



**ALBEMARLE COUNTY  
POLICE DEPARTMENT**

**COMMUNITY  
STRONG**

**ACPD 2013**

**ANNUAL REPORT**

1600 fifth street | suite d | charlottesville, va 22902 | [albemarle.org/police](http://albemarle.org/police)

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# BOARD OF SUPERVISORS



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# MESSAGE FROM COL. STEVE SELLERS



Thank you for taking the time to learn more about the Albemarle County Police Department. The Annual Report provides a snapshot of our agency in 2013 and a look at our strategic goals moving ahead. The report compares our crime data, traffic safety data and performance measures with other Virginia county police departments. With the Blue Ridge Mountains on our western border, the James River on our southern border and Charlottesville in the center, our police officers patrol a unique combination of rural and urban communities.

In 2012, the ACPD began the transition to Geographic Policing with the goal of working more closely with our citizens to address crime, traffic safety and resolve community issues. The County is divided into two

distinct patrol districts—the Jefferson District and the Blue Ridge District. Both districts have their own unique characteristics and qualities. Generally speaking, officers are permanently assigned to specific neighborhoods and communities within their district where they maintain a good working knowledge of their beats. If you live or work in Albemarle County, I encourage you to get to know the officer who patrols your neighborhood.

In 2013, Albemarle County has seen an 11.3% increase in overall Part 1 Crimes. The crime of larceny saw the most significant increase at 16.5%. It is not unusual to see an increase in crime within the first few years of implementation of Geographic Policing. This is because community policing helps to break down barriers between citizens and police officers, and a greater level of mutual trust develops. Greater trust translates to more reporting of crime and better success at solving crime.

In 2013, our focus truly was our community. As we continue to establish our geographic policing districts, we worked tirelessly with our regional partners to find solutions to community problems. We established Community Advisory Teams to increase citizen communication. The Department hosted events like National Night Out and Fontana Night Out to promote crime prevention and neighborhood camaraderie. The Bike Team conducted countless Bike Safety Rodeos, giving away safety helmets to students in our county schools.

We appreciate your continued support of our mission as we work together to make Albemarle County a safe place to live, learn and work.

Sincerely,

**Colonel Steve Sellers, Chief of Police**



## **MISSION STATEMENT AND CORE VALUES**

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

**INTEGRITY** — We will demonstrate honest and ethical behavior in all our interactions

**PROFESSIONALISM** — Display the highest standard of personal and organizational excellence

**UNITY** — Working collectively to accomplish our mission

**PREPAREDNESS** — Training, planning, learning and doing

**INNOVATION** — We embrace creativity and positive change

**ACCOUNTABILITY** — Acceptance of full responsibility for all our actions

**DEDICATION** — Committed to each other and the community we serve

**DIVERSITY** — Openness to thoughts and ideas

**LEARNING** — Learn from the past - learn for the future

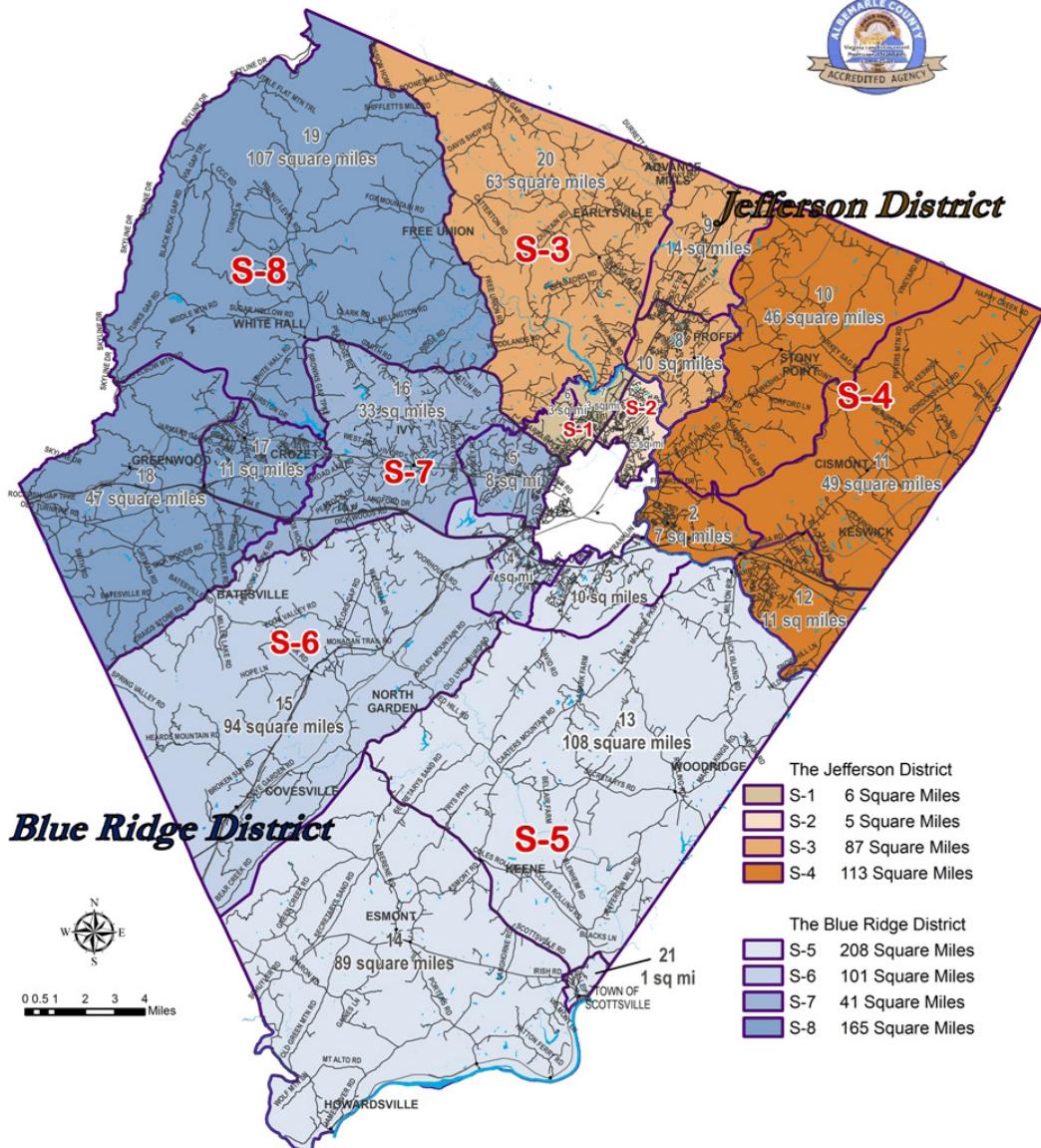
**COURAGE** — We will stand firm in the face of danger and confront all threats to the safety of our communities

