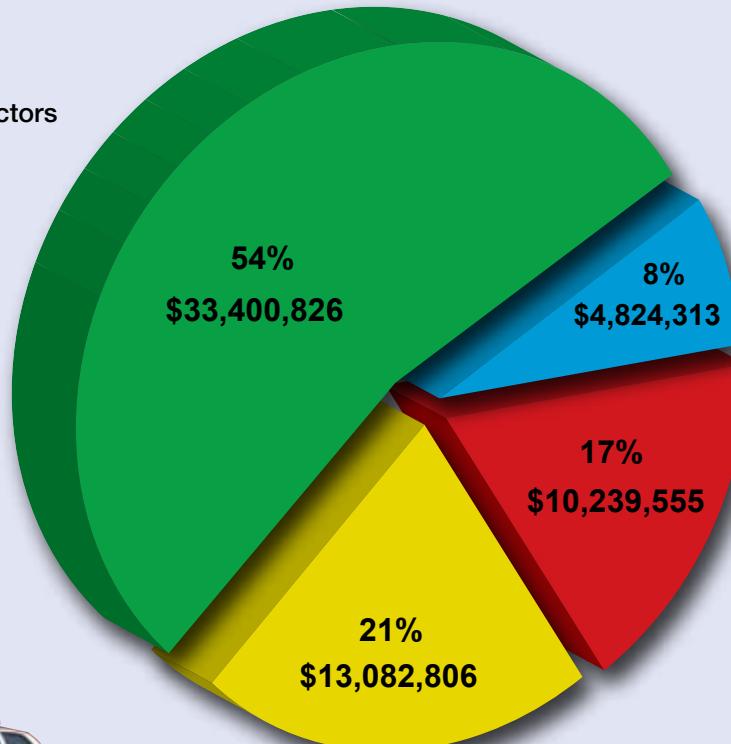
- Training
- Fiscal Management
- Personnel
- Strategic Management
- Central Records
- Property & Evidence
- Crime Prevention

FY-09 OPERATING BUDGET

TOTAL BUDGET: \$61,547,500

Field Operations

- First Patrol
Red, Blue, Gold, & Green Sectors
- Second Patrol
Red, Blue, & Gold Sectors
- Third Patrol
Red, Blue, & Gold Sectors
- Traffic
- K-9
- Animal Protection



*Police officer's salary with benefits
(plus uniform, radio, weapon)*

\$62,423
5,678
<hr/>
\$68,101



*It requires six officers to staff one position,
24 hours a day, seven days a week.*



A fully equipped marked police car costs \$35,492

*A fully equipped police bike costs
Bike uniform and accessories*

\$1,325
1,255
<hr/>
\$2,580



Investigative Services

- Detective
- Vice and Narcotics
- Crime Analysis

Police Administration

- Chief's Office
- Professional Standards
- Criminal Intelligence
- Homeland Security

Administrative Support

- Training
- Fiscal Management
- Accreditation
- Inspections
- Personnel
- Strategic Management
- Central Records
- Property & Evidence
- Crime Prevention

Office of the Chief of Police

Captain George Votava, *Police Administrator, 2007*

Captain Frances Emerson, *Police Administrator, 2008*

The Office of the Chief of Police includes not only the Chief, but also his executive staff, the Office of Professional Standards, the Office of Public Information, and the Office of Accreditation. The Chief's staff provides, among other things, assisting with internal and external communications; coordinating his scheduling; handling the customer support function of the reception desk in the Police Administration Building; responding to citizen inquiries and various administrative duties.



Chief's Office

Office of Professional Standards

Captain Michael Goldsmith, *Commanding Officer, 2007*

Captain Paul Midgett, *Commanding Officer, 2008*

The Norfolk Police Department encourages citizens and co-workers to report legitimate complaints of inadequate police service or police misconduct. The Office of Professional Standards (OPS) is committed to maintaining the integrity of the Norfolk Police Department by administering an internal system in which objectivity, fairness, and justice are assured by an intensive, impartial investigation and review of all issues brought forth.

Initiatives implemented by OPS were designed to better assist citizens as well as facilitate the management of internal complaints. One initiative implemented by OPS is updating the complainant of the status of the investigation. Every thirty (30) days the complainant is contacted and given a status report of the investigation by the investigating sergeant. This shows the complainant, that the complaint is being investigated to the fullest extent possible and the complainant is involved with the investigation until it is concluded. Another initiative implemented is the tracking of the Conducted Energy Device (CED). The tracking of the CED shows how and why the CED was used as well as the effectiveness of the CED. The future implementation of the Blue Team incident management system, allows officers and supervisors to enter and manage incidents from "the field". A simple, step-by-step internet-style interface is used, minimizing training requirements. The types of incidents that will be managed will be: use-of-force, field-level discipline, complaints, vehicle accidents, and pursuits. This information is entered and then routed through the chain-of-command with review and approval at each step.

OPS is fully staffed with five Sergeants and is at its full complement of personnel.

During 2007 and 2008, the Office of Professional Standards processed a total of 553 complaints.

Administrative Investigations	226
Citizen Complaints	327
Total	553



Chief's Office Accreditation

Captain David Hughes, *Accreditation Manager, 2007-2008*

In November 2006 the Norfolk Police Department formally began the process to obtain accreditation from the Virginia Law Enforcement Professional Standards Commission (VLEPSC). Accreditation is an ongoing process whereby law enforcement agencies evaluate policies and procedures against established criteria. Compliance is verified by an independent authoritative body which determines whether the department's guidelines represent a level of quality service delivery. The objective of accreditation is to help improve the quality of life for Norfolk citizens, further ensuring public safety and trust.

The accreditation process is divided into a preparation phase, self-assessment phase, compilation of proofs of compliance, and the independent assessment phase. During 2007 the department completed the self-assessment phase which consisted of reviewing and comparing the policies and procedures contained in the Departmental General Orders, Special Orders, Manuals, Standards Operating Procedures, Memorandums, and Academy Lesson Plans with the VLEPSC standards. Policies that were not in compliance were updated to conform to the standard. The Department also completed the process of compiling proof or evidence of compliance with all of the VLEPSC standards in 2007, and began preparation to conduct both a mock and final assessment by assessors from VLEPSC during 2008. On October 16th 2008, the Department officially met its goal to become fully accredited by the Virginia Law Enforcement Professional Standards Commission. The Department is currently preparing for national accreditation by the Commission on Accreditation for Law Enforcement Agencies. (CALEA)



Chief's Office Public Information Office

Public Information Officers serve as spokespersons for the Department and the Chief of Police. PIO's also communicate the department's policies and act as liaisons between the media and the community.

In 2007 the Public Information Office was staffed with two full time sworn officers. In 2008 the office was staffed with two full time sworn officers and one full time non-sworn, civilian, PIO. Public Information Officers disseminated dozens of news releases, and managed requests for information from media outlets, and residents around the clock. An ongoing mission of the Public Information Office, is to strengthen relations between the media and the department.

- In 2007 and 2008 the Public Information Office continued its membership on the board of the Norfolk Crime Line and Media Council.
- Participated as national speakers for the National Information Officer's Association (NIOA) on the subject of "When Bad Things Happen, Officer Killed In The Line of Duty."
- Addressed community groups
- Educated recruits in the Police Academy
- Taught internal classes for sworn personnel



Chief's Office Chaplaincy Program



The world is my country, all mankind are my brethren, and to do good is my religion.

Thomas Paine, Author

The Norfolk Police Department has been anchored by a group of community based chaplains within the department for several years. Local clergy of various denominations and faiths volunteer their time and services without monetary compensation. The volunteer chaplains are certified by the Chief of Police, after the completion of a successful background check and any additional required training.

The responsibilities and duties of the chaplains include assisting officers in crisis situations, notifying next of kin when a death has occurred, aiding police personnel and, or their families during times of need, and officiating at police affiliated community functions.

Chaplains willingly offer their services to the department and community without regard to race, creed, color, religion or sexual orientation. Chaplains effectively maintain the public's trust by providing sensitive responses that address the citizen's needs.

Homeland Security Division

Captain Steve Gallagher, *Commanding Officer, 2007*

Captain Michael Goldsmith, *Commanding Officer, 2008*

In order to more efficiently combat global and domestic terrorism, Chief Marquis formed the Homeland Security Division in the spring of 2005. This division combined the Bomb Squad, Harbor Patrol, and Special Operations Team under one command with the responsibility to respond to complex incidents requiring special tactics, equipment, and training to mitigate. The Homeland Security Division works closely with our Federal partners to assist in protecting the Citizens of Norfolk against criminals who would do them harm. This is a specialized division that requires its officers to continually train and work in order to fulfill a difficult mission.

Bomb Squad

The Norfolk Bomb Squad is a joint operation between the Norfolk Police Department and Norfolk Fire Rescue with operational command falling under the Commanding Officer of the Homeland Security Division of the Norfolk Police Department. The mission of the Bomb Squad is to provide a rapid and technical response to emergency and critical situations involving actual or suspected explosive devices.

The Norfolk Bomb Squad was formed in the spring of 2005 when the Norfolk Police Department received two federal grants totaling one million dollars to be used for the formation of the Bomb Squad. Currently the Norfolk Bomb Squad is comprised of three certified Bomb Technicians.

During 2007 the Norfolk Bomb Squad responded to 29 calls for service involving explosives and suspicious packages as well as assisting the Special Operations Team and the Hostage Negotiation Team.

