

**Law Enforcement Excellence and Public Service  
through Partnership with our Community**



# Suffolk Police Department

## 2012 Annual Report



# Suffolk City Manager



**Selena Cuffee-Glenn**

# Topic

# Page

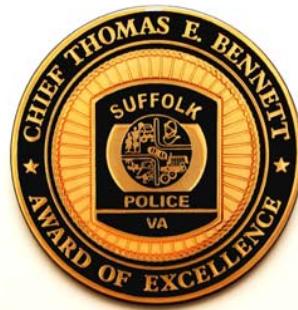
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## Chief Thomas E. Bennett's Message

2012 was a year of many accomplishments for the Police Department. One of our major goals in 2012 was to get closer to national accreditation. We have made great progress toward this goal. All policies have been approved and distributed. The majority of SOPs have been developed and are in the process of being approved. In 2013, we will have our mock accreditation inspection in the June/July time frame, and we have formally filed for our CALEA on-site in December of 2013. Another accomplishment was the significant commitment made on the part of the City to replace police fleet vehicles. In 2012, the Department took delivery of a Mobile Command Vehicle purchased through a Federal grant. The following are highlights of other 2012 accomplishments:

- Buoyancy Compensators were purchased after a complete evaluation of all dive equipment
- Purchased and distributed digital cameras for sworn personnel
- The Automated License Plate Reader program was implemented
- The Stop Stick Program was implemented.
- Construction began on the Public Safety Storage facility
- The Department implemented Data Works (photo storage system)
- The Department completed its P25 radio conversion
- Renovation/construction was completed at the Animal Care Facility
- Significant equipment upgrades were made to Precinct 1 (air conditioning, security system)



New satellite phones were purchased for various locations throughout the City by a police grant. The Department has a satellite phone at the City EOC, the 911 Center, the Mobile Command Vehicle and at Police Headquarters in the event of an emergency.

While there were many highlights and accomplishments for 2012, there is much to look forward to for 2013. Construction of our new 911 Center in the new Municipal Building has begun. Significant planning for our new 10,000 square foot Headquarters expansion has been completed. We expect our Public Safety Storage Facility to be completed shortly. And last, but certainly not least, we will be in the home stretch toward accreditation.

I want to thank all of the men and women of the Suffolk Police Department for their hard work and their contributions to all of our successes in 2012. I know we will continue to work very hard to make this the best Police Department in the region and will accomplish many more goals during 2013.

A handwritten signature in blue ink that appears to read "THOMAS E. BENNETT".

Thomas E. Bennett, Chief of Police



# Vision Statement

The Suffolk Police Department is a progressive organization committed to fostering healthy community relationships while combating crime through developing effective lines of communication, the application of advanced technology, and the provision of innovative training.

We will strive to retain and recruit diverse personnel that are well informed, service oriented, and embrace the ideals of integrity and honor.

## Core Values

### Service

We believe in providing the highest level of assistance to those in need, demonstrating our compassion and sensitivity to the needs of our community.

### Professionalism

We believe that each of us are an ambassador of our profession and each citizen contact reflects our commitment to quality.

### Direction

We value long term vision and leadership capable of adapting to and guiding change.

### Partnership

We believe that teamwork is the foundation of effective policing, requiring the collaborative efforts of law enforcement and the community.

### Risk Taking

We promote innovation and initiative to solve ongoing community problems.

### Integrity

We believe in safeguarding the public trust by our dedication to values that promote honesty, ethical behavior, and treating others as we would want to be treated.

### Dedication

We believe that we are bound to our chosen profession and pledge our commitment to serve.

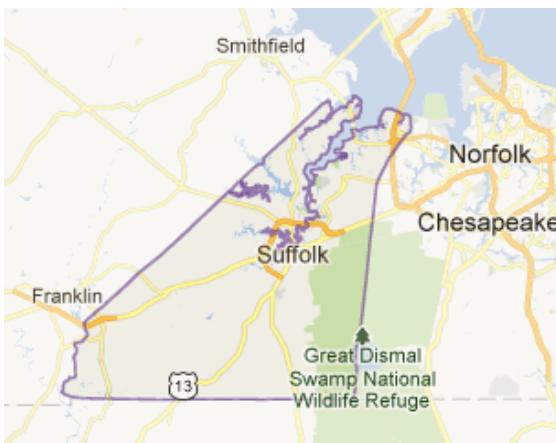
### Excellence

We believe each employee should strive to offer superior performance in service to our community.



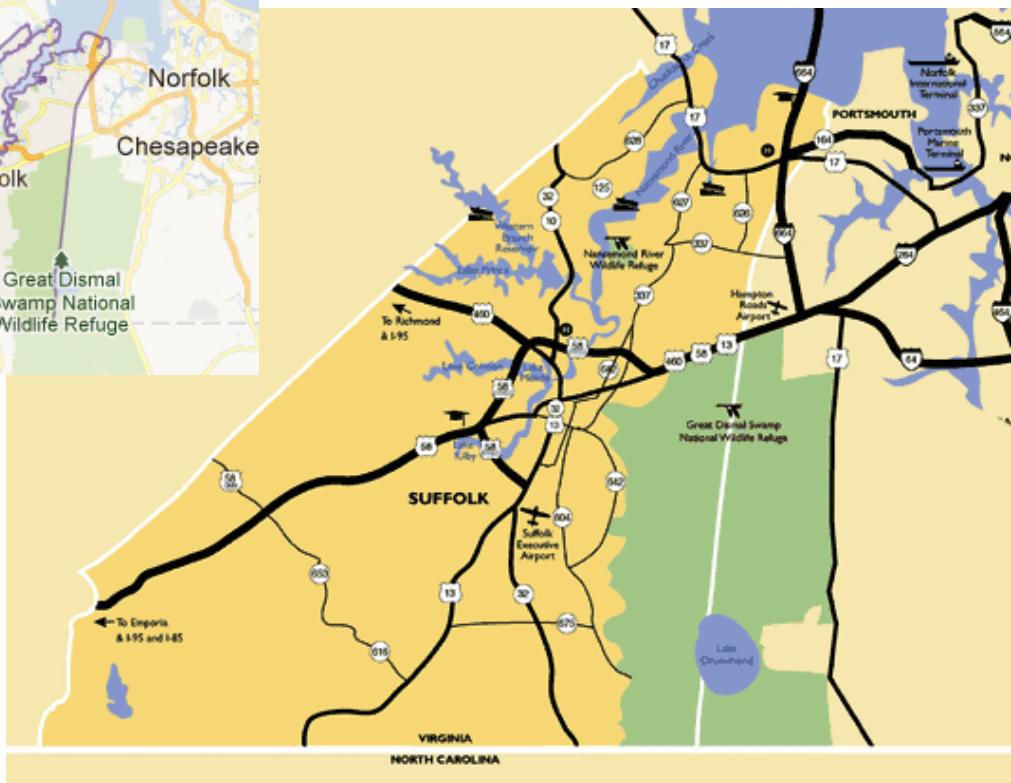
## City Facts and Statistics

The City of Suffolk is located in the southeast corner of Virginia in the Hampton Roads Metropolitan Area. At 430 square miles, it requires the officers to patrol large areas with concentrated patrol in the downtown area and the northern area of the city. The City has grown 32.8% since 2000 and is one of the fastest growing cities in the state. The growth has greatly been attributed to the businesses that have made Suffolk their home over these years. On the opposite page is an excerpt from an article in CNN Money Magazine which named Suffolk one of the best places to live. This is the second such article from CNN magazine. Last year, they named Suffolk one of America's 100 "Best Cities to Live."



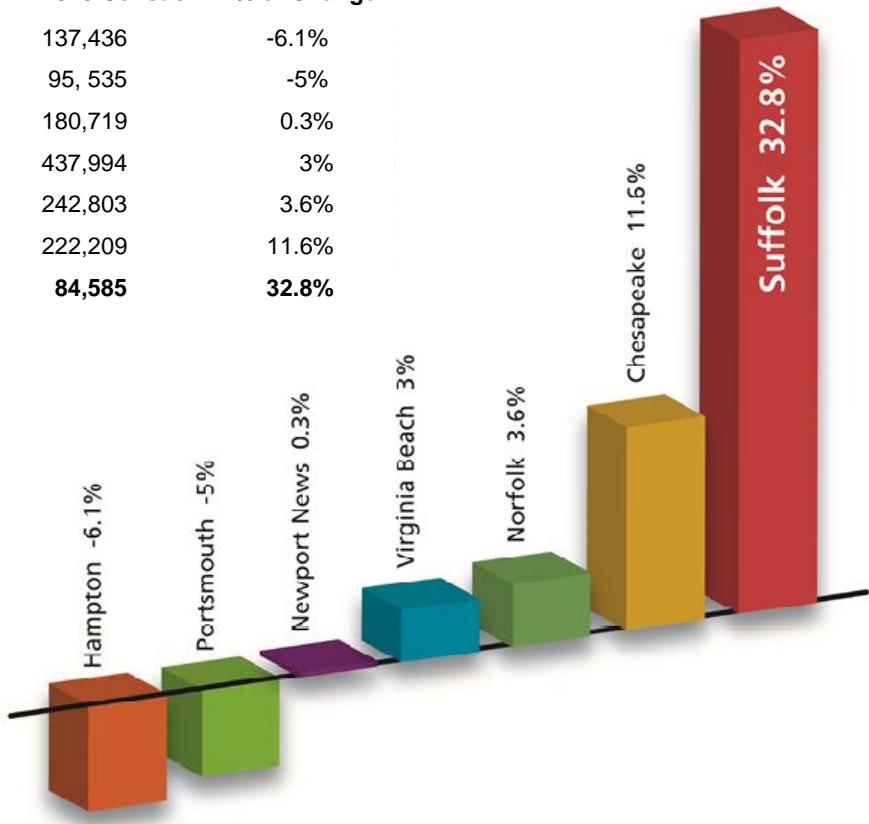
## Demographics

Population (2012)	86,463
Employment	37,497
Median Age (2011)	37.9
Households	30,868
Residential Median Sales Price (2011)	\$254,800
2009 Median Household Income	\$65,351
Civilian Labor Force (2011)	
Suffolk	40,471
Hampton Roads Region/MSA	789,507
Unemployment Rate (July, 2011)	
Suffolk (2012)	5.90%
Hampton Roads Region/MSA	6.00%
Education	
Elementary Schools	12
Middle Schools	4
High Schools	3
Private Schools	2
Universities	1
Community Colleges	1



## Hampton Roads Population Growth by City

City	2000 Census	2010 Census	% of Change
Hampton	146,437	137,436	-6.1%
Portsmouth	100,565	95,535	-5%
Newport News	180,150	180,719	0.3%
Virginia Beach	425,257	437,994	3%
Norfolk	234,403	242,803	3.6%
Chesapeake	199,194	222,209	11.6%
Suffolk	63,677	84,585	32.8%



Recent  
press release:

### SUFFOLK TABBED AS ONE OF AMERICA'S BEST PLACES TO LIVE FOR JOB GROWTH

SUFFOLK, VA (September 7, 2012) The City of Suffolk's motto "It's a Good Time to Be in Suffolk" could very well be changed to "It's a Good Time to Work in Suffolk". CNN Money Magazine has named Suffolk the 9th best community in its Best Places to Live Top 25 List of "Where the Jobs Are" for 2012. Using statistics from 2000 to 2011, Suffolk demonstrated strong job growth with a 43% increase during that time frame. Only areas which were experiencing job and population growth and where unemployment was below the national average were considered.

One of the main reasons cited for the job growth in the City of Suffolk were the Navy's decision to move four commands (Naval Network Warfare Command, NNWC Global Network Operations Center Detachment, Navy Cyber Defense Operations Command, and Navy Cyber Forces) into the U.S. Joint Forces Command site in Northern Suffolk. The result is over 1,300 new jobs coming to Suffolk.