[LEARN MORE](#)

# SERVICE AREA & POPULATION

Albemarle County covers 726 square miles in Central Virginia. The County is a unique mix of rural and urban developments. In order to meet the diverse needs of the community, the ACPD divided the County into two separate geographic districts: the Jefferson District and the Blue Ridge District.

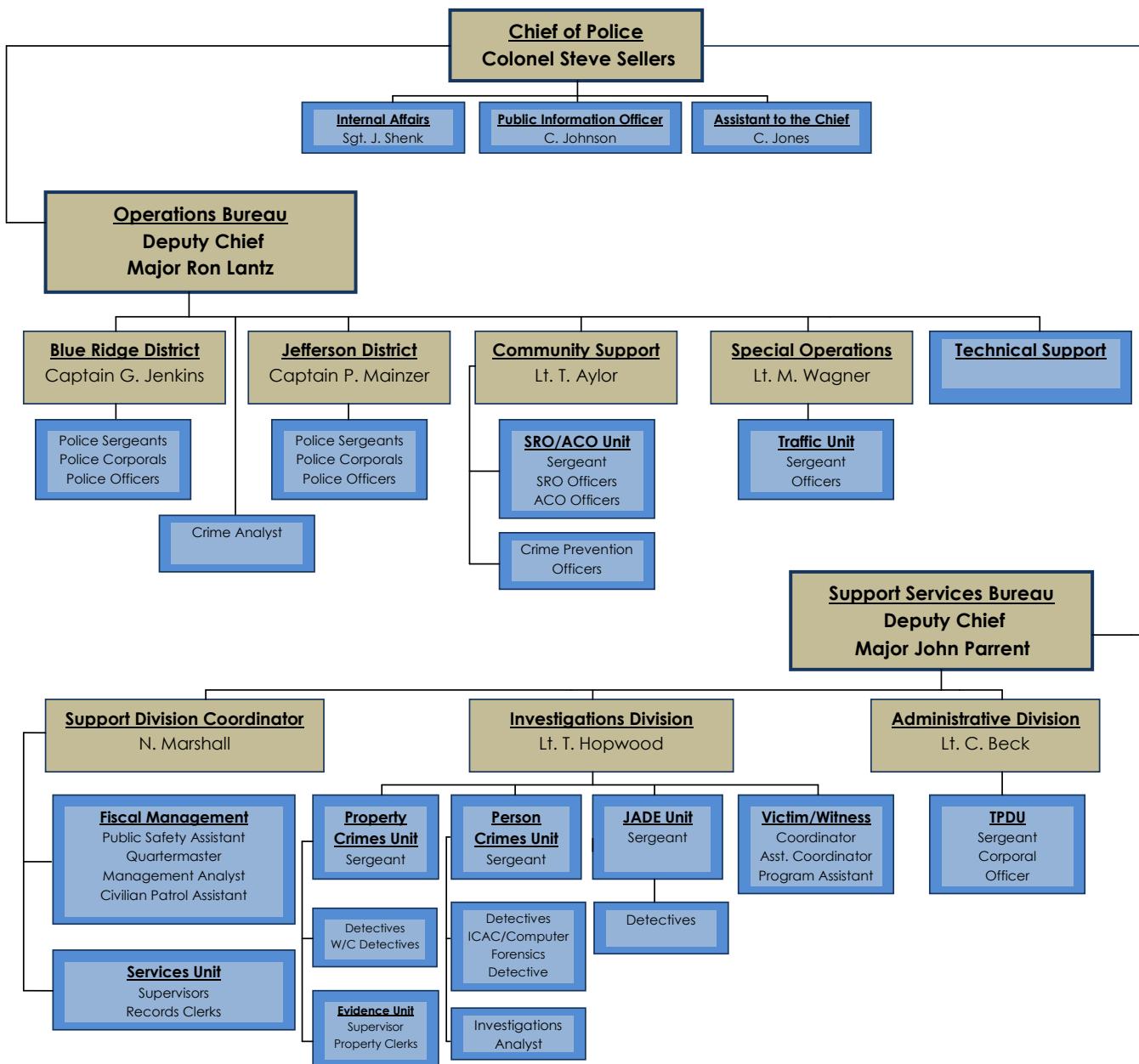
*Albemarle County Police Department  
Geographic Districts*