The accomplishments of the Norfolk Bomb Squad for 2008 include but are not limited to the following:

- Response to 18 calls for service involving suspicious packages and/or explosives.
- Respond to 6 calls for service in support of the Special Operations Team and Hostage Negotiation Team.
- 9 demonstrations of unit capabilities for community organizations, youth academies, civic leagues, etc.
- Scott Gartner's successful graduation from the 6 week FBI Hazardous Devices School at Redstone Army Arsenal in Huntsville, Alabama.
- Over 450 hours of combined unit training.
- New bomb squad applicant assessment center in October.
- Award of \$68,000 in Federal grant money for the acquisition of enhanced wireless robotic communication equipment.
- Award of Night Vision equipment through the CEDEP grant.
- 2 hour block of In-service instruction in IED & Patrol Officer Response for over 600 members of the Police Department.
- 2 four hour blocks of instruction to NPD Recruit Academy classes



Harbor Patrol Unit

Lieutenant Michael Felix, Officer-in-Charge, 2007

Lieutenant Jerold Beer, Officer-in-Charge, 2008

In 2007-2008 the Harbor Patrol Unit continued to work closely with the United States Coast Guard and the Area Maritime Security Committee to ensure the safety of Norfolk's waterways. During this time period the Unit provided on the water security for AFRA'AM and Harborfest, as well as assisted with numerous inspections of critical infrastructure and the escort of high value vessels transiting the harbor. These vessels include fuel tankers, cruise ships, and highly combustible liquid petroleum gas ships.

The Harbor Patrol Unit is commanded by a Lieutenant. Harbor Patrol officers are assigned to enforce both City and State laws as they pertain to recreational boating in the Chesapeake Bay, Lafayette River, the Elizabeth River, and its tributaries, as well as several fresh water lakes that are owned by the City of Norfolk. In addition to enforcing the boating/criminal laws on the water, officers patrolling the waterways regularly have contact with the boating public and provide boating safety tips/education. Additionally, Harbor Patrol Officers are often called upon to take corrective action as needed to address safety and



environmental issues, preserve the wetlands, as well as addressing the concerns of residents who live adjacent to Norfolk's waterways.

In addition to Harbor Patrol responsibilities, supervisors and officers make up the Police Dive Team. The dive team is responsible for searching for, and recovering drowning victims, searching for and recovery of evidence, and detection of "parasitic containers" (containers attached to hulls of vessels) containing illegal/hazardous materials within the waterways surrounding the City of Norfolk.



Special Operations Team

In 2007 and 2008 Special Operations Team (SOT) members provided rapid tactical response to emergency and critical incident situations that are beyond the training and weapons capabilities of uniformed police personnel. The Special Operations Team is a full-time tactical unit responsible for the planning and execution of all high risk search warrants and the rapid response to all matters concerning homeland security. Team members are equipped and trained as a Hot-Zone Entry Team to rapidly respond and assess incidents which may involve a chemical or biological attack. In addition to their own training, the Special Operations Team is tasked with conducting all tactical training for members of the Vice and Narcotics Division. They are also responsible for the training and the qualifications of all special weapons utilized throughout the department such as the M-4 Patrol Rifle, the M14 Marine Rifle and the Chemical Agents Launchers utilized by the Crowd Management Team. The Special Operations Team and Harbor Patrol continually conduct joint training to improve their capabilities in maritime operations. Members of the team are also utilized to conduct and update the threat response assessments maintained for facilities throughout Norfolk. The SOT organized and conducted a joint Active Threat Response exercise between the Norfolk Police Department and the Norfolk Fire Department. This one-day exercise tested the police department's and fire department's capabilities in responding to an armed suspect in a school resulting in mass casualties. Specifically in 2008, the Team also worked in conjunction with the Secret Service and the State Department in providing a rapid response team for presidential candidate Obama, Secretary of State Condoleezza Rice and the commissioning of the USS Bush.



Administrative Services Bureau

Central Records Division

Captain Paul Midgett, *Commanding Officer, 2007*

Captain Wallace Driskell, *Commanding Officer, 2008*

The Central Records Division is divided into nine separate entities: the Public Service Counter, Word Process Unit, Photography Lab, Warrant Unit, Property and Evidence Unit, False Alarms and Funeral Escort Desk, Identification Section, the Technology Support Unit and the Central Desk. These units have independent responsibilities, but depend on each other for various forms of support.

The **Central Desk** is staffed by Police Officers and Operations Officers, providing services to the department 24 hours a day, seven days a week. Assigned personnel provide security for the Police Operations Center by monitoring the flow of visitors who enter and exit the facility. Video cameras throughout the building, including the prisoner holding cells and sally port, are also closely monitored from this location via video monitors and audio systems. These systems are equipped with a dedicated server and a digital video recorder (DVR), which can provide access to recorded images for future reference. Citizens seeking assistance, whether in person or by telephone, are greeted by Central Desk staff and referred to the proper destination. In 2007 and 2008 Central Desk more than 209 Crime Line calls, which resulted in dozens of arrests.

The **Public Service Counter** provides services to the general public and private agencies on a fee-for-service basis. These services include concealed weapons, criminal background checks, taxi permits, accident reports, offense records, fingerprinting and other criminal record checks. In 2007 and 2008, staff collected over \$142,706 in fees, and processed more than 10,000 requests. Adjoining this section is the Summons Desk, which processes all criminal and traffic summonses issued.

In 2008, the **False Alarm and Funeral Escort Sections** processed 3,160 false alarm reports and 182 funeral escort requests, resulting in the collection of \$57,599 in fees. According to City Code requirements,

CRD personnel collect a service fee from residents upon the third false alarm within a six month period. Officers responding to, and arriving at, the scene of a false alarm submit a False Alarm report. This report is then forwarded to the False Alarm/Funeral Escort Administrator for processing. Another service that the department affords citizens is that of providing police escorts for funerals upon request, facilitating movement for bereaved families and adding dignity to funeral processions.

The **Identification Section** is staffed by civilian employees comprised of eight ID clerks, three support technicians, and one civilian supervisor. Within the section are the Laserfiche/Image Control center and the Correspondence Desk. Part of the Identification Section job duties include registering felons (including sex offenders) which also involves collecting DNA from the offenders and submitting it to the State Police. In 2008, the Identification Section registered 1,703 felons, which gave Norfolk Police Officers the addresses of known offenders. Some of the other duties include expunging criminal records, fingerprinting, identifying unknown suspects and processing juveniles.

The **Property and Evidence Unit** is comprised of three Police Officers, three Operations Officers, and a Police Lieutenant as its supervisor. Due to the high level of security, the unit is staffed with one permanent custodial worker. Personnel receive, document, and store all property and evidence acquired by Norfolk Police and Operations Officers. Employees maintain and protect the chain of evidence of all items in their custody. They make the items available to Officers when needed for court, investigation, and/or the laboratory for testing. In 2007 the unit processed and stored 9,825 new vouchers and 9,692 new vouchers in 2008. They disposed of unclaimed items by auction, conversion to agency use and/or destruction. Forfeited and unclaimed currency is transported to the City Treasurer, or the Commonwealth of Virginia Unclaimed Property Division.

Responsibilities of the **Photo Laboratory's** two photographers include processing crime scene photos and photographing special events such as promotional and awards ceremonies. Transition to the digital realm of photo processing from that of film photography continues to save the unit the cost of purchasing film and chemicals for developing pictures.

The **Warrant Section** is comprised of five Police Officers, one support technician, one office assistant and a Police Sergeant as its supervisor. Officers assigned to the Warrant Unit process warrants, summonses, protective orders, and related legal documents received from the courts, Probation and Parole offices, and other out of city agencies. Documents are entered into local, state, and national record management systems, including VCIN (Virginia Criminal Information Network) and NCIC (National Crime Information Center) as necessary. The process for entering wanted persons information into these systems require extensive research into the suspects' criminal history records, Division of Motor Vehicle files, and our own record management files for information which is used to help identify or locate the wanted person. In addition to voluminous paperwork, Officers arrange for the transportation of persons who are "wanted" in Norfolk and detained by the Department of Corrections in other in-state jurisdictions. On average, the Warrant Unit maintained daily more than 7,000 warrants on file in 2007 and 2008.

The **Word Process Section** is comprised of several sub-units: Word Process, Error Management and Quality Control, Closings/Statistician Desk, and Accident Reporting Desk. Staff members handled 219,174 transactions in 2007 and 127,018 transactions in 2008.

This section operates 24 hours a day, 7 days a week in three rotating shifts. The Word Process Section staff entered 30,574 Incident Based Reports (IBRs) in 2007 and 31,139 in 2008 into the records management system. In 2007 6,557 of these were reports received from citizens over the telephone. In 2008 6,438 were received by phone. In addition, nearly 10,000 electronic teletypes were received and processed, with responses sent to requesting agencies for 2007 and 2008. The Word Process Section Support Technicians received, logged, and entered vehicle reports into the VCIN computer system;

additional NCIC/VCIN entries were also made by staff members.

The Error Management and Quality Control functions are assigned to two Police Officers whose responsibilities include inspection of all reports entered by the Word Process Section for accuracy and compliance with NCIC/VCIN regulations, before being electronically submitted to the Virginia State Police for statistical collection. These officers annually maintain and monitor vehicle and article files, and runaway/missing person's files, that are inspected bi-annually by a Virginia State Police Auditing Authority.

The Closing Clerk/Statistician responsibilities are assigned to a support technician who submits reports into the supplemental module of the records management system and makes any corrections or additions presented on closings. This employee also gathers and prepares crime statistics.

The Accident Desk logged crash reports, processed driver transcript requests, filed Accident Exchange Reports, and submitted Quality Control Forms.

The **Technology Support Unit** spearheaded the creation of a web site to list those persons who have active warrants on file. This site provides the public with the wanted person's name, date of birth, criminal charge, physical description and photograph, if available.

The TSU coordinates the use of blackberry devices for selected officers that have the capability of running queries in VCIN and DMV, to include obtaining photographs from DMV. These devices have the additional capability of querying the department's wanted person web-site, which TSU designed and developed.