Quality of life, schools, transportation, and community were additional areas noted which help recruit business and industry to locate in Suffolk. A growing retail sector along with expansion in the manufacturing and warehousing presence were also highlighted.

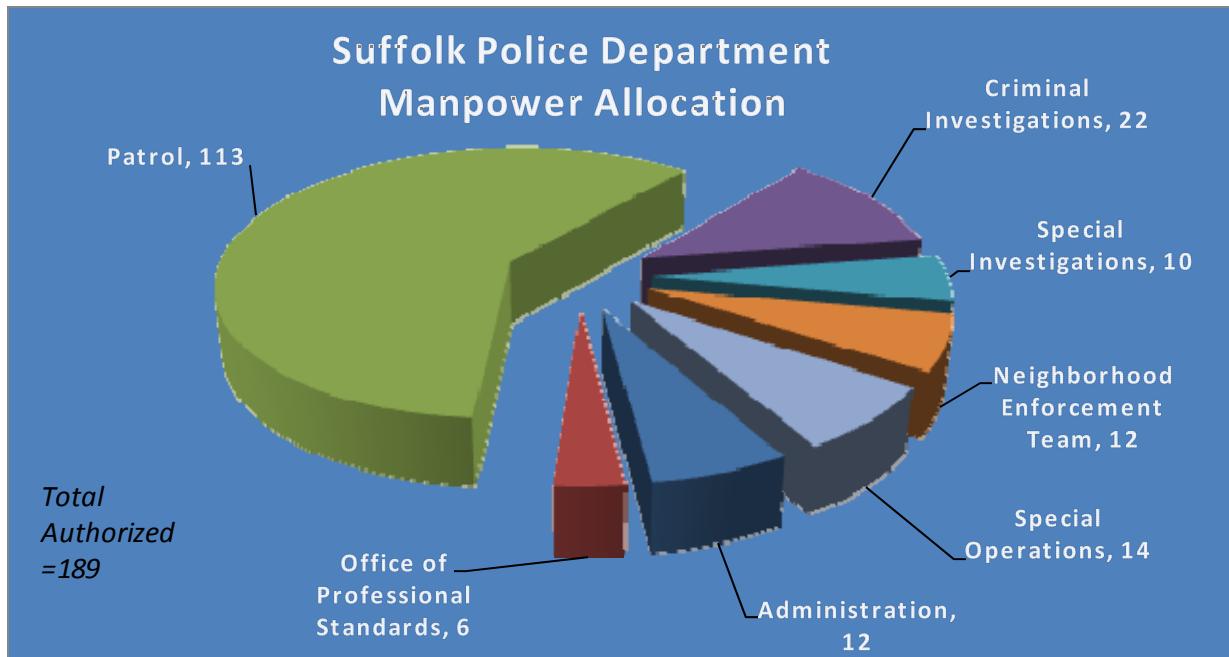


## Department Demographics

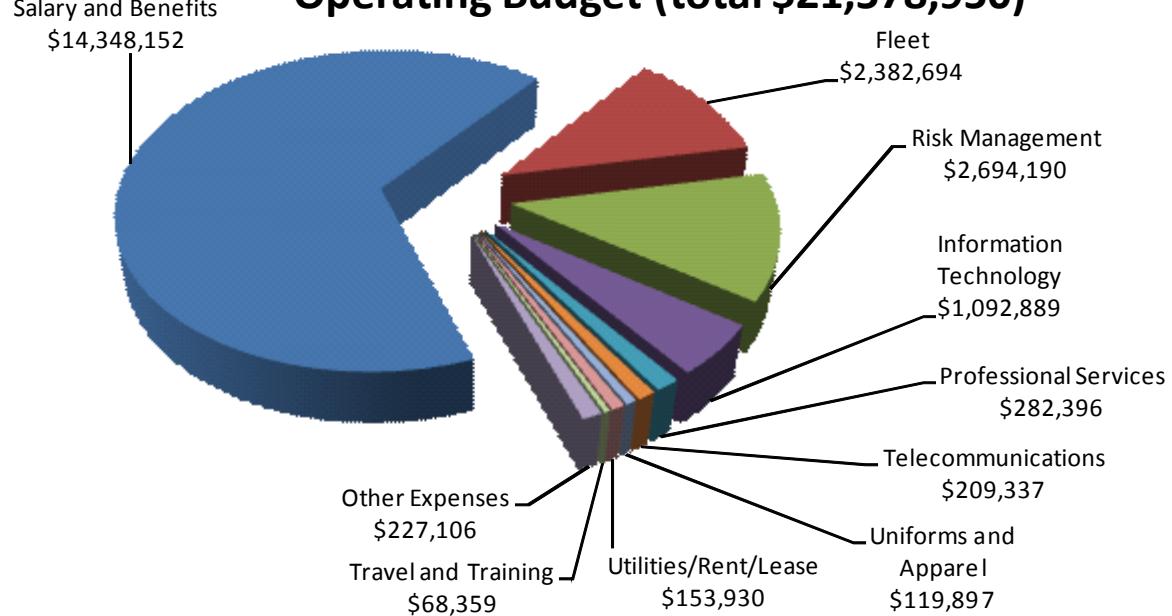
Full Time Sworn Demographics											
Race Gender	PO I	PO II	Det.	SPO	MPO	Sgt.	Lt.	Capt.	Major	Chief	Total
White Male	4	48	12	7	12	12	5	4	1	1	106
White Female	3	12	2	3	1	4	1		1		27
Black Male	1	9	2	2	5	8	2				29
Black Female	2	4		1	2		1				10
Hispanic Male		4	1		1	1					7
American Indian Female	1										1
<b>Total</b>	<b>11</b>	<b>77</b>	<b>17</b>	<b>13</b>	<b>21</b>	<b>25</b>	<b>9</b>	<b>4</b>	<b>2</b>	<b>1</b>	<b>180</b>

Sworn Police Experience	
Position	Average Years of Experience
Chief of Police	29
Deputy Chief (2)	26
Captain (4)	21
Lieutenant (9)	19.75
Sergeant (25)	13
Master Police Officer (21)	16.5
Senior Police Officer (13)	11.5
Detective (17)	11.5
Police Officer II (77)	4.25
Police Officer I (11)	0.7

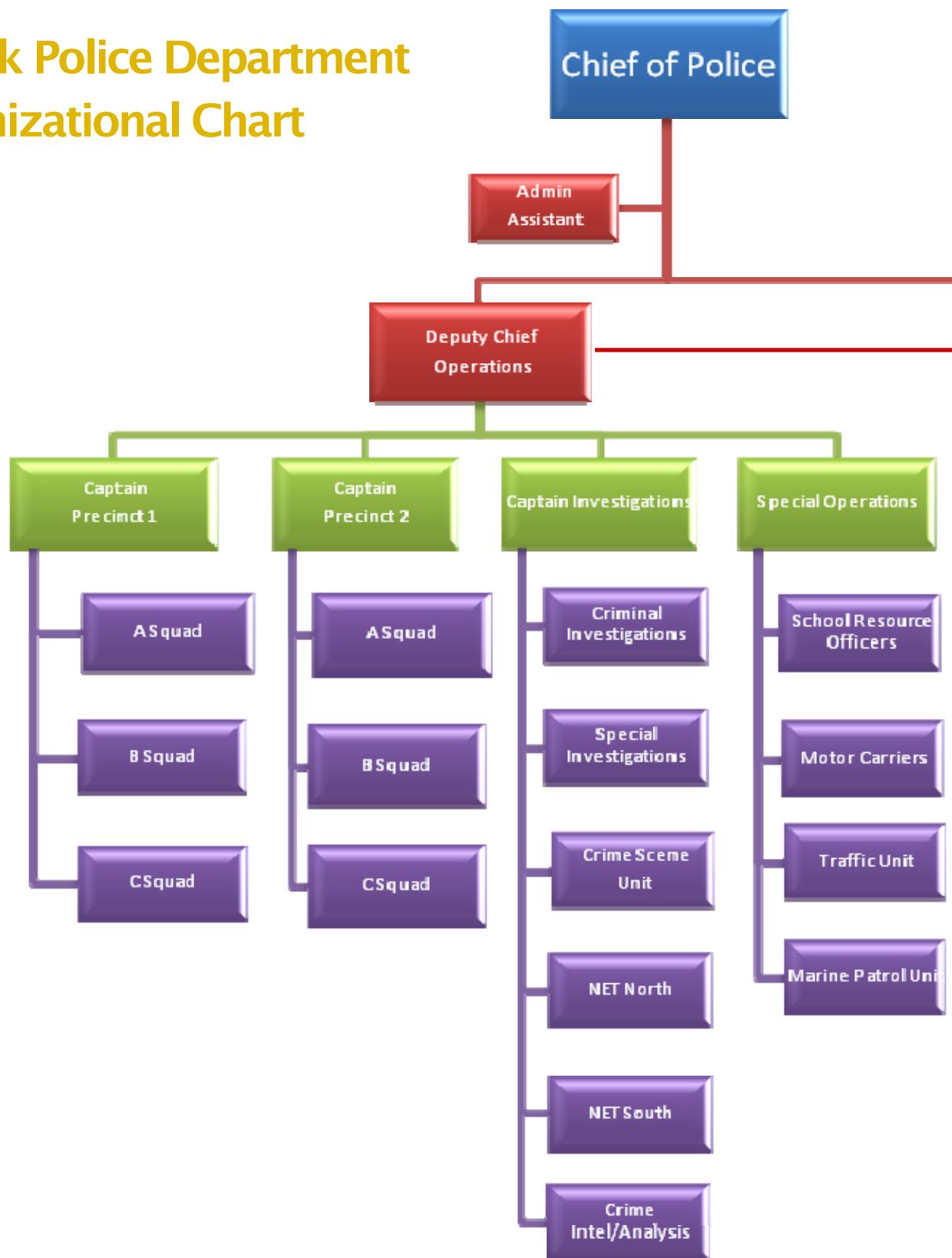
Full Time Animal Care and Civilian Demographics					
Race Gender	Animal Care	Communications	Central Records	Other	Total
White Male	1			3	4
White Female	8	14	9	8	39
Black Male	1				1
Black Female		9	3		12
Hispanic Male					0
Hispanic Female					0
Asian Male				1	1
Other Female		1			1
<b>Total</b>	<b>10</b>	<b>24</b>	<b>12</b>	<b>12</b>	<b>58</b>