[LEARN MORE](#)

# ORGANIZATIONAL CHART

## ALBEMARLE COUNTY POLICE DEPARTMENT



# BANQUET AWARDS



## OFFICER OF THE YEAR

**Detective Michael Arcoraci** was selected as the 2012 Officer of the Year. This award recognizes Detective Arcoraci for his outstanding work creating unique partnerships to address such problems as narcotic use, prostitution and alcohol violations.

## CIVILIAN OF THE YEAR

**Kim Bunch** was recognized as the 2012 Civilian of the Year. Kim works as a Services Supervisor and never hesitates to take on additional duties and responsibilities to support the Services Unit.



## COMMUNITY SERVICE AWARD

**Officer Darrell Mikesh** was the recipient of the 2012 Community Service Award, presented by the Police Foundation. Officer Mikesh was honored for his work with the Bike Team and other units that serve our community.

## PROFESSIONALISM AWARD

**Detective Elizabeth Morris Gomez** received the 2012 Professionalism Award. This award was presented by the Police Foundation. Detective Gomez was recognized for her work with many outside agencies, all to protect child victims.



## VOLUNTEER OF THE YEAR

**John Springett** is the recipient of the 2012 Volunteer of the Year. John was the first coordinator of the Volunteers in Police Service Program. He attended the Citizens' Police Academy in 2005 and is now an Auxiliary Police Officer for the Department.

## LIFESAVING AWARD

**Officer Tim Carrico** was presented the 2012 Lifesaving Award. Thanks to Officer Carrico's quick response to a medical emergency, he helped save a man in cardiac arrest. The survivor presented the award to Officer Carrico.



## VALOR AWARD

**Corporal Ken Richardson, Officer Andrew Gluba, Officer Bill Underwood and Officer Jason Marden** are the 2012 recipients of the Valor Award. This award is for their bravery as they risked their safety in an effort to resolve a highly volatile situation.

## CHIEF'S EAGLE AWARD

**Lt. Peter Mainzer** was awarded the prestigious Chief's Eagle Award. Colonel Sellers selected Lt. Mainzer to honor him for his leadership role in the development and implementation of Geographic Based Policing. He was also honored for being the acting Operations Bureau Commander.



# SERVICE AWARDS

## 5 YEARS OF SERVICE

Larry Crickenberger  
Greg Anastopoulos

## 10 YEARS OF SERVICE

Darrell Byers  
Tawnya Bruce  
Greg Davis

Kelly Goforth  
Jonathan Hickory  
Randy Jamerson

Stephen McCall  
Laura Proffitt  
Mike Wells

## 15 YEARS OF SERVICE

Todd Lytton  
Matt McCall  
Terry Walls

Steve Wilkins  
Chuck Woycik

## 20 YEARS OF SERVICE

Rosa Thacker  
Nicole Marshall  
Jim Larkin

## 25 YEARS OF SERVICE

Lonnie Tuthill  
Dennis Hahn  
Kim Bunch

## 30 YEARS OF SERVICE

Kanie Richardson

Corporal Kanie Richardson was sworn in as an ACPD officer when the Department was established in 1983. He is the longest-serving employee in our Department. Corporal Richardson plans to retire in May 2014.