During 2008 the unit began work on a community-based camera system, designed to assist the Project Focus communities with fighting crime. This system has nine cameras covering the three Project Focus neighborhoods. The installation of the camera system began in December and will be completed in the first quarter of 2009.

The Technology Support Unit coordinated the issuance of over 650 new dual-band portable radios to all sworn officers, ops officers and humane officers. These radios will enhance the department's interoperability with other organizations at the federal, state and local levels of government. The Technology Support Unit is taking the lead in the design and purchase of a community vehicle, with the purpose of taking the police into the neighborhood to address those community issues that cannot be solved from the front seat of a police car. This vehicle will have a dual purpose of operating a command vehicle in times of emergencies and significant events.

Administrative Services Bureau

Personnel Division/Training Unit/Recruitment Unit

Captain Edward Ryan, Commanding Officer, 2007-2008

Personnel Division

In 2007 and 2008 the Personnel Division made significant accomplishments to enhance public safety. In 2007 specifically, the focus of the Personnel Division was to aggressively attract, train, and retain a highly qualified, diverse workforce to fill the vacancies within the Police Department. In 2008 the Personnel Division along side of Human Resources was able to have 2 steps removed from the Pay and Compensation Plan which allows officers to move faster through the pay ranges towards the highest pay allowable in the rank of Police Officer. Also note worthy, there is no longer a distinction between Police Officer I and Police Officer II, the rank is now known as Police Officer. There was also a major change to the Senior and Master Police Officer program by rolling it into a Master Police Officer program only. With this new program comes the ability for officers that have four (4) years of continuous service to be eligible for the program which will add a \$6,000.00 stipend each year to their pay.

In 2008 the Personnel Division was able to fill all of the vacancies in the department for the first time in many years. This was a major accomplishment which had significant impact on manpower shortages within the department. Pay and benefits continue to be a high priority for the Chief and there will be a continuing effort to work on those issues.

Training Unit

In 2007 the Training Unit, which is comprised of the academy and pistol range staffs was tasked with objectives far above any goals that the unit has ever seen. With the push to fill the vacancies on the department, the academy was challenged with running at least three Basic Recruit Classes per year. In 2007, the Training Unit successfully graduated a total of 51 Officers and 60 Officers in 2008.



The Training Unit was also responsible for preparing required in-service training such as:

- Advanced Search and Seizure (VCPI)
- Biased Base Policing (VCPI)
- Community Policing in African American Communities (VCPI)
- Interview and Interrogation (VCPI)
- Survival Spanish for Law Enforcement (VCPI)
- Inside the Tape – Homicide Investigation & Crime Scene Management (Inner Circle Solutions Inc.)

In 2007 the Pistol Range implemented a Conductive Energy Device (Taser/CED) program and provided training for the entire department which allowed Tasers to be issued throughout the department for the first time. The Range Staff also implemented a new holster system for the current issued Glock weapon for the entire department. In September 2008, the new state of the art Pistol Range was completed and ready for operation.

Recruitment Unit

In 2008 the Recruitment Unit successfully met their recruitment goals. This success had come not only by the efforts of the hard working staff, but was also due in part to the funds provided by a recruiting grant coupled with departmental resources.

Through aggressive radio, television, website links and newspaper advertisements, the department was able to attract new applicants. The Recruitment Unit continued to advertise in several local media venues to include: Tidewater Hispanic, El-Eco, African-American Today, and other local media sources.

The Norfolk Police Department made great efforts and will continue to make great efforts to increase the number of qualified African Americans, Hispanics, Women and Asian applicants. The African American applicant pool had seen significant and consistent increases during the year. The sworn African American population stood at 118 Officers in 2007 and in 2008 it had risen to 139 Officers.



Administrative Services Bureau

Office of Fiscal Management

Mrs. Susan Evans, *Fiscal Manager II, 2007-2008*

The Office of Fiscal Management (OFM) is responsible for managing the police department's budget, analyzing and rectifying payroll issues, overseeing the full spectrum of grant-related activities, and coordinating departmental financial functions. During FY08, OFM administered a \$58,657,000 operating budget and a \$14,785,853 revenue budget and during FY09, a \$61,547,500 operating budget and a \$13,743,000 revenue budget. The OFM monitored the activities, expenditures, and financial reporting for operating, revenue, and grant appropriations exceeding millions of dollars. Additionally, OFM has played an active role in seeking additional funding for homeland defense, law enforcement, and crime prevention efforts and providing overall support the department's fiscal matters.

The Department received more than \$724,119 in grant awards during FY07 and \$1,570,309 during FY08 for the following:

- 120 personal data assistants (PDA's) for officers without access to laptops
- Portable radio equipment
- Crime analysis program
- Police overtime and radar equipment
- Hispanic crime prevention officer and program
- Advertising and travel funds for recruitment of minority officers
- Gang and SOT training
- Ballistic vests
- Thermal Imager
- Digital tracking system and computer equipment
- Safe boat, dive lights and sonar equipment
- 100 In-car camera systems to replace the analog in-camera system currently used in police vehicles.
- Mobile Community Policing Service Center
- Night Vision Kit
- Equipment for Computer Evidence Recovery
- Equipment for Tactical Water Operations
- Forensic equipment for evidence and crime scene recovery
- 258 Chemical, Biological, Radiological and Nuclear (CBRN) canisters
- Bike helmets
- Baseball uniforms and supplies for youth baseball teams

The Norfolk Police Department (NPD) has more than 950 employees. OFM continually troubleshoots and resolves complex pay issues, provides interpretation of city benefits, coordinates the annual open enrollment, and reviews and processes payroll related changes for all NPD employees.

Additionally, the Office of Fiscal Management (OFM) has been involved in the planning, testing, implementation, and training process of the City's new financial system.

Strategic Management Division

The Strategic Management Division (SMD) maintains oversight of the Department's directives system. SMD is the "holder of record" of official departmental documents, which include directives and memoranda of understandings with other cities and agencies.

Directives include General Orders, Special Orders, Manuals, and Memos that guide department personnel through written policies and procedures. SMD works closely with the City Attorney's office and the City Manager's office for development and approval of the policies and procedures. This process, which creates legal, comprehensive policies and procedures, ensures that the department can provide public safety through public trust.

An additional responsibility of the Strategic Management Division is to act as the legislative liaison for the police department. In this role, SMD monitors and researches proposed legislation and facilitates recommended changes to existing law.

The Strategic Management Division disseminates information pertaining to the day-to-day operations of the department to all personnel. In 2007, SMD distributed 129 memoranda. In 2008 over 30 policies were updated and approved for dissemination by the City Manager as Director of Public Safety and 166 memos were disseminated. In addition to the updating of policies, planning was done to formulate a functional directives manual to enhance the end users ability to find clear concise information in reference to any police department policy. This project will begin in earnest in 2009 and entail the re-writing of all department policies utilizing a new format.

Administrative Services Bureau

Crime Prevention Unit

Members of the Crime Prevention Unit embodied the theme, "Policing Through Public Trust: Reaching Out," throughout 2007 and 2008. Collectively and individually, Crime Prevention staff served citizens by facilitating established, interactive programs as well as through new initiatives. Staff were also a resource for the police department by coordinating and evaluating crime prevention efforts.

Traditional crime prevention services such as the Speaker's Bureau, conducting residential and commercial security surveys and coordinating Neighborhood Watch continued to be key objectives for the unit. Officers addressed audiences at schools, churches, military facilities, and other venues in response to requests from citizens. They also participated in festivals, community days and various special events, providing crime prevention tips and building public trust while doing so. Also upon request, officers visited both private homes and businesses, inspecting the interior and exterior for safety related concerns.

Staff members made presentations to civic leagues across the city to spread the word and increase interest and participation in Neighborhood Watch. In addition, members made phone calls to more than 100 civic leagues registered in the City of Norfolk to inquire about the status of Neighborhood Watch and offer organizational assistance as needed.

The Police Athletic League (PAL) program touched the lives of many inner city youth. Crime Prevention officers served as coaches, instructors and mentors to children participating in activities such as kickball, volleyball, and baseball. Through the PAL program, youth expressed themselves at a "Teen Speak" session held at Ingleside Recreation Center and broadened their horizons during "Nature Day" at the Crossroads Recreation Center. During the summer of 2007, the Badges for Baseball program was launched at the Southside Boys and Girls Club; it featured arts and crafts, field trips, cookouts and other activities such as a special visit from "Riptide", mascot of the Norfolk Tides baseball team.

Continuing to gain popularity and enhance public trust in 2007 was the Hispanic Community Resource Officer program. Begun in 2006, this program has helped to overcome language and cultural obstacles between law enforcement and Hispanic speaking citizens. The Hispanic Resource Officer assigned to the Crime Prevention Unit has a weekly radio talk show, "La Selecta" (The Selected One) on Hispanic radio station WVXX (1050 AM). A soccer tournament held at Lake Taylor High School involving members of Norfolk's Hispanic community, NPD officers and members of the Newport News Police Department (NNPD) in the summer of 2008 resulted in a follow-up tournament hosted by the NNPD a few months later. These outings demonstrated efforts to reach out to and create bonds with Hispanic residents.

Another initiative in 2007 was the assignment of a civilian Community Outreach Coordinator to the Crime Prevention Unit, a position created to strengthen public trust between Norfolk's communities and the Norfolk Police Department, providing an additional resource for both citizens and the department.

In 2008 members of the Crime Prevention Unit continued outreach efforts by making presentations to citizens who attended and helping to organize the series of Community Forums held in various locations throughout the city.

On several occasions Crime Prevention officers activated and staffed command posts to monitor public safety and track arrests, calls for service, etc. during special events. These command posts, operated in undisclosed locations, were activated during visits by President Bush, Vice President Cheney, (then) President-Elect Obama, Harbor Fest, and the Grand Illumination Parade.