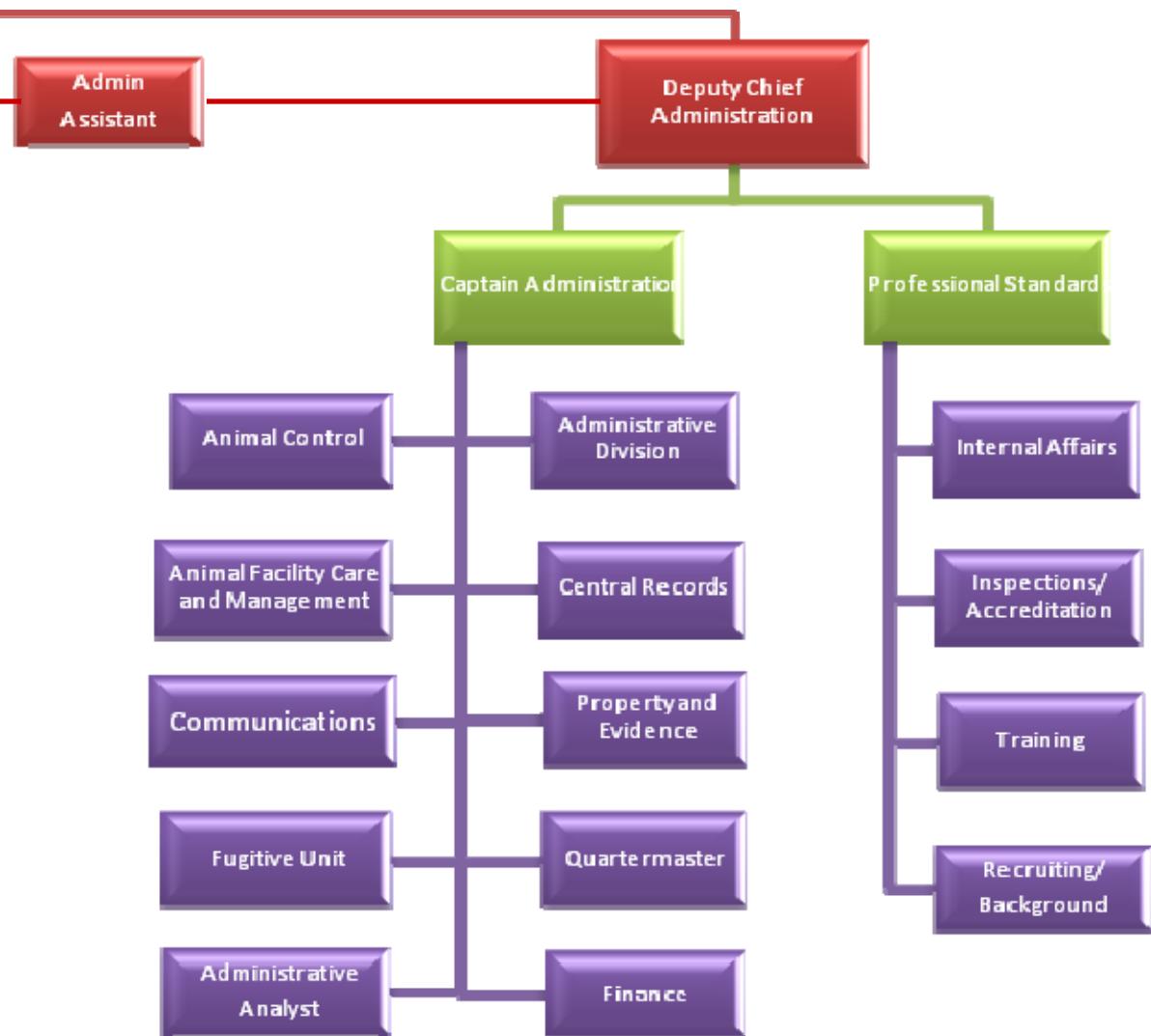


## Suffolk Police Department FY 12-13 Operating Budget (total \$21,578,950)



# Suffolk Police Department Organizational Chart





# Department Commands

## Administrative Command



Major Larry E. Wilson is one of two Deputy Chiefs of the Suffolk Police Department. Major Wilson is responsible for providing leadership and oversight for the Administrative Command. The Administrative Command is comprised of the Administrative Division, Professional Standards Division and Animal Care. The Administrative Division includes Emergency Communications, Central Records, Property and Evidence, Quartermaster, Warrant/Fugitive Unit, Staff Coordinator, and the Administrative Analyst. The Professional Standards Division includes the Internal Affairs Unit, Accreditation, Training and Inspections Unit, Recruitment, and Background Investigations. Animal Care includes the Animal Control Officers and Shelter Management.

## Operations Command



The Operations Command falls under the leadership of Major Stephanie Burch. The Operations Command includes four Divisions: Investigations, Precinct I and Precinct II Special Operations. These Divisions compose the majority of sworn personnel on the Department. The Special Operations Division includes the Traffic Unit, Motor Carrier Unit, School Resource Officers, and K-9 Unit.

# Administrative Command

## Office of Professional Standards Division

### Inspections

Staff inspections are an evaluation of the facilities, equipment, personnel and activities of the Department by supervisors who do not have direct control of that which is being inspected. Staff inspections are comprehensive in nature, examining all aspects of a unit's operations and administrative performance. The results of the staff inspections are reported in writing to the Chief of Police. Any deficiencies noted must be corrected by the inspected division.

In 2012, there were five inspections conducted on the following: Professional Standards, Police Precinct II, Office of the Chief of Police, Animal Control and Special Operations.

### Accreditation

One of the best ways to stay progressive and professional is to follow the industry standards. In police work, these standards are created by the Commission on Accreditation for Law Enforcement Agencies (CALEA). CALEA is an international organization made up of a broad spectrum of law enforcement professionals with an exhaustive list of "standards" that are deemed necessary for professional law enforcement agencies. Since 2009, the Department has been working toward accreditation. The process has proven intensive and comprehensive. Every aspect of the Department must meet these "best practices" for law enforcement. As you review the contents of this Annual Report, realize that many reports and documents in this report are required by CALEA standards. In 2009, an Accreditation Manager position was established and the arduous process began. The challenge in 2011 was coordinating and editing Department-approved documents to meet the needs of Human Resources and the City Attorney's Office. As a result of this endeavor, the following activities have occurred in 2012:

- Over 92 directives have been implemented after first being reviewed by Command Staff, submitted for review to Human Resources and the City Attorney, and approved by all involved after round tabling those directives to best fit the Department's needs while satisfying all other City Departmental concerns.
- Over 20 Standard Operating Procedures have been drafted, reviewed, and implemented; More than 40 additional Standard Operating Procedures have been drafted and submitted to the City Attorney, currently awaiting review.
- Specific SOP Manuals for Animal Control and Communications are being created; many of the pertaining SOPs currently awaiting City Attorney review.
- Over 50 forms have been created, reviewed and standardized. A catalog of over 250 forms is maintained, involving constant addition to, updating and revision due to the changing needs of the Department.
- A new set of Personnel as well as Operational policies (59 in all) were drafted, reviewed, approved and disseminated to employees.
- PowerDMS was implemented Department-wide as a document management tool in 2011. This system allows the Department to electronically manage its policies and procedures, tests, online course options and surveys, ensuring accountability for assigned documents and uniformity of policy manuals throughout the Department. In 2012, we have also began to utilize it for training documentation, to include attached copies of pertinent certificates and records. This will allow for easy access, tracking, and record keeping for the employee as well as the Department.



## **Administrative Command *continued***

The Accreditation process will culminate with the Department being inspected by trained CALEA assessors. Only when 100% compliance is confirmed will the Department be accredited. The Department signed and entered into contract with CALEA on February 14, 2012. This date marks the beginning of the three year accreditation cycle, resulting in the Suffolk Police Department being a fully CALEA accredited and recognized Department by that date in 2014.

### **Training**

The training unit is responsible for coordinating, administering, and recording the training required to meet the Virginia Department of Criminal Justice Services (DCJS), Commission on Accreditation for Law Enforcement Agencies, Inc. (CALEA) standards, and observed departmental and municipal needs.

In 2012, the training unit conducted the following training for departmental employees:

- (10) 40-hour sworn in-services classes
- (7) 24-hour civilian in-service classes
- 2 Active Threat training classes
- 1 leadership course with Jack Enter
- 1 leadership course with Stephen Gower
- 1 Patrol Rifle School
- 2 RADAR/LIDAR certification classes

The training unit also conducts post-academy training course for all new recruits. This training is designed to provide each recruit with city specific information not covered in the basic academy. Two post-academy courses were conducted during 2012.

Additionally, the training unit conducted the following training that was attended by Department personnel and members of other law enforcement agencies (ranging from local to federal):

- NASBLA Boat Operator School
- Recognition and Recovery of Human Remains class
- Basic SWAT School

The Training Coordinator produces bulletins throughout the year, updating personnel on changes in law, emerging criminal trends, and any other pertinent information. On-line training classes are available to Department personnel either through the police academy or on the Department's PowerDMS. The Training Coordinator is responsible for building the training programs contained in the Department's internal system and coordinating between the academy and the officer to enable the proper on-line training.

The Training Officer is assigned to work full time with the police academy staff. This allows the Department the opportunity to monitor each recruit's progress and keep abreast of the latest training techniques and information.

### **Recruitment**

In 2012, the Suffolk Police Department strived to obtain the best employees to help achieve the Department's goals. To that end, the Department practiced a rigorous, consistent, fair and non-discriminatory selection process by which employees were hired based upon their job related knowledge, skills, and abilities. With a continued depressed economy, we obtained 841 applications. Of those applicants, 253 passed the physical ability test requirements. From the 253, 224 successfully completed the written examination. In 2012 alone, the Police Department was able to hire 16 qualified applicants.

## Internal Affairs

Law enforcement agencies cannot function to the highest degree of integrity without being willing to invite and investigate complaints made against personnel. Not only are agencies expected to investigate external complaints but they are also expected to monitor and take prompt corrective action judiciously on departmentally generated investigations. It is not surprising that most internal affair investigations are generated from within the Department. An agency will always keep the confidence of its citizens if the community believes that the agency is committed to oversight, investigation, discipline and training.

The table below summarizes the Internal Investigations conducted in 2012

Complaint type	Sustained	Not Sustained	Exonerated	Unfounded	Withdrawn
Accidental ECD discharge	6		1		
Animal cruelty	1				
Drive suspended	1	1			
EPO procedures	1				
Excessive force				2	
Fail to appear in court	3				
Fail to complete documents	2				
Fail to notify	3				
Fail to provide service	5		2		
Fail to report	8				
Fail to supervise	1		1		
Harassment			1		
Improper arrest	1				
Improper release of info.	1				
Improper search	2	2	1		
IT/Computer violation				1	
Late	2				
Late case file	6				
Lying	2				
Not follow/Disobey orders	1				
Prisoner escape	1				
Property/Evidence violation	6				
Rude/Unprofessional	10	4	2	5	
In-car camera violation	1				
Vehicle policy violation	1				
M4 Rifle policy violation	1			1	
Pursuit policy violation	4	2			
<b>Total</b>	<b>71</b>	<b>10</b>	<b>9</b>	<b>13</b>	



## Administrative Command *continued*



### Administrative Division

**Captain John Brooks,  
Commanding Officer**

The Administrative Division of the Suffolk Police Department provides support services to our internal customer base, while effectively meeting citizens' requests for a multitude of record keeping services. The Administrative Division is comprised of Central Records, Property and Evidence, Quartermaster, Communications, Fugitive Unit, Staff Coordination Unit and the Administrative Analyst.

### Quartermaster

The Quartermaster is responsible for maintaining records and tracking of all properties belonging to the Suffolk Police Department. This unit is also responsible for all supplies, equipment within the police department, inventory, purchase, maintenance and distribution of such equipment and supplies.

### Communications

The Communications Section is the Public Safety Answering Point (PSAP) for all wire line and wireless non emergency and 911 calls within the City. It is comprised of 20 Emergency Communications Operators, 3 Emergency Communications Operator Supervisors, 3 Call-Takers and a PSAP Manager who holds the rank of Sergeant. Officers, firefighters, rescue personnel and citizens rely on this unit to provide accurate and timely information and/or service to meet their individual needs. The Communications Operator must be able to prioritize, plan and multi-task to accomplish the desired results which are excellent customer service for both internal and external customers.

### Central Records

This unit, comprised of Police Records Technicians and a Records Management Supervisor, is responsible for all data entry into our Records Management System. In addition, they are required to respond to all citizen walk-in requests for service at two different facilities. They are assigned to Headquarters 24 fours a day and at Precinct 2 Monday through Friday during business hours. The data entry function is critical to ensuring accuracy of information and statistics.

### Property and Evidence

This unit is responsible for the intake, maintenance, return, destruction or auction of all property or evidence that is taken into police custody, in accordance with Virginia legal requirements. This unit is responsible for all data entry regarding property, as well as periodic audits of the cataloging system.

## Fugitive Unit

This unit is responsible for the recording and service of all warrants of arrest that are issued by the magistrate's office and courts system for the City of Suffolk, which average from 3,000 to 4,000 warrants a year. This Unit is also responsible for conducting all out of state extraditions, which average from 20 to 30 a year. This Unit is comprised of two Officers, one Sergeant and one civilian clerk.

## Staff Coordination Unit

This unit is responsible for payment of all Department accounts and payroll. In addition, the unit is required to record and track employee leave and

pay. The Staff Coordination unit also conducts logistical planning for all extraditions, training and recruiting.