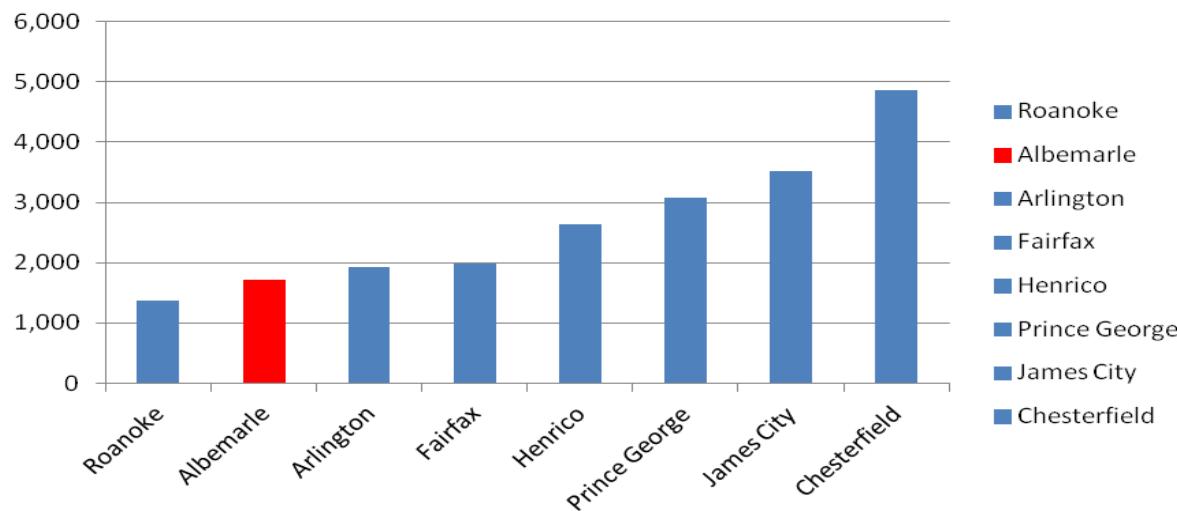
**New Police Officers Sworn In**

Sheriff George Bailey, four patrol officers and a juvenile detective were sworn in last Tuesday morning as the first members of Albemarle County's newly created police department. They are (from left) Carlton Johnson, Ken Richardson, Mike Lugar, Glen Weathersbee and Don of circuit court.

# CRIME STATISTICS

## 2013 CRIME RATE FOR VIRGINIA COUNTY POLICE DEPARTMENTS

**Part 1 Crime Rate per 100k Population**



\*Data were not available for Prince William County. This chart represents Part 1 crimes, not the Incident Rate or total crime rate for each department. The crime statistics were provided by the agencies represented.



# 2013 PART 1 CRIME STATISTICS FOR ALBEMARLE COUNTY

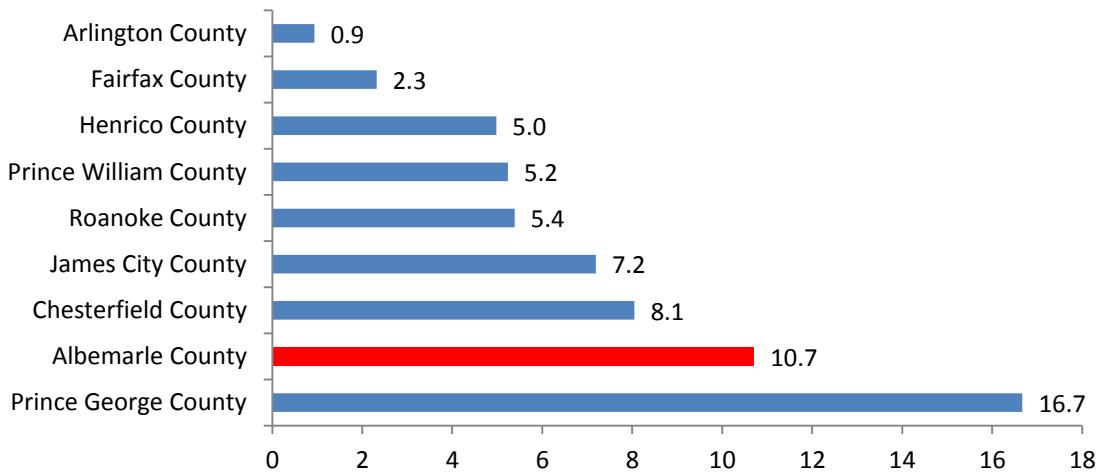
OFFENSE	2008	2009	2010	2011	2012	2013	% Change 2011-2012
HOMICIDE	2	0	1	1	2	1	- 50 %
FORCIBLE RAPE	24	17	26	23	20	24	+ 20 %
AGGRAVATED ASSAULTS	58	57	65	54	47	50	+ 6.4 %
ROBBERY	39	26	20	21	18	24	+ 33.3 %
TOTAL CRIMES AGAINST PEOPLE	123	100	112	99	87	99	+ 13.8 %
BREAKING & ENTERING	244	247	274	226	234	209	- 10.7 %
STOLEN MOTOR VEHICLES	99	122	79	50	51	43	- 15.7 %
LARCENIES	1663	1736	1464	1415	1209	1408	+ 16.5 %
TOTAL PROPERTY CRIMES	2006	2105	1817	1691	1494	1660	+ 11.1 %
TOTAL PART 1 CRIMES	2129	2205	1929	1889	1581	1759	+ 11.3 %

Part 1 crimes are on the rise, consistent with national crime trends. Locally, we saw the greatest increase associated with robberies and larcenies.