To request services of the Crime Prevention Unit, citizens may call (757) 664-6901.



Norfolk Police Museum

The Norfolk Police Department, formed in 1797, is one of the oldest police departments in the United States. The Norfolk Police Museum, an unfunded unit within Norfolk Police Department, was established in 1919, and it is the oldest museum in Norfolk. The primary mission of the Norfolk Police Museum is to preserve the history of the department for the Norfolk Police family and for the citizens of Norfolk.

The community continues to provide support to the museum. Interesting among the new acquisitions in 2007 is a circa 1900 McClellan saddle, identical to the saddles used by Norfolk's mounted officers at that time. This saddle was donated by Norfolk resident, Ted Wadsworth. Retired Norfolk Officer, Glenn J. Dagley, arranged for the estate of Milton Sawyer to donate a 1924 Colt revolver to the museum. This revolver bears Norfolk Police Department markings and was first issued to Officer (later Captain) Adrian Cooper in 1924. This is the only Colt revolver in the collection with the department markings.

The Norfolk Police Museum continues its program of cooperative loan exhibits with other museums. Several major objects from the collection, related to Norfolk history, are on loan to the Chrysler Museum of Art and to the Norfolk History Museum at the Willoughby-Baylor House. Also, an anchor in our collection, made from the armor plate of the ironclad, CSS Virginia, is on loan to the Mariners Museum in Newport News for viewing in its USS Monitor Center.

The Norfolk Police Museum is open to the public and is listed on Norfolk's Cannonball Trail as a site to visit in downtown Norfolk. Late in 2007, Tazwell building owners announced renovation plans that would require the museum to vacate its space. In spring 2008, the Norfolk Police Museum officially closed. A search is underway to find a new city-owned space in downtown Norfolk for a permanent home for the museum.



Field Operations Bureau

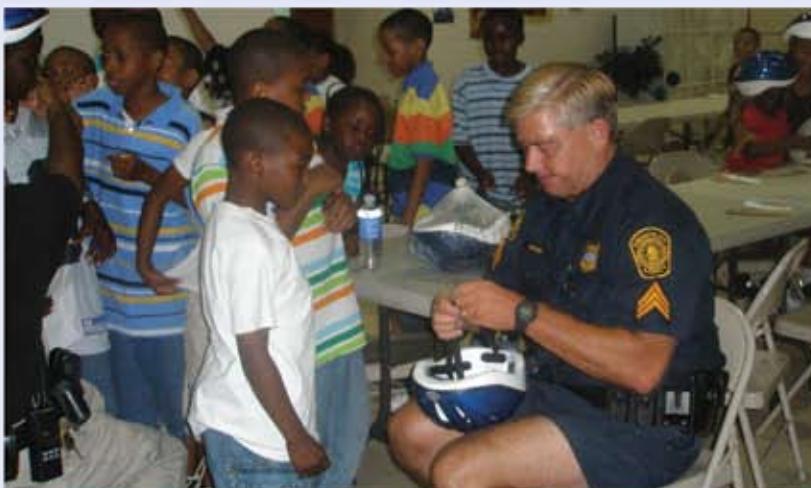
First Patrol Division 3661 East Virginia Beach Boulevard

Captain Jayward Hanna, *Commanding Officer, 2007*

Captain Wayne McBride, *Commanding Officer, 2008*

The First Patrol Division is comprised of 20 Sergeants, 112 Officers and six Operations Officers. The division is divided into four sectors, each supervised by a Lieutenant with the responsibility for the sector's law enforcement, intervention and crime fighting efforts. Currently there are 28 civic leagues that are in the First Patrol Division in direct contact with the sector Lieutenants and Community Resource Officers.

In 2007 and 2008 Personnel utilized proactive strategies along with direct lines of communication with residents and businesses to eliminate, reduce and prevent crime. This included developing a business coalition which included an email bank to facilitate the flow of information to and from business leaders. Community resource officers held monthly meetings with civic leagues, to provide feedback, and update them on the progress of police actions to improve the quality of life in their communities.



In 2007 the City Manager implemented Project Focus to further address community issues. In April and October Project Focus initiatives deployed traffic safety checks, warrant and drug sweeps, bicycle sweeps, and high intensity patrols. In 2008 through coordination with other divisions within the department, there were two successful youth academies, and citizen classes given on gang awareness, code enforcement, and crime prevention.

The influx of new residents, businesses, and large scale construction developments, in the downtown area, coupled with special events held there, such as Harborfest, and Grand Illumination, etc.; personnel utilized bicycles, Segways, T3s, and foot patrols to compliment the patrol units to maintain safety. Community Resource Officers host meetings between various city, and state agencies to address issues arising from community and business leaders.

In 2008, the First Patrol Division personnel continued to strive to improve the quality of life for citizens. First Patrol officers utilized their skills and abilities to build strong community relationships as reported from the citizens who have attended the Norfolk Police Community Forums and events. The First Patrol Division has dedicated specific Community Resource Officers within each sector to be conduits between citizens and the police department to ensure an easy flow of communication.

Field Operations Bureau

Second Patrol Division 2500 North Military Highway

Captain Frances Emerson, *Commanding Officer, 2007*

Captain George Votava, *Commanding Officer, 2008*



The Second Patrol Division consists of an authorized strength of 1 Captain, 3 Lieutenants, 16 Sergeants, 130 sworn Officers, 6 Operations Officers and 1 civilian staff member. In fulfilling the Department's mission of providing police services to meet the needs of the communities and people of Norfolk, Division personnel strive to identify problems and community concerns and allocate resources to prevent, reduce, or resolve the issues. Effective communication between the Second and other police divisions, other city agencies, and citizens is critical to ensuring issues are properly identified and resolutions developed and implemented to effectively enhance delivery of police services to the communities, businesses, visitors, and citizens.

There are 45 active civic leagues within the Second Patrol Division's borders. As part of the interaction between citizens groups and the police department there were four meetings held at the Second Patrol Division. Community Resource Officer's worked diligently to address concerns of the civic leagues

to ensure an improved quality of life for Norfolk's residents. A Youth Citizens Academy was conducted which introduced youngsters to citizenship issues as well as the mission and role of the police in society.

Special events which took place in the Division were: the Oakwood Community March, the Meadowbrook Forest/Hunt Club Community Walk and Lincoln Housing National Night Out events; the Ocean View Marathon, Saint Patrick's Day Parade, the Ocean View Festival, the International Azalea Festival, and the Ocean View 5K, Relay For Life, the Mayors Civic Leaders Picnic, and two Police Community Forums. To ensure safety and success, these events required allocating personnel and equipment by the Division. The Incident Command System was employed to facilitate effective operations for each of these events.

The City Manager implemented Project Focus during in October of 2007 which impacted two Second Patrol Communities. Additional resources continued to be assigned to Denby Park and E. Ocean View during 2008 in order to provide enhanced police services. Public surveillance video cameras were installed which record activity on the street within in each project focus area.

Patrol techniques deployed by the Second Patrol Division include; high-intensity patrols, bicycle patrols, codes enforcement details, juvenile violator apprehension details. A truant car was created to reduce truancy and associated day time crime.



Field Operations Bureau

Third Patrol Division 975 Goff Street

Captain Wayne McBride, *Commanding Officer, 2007*

Captain Joseph Clark, *Commanding Officer, 2008*



leagues, and has a rich economic, cultural and racial diversity. The Third Patrol Division also oversees the Animal Protection Unit.

The Third Patrol Division employed a variety of techniques such as directed patrols, overlay districts, and overtime details to address concerns and specific problems in 2007 and 2008. Intra-divisional communication and cooperation has been vital in successful operations and is a key component of the Computer Statistics methodology employed by the department. This methodology led to a realignment of the boundaries between this division and the Second Patrol Division in 2008. The realignment allowed for a more efficient use of manpower and distribution of workload between the divisions to better respond to the needs of the community.

As a result of the sharing of information and cooperation between the Detective Division and officers of the Third Patrol Division several arrests were made for thieves breaking into automobiles resulting in a significant drop in these crimes. In order to concentrate efforts in the area of the Third Patrol Division, all sectors provided personnel to staff a Criminal Enforcement Detail, which was set up to resolve specific crime in selected neighborhoods in addition to the regular

district car handling calls for service. Community Resource Officers conducted joint criminal and environmental sweeps division wide with the assistance of Vice and Narcotics, the Gang and Robbery squads, Probation and Parole, and Environmental Health inspectors, yielding positive results. Lastly, the Animal Protection Unit staffing and hours of operation were reviewed and adjusted to be more responsive to citizens' needs after regular business hours.

The Third Patrol Division has established and increased an open line of communication with the Old Dominion University Police Department in order to exchange information and coordinate law enforcement efforts to reduce crime in and around the ODU area.

In an effort to further foster relations between the Department and the community, the Third Patrol Division hosted a Norfolk Police Youth Academy in the Park Place area during the spring and summer of 2008. Members of the Third Patrol Division coordinated with members of other divisions as well as other city organizations and private business to provide education, prizes, and refreshments to youths of the community ranging in ages from ten to mid teens. Approximately fifty-five youths graduated from the academy.

Personnel from the Third Patrol Division have worked diligently to foster relationships with citizens through regular meetings with civic and business organizations. The Division hosted a Community Forum in the Park Place area in 2008. Personnel have participated in numerous community activities such as the annual National Night Out march and picnic which was held in the Lambert's Point community of the Third Patrol Division in 2007. The march had more than 500 participants. Community Resource Officers also assisted with the annual Greek Fest which had approximately 8,000 attendees. The Division also hosted Relay for Life at the Norview High School athletic field.