## Administrative Analyst

The Administrative Analyst maintains the Department's Strategic Plan and is responsible for collecting data throughout the year to be used in this annual report as well as other Department reports. The Analyst is responsible for applying for, administering, and reporting on state and federal grants. In 2012, the Department received \$178,536 in grant funding for equipment, overtime, training and other items.

Grants Awarded in 2012							
Date	Grant	Item(s)	Fed/State Amount	Private	Cash Match	In-kind	Total Grant Amount
Jan	FY 13 PSAP	Education	2,000				2,000
Feb	FY 11 Port Security Grant	LPR licensing	4,800				4,800
Sept	FY 12 JAG	Portable light, ballistic shields, training	37,306				37,306
Sept	FY 13 Highway Safety-Alcohol	Overtime, equipment	20,559		583	5.138	26,280
Sept	FY 13 Highway Safety-Speed	Overtime	6,798		520	2,879	10,197
Sept	FY 13 Highway Safety-Occupant Protection	Overtime	2,318		177	982	3,477
Sept	FY 12 Port Security Grant	Truck, trailer, boat upgrade.	55,500		18,500		74,000
Oct	Target	Training		1,300			
Oct	Bullet Proof Vest Partnership	34 bullet proof vests	10,238				20,476
Total 2012 Grant Funding							\$178,536



Total 2012 Grant Funding \$178,536

This 15' Zodiac was purchased with a Port Security Grant.



## Administrative Command *continued*

### Animal Care Division

The Suffolk Animal Care Division is responsible for the investigation and enforcement of State and City laws regarding domestic animals within the City's jurisdictional boundaries. The Division also provides assistance and information to complainants and animals owners and is staffed with a Chief Animal Control Officer and five Animal Control Officers.

The Suffolk Animal Care Center maintains a shelter to protect, house, feed, and, if necessary, euthanize the stray, injured, abused or unwanted animals within the City. Adoption and redemption of stray animals, as well as lost and found pet files are handled through the facility. Members of the Suffolk Animal Care Center have worked diligently to promote adoption of animals and use different media outlets and private partnerships to accomplish this goal. The Suffolk Animal Care Center is staffed with an Animal Care Facility Manager and three Animal Caretakers.

On August 7, 2012, the Suffolk Animal Care Center completed a renovation and held a ribbon cutting ceremony. The facility was expanded by 3600 sq. ft and added 28 kennels, a retail shop, a cat condo area, fifteen display windows to house small animals, three "get acquainted" rooms and a gated area for prospective owners to have interaction with a dog in an outside environment.



**Meghann McGillvray-Lanier,  
Chief Animal Control Officer**



**Debra Jefts,  
Shelter Manager**





Pre Construction



Reception



Post Construction



Display

2012 Suffolk Animal Care Shelter Activity								
Species	On Hand January 1	Stray	Seized	Bite Cases	Surrendered by Owner	Received From another Va. Locality or facility	Other	Total
Dogs	30	686	50	25	383	1	13	1188
Cats	17	891	0	17	610	0	31	1566
Other Companion Animals	0	9	1		23	0	0	33
Equine	1	0	1		1	0	0	3
Livestock	0	2	0		0	0	0	2
Poultry	0	6	0		0	0	0	6
<b>Total</b>	<b>48</b>	<b>1594</b>	<b>52</b>	<b>42</b>	<b>1017</b>	<b>1</b>	<b>44</b>	<b>2798</b>
Species	Reclaimed by Owner	Adopted	Transferred to another VA locality or facility	Transferred to approved out-of-state facility	Died in facility	Euthanized	On Hand December 31 <sup>st</sup>	Total
Dogs	206	476	18	0	13	417	58	1188
Cats	8	359	10	0	73	1060	56	1566
Other Companion Animals	0	30	0	0	0	3	0	33
Equine	0	2	1	0	0	0	0	3
Livestock	1	1	0	0	0	0	0	2
Poultry	0	6	0	0	0	0	0	6
<b>Total</b>	<b>215</b>	<b>874</b>	<b>29</b>	<b>0</b>	<b>86</b>	<b>1480</b>	<b>114</b>	<b>2798</b>



# Operations Command



## Precinct 1

**Captain Steve Patterson,  
Commanding Officer**

Precinct 1 is responsible for 310 of the City's 430 square miles. The Precinct covers 12 patrol districts, comprising 46% of the City's population. Precinct 1 operates with 64 officers and supervisors within the patrol division. The Precinct houses the Department's Neighborhood Enforcement Team South and two detectives from the Criminal Investigations Division who specialize in burglary investigations.

The Precinct continues to be diligent in providing quality service to the citizens within the City of Suffolk. During 2012, Precinct 1 handled 37,651 citizen calls for service, which equates to 64% of the citizen calls. Additionally, Precinct 1 had 36,798 officer initiated calls. Officer initiated calls are those in which the officer observed some activity and requested to be placed on a message by the dispatcher.

In 2012, officers and supervisors within Precinct 1 continued to use proactive patrols to address quality of life issues and safety concerns raised by citizens. This initiative concentrates on the identification of problems, problem solving efforts, and evaluation of efforts on a single issue until the problem is resolved or reduced to a more manageable level. The proactive patrol concept has been used to address speeding in neighborhoods and burglaries. The proactive patrol concept has been instrumental all year long in the prevention of burglaries within the high crime neighborhoods. That, along with Criminal Investigations Division burglary detectives, accounted for a 28% reduction in burglaries. Additionally, officers have remained visible in the high crash corridors enforcing traffic violations relating to speeding, reckless driving, and driving under the influence of alcohol and drugs.

Monthly inspections have continued to be completed to ensure personnel, vehicles, and weapons are above standard. Supervisors continuously review incident reports, customer feedback surveys, and in-car camera footage to ensure that officers are delivering the best customer service possible.



**Suffolk Police Precinct NO. 1**



## Precinct 2

### Captain Todd Rittenhouse, Commanding Officer

Precinct 2, housed in the North Suffolk Public Safety Center, is responsible for 120 of the City's 430 square miles. This Precinct covers six of the Department's 18 patrol districts. This Precinct is staffed with 43 sworn officers and one Police Records Technician. Additionally, the Department's 18 Special Operations Division personnel, one property Crimes Detective and five Neighborhood Enforcement Team officers are assigned to Precinct 2. Precinct 2 had a total of 62,512 calls for service in 2012, 40,963 were Officer initiated calls and 21,549 were citizen-initiated calls. Precinct 2 accounted for 51.4% of all Officer initiated calls in the city and 36% of the citizen calls received.

The Precinct has continued to be very proactive and diligent in providing quality service to the citizens of Suffolk. During 2012, Precinct 2 conducted two traffic safety checkpoints. Over 2000 vehicles passed through the checkpoints. Drivers were checked to ensure that they possessed a valid driver's license, all stickers and decals were valid, safety belts were worn and no drivers were operating their vehicles while impaired.

Precinct 2 provides service to an area that continues to experience rapid residential and commercial growth in the recent years. Precinct 2 is home to Joint Forces Command, the Virginia Modeling and Simulation Center and defense contractors Lockheed Martin and General Dynamics. In addition, the City's three medical facilities with 24 hour emergency departments are located within Precinct 2.

In 2012, Precinct officers responded to increasing calls for service and also implemented partnerships with citizens to combat illegal street gang and narcotics problems. The northern end Neighborhood Enforcement Team that is housed at Precinct 2 has proven to be instrumental in this endeavor.

In 2012 the rapid population and economic growth in Precinct 2 has resulted in increased motor vehicle and pedestrian traffic. Precinct 2 Officers continue to monitor the high traffic corridors that were established in 2011. The officers utilize many resources to monitor the corridors such as crash data, speed trailers and radar enforcement. The goal is always to reduce crashes and minimize property damage, injuries, and deaths when motor vehicle crashes do occur.

In 2012, Officers partnered with the community through civic league meetings to educate the public on traffic safety, and continued to meet with traffic engineering personnel to ensure our highway signs and designs are set up in a way to make our roadways as safe as possible.



Suffolk Police Precinct NO. 2



## Operations Command *continued*



### Investigations Division

**Captain Dean Smith,  
Commanding Officer**

The Investigative Division of the Police Department consists of Criminal Investigations, Criminal Intelligence and Analysis, Crime Scene Investigations Unit, the Neighborhood Enforcement Teams and Special Investigations.

placed 211 criminal charges on individuals. Of these charges, 84% were for narcotics (heroin, cocaine and marijuana), 10% of these charges were for weapons violations, and the remaining charges were for prescription fraud and other miscellaneous offenses. During 2012, a total of \$84,500 was forfeited to the Commonwealth. The Special Investigations Unit processed these seizures and was responsible for a large percentage of this amount.

### Neighborhood Enforcement Team

The Department has two Neighborhood Enforcement Teams, each comprised of five officers and a sergeant. Their main focus is the proactive enforcement of gang related crimes. One team is assigned to the northern end of the city, while the other works predominantly in the downtown area. They are focused on short term, street level gang investigations, and have been instrumental at reducing gang related crime in the city. Both teams work very closely with our School Resource Officers, our Intelligence Analysts, and our Commonwealth's Attorney's Office, sharing information to ensure that gang members are identified and prosecuted for criminal activity. Due to their efforts, the Suffolk Police Department has the highest number of gang-related arrests and successful prosecutions in the Hampton Roads area. They not only focus on prosecution of gangs, but also

### Criminal Investigations

With the increase of burglaries in 2011, the Department initiated a burglary reduction program which involved the deployment of precinct detectives whose primary focus was to investigate burglary offenses in the city. As a result of the work of these detectives, as well as the whole Department, we experienced a 26.8% reduction in burglary offenses from 2011 to 2012. In addition to this, the Department also saw a 31.6% reduction in robbery offenses. The Department also saw the hiring of our new Intelligence Analyst who was tasked with bringing our Department into a more intelligence-based model of policing where we collected data on crime and used that data to lead our investigative efforts.

### Special Investigations Unit

During 2012, the Special Investigations Unit made a total of 227 controlled purchases of various items with these investigative efforts resulting in the service of 17 search warrants. The unit

work to prevent gangs by educating youth and their families with gang awareness programs. In 2012, the Neighborhood Enforcement Teams conducted 96 gang awareness programs. In addition, the teams placed a combined total of 46 gang participation charges on individuals. They were also responsible for placing 144 various other charges on gang members in 2012.

## Criminal Intelligence and Analysis

The Suffolk Police Department's Criminal Intelligence and Analysis Unit consisted of one civilian Crime Analyst, primarily conducting the Crime Analysis function and the Intelligence function on an ad hoc basis. A full-time Intelligence Analyst was hired in November 2011. This unit is responsible for reviewing crime data bi-weekly, monthly, and annually and identifying crime trends. The Department can then be more responsive to changes in crime trends and deploy personnel accordingly. In addition to crime trends, the unit is also responsible for tracking the Department's performance measures throughout the year. The purpose of tracking performance measures is to quickly identify

any needed adjustments to meet target goals.

## Crime Scene Investigations Unit

The Department's Crime Scene Investigations Unit continues to set the bar high for all other Hampton Roads jurisdictions, not only by performing their job well, but also by the implementation of innovative training and outreach into the community and surrounding jurisdictions. The Crime Scene Search Unit continues to offer training by conducting evidence technician schools as well as facilitating the use of the Forensic Mapping tools for crime scene diagramming.

During 2012, there were 317 cases that the CSI Unit was involved in and/or worked as the lead technician. During these investigations they collected 2312 pieces of evidence; of these, 417 pieces were processed in the Department's lab. The Unit also took 16,397 photographs of crime scenes, fingerprinted 484 citizens, and conducted 22 programs and 24 photo assignments for various events for the Department.