# TRAFFIC STATISTICS

	CRASHES	FATALITIES	SUMMONSES	DUI
2012	2198	12	11980	286
2013	2232	11	8720	200

## Number of fatal crashes in 2013 per 100,000 of population





# DRUG ENFORCEMENT STATISTICS

## 2013 DRUG ENFORCEMENT ACTIVITY IN ALBEMARLE COUNTY

The Jefferson Area Drug Enforcement Task Force (JADE) experienced a transition year in 2013. The Task Force consists of one Lieutenant, two Sergeants and nine Detectives. Many of those officers were in new roles during 2013. JADE continues to target known drug dealers and focus on career criminals.

SEIZURES	2007	2008	2009	2010	2011	2012	2013	7 YEAR TOTAL
FIREARM	29	59	42	24	19	22	<b>16</b>	211
MARIJUANA (pounds)	19	21	10	78	132	29	<b>21</b>	310
METHAMPHETAMINE (grams)	571	32	139	673	0	0	<b>233</b>	1,648
COCAINE (grams)	1798	3706	4247	2331	2298	1255	<b>1204</b>	16,839
ARRESTS	167	229	261	203	200	201	<b>177</b>	1,438

The JADE Task Force is comprised of officers from Albemarle County, Charlottesville, the University of Virginia and Virginia State Police. In 2013, JADE seized assets equal to \$66,850.

# CALLS FOR SERVICE

	2011	2012	2013
<b>TOTAL ACPD CALLS*</b>	45,706	43,877	<b>41,691</b>
<b>CALLS FROM ECC</b>	25,367	25,474	<b>26,161</b>
<b>OFFICER INITIATED CALLS</b>	20,339	18,403	<b>15,530</b>

\*Number has been reduced by subtracting call activity by non-ACPD agents, unassigned calls, admin calls and officer-initiated extra patrols

## 2013 PRIORITY 1 CALLS AVERAGE RESPONSE-TIME IN MINUTES

### Urban Areas

Average response = 5.2 minutes

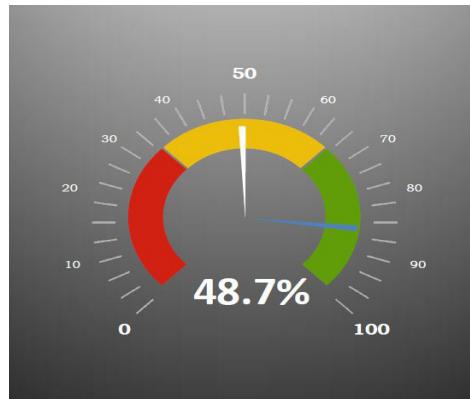
Target goal is to respond in 5 minutes or less. In 2013, we met this goal 62.3% of the time.



### Rural Areas

Average response = 11.3 minutes

Target goal is to respond in 10 minutes or less. In 2013, we met this goal 48.7% of the time.



**The goal is to meet response time targets 85% of the time in both urban and rural areas.**

Due to the size and geographic makeup of Albemarle County, it is a challenge for the ACPD to meet response-time goals. The agency continues to focus on ways to improve response times, especially to emergency or Priority 1 calls. A Priority 1 emergency call includes, but is not limited to, murder, rape, aggravated assaults, vehicle accidents with injury, shots fired, officers needing assistance and calls involving weapons.

Increasing staff numbers and geographic based-policing should help the agency meet its established goals. The ACPD also switched to a 10-hour patrol shift, allowing more overlap with additional officers working at peak call times and between shifts. This is another strategy to improve emergency response times.



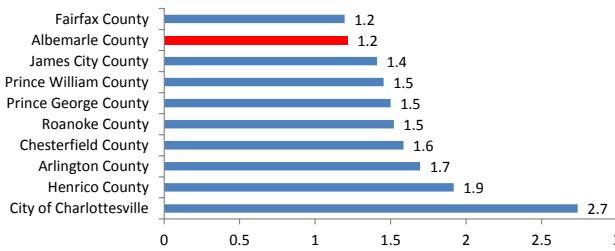
The Albemarle County Police Department is dedicated to hiring the best possible candidates to fill Department vacancies. Increasing staffing capabilities directly supports strategic initiatives associated with Phase Two of Geographic-Based Policing.

To meet those goals, the ACPD took recruiting efforts on the road in 2013, targeting college towns in Southwest Virginia. A recruiting video and radio commercials were made to highlight the benefits of working at the ACPD.

As a result of the focus on recruitment, the Department is taking great strides toward meeting our staffing goals.