Field Operations Bureau

K-9 Unit

Lieutenant Harry R. Twiford, *Officer-in-Charge, 2007-2008*



The K-9 Unit re-instituted a program during the night shift allowing K-9 officers, during down time to make safety checks with their dogs. These safety checks were executed in patrol areas where the patrol divisions experienced commercial burglaries. Officer/dog teams conducted checks and left notification to owners noting any problems that were discovered. There was overwhelming positive feedback received from business owners who benefited from the safety checks. Subsequently Patrol

Divisions were more effective during the overnight hours.

The K-9 Unit replaced 3 of their SUV vehicles with Ford Crown Victoria's, which were proven to be more fuel efficient than the SUV's. The K-9 Unit continues to provide K-9 demonstrations for various entities throughout Norfolk, to better explain how the K-9 dogs assist in the provision of public safety service.

The K-9 Unit was founded in 1959 and will celebrate its 50th anniversary in 2009. Plans are currently underway for the Virginia Police Work Dog Association to hold their annual workshop in Norfolk in the fall of 2009 in conjunction with the Unit's 50th anniversary.



Field Operations Bureau Traffic Unit

Lieutenant Jerold G. Beer, Officer in Charge, 2007
Lieutenant Michael Felix, Officer in Charge, 2008



The Traffic Unit serves to augment the patrol divisions by specializing in various aspects of traffic management. This division consists of the motorcycle squad, motor carrier team, fatality team, taxi/limousine squad and the school crossing guards. Members of this unit routinely patrol in unmarked police vehicles and utilize speed detection equipment such as radar, speed trailers and Lidar (Laser speed detection) to detect and apprehend violators.

The Traffic Unit facilitates safe movement of traffic, conducts accident investigations, provides escort functions, performs school crossing duties and specializes in event traffic management. The 16 officers and 3 supervisors of the Traffic Unit also serve as an integral part of the Crowd Management Team and the Hampton Roads Metropolitan Medical Response Team (HRMMRST). Additionally the Traffic Unit personnel coordinate DUI detection, State breathalyzer certification and speed enforcement certification programs for the entire department.

During 2007 and 2008 the Traffic Unit assisted in the handling of over 50 special events including Harborfest, the Afr'Am Festival and the Grand Illumination Parade. In addition, the unit handled numerous traffic details at city sponsored venues such as Harbor Park, Scope, Chrysler

Hall, and the Attucks Theatre. The Traffic Unit responded to and handled complaints throughout the city regarding traffic related issues. The speed trailer was deployed 84 times and collected traffic speed data for more than 3526 hours relating to speed related complaints.

The Traffic Unit conducted 17 DUI Enforcement, Speeding Enforcement and Safety Check Points. Traffic Unit personnel also presented 9 DUI presentations to various organizations within the community, and for the military.

Traffic officers issued 9535 summonses for moving violations, 3527 summonses for non-moving violations, arrested 35 individuals for DUI, arrested 8 persons for traffic related offenses, and arrested another 68 persons for committing other crimes.

The Motor Carrier Safety Team conducted over 200 truck inspections, and issued over 250 summonses for overweight truck violations and other traffic offenses. In 2007 and 2008 traffic officers handled in excess of 800 funeral escorts, as well as several dignitary escorts.

In 2007 and 2008, the Traffic Unit in conjunction with the Smart Safe and Sober Campaign conducted 7 DUI Enforcement Check Points and 5 DUI saturation patrols. This resulted in 25 DUI/DUID arrests, 866 traffic summons and a total of 19 arrests for other crimes. Also, the Traffic Unit conducted 9 DUI presentations to various organizations within the community to include the United States Navy and Marine Corps.

Ninety-three authorized school crossing guards assigned to the Traffic Unit serve to maintain safe passage to and from Norfolk's public schools.



Field Operations Bureau

Animal Protection Unit

Animal Management Center

Animal Protection Unit/Animal Management Center is responsible for all animal related incidents within the city of Norfolk, including animal pick ups, animal bites, unsanitary premises, animal regulation and restrictions, citations and warnings. Humane Officers participate in school and community partnerships, and department activities to promote the proper care of animals, vaccination, sterilization and licensing of dogs.

The Animal Management Center provides shelter to stray, sick and abandoned animals, as well as an adoption service for unclaimed animals. Personnel are charged with educating the community on animal care and concerns. The Animal Management Center offers minimal cost spay and neuter referrals, rabies and microchip programs. The facility is able to hold 250 animals and averages approximately 9,000 per year. The Animal Protection Unit and Animal Management Center work in conjunction with local and national agencies such as People For The Ethical Treatment of Animals (PETA), the Animal Welfare Coalition of Hampton Roads (AWCHR), Animal Rescue of Tidewater (ART) and the Norfolk Society for the Prevention of Cruelty to Animals (NSPCA). These partnerships offer residents an informed perspective in regard to pet overpopulation, pet care and other animal concerns.



Investigative Services Bureau Detective Division

Captain Paul Galligan, *Commanding Officer, 2007-2008*

The Detective Division investigates reported felonies and serious misdemeanors (excluding drugs) occurring within the City of Norfolk.

•Investigative Support Unit

- The **Civilian Staff** handles all command administrative matters to include, criminal statements, overtime tracking and payroll, daily assignment sheets, etc.
- The **Commonwealth's Attorney Section** is made up of the first line supervisor and two Investigators who serve as the daily liaison between the police department and the Commonwealth's Attorney's Office.
- The **Forensic Section** assigns Investigators to respond and document crime scenes, and conduct latent fingerprint and computer examinations.

•Violent Crimes Unit

- The **Homicide Section** Investigators investigate all murders, unattended and in-custody deaths, assaults, and police involved shootings where an injury or death occurs.
- The **Robbery Section** Investigators investigate all robberies and jail escapes.
- The **Gang Section** Investigators investigate gang activity and gang related crime. They also identify and document gang membership, and provide gang related training where appropriate.

•Special Crimes Unit

- **Sexual Assault / Family Violence Section** Investigators in this unit investigate all sexual assaults, indecent exposures, child pornography, stalking, domestic assaults, child abuse, and lost children under the age of 9.

- The **Economic Crimes Section** investigates crimes generally considered "white-collar" as well as bigamy and lottery offenses.

- The **Fugitive Section** Investigators are the point of contact within the Division when a Norfolk fugitive is arrested outside of our jurisdiction.

•Property Crimes Unit

- **Auto Section** Investigators are responsible for investigating all stolen auto and hit & run offenses.
 - **Burglary Section** Investigators handle the investigation of all reported burglaries and Pawn Shop enforcement.
 - **General Assignment Section** Investigators are the only investigators in the Division with 24 hour investigative responsibility. Personnel newly assigned to the Division must spend 3 months in this section learning the basics of investigation and the details of administrative and case related paperwork.
- The Detective Division reports the following initiatives during 2007:
- The interview and interrogation rooms within the Detective Division were upgraded and now have both video and audio recording capability, which enhance both public safety and public trust.
 - The Detective Division in collaboration with Forensic Technology Incorporated was able to have a backlog of approximately 440 weapons checked through the National Integrated Ballistic Information Network (NIBIN).
 - Three members of the Auto Section were winners of the Virginia State Police H.E.A.T. (Help Eliminate Auto Theft) Program's 2006 LEO Awards competition and received their recognition at the 29th Annual Crime Prevention Conference in Richmond, March 21, 2007.



Investigative Services Bureau Detective Division (cont.)

The Detective Division reports the following award recognitions, newly deployed equipment, and initiatives during 2008.

- Investigator Christopher Scallon received the 2007 Public Safety Medal of Valor (awarded September 2008) from Virginia Governor Timothy Kaine and was recognized during the 2008 Top Cop award ceremony held in Washington D.C., May 2008.

- The Norfolk Police Department was the recipient of the 2008 First Place HeatWave Award issued during the 83rd Annual Virginia Association of Chief's of Police and Virginia Police Chief's Foundation Training Conference. The award was specifically received by Investigator Eric Flax of the NPD, Detective Division, Auto Section.

- In 2008 the NPD purchased and deployed its first Mobile Plate Reader (LPR) System. The LPR reads vehicle license plates from a mobile or stationary police platform.

- Various law enforcement officers from federal, state, and local departments participated in Operation Falcon 2008 from June 9-13, 2008. Utilizing 14 arrest teams. 187 fugitives were arrested in the Hampton Roads area. In Norfolk 66 warrants were cleared and 48 individuals were arrested on various charges ranging from robbery to narcotics.

- Cooperative investigative efforts between the US Attorney, FBI, Norfolk Commonwealth Attorney, and local law enforcement to include the NPD Gang Section, resulted in the arrest and federal prosecution of four significant figures in a notorious gang known as the Bounty Hunter Bloods.

Investigative Services Bureau Vice & Narcotics Division

Captain David B. Huffman, *Commanding Officer, 2007-2008*

The Vice and Narcotics Division is tasked with investigating narcotics and prostitution related offenses occurring within the City of Norfolk. The Vice and Narcotics Division is commanded by a Captain who reports to the Assistant Chief of the Investigative Services Bureau. Two distinct investigative units comprise the Division - the Narcotics Unit and the Street Enforcement Unit. The Division's authorized complement is 65 sworn and 2 civilians.

• Street Enforcement Unit

- The **Interdiction Section** is responsible for stemming the flow of illicit narcotics into the city through the interdiction of local bus stations, highways and roadways, airport and seaport terminals, package delivery services, storage complexes, motels and hotels. The Interdiction Section also serves as the home of the Narcotic Detection Dog Teams. These dogs are certified as reliable to detect the odors of cocaine, heroin, methamphetamine, ecstasy, marijuana and their derivatives as well as United States Currency contaminated with drug odors.

- The **Street Response Section** is comprised of two platoons, which are responsible for the identification, suppression, and control of illegal street level narcotic activities (open-air markets). The platoons conduct short term and mid level investigations and undercover operations. The street level drug dealers are besieged by street surveillance, consensual arrests, buy/bust arrests and takedown arrests. The Street Response Platoons also use the unconventional method of drug reversal operations in which undercover police officers pose as drug dealers in an effort to catch the drug buyers.