## CSI EVERETT GRADUATES FROM THE FORENSIC ACADEMY



The Virginia Forensic Science Academy has concluded its 82nd session. The Suffolk Police Department is pleased to announce that Evidence Technician Shane M. Everett has successfully met all requirements and is hereby a graduate, as of November 9, 2012. The Academy's objective is to provide high-level training to qualified crime scene search officers. Law enforcement personnel learn to properly recognize, document, collect, and preserve—for laboratory examination—items of physical evidence found at crime scenes. The Academy participant becomes familiar with the capabilities and limitations of the modern forensic laboratory in examining the spectrum of material which can be collected as evidence in criminal cases. The nine-week course of study also provides officers with the necessary background information and practical application techniques which, coupled with the student's previous experience, permits maximum utilization of the forensic sciences to their departments and the Criminal Justice System of the Commonwealth.

CSI Shane Everett

## Operations Command *continued*



### Special Operations Division

Lieutenant James Buie,  
Officer-In-Charge

The Special Operations Division is comprised of seven specialized units: Motor Carrier Unit, Traffic Enforcement Unit, K-9 Unit, School Resource Officers, Auxiliary Unit, Motorcycle Unit, and the Marine Patrol Unit.

- 15 other arrests were made during traffic stops in 2012

#### K-9 Unit

The K-9 Unit during 2012 had four canine teams. The teams consisted of one patrol / tracking team, two dual purpose patrol / narcotics teams, and one dual purpose team of patrol / explosive detection team. Along with their regular patrol duties, the teams perform K-9 demonstrations at the MUTT Strutt, National Night Out, career days at schools and at the Youth Public Safety Academy. The K-9 Teams also performed the following duties during the 2012 year:

- 3 random public school narcotic sweeps
- 9 apprehensions
- 51 tracks
- 186 building searches
- 19 narcotic searches
- 2 explosive searches
- 345 foot patrols with K-9

#### Motor Carrier Unit

In 2012 the Suffolk Motor Carrier Unit was awarded the John T. Hannah Award for Law Enforcement Initiatives. This award was for the Motor Carrier's continued efforts to promote highway safety in the City of Suffolk in 2012.

- 162 vehicles inspected
- 82 vehicles taken out of service
- 438 vehicles weighed
- 220 overweight citations issued
- 563 summonses issued
- \$360,685 in liquidated damages assessed

#### Traffic Enforcement Unit

During 2012, the Traffic Enforcement Team was reduced to 1 officer due to manpower issues.

- 1014 summonses written
- 503 were written in high crash corridors
- 140 safety belt violations were written
- 42 arrests were made
- 14 DUI arrests were made
- 8 drug arrests were made
- 3 drinking while driving arrests were made

#### School Resource Officers

The Department currently has seven state certified School Resource Officers. School Resource Officers are certified to teach Virginia Rules and the Gang Resistance Education and Training (GREAT) program. Other topics that are taught by School Resource Officers are: Anti Bullying, Internet

Safety, Gang Prevention, DUI and Texting While Driving programs. Many of the School Resource Officers assist Parks and Recreation in summer programs. Below are some of the numbers of students that are taught the GREAT and Virginia Rules programs.

- All high school and middle school children are taught the Virginia Rules program during the school year.
- 1,063 6<sup>th</sup> grade students will be instructed in the GREAT program during the 2012-2013 school year.
- All SROs participated in the pilot program for truancy prevention.

## Auxiliary Unit

The Police Department currently has five certified Auxiliary Police Officers and one Traffic Assistance Officer. These officers assist with low priority calls for service and special patrols to include DUI checkpoints and candlelight tours. The Auxiliary Officers provide security and traffic control for many special events throughout the year, to include Taste of Suffolk, Peanut Fest, 4<sup>th</sup> of July celebrations and many more. The Auxiliary Unit allows the Department to allocate resources more effectively and is a vital asset to the Police Department. These officers volunteer their time throughout the year and provide a great service to the Police Department and community.

## Motorcycle Unit

The Department currently has two certified Police Motorcycle Operators. Their duties include speed enforcement, funeral escorts, and participating in area parades to include Norfolk's Grand Illumination, Suffolk, Chesapeake, Portsmouth, Norfolk, Poquoson, Smithfield and other area holiday parades.

## Suffolk Marine Patrol Unit

The Suffolk Marine Patrol consists of 3 boat operators and is supplemented by the Special Opera-

tions sergeants and lieutenant. These operators will operate one of the Department's four boats depending on need and conditions. The Marine Patrol operates from May through September. During the 2012 year the Marine Patrol conducted the following operations.

- Security details, to include Stars and Stripes Spectacular, Crittenden Raft Race and 4<sup>th</sup> of July event, Harbor Fest, Opsail 2012, and TGIF events at Constance Wharf
- 51 vessel boarding's
- 1 search and rescue operation
- 2 military vessel escorts

## Special Weapons and Tactics Team

The Suffolk SWAT Team is currently comprised of nineteen highly motivated officers. The team consists of one tactical commander, three team leaders and fifteen SWAT Operators. The selection process for this team consists of a physical ability test, firearms qualifications test, folder review, oral interview in front of a panel of current members and supervisors, and a tactical assessment to determine each applicant's current tactical abilities.

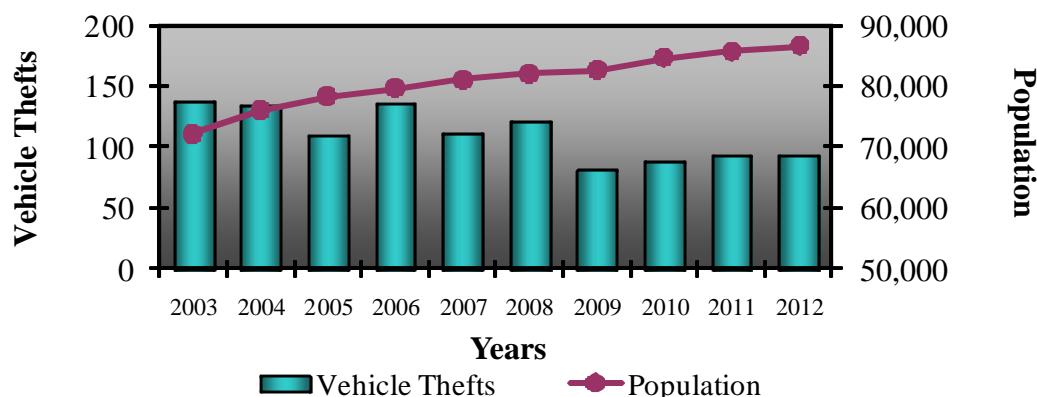
The SWAT Team has specialty positions within the team which include four snipers, breachers and one SWAT medic (firefighter). Some of the SWAT Teams duties consist of executing high risk search warrants, high risk arrest warrants, responding to hostage / barricade situations, suicidal subjects, high risk vehicle stops, and vehicle take downs. The team trains 16 hours per month on building clearing techniques, firearms skills and the deployment of specialized equipment to include throw phones, pole cameras, distraction devices, chemical agents and a newly purchased SWAT robot. In 2012 the SWAT team assisted in 25 incidents throughout the city.



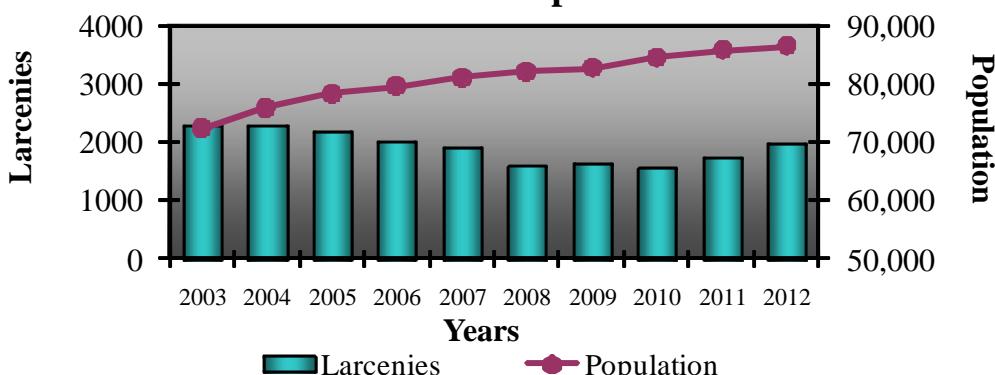
# Crime Statistics

In 2012, the City saw a 3.5% increase in Part 1 crimes. This was due to a 16.7% increase in forcible rape, a 18% increase in aggravated assaults and a 13.2 % increase in larcenies. Burglaries, robberies and homicides decreased in 2012. The larceny increase of 231 offenses drove the stats higher while the overall crime increased 91 offenses. In 2011, burglaries were considered a top priority and they were reduced by almost 27%. In 2013, efforts will be taken to reduce all crimes focusing on rapes, aggravated assaults and larcenies.