[LEARN MORE](#)

#### Number of Officers per 1,000 of Population in 2013



#### Per Capita Spending FY 2012-2013



# SPECIALIZED UNITS



In 2013 the **Bike Team** focused a lot of time and energy on educating young students about bicycle safety. Officers with the team completed more than a dozen bike rodeos at local elementary schools and assisted with a public safety video. The team also supported community events like the Boy & Girls Club Cycling Challenge, the National Night Out and the Fontana Night Out.

Because of their inherent mobility, the team plays an important role at the Foxfield Races and UVA Football games by patrolling the crowded parking lots and remote footpaths used by the public. Thanks to a grant from State Farm, the team was able to purchase a new bike to begin replacing its aging fleet.

Six officers were sworn in as the first class of **Auxiliary Police Officers** at the Albemarle County Police Department. The APOs are certified Level III officers, and they focus primarily on crime prevention and community outreach. They will be largely responsible for projects like the House Check Program.

The officers completed more than 50 hours of intensive training mandated by the Department of Criminal Justice Services. The officers will continue their training in the field, riding with sworn officers. Each officer will volunteer at least ten hours a month at the ACPD.



The **Defensive Tactics Team** trains officers in the latest techniques regarding suspect control and grappling. Each year officers receive continuing education with the expandable baton, taser and use of force.

The Defensive Tactics Team is transitioning to the Peacekeeper Baton, a more effective and durable tool. In addition to the new batons, the Department also received grant money from the Attorney General's Office to purchase 64 new tasers for all sworn personnel. With every officer having a taser, the goal is to reduce officer and suspect injuries.

The **School Resource Officers** program expanded in 2013 to include a new SRO at Walton Middle School. Walton is now the only middle school with a full-time SRO. A permanent SRO was already assigned to each of the four county high schools. School Resource Officers have been busy implementing educational ideas and programs including the first Wellness Day, focusing on healthy food and activities for the students.

During the summer, three SROs and two Crime Prevention Officers performed safety audits on county schools. The results were shared with school staff in hopes of creating a safer learning environment for the students in our County.



The **ACPD Motor Unit** rolled past some significant milestones in 2013. In May, the Jefferson Area Motor Squad hosted its first Police Motorcycle Skills Rodeo. The rodeo provided a friendly competition to allow Motor Officers a chance to sharpen their skills while competing with other motorcycle officers.

The Motor Unit also traveled to New York City in September to help escort the 911 Foundation's Commemorative Motorcycle Ride. Our Department was selected to receive a new Harley-Davidson Police Motorcycle for our involvement in the ride. In addition to these milestones, the Motor Unit continues to focus on traffic safety initiatives for Albemarle County.

The Albemarle County Police Department is committed to training all sworn police officers in **Crisis Intervention**. The agency answered 505 calls for service regarding mental health consumers in the 2013 calendar year. The training teaches officers how to handle someone having a mental health crisis, de-escalate the situation and offer community resources.

Currently, 71 ACPD officers are certified by the Crisis Intervention Training. There are seven officers who are Crisis Intervention Trainers. Our instructors provide CIT training for the Thomas Jefferson CIT Program that serves 10 jurisdictions.



# SPECIALIZED UNITS



There are four **Animal Control Officers** (ACO) assigned to the ACPD's Community Support Division. The ACOs respond to approximately 200-250 animal related calls for service each month. These calls for service include responding to dangerous dogs, animal bites, animal cruelty cases, animal hoarding and livestock issues.

The ACOs work closely with the local SPCA, Health Department and Department of Game and Inland Fisheries. Their primary goal is to ensure the safety of citizens and animals through the enforcement of state laws and local ordinances.

The **Forensics Team** plays a vital role in solving and successfully prosecuting crimes. Without their keen collection of evidence, many crimes might not be successfully prosecuted in the court of law.

In 2013, the Forensics Team received more than \$16,000 in grant funding, used to purchase replacement equipment and specialty items like Alternate Light Sources, Metal Detectors and Static Dust Lifters. The team also increased training from twice a year to four times a year. Two new forensics vehicles were added to the team, allowing for fast and more direct response to crime scenes.



The **SWAT Team** is a specialty unit prepared to handle situations with the potential for the loss of life or severe injuries. The team consists of ten members who train at least twice a month. The SWAT Team cross-trains with the Crisis Negotiations Team since the two teams would respond to a critical incident together. Team members also provide advanced training to other sworn officers.

In 2013, the SWAT team was instrumental in providing on-site security assessments and protective security measures for several dignitary visits, including the President of the United States. The team will conduct an assessment process in 2014 to add additional members to the team.



A **Regional Firearms Training Facility** is one step closer to becoming a reality. In 2013, the Attorney General's Office provided funding to Albemarle County, the City of Charlottesville and the University of Virginia for the regional training partnership. The award totaled \$2.9 million, covering the construction costs of the proposed indoor facility.