- The **Vice Section** is comprised of Investigators who conduct enforcement operations designed to target illicit prostitution and stem prostitution in the City of Norfolk by conducting undercover vice operations which target both the prostitute and the “john”.
- The **Narcotics Section** is comprised of Investigators who conduct short term narcotics investigations based on information received from informants and citizens. This section serves as a bridge to the Long Term and Major Case Sections.

• **Narcotics Unit**

- The **Technical Operations Section** is responsible for maintaining all of the Division's electronic surveillance equipment. Additionally, the Investigators assigned to this section are responsible for assisting in the electronic monitoring of undercover officers and assisting other members of the Division in conducting electronic surveillance.
- The **Long Term Section** is responsible for conducting longer term narcotics investigations. These investigations are designed to target the individual supplier or group of suppliers who are responsible for providing narcotics to the street level drug dealers. The operations of this section consist of covert surveillance, intelligence gathering, use of informants and search warrants.
- The **Major Case Section** is responsible for the collection, analysis and dissemination of intelligence pertaining to the importation, distribution, and financing of major illegal narcotics. Personnel conduct major long term historical investigations into individuals and organizations involved in these activities in conjunction with federal agencies for prosecution in the federal judicial system. Investigators under the purview of the Major Case Section are detailed to the Drug Enforcement Agency and Bureau of Alcohol, Tobacco, Firearms and Explosives as Task Force Agents.

The Vice and Narcotics Division reports the following highlighted accomplishments in 2007:

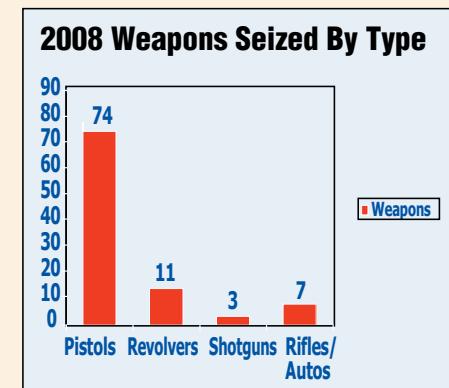
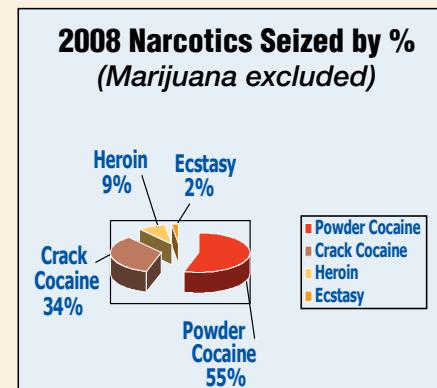
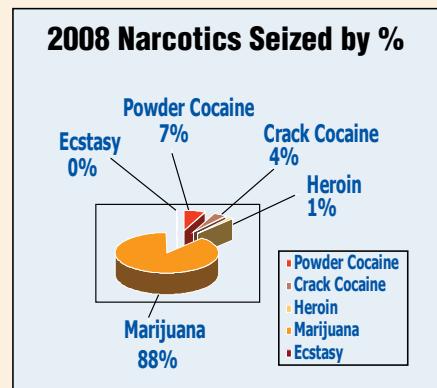
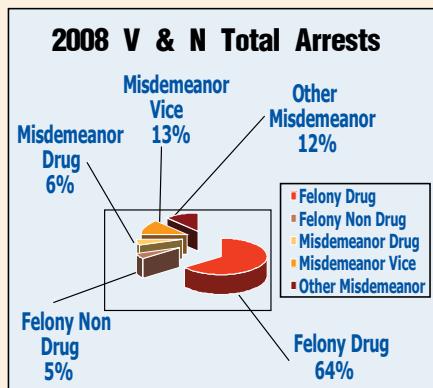
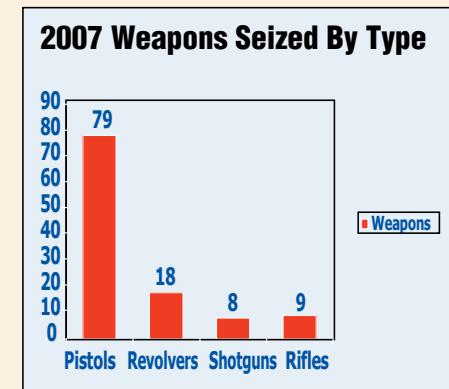
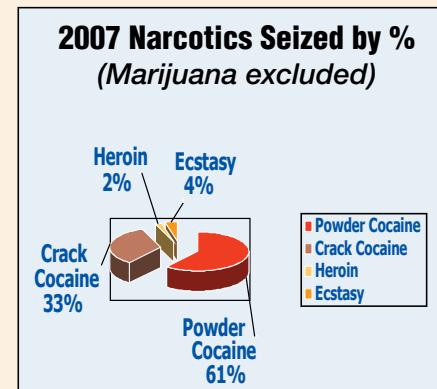
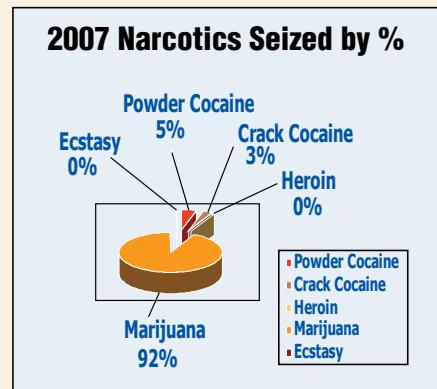
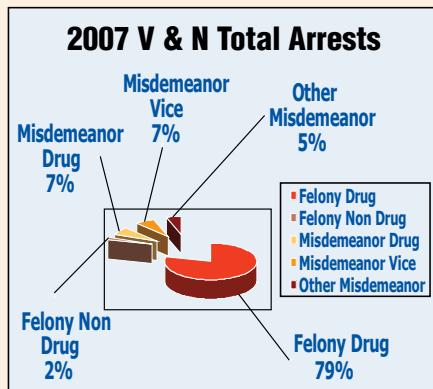
- 4th drug dog team was trained and placed into service. These drug dog/handler teams are invaluable in locating secreted narcotics in vehicles and houses.
- Enhanced equipment was purchased for officer safety including: new ballistic tactical vests and new night vision apparatus.
- An on-line vice complaint form was set up on the Norfolk Police website allowing for citizens to directly report via email vice concerns within the city. This new reporting method has been successful as the Division has been able to take action on numerous complaints received since its implementation.

The Vice and Narcotics Division reports the following highlighted accomplishments in 2008:

- The Vice Section has made significant gains in identifying problem locations for prostitution related activity through the on-line citizen reporting system set up in 2007.
- The Major Case Section has significantly increased the prosecution of narcotics dealers in the Federal system through the Project Safe Neighborhoods initiatives. Several of the Vice and Narcotics Division Investigators were recognized for outstanding work by the United States Attorney's Office.
- The Vice and Narcotics Division is pleased to report that calls for service regarding narcotics activity in the City of Norfolk have been reduced by more than one thousand calls and is currently at a five year low.
- The actions of the Investigators within the Vice and Narcotics Division have resulted in the seizure of over \$6,000,000.00 in illegal narcotics and over 300 weapons in the last three years.

Investigative Services Bureau

Vice & Narcotics Division



Investigative Services Bureau

Crime Analysis Unit

The mission of the Crime Analysis Unit is to support the operational elements and the administration of the Police Department by collecting, analyzing, and disseminating information on crime pattern detection, crime-suspect correlation, target profile analysis, and forecasting crime potential, trends, and patterns. The unit is staffed by one Sergeant, one sworn Officer and two civilian Management Analysts.

The Crime Analysis Unit reports the following initiatives during 2008:

- COMPSTAT, initiated in 2006, continues to be a significant forum for disseminating relevant crime statistics to the commands for action. COMPSTAT fulfills its mission by applying the following four basic principles:

1. Timely and accurate intelligence
2. Effective tactics
3. Rapid deployment of personnel & resources
4. Relentless follow-up and assessment

Crime Analysis Software

The City of Norfolk completed its trial period with The Omega Group in June of 2008 for the testing and implementation of Omega CrimeView® Enterprise Solution. The Omega CrimeView® Enterprise Solution includes CrimeView® Desktop, CrimeView® Web and CrimeView® Community. CrimeView® is the primary software used in the preparation of statistical reports and graphical representations of crime trends within the City of Norfolk's boundaries. CrimeView® Community allows the citizens of Norfolk to access many of the software's functions through an internet interface to map and view statistics that affect their neighborhoods.

- The Crime Analysis Unit received over 100 hours of classroom training. The focus of the training was:

Innovative crime analysis techniques and strategies
Criminal Intelligence Analysis
Crime analysis developments for the future
Gang intelligence and statistical analysis

The Crime Analysis Unit has prepared a series of tables and graphs that illustrate 2007 and 2008 statistics and a comparison of crime over the past five years.