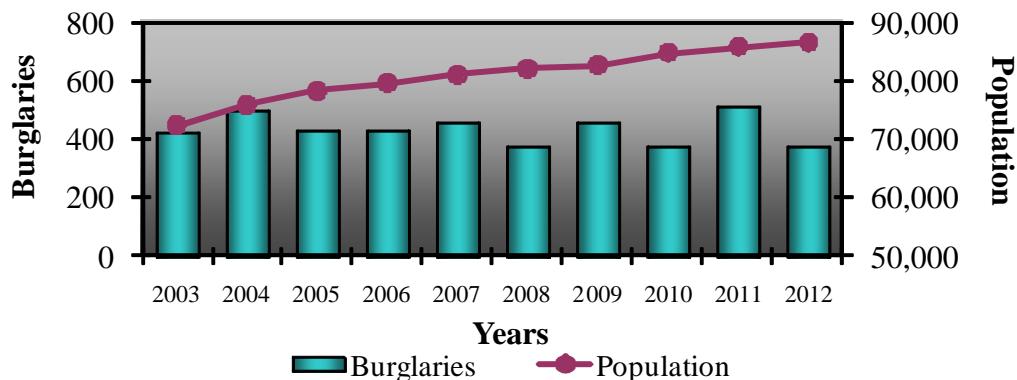
**Motor Vehicle Thefts/Population**

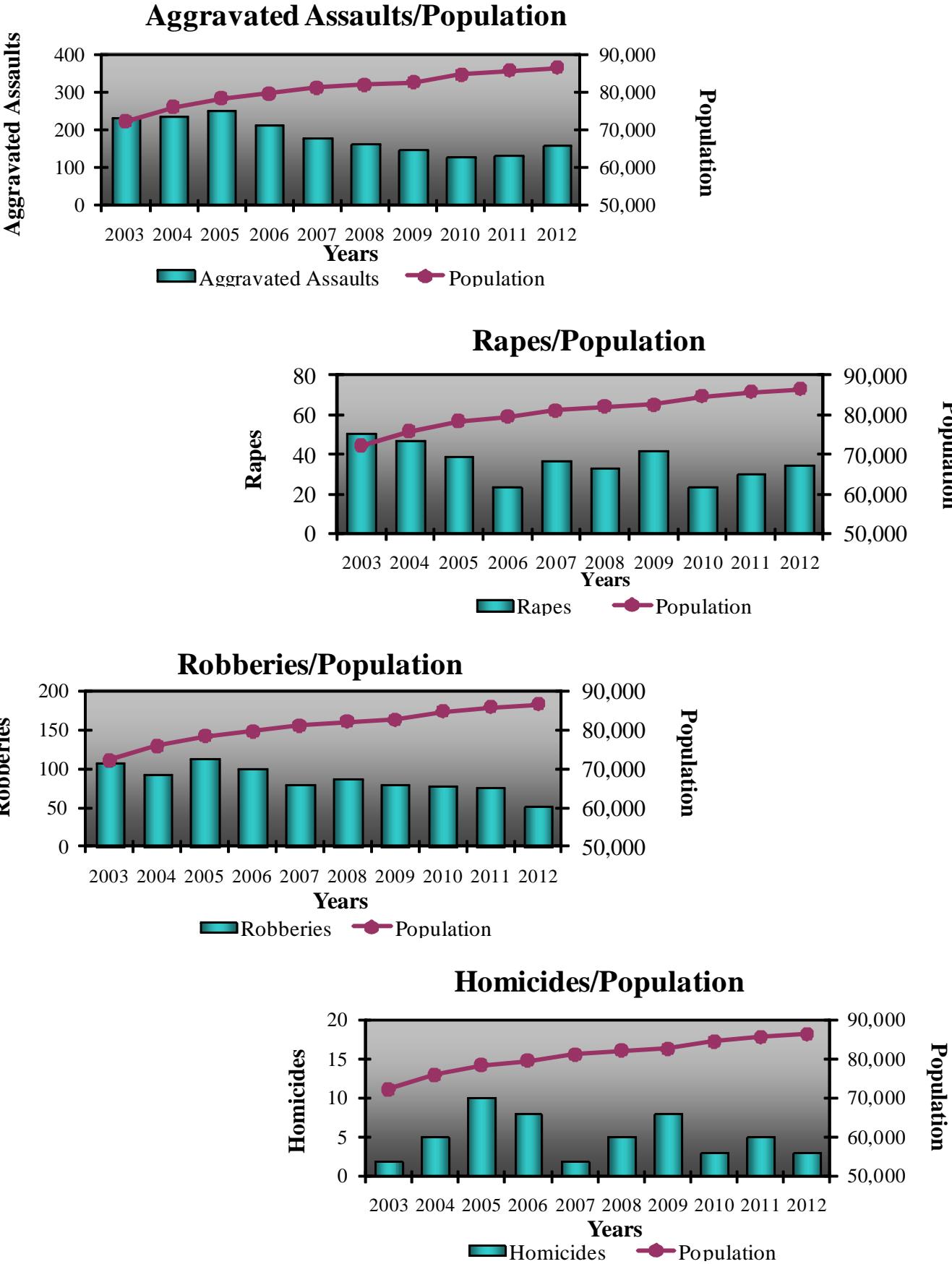


**Larcenies/Population**



**Burglaries/Population**

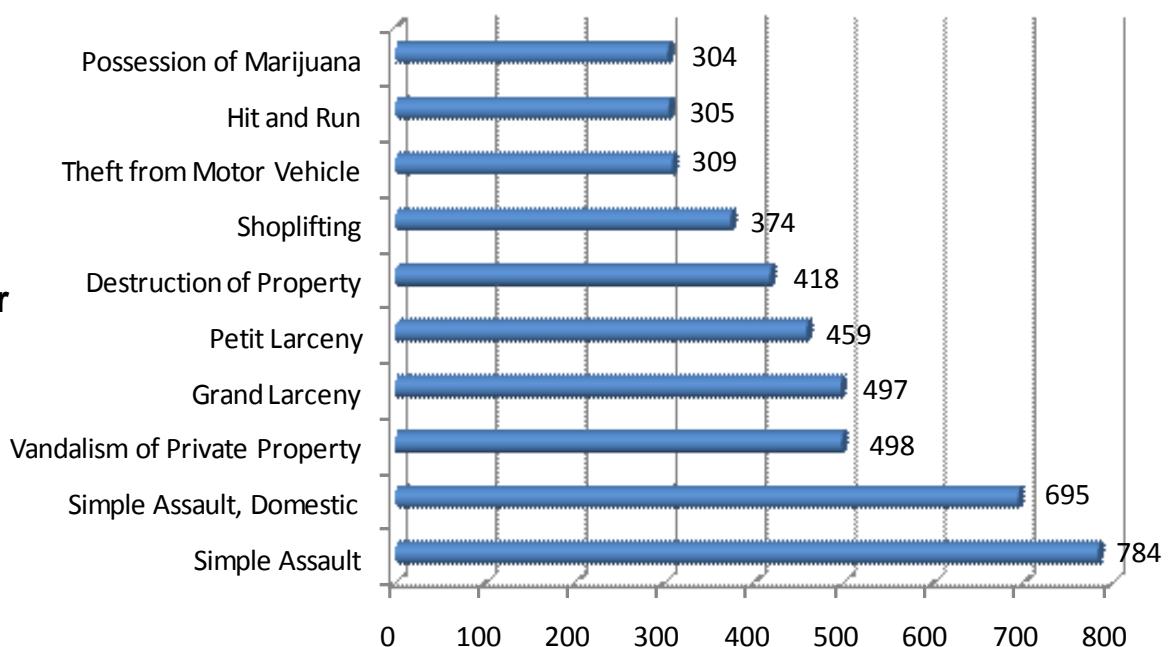




# Crime Statistics

The top 10 reported offenses have remained relatively consistent over the past years. However, one offense that was listed last year did not return in 2012. That offense was residential burglaries. This is due in part to the Department's commitment to reduce the high number reported in 2011. Replacing burglary in the top 10 is shoplifting. This will be one of the targets for reduction in 2013.

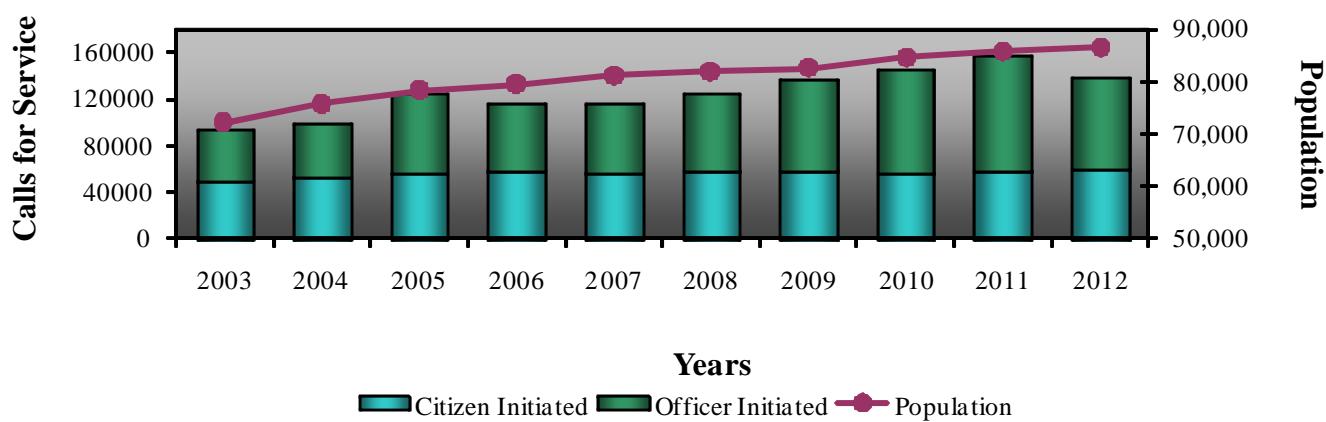
**Top 10  
Reported  
Offenses for  
2012**



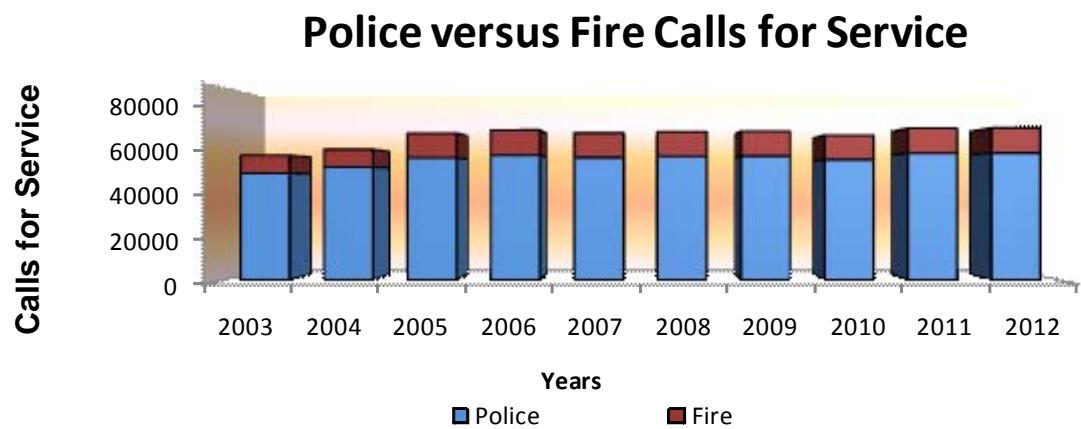
## Calls for Service

A "call for service" occurs each time that the Emergency Communication Center makes an entry into the dispatching database. The ECC receives a call for service for the Police Department on average every 3.8 minutes. Officers normally initiate more calls for service due to their proactive nature. The chart below shows the total number of calls for service as well as who initiated the call.

**Calls for Service/Population**



The Emergency Communication Center actually handles for calls for more than just for the Police Department. They also handle calls for Suffolk Fire and Rescue. While the Police Department handles many more calls than their counterparts, Fire and Rescue calls often require more resources for a single event. The below chart combines the Police Department's calls with those of Suffolk Fire and Rescue. Officer-initiated calls have been excluded.



As we saw from the chart on the previous page, officers and citizens alike can initiate a call for service. But what kind of call? The below charts list the top 10 citizen and officer initiated calls for service.

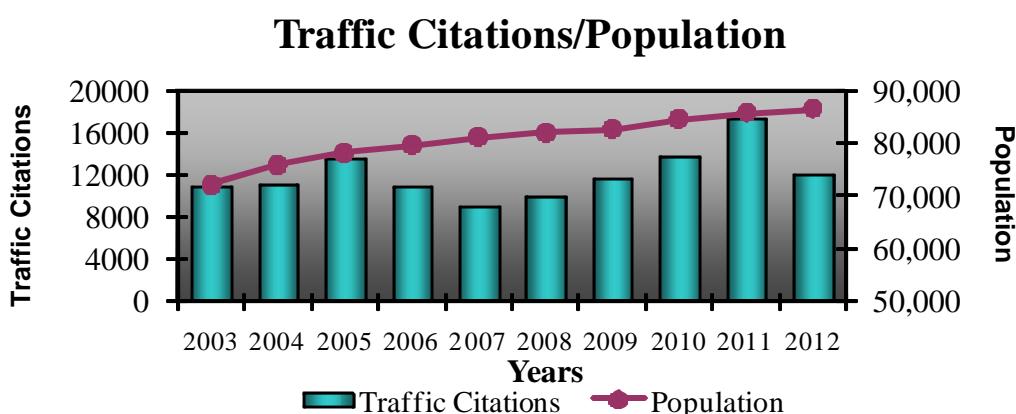
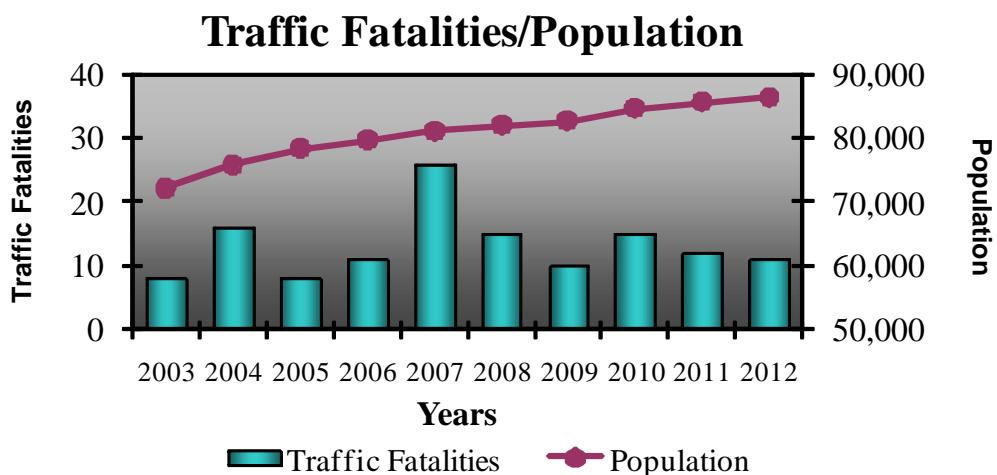
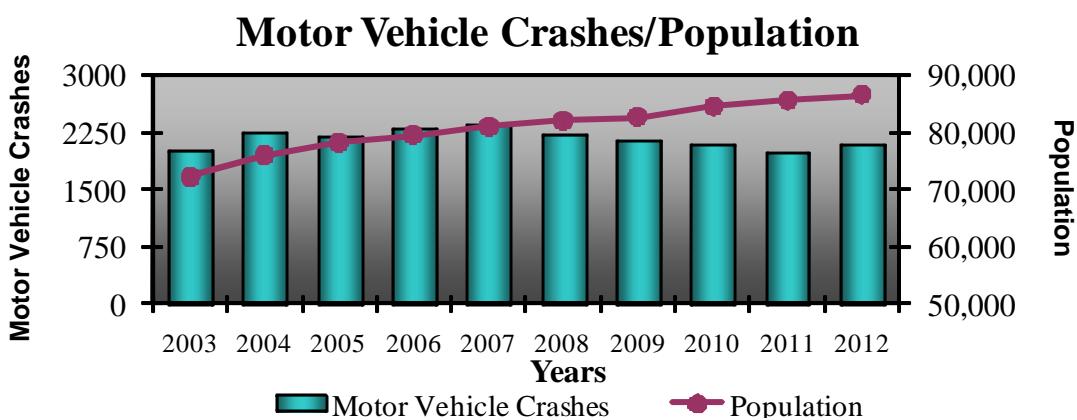
2012 Top 10 Citizen Initiated Calls for Service	
Nature of Call	Total
911 Hang-up	11,312
See Complainant	5,735
Alarm, Burglary	3,300
Disturbance	2,652
Animal Control Call	2,308
Auto Accident	2,281
Suspicious Person	2,252
Reckless Driver	1,668
Larceny	1,593
Checking Building	1,523