The regional partnership represents a commitment to cross-training exercises. The ultimate goal is to have a better trained police force, leading to a safer community and smarter response reactions. At the indoor facility, officers will be exposed to scenario based training, providing life-saving skills. This project will continue to be a priority as we move forward in 2014. The ACPD is committed to training, with the goal of becoming the best trained police department in Virginia.

## STATE SUPPORT

In an effort to address the issue of gangs in our community, **Gang Reduction Through Active Community Engagement (GRACE)** conducted a comprehensive gang assessment. GRACE received state support in 2013, allowing the program to move forward with the study. The Department of Criminal Justice Services funded a part-time coordinator to provide staff support for the comprehensive anti-gang initiative.

As a result of the state support, the GRACE Task Force was able to hire an independent evaluation firm to collect and analyze gang data in our community. The results of the assessment will help us better understand what is occurring in our community and will be beneficial as we move forward with a strategic plan of action. The study will be used to educate the community and also to focus our efforts on suppression, enforcement, prevention and intervention.





## COMMUNITY STRONG



The ACPD participated in **National Night Out** and **Fontana Night Out**, two community safety events. The events promote police-community partnerships, crime prevention and neighborhood camaraderie.



For the first time, the ACPD Motor Unit helped deliver gifts to the Toy Lift as part of **Santa's Ride**. ACPD and county employees collected toys for the Toy Lift and the Motor Unit made sure the toys were delivered in style.



**Tip-A-Cop** is a fundraiser for the Region 8 Torch Run, with all the proceeds or “tips” supporting the Special Olympics Virginia. Each year, ACPD officers wait tables at Red Robin to support the Special Olympics fundraiser.



Colonel Sellers teamed up with leadership at Charlottesville and UVA Police Departments to film a **bike helmet safety commercial**. Students at Red Hill Elementary School took part in a bike rodeo to highlight the safety helmets.



# STRATEGIC PLAN

**LEARN FROM THE PAST  
LEARN FOR THE FUTURE**



The Albemarle County Police Department has adopted a strategic plan to address specific goals for the agency. The strategic goals are supported by objectives, initiatives and performance measures.

## ACPD HAS THREE STRATEGIC GOALS:

### Strategic Goal #1 - Geographic-Based Policing

Improving our collaborative partnerships within local government, community and region to prevent crime and improve the quality of life

### Strategic Goal #2 - Regional Emergency Preparedness

Enhancing our ability to respond effectively to emergency situations by leveraging our regional partners

### Strategic Goal #3 - Invest in Our People

Emphasis on initiatives that will greatly enhance the professional development and personal well being of our employees



# GOAL #1 - PHASE II GEO-POLICING

As the ACPD expands its recruitment efforts, the agency is committed to **enhancing the agency's diversity**. The goal is to recruit and retain a workforce that reflects the demographics of Albemarle County. A diverse workforce enhances our ability to establish community partnerships in Albemarle County.

To accomplish this goal, the department needs to increase the number of minority and female applicants. About 20% of current applicants are minority or female. Our goal is to increase this to 40% over the next five years.



In November 2013, the ACPD piloted a **10-hour work schedule** for patrol officers. The goal is to move permanently to the 10-hour schedule, which would be made possible with additional staffing.

The 10-hour schedule provides overlap between patrol shifts, providing additional coverage during the busiest times of the day. The overlap also allows officers to engage in Geo-Policing tasks, more time off, more opportunities for wellness activities and fewer six-day work weeks.

The Investigations Division is committed to increasing enforcement of **Internet Crimes Against Children (ICAC)** and enhancing youth internet safety. In 2014, a detective will be investigating ICAC cases full-time. An additional detective will be working part-time on ICAC and computer forensics cases.

The ACPD continues to utilize grant funds to pay for the investigation of child pornography and human trafficking as well as undercover internet chat operations. Detectives are partnering with SROs and area stakeholders to provide education about the dangers of sharing explicit pictures or "sexting" by phone or online.



**ICAC**  
Internet Crimes Against Children  
**Task Force**

# GOAL #1 - ACCOMPLISHMENTS



In an effort to expand community outreach and engagement, the commanders of the Blue Ridge and Jefferson Districts have established two **Community Advisory Teams**. The teams are comprised of citizens who live and work in the District.

The groups meet every other month to discuss important community issues in their districts. Team members receive additional information about crime trends and activity patterns. The commanders and community members benefit greatly by this communication and partnership.

The Albemarle County Police Department now has a full-time **Crime Analyst**, dedicated to tracking crime and traffic trends in Albemarle County. The position was made possible as the result of grant funding.

The Crime Analyst works directly with the Patrol Division in an effort to support problem-oriented policing. By analyzing the data, the department is better equipped to find solutions for specific and targeted crime trends. Traffic data are also analyzed to support traffic safety initiatives.