CITY OF NORFOLK													
VIOLENT CRIME:	2004	2005	+/-	%	2006	+/-	%	2007	+/-	%	2008	+/-	%
1. MURDER	32	60	28	88%	28	-32	-53%	50	22	79%	29	-21	-42%
2. FORCIBLE RAPE	81	89	8	10%	93	4	4%	67	-26	-28%	61	-6	-9%
3. ROBBERY	630	751	121	19%	838	87	12%	788	-50	-6%	906	118	15%
BUSINESS	557	619	62	11%	695	76	12%	637	-58	-8%	143	-494	-78%
INDIVIDUAL	73	132	59	81%	143	11	8%	151	8	6%	763	612	405%
4. AGGRAVATED ASSAULT	748	843	95	13%	781	-62	-7%	833	52	7%	747	-86	-10%
AGG. ASSAULT/AGG. ASSAULT-LEO	436	500	64	15%	427	-73	-15%	460	33	8%	398	-62	-13%
DOMESTIC	42	44	2	5%	53	9	20%	100	47	89%	83	-17	-17%
ALL OTHER AGG. ASSAULTS	270	299	29	11%	301	2	1%	273	-28	-9%	266	-7	-3%
TOTAL VIOLENT CRIME (1-4)	1491	1743	252	17%	1740	-3	0%	1738	-2	0%	1743	5	0%
PROPERTY CRIME:	2004	2005	+/-	%	2006	+/-	%	2007	+/-	%	2008	+/-	%
5. BURGLARY	1472	1779	307	21%	1592	-187	-11%	1635	43	3%	1639	4	0%
COMMERCIAL	222	457	235	106%	296	-161	-35%	299	3	1%	238	-61	-20%
NONRESIDENCE	155	213	58	37%	172	-41	-19%	293	121	70%	209	-84	-29%
RESIDENCE	984	1109	125	13%	1124	15	1%	1043	-81	-7%	1192	149	14%
6. LARCENY	9994	10180	186	2%	9362	-818	-8%	8995	-367	-4%	9469	474	5%
FROM/PARTS FROM AUTO	4584	5050	466	10%	4446	-604	-12%	4709	263	6%	4986	277	6%
ALL OTHER LARCENIES	5410	5130	-280	-5%	4916	-214	-4%	4286	-630	-13%	4483	197	5%
7. STOLEN VEHICLE	1208	1142	-66	-5%	999	-143	-13%	960	-39	-4%	983	23	2%
TOTAL PROPERTY CRIME (5-7)	12674	13101	427	3%	11953	-1148	-9%	11590	-363	-3%	12091	501	4%
TOTAL CRIME	14165	14844		5%	13693		-8%	13328		-3%	13834		4%

Statistics were compiled on October 27, 2008

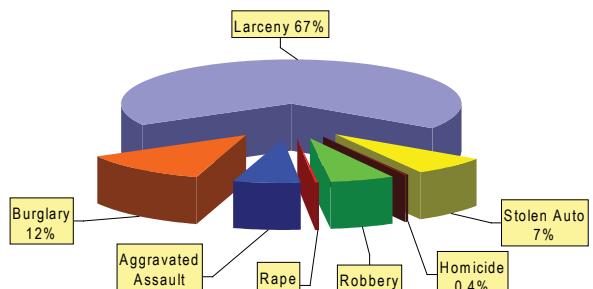
Search criteria based on valid geo-coded address

The data supplied in this report is dynamic and may change as cases are reclassified, records expunged and/or corrections made.

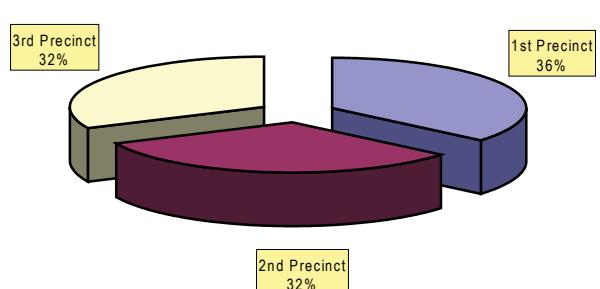
Investigative Services Bureau

Crime Analysis Unit

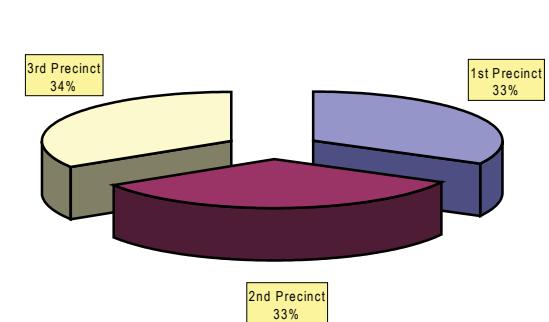
2007 City Wide Total Crime



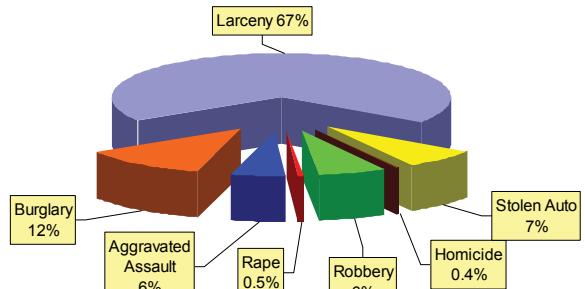
2007 Violent Crime by Precinct



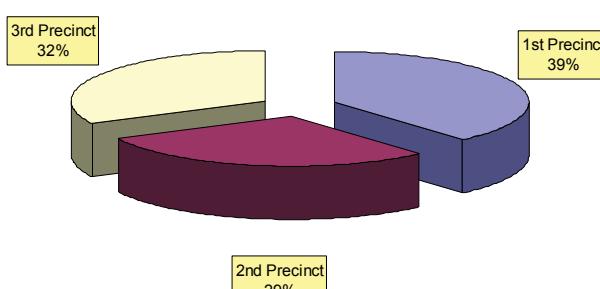
2007 Property Crime by Precinct



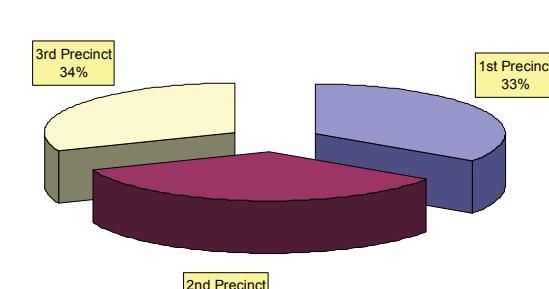
2008 City Wide Total Crime



2008 Violent Crime by Precinct



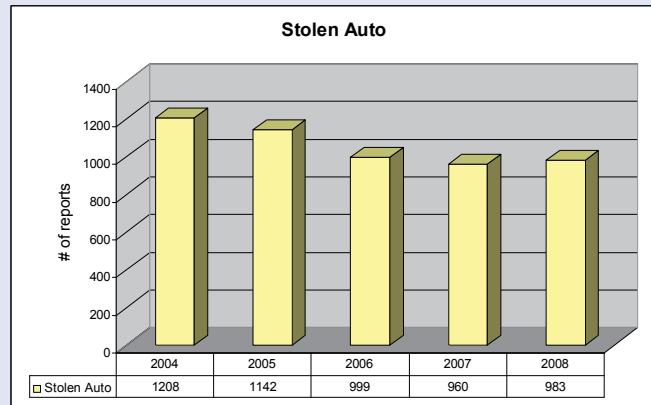
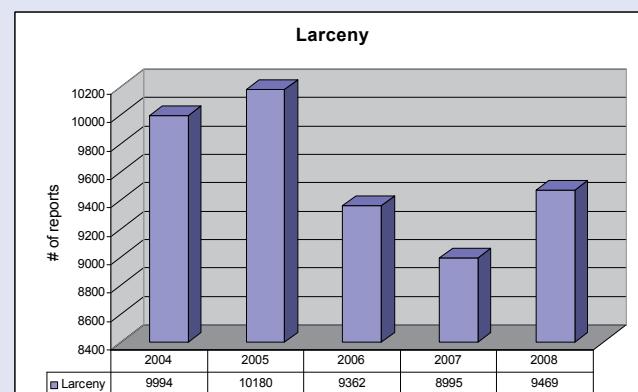
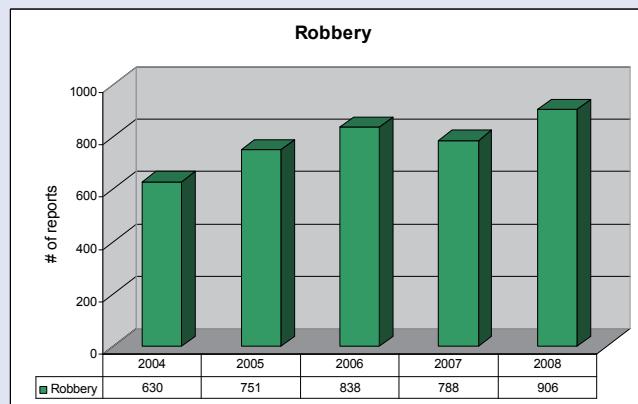
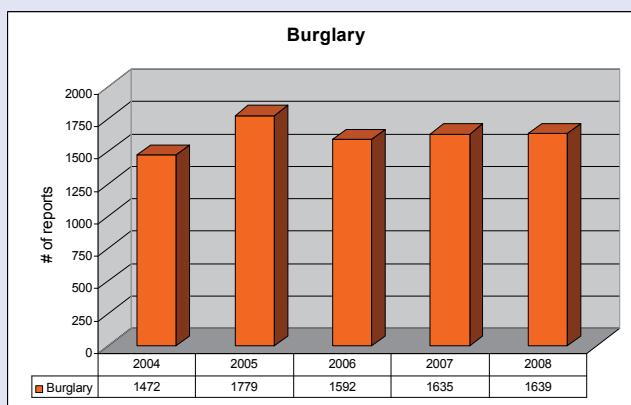
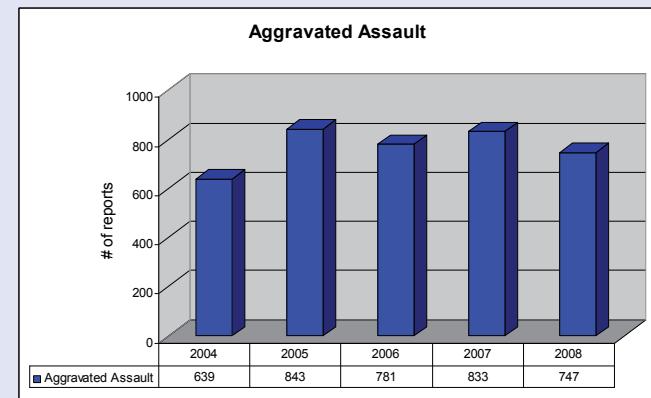
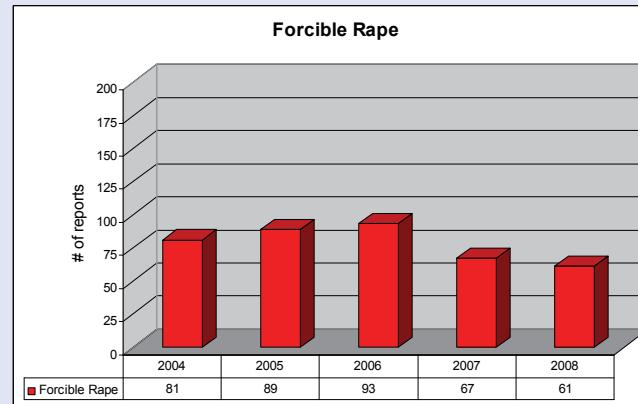
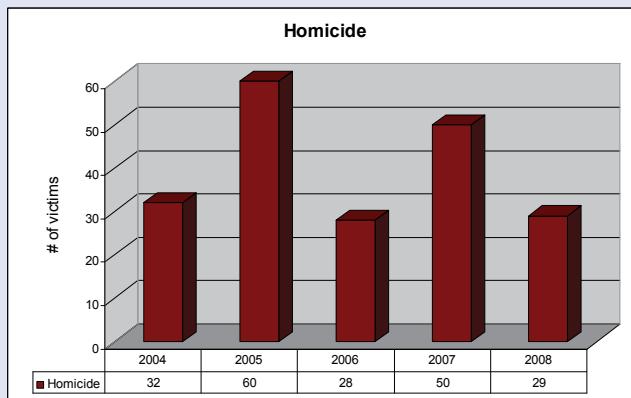
2008 Property Crime by Precinct