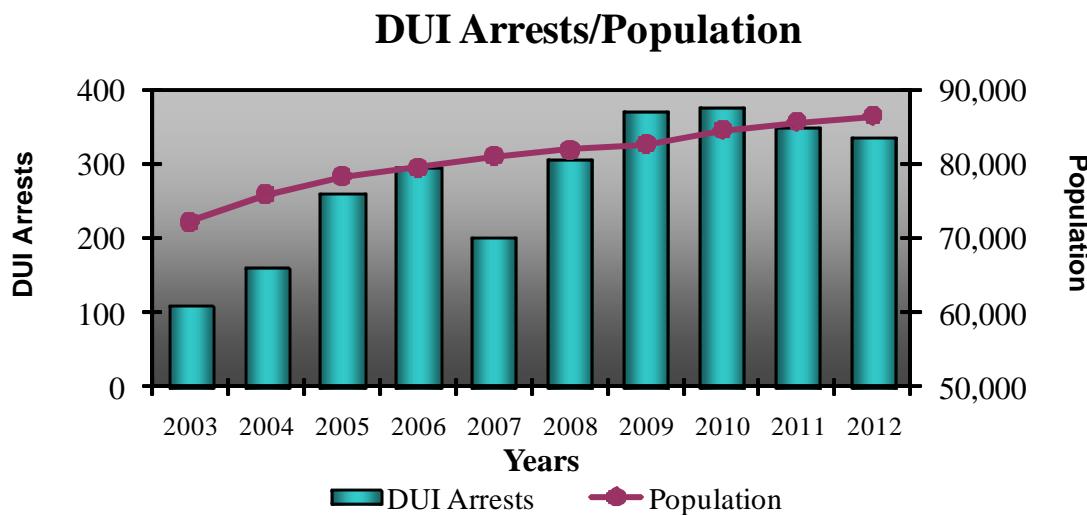
2012 Top 10 Officer Initiated Calls for Service	
Nature of Call	Total
Checking Building	33,189
Vehicle Stop	18,152
Busy on Investigation	4,177
Pick Up Paperwork	2,910
See Complainant	2,612
Traffic Detail	2,255
Motorist Needs Assistance	2,076
Foot Patrol	1,561
Suspicious Person	1,530
Execute Warrant	1,402



# Motor Vehicle Crashes and Enforcement

For the first time in five years, the number of traffic crashes exceeded the year before. Although this was less than a one percent increase, it is still lower than six of the last eight years. It should also be noted that there was a 30 percent decrease in traffic citations. The Department is committed to reducing crashes through enforcement, education and working with the City's engineers.





Every year, the Suffolk Police Department participates in the State's "Click-it or Ticket" Campaign. The Campaign involved conducting a pre-enforcement survey of seatbelt use, conducting two weeks of strict enforcement and then conducting a post-enforcement survey. The Department won the "Most Improved Safety Belt Use" award when comparing the pre- and post- surveys.



# Community Support

## Relay for Life Golf Tournament

The second annual Suffolk Relay for Life Golf Tournament, held on May 25, 2012, at the Sleepy Hole Golf Course, was a huge success. The tournament featured a full field of golfers playing 18 holes, with all proceeds benefiting Relay for Life.

The members of the Police Department (as well as other City employees) worked diligently behind the scenes to make this tournament a tremendous success. In the end, the City raised \$21,000 for Relay for Life. The Police Department also raised money through a car wash, a flag football game with the Fire Department, and a skeet shoot.



## Dr. Seuss Read Across America Day

Chief Bennett talks and reads to kindergartners at Children's Harbor as part of the Dr. Seuss Read Across America Day.



Nine out of the ten children found the reading riveting.

## Relay for Life Flag Football

As part of the Relay for Life Program, the Police Department played the Fire Department in a game of flag football. The Police won in a close 10-6 victory.



Left to right: Robert Fahrman, Jeffrey Lurie, Brian Hearn, Isaac Lopez, Nick Gasparini, Robert Colby, Mark Erie, Ryan Linville, Antonio Diggs, Joel Howard (coach), Ryan Skiba, Chad Hooker, Joe Coleman (Coach), Danny Buie, Nick Walker, Lance Callis, Jason Carr, Jerry Brandsasse, Jake Lyons, Tyron Langston, Sean Garvin.



# National Night Out

## SUFFOLK EARNS NATIONAL RECOGNITION IN GOING AWAY PARTY FOR CRIME

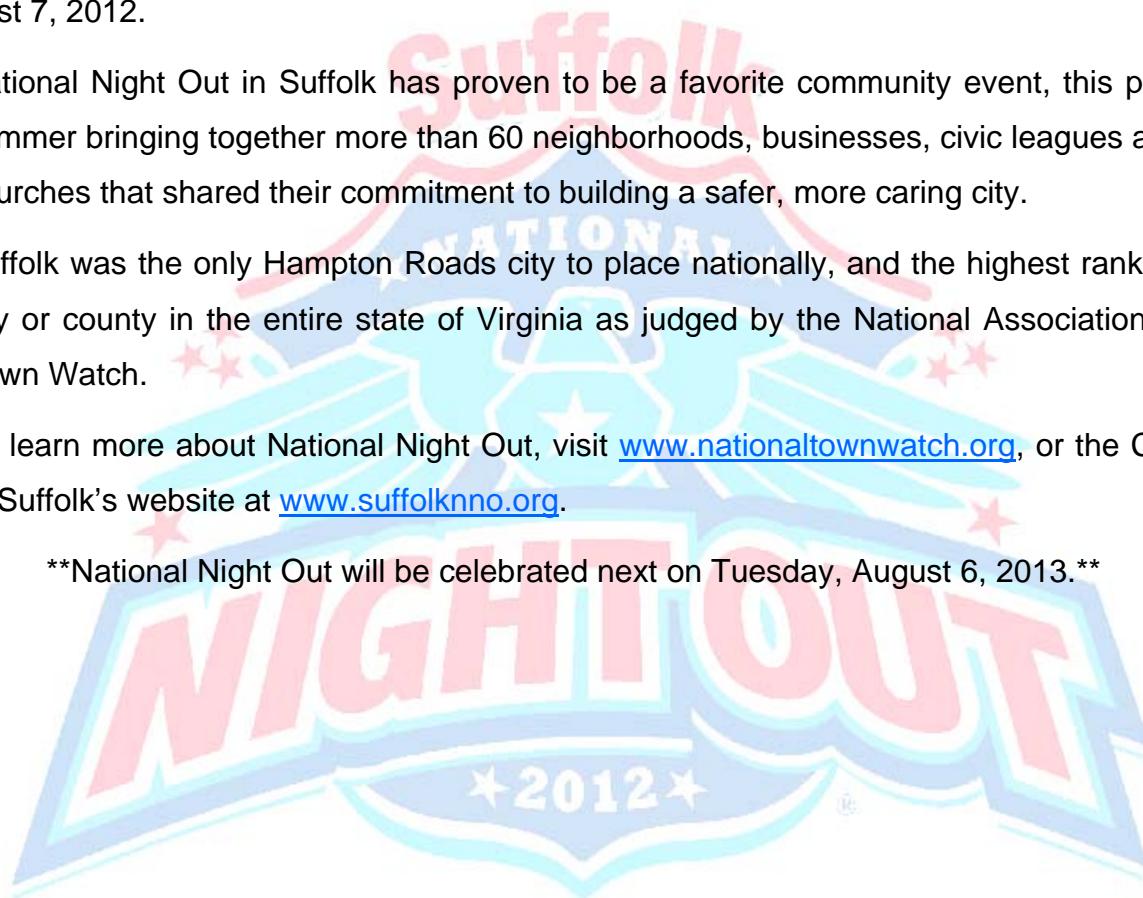
SUFFOLK, Virginia (March 18, 2013) The City of Suffolk finished in the Top 5 in the United States for their population category in the National Association of Town Watch (NATW) 29<sup>th</sup> Annual National Night Out crime, drug and gang prevention event. This marks the seventh straight year that Suffolk has brought home an award for their participation in this nationwide police-community partnership where over 15,000 communities from all 50 states, U. S. territories, Canadian cities and military bases around the world joined forces to take back their streets in a “going away party for crime” on August 7, 2012.

National Night Out in Suffolk has proven to be a favorite community event, this past summer bringing together more than 60 neighborhoods, businesses, civic leagues and churches that shared their commitment to building a safer, more caring city.

Suffolk was the only Hampton Roads city to place nationally, and the highest ranking city or county in the entire state of Virginia as judged by the National Association of Town Watch.

To learn more about National Night Out, visit [www.nationaltownwatch.org](http://www.nationaltownwatch.org), or the City of Suffolk’s website at [www.suffolknno.org](http://www.suffolknno.org).

\*\*National Night Out will be celebrated next on Tuesday, August 6, 2013.\*\*



POLICE-COMMUNITY PARTNERSHIPS



# Suffolk Youth Public Safety Academy



Graduates of the 2012 YPSA are pictured with City Manager Selena Cuffee-Glenn, Chief Bennett, Mayor Linda Johnson and Acting Fire Chief Taylor.

The City of Suffolk Youth Public Safety Academy is designed to build confidence, team work, and focus on the duties and responsibilities of public safety personnel in the hopes of establishing respect and trust between those children and professionals. The purpose of the Youth Public Safety Academy is to introduce at risk youth to public safety professions. The academy will also provide an educational experience that includes hands on activities based on actual public safety functions and duties. The friendly atmosphere offers positive interaction with public safety that develops an appreciation for their duties and responsibilities.

The Academy is a 10-week, after-school program, focused on at-risk youth between the ages of 13 and 17. Students gain hands-on experience on what it is like to be a police officer, firefighter, and CSI technician.

Participating youth are mentored by police officers and firefighters while experiencing the value of teamwork and social responsibility. Lessons and activities include topics such as how to use fire hoses, arson investigations, police K-9 teams, fingerprint evidence, forensics, stress management and more. Youth will also be treated to a day trip/team building exercise.

Each week, participants are exposed to service learning, which can teach them how they can make a difference in their community. The goal of the program is to provide positive role models, build interest in public safety professions, and increase confidence by expanding experiences.

## Topic Sessions

- Defensive Tactics
- Use of Force
- Handling Fire Hoses
- Police SWAT Team
- Use of Fire Extinguishers
- Constitutional Law
- Narcotics Investigations
- Use of Police K-9
- Ladder Techniques
- Fingerprint Evidence
- Day Camp Trip with Rope Courses
- Entomology
- Tool and Shoe Impressions
- Mock Crime Scene Investigations
- Fires and Confined Spaces
- Ropes, Knots and Rappelling
- Computer Forensics and Internet Safety
- Crime Prevention Through Environmental Design
- Stress Management
- Arson Investigations
- Police/Fire Ride Alongs

# Mobile Command Vehicle



In 2012, the Police Department took delivery of a 43' mobile command vehicle purchased with the 2010 Port Security Grant. The security of the port of Virginia is the responsibility of 13 jurisdictions, including the United States Coast Guard. The port is one of the few with deep water access that accepts larger ships. It is home to the largest naval base in the free world.



“...the Port of Virginia represents a vital component of the entire Commonwealth’s output and competitiveness. The Port contributes \$40 billion to Virginia’s economy each year, supports more than 340,000 jobs, and as a gateway to international trade represents a crucial opportunity for economic growth...”

Congressman Randy Forbes



# Promotions

Sergeant



Cassandra Garvin

Master Police Officer



William Craig

Master Police Officer



Andre Weaver

Master Police Officer



Tammy James

Senior Police Officer



Tyron Langston

Senior Police Officer



Sherry Fellers

# New Officers



Chief Bennett, City Manager Selena Cuffee Glenn, Charles Chappell, Vanessa Hregdovic, Michael Seibert, Lindsay Mills, Ashley Allen, Mayor Linda Johnson



Elizabeth Cox, Sheena Carach, Eric Brigham, Marc Drouillard, Daniel Rowland, Franklin Towers, Matthew Reeves, Douglas Christian, Chief Bennett



Chief Bennett, City Manager Selena Cuffee-Glenn, Kurt Carter, June Raymond, Khandi Johnson, Ricardo Serrat, David Gawryluk, Darnica Smith, Casey Thomas, Mayor Linda Johnson, Councilman Brown



Chief Bennett, City Manager Selena Cuffee-Glenn, Samatha Blake, Anthony Patton, Armanda Beale



# Retirements

Left- Major Larry Wilson, Captain Todd Rittenhouse, Sergeant Joe Coleman

Below- MPO Fred Panton, Officer Tom Phippins, Officer Jeffrey Feggans, Evidence Technician Carlton Nurney



# Department Awards

## Medal of Valor

Officer James Winslow



## Department Commendations



**1st Row-** Lieutenant Fred Cunningham, Sergeant Alfred Chandler, Sergeant Quinn Beers, Sergeant Herman Kee, Investigator Kevin Dodson, Investigator Wallace Weatherly, **2nd Row-** Detective Cheryl Balzer, Detective Neil Boone, Detective David Burke, Detective Gary Parker, Officer Mary Cobb, Officer Nicholas Gasparini, **3rd Row-** Officer Khandi Johnson, Officer Clifton Sessoms, Officer Darnicia Smith, Officer Ryan Linville (2), Officer Brandon Upton, Officer Tyron Langston, **4th Row-** Officer Tyson Wild, Officer Lamont Greer, Officer Brian Hearn, Officer Michael Holman, ECO Gloria Harper

## Noteworthy Performance of Duty Award

Sergeant Lance Callis	Investigator Kevin Dodson (2)	Officer Jason Carr	ECOS Rosalind Britt
Sergeant Tyrell Champagne (2)	Investigator Jason Lyons	Officer David Chipman	ECOS Nicole Duncan
Sergeant Fred Cunningham	Investigator Jennifer Pond	Officer Andrew Fenneman	ECO KaSandra Baker
Sergeant Isaac Lopez	Investigator Wallace Weatherly	Officer Danny Jordan	ECO Brandee Davenport
Sergeant Timothy Smith	Officer Robert Fahrman (3)	Officer Andre Weaver	ECO Rachel Gayle
Officer Duffie McLamb	Officer Brian Hearn	Officer Thomas Cain	ECO Erika Gianni
Officer Jasper Whitehead	Officer Adam Hutton	Officer Benjamin Johnson	ECO Reanita Goodwyn (2)
Officer Thomas Cain	Officer Alex Johnson	Officer Tyron Langston	ECO Gloria Harper
Officer Paul Hutta (2)	Officer Phillip Johnson (2)	Officer Paul Helvestine	ECO Erin Hughes
Detective Rachelann Cardwell	Officer Tyron Langston	Officer Shelly Koziana	ECO Jodi Holliman
Detective Christopher Scherer (2)	Officer Ryan Linville (2)	Officer Michael Moraczewski	ECO Tracy Pierce (2)
Detective David Burke	Officer Jose Rivera (2)	Officer Hector Rosario	ECO Kristal Creevey
Investigator David White	Officer James Sobers	Officer Nicholas Walker	ECO Katie Grey
	Officer Shane Sukowski	ECOS Del Shannon	Records Technician Linda Brewer

## Community Service Award

Captain John Brooks
Sergeant Herman Kee
Captain C. Steve Patterson
Detective Cheryl Balzer
Arvis Hall
Officer Antonio Diggs

## Lifesaving Award

Sergeant Alfred Chandler
Detective Jeffrey Lurie
Officer Khandi Skiba

## Citizens Award

Clay White	Shante Harrell
Catherine Blount	LiGerald Jones
Robert Friday	Stephanie Ladeutt
Tausha George	Deandra Powell
Travis George	Marrico Simpson
Thomas Hall	



## Police Officers of the Quarter

- 1st Quarter Investigator Jennifer Pond  
2nd Quarter Officer James Winslow (pictured below)  
3rd Quarter- Cheryl Balzer  
4th Quarter- Antonio Diggs



## Police Officer of the Year

Officer James Winslow



## Emergency Communication Operator of the Year

ECO Tracy Pierce

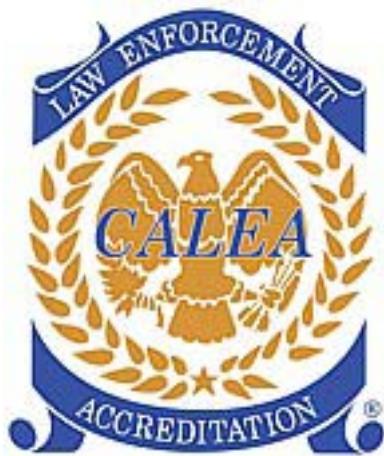


## Supervisor of the Year

Sergeant Jesse Epperson



# Accreditation



In 2012, the Department declared its intention with the Commission of Accreditation for Law Enforcement Agencies (CALEA) to become nationally accredited. This is a long and difficult process and requires commitment through all levels of the Department. The Department has been reviewing and editing policies and procedures. The Department started to gather proofs of compliance to show that it is doing the things that are required by policy. The Department currently has an officer assigned as the Accreditation Manager who is responsible for updating all policies and collecting proofs of compliance. The Department is committed to being fully accredited by 2014.

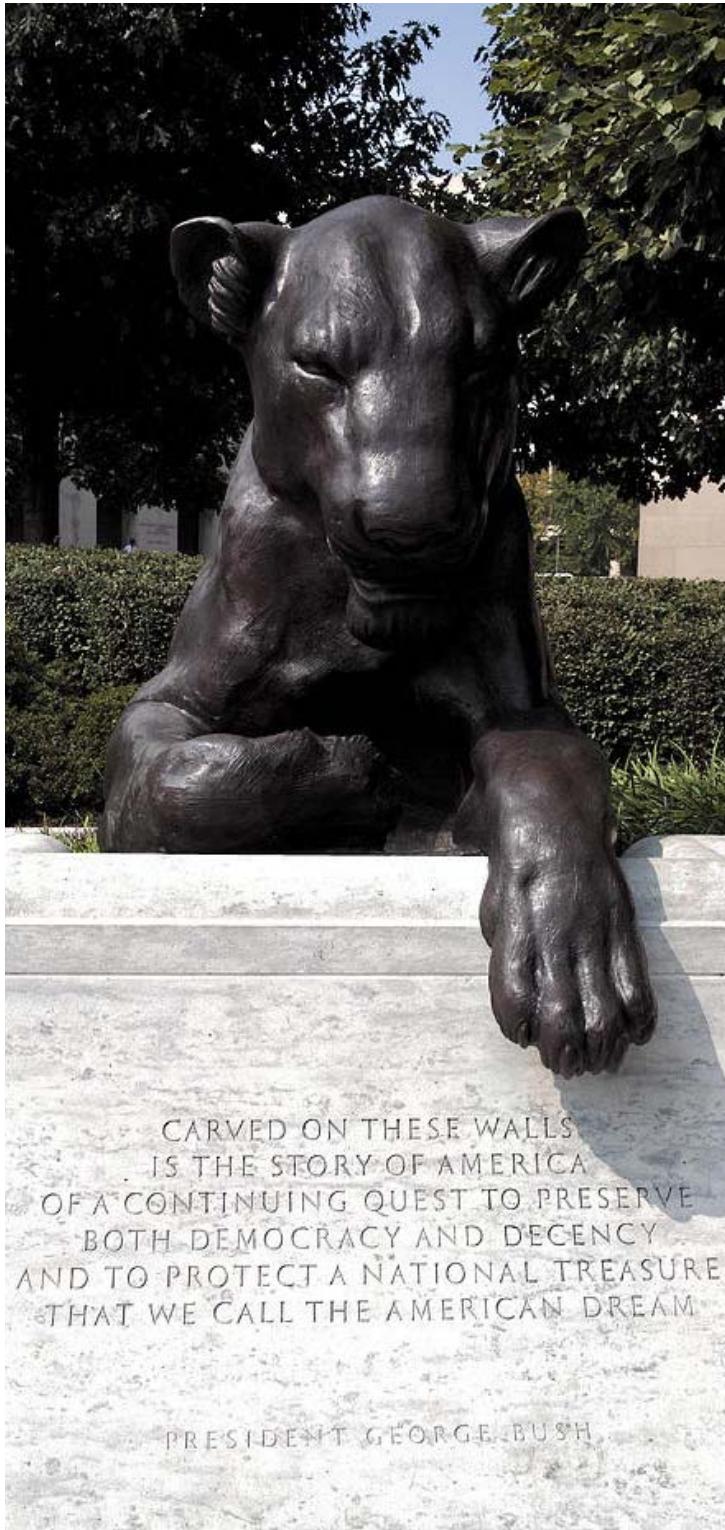
The purpose of CALEA's Accreditation Program is to improve the delivery of public safety services, primarily by maintaining a body of standards (developed by public safety practitioners) covering a wide range of up-to-date public safety initiatives; establishing and administering an accreditation process; and recognizing professional excellence.

Specifically, CALEA's goals are to:

- Strengthen crime prevention and control capabilities;
- Formalize essential management procedures;
- Establish fair and nondiscriminatory personnel practices;
- Improve service delivery;
- Solidify interagency cooperation and coordination; and
- Increase community and staff confidence in the agency.

The CALEA Accreditation Process is a proven modern management model; once implemented, it presents the Chief Executive Officer (CEO), on a continuing basis, with a blueprint that promotes the efficient use of resources and improves service delivery—regardless of the size, geographic location, or functional responsibilities. For more on the Department's progress on accreditation, read the section on page 13.

# In Memorial



Policeman George T. Smith (not pictured), shot and killed in the line of duty on July 4, 1908



Chief of Police William E. Brinkley, shot and killed in the line of duty on December 2, 1918



Patrolman Joseph S. Pratt, shot and killed in the line of duty on October 20, 1935



Police Officer II William Andrew (Drew) Henley, suffered a fatal heart attack after chasing a wanted person on March 19, 2005.

Background—National Law Enforcement Memorial, Washington D.C.

**Make a Difference.  
Become a Hometown Hero.**



*Join the Suffolk Police Department. Call 757-514-4120*