Investigative Services Bureau

Crime Analysis Unit

Total Crime (5 Year Trend)



In Memoriam

Heroes Who Gave the Ultimate Sacrifice

"True heroism is remarkably sober, very undramatic. It is not the urge to surpass all others at whatever cost, but the urge to serve others at whatever cost." — Arthur Ashe

John McNerney
September 22, 1904
Rufus A. Hobbs
July 23, 1909

Stonewall J. Taylor
November 13, 1917

Ashville T. Williamson
October 31, 1918
Harvey J. Babb
October 21, 1919

Harry J. Charlton
August 24, 1920

William L. Sherrod
September 9, 1920

Edward J. Vellines
November 5, 1924

Daniel A. Weisbrod
December 6, 1928
Joseph E. Johnson
August 11, 1930
Allen E. Lindsay
August 21, 1934

Benjamin H. Butts
January 1, 1935
Jefferson R. Holland
August 17, 1937

John F. Harmann
March 29, 1938

Arthur H. Barrett
April 9, 1938

Michael Aloisio
May 23, 1939

Frank A. Davis
July 13, 1943
Robert F. Dunn
July 13, 1943
John F. Woods
October 4, 1946

George W. Perkins
December 12, 1946

Daniel E. Hobbs
April 27, 1952
Carlton J. Byrd
August 25, 1952

William W. Lassiter
May 1, 1958
Louis E. Spry
July 26, 1958

Robert C. Hill
December 9, 1959
Benjamin F. Myrick
February 13, 1960
Robert C. Wash
May 16 1961

William Peterson
March 17, 1962

Robert J. Bouchard
September 3, 1971

Lewis W. "Kit" Hurst
May 24, 1972
Stephen S. Douros
June 21, 1980
John C. Thomas, III
April 4, 1984

Douglas Eric Drye
April 14, 1984
William H. Burtt
February 3, 1998
James B. Gilbert
September 28, 2001

Sheila Herring
January 16, 2003

Stanley C. Reaves
October 28, 2005

Seneca B. Darden
May 21, 2006

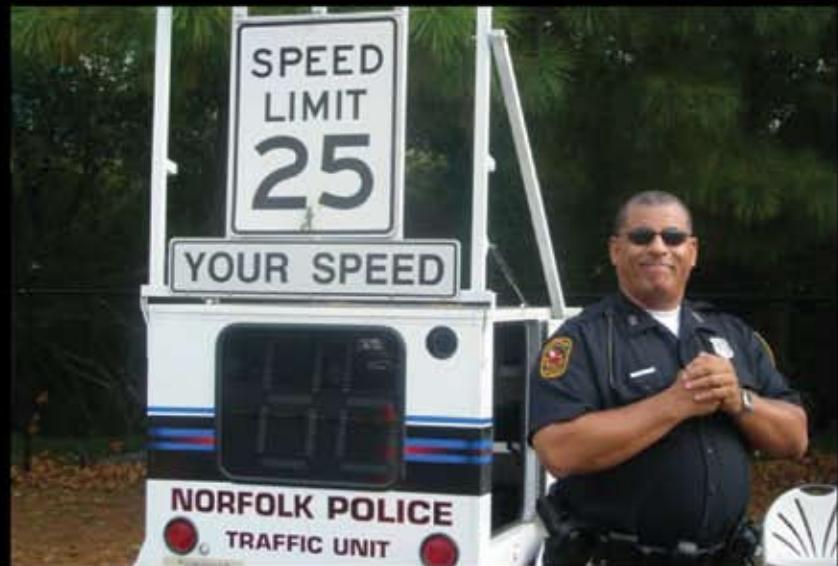


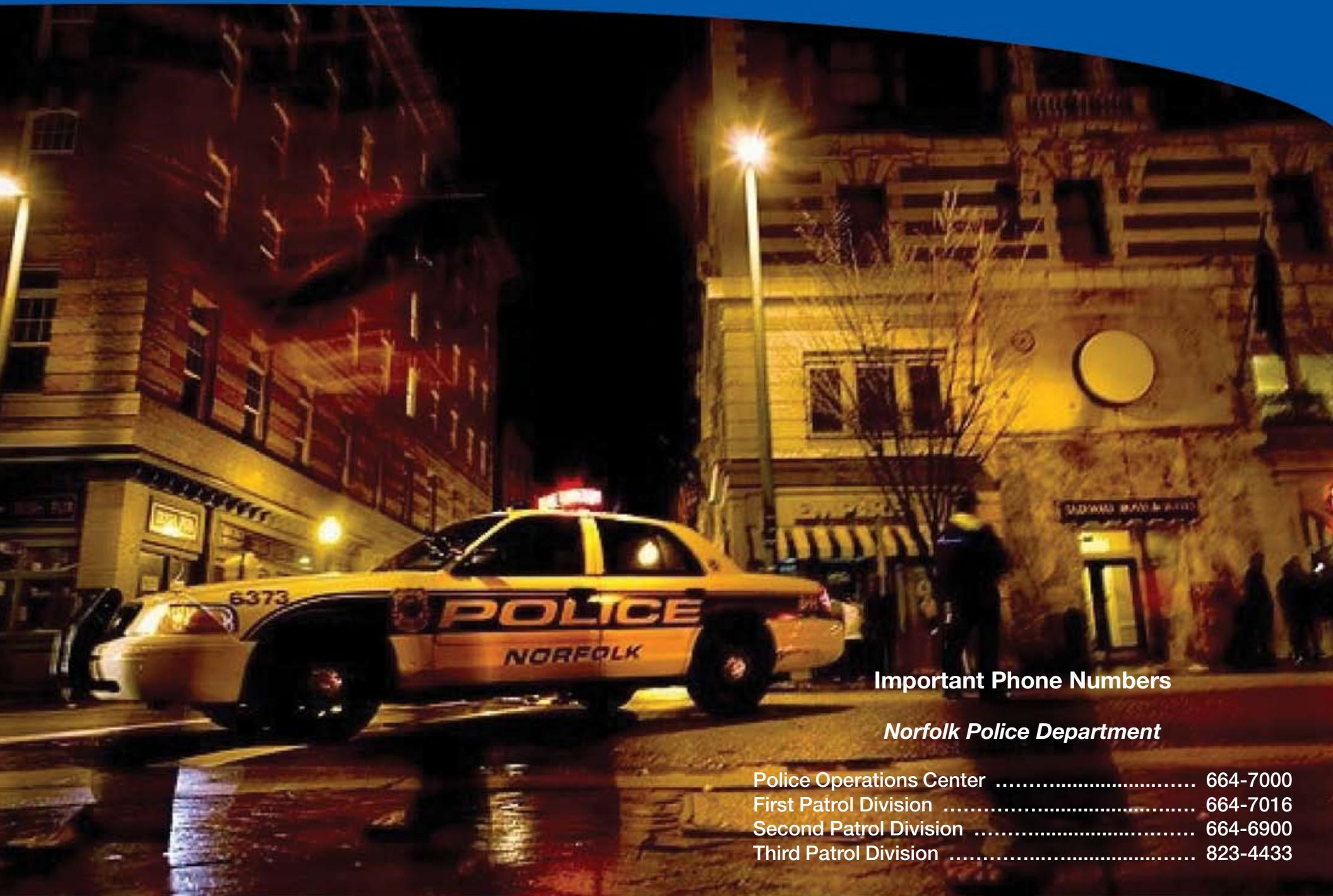


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First Patrol Division	664-7016
Second Patrol Division	664-6900
Third Patrol Division	823-4433

Norfolk Police Department
100 Brooke Avenue
Norfolk, Virginia 23510



www.norfolk.gov/police
email: police@norfolk.gov
757-664-3277