In addition to the Citizen Advisory Teams, Colonel Sellers established the **Chief's Citizens Crime Prevention Council** (CCPC). The Crime Prevention Council works to advise the Chief and serve as ambassadors, representing the department in the community. The CCPC is comprised of three members from each Citizen's Advisory Team and six at-large members.

The goal is to have open, honest and informative discussions regarding some of the toughest issues facing Albemarle County and our department. Meeting topics include militarization of policing, drones and officer-involved shootings.

## GOAL #2 - ENHANCE EMERGENCY PREPAREDNESS

In 2013, the Albemarle County Police Department announced the return of the **Citizens' Police Academy**. The agency has not offered an Academy since 2008. The eight-week Academy provides citizens with an in-depth look at all the different aspects of the Department.

Through communication and education, we believe this opportunity will help foster positive relationships with the community. Our goal is to provide a class that is both informative and rewarding for the citizens of Albemarle County.



By increasing community involvement, the ACPD is **enhancing emergency preparedness** in our community. Emergency preparedness includes education and sharing information.

The ACPD Crime Prevention Officers created neighborhood safety groups in an effort to enhance emergency preparedness. The idea is to make sure neighbors are prepared to help neighbors in the event of an emergency. The officers also established apartment coalitions and conducted numerous safety assessments at churches and businesses.

The Albemarle County Police Department participated in multiple **regional tabletop exercises** regarding a possible event or threat in our community. The idea is to bring together all of the key players who would be involved with an incident of that magnitude.

In addition to these exercises, the ACPD with our regional partners revised the Emergency Support Functions (ESF) in accordance with the National Incident Management System, or NIMS. This plan is a guide for how to manage emergencies in a way that is consistent with a nationwide approach.



## GOAL #2 - ACCOMPLISHMENTS

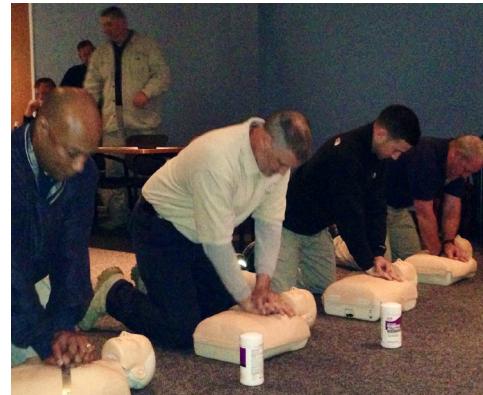


The **Crisis Assessment Team** (CAT) was created in 2013 with the mission of intervening before a crisis becomes acute. The team offers mental health services to those without providers and works to reduce repeat calls for service from mental health consumers.

Team members partner with Region Ten and other mental health providers. While the majority of the Department is trained in Crisis Intervention, the team has specialty training and is dedicated to handling these calls for service.

With the goal of becoming the best trained police department in the state of Virginia, the ACPD is devoting time, personnel and financial resources into quality **in-service training** for all employees.

In 2013, in-service training hours increased by 42% compared to 2012. The agency finished 2013 with 18,681 training hours. In 2012, the agency completed 13,496 training hours.



In an effort to build partnerships and focus on regional concerns, the ACPD teamed up with the Charlottesville and UVA Police Departments to provide **Regional Phase Training**.

The Regional Phase Training consists of three phases with officers from each agency participating. The training provides officers with 48 hours of credit and instruction, well beyond the minimum of 40 hours every two years. The regional training is hosted within Albemarle County to save time and money on travel.



# GOAL #3 - INVEST IN OUR PEOPLE

In 2014, the Albemarle County Police Department will be developing a new **Mentoring Program**. The program will provide new employees with a mentor to assist them through the early stages of their career. By fostering positive relationships and providing a resource for the young officers, the goal is to have higher retention rates and healthier officers.

The program is being funded through Albemarle County's Innovative Fund. With the funding provided, a professional speaker in the Police Mentoring field will be conducting training for the department.

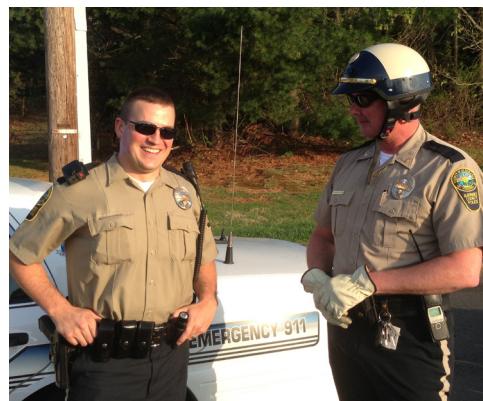


There are currently about 25 civilian employees who work at the ACPD. These employees play a vital role in supporting the day-to-day operations at the Department. The ACPD is committed to investing in the **personal development goals of non-sworn employees**.

A focus group will be created to identify the needs of the civilian employees. Once the needs are assessed, a formal Development Plan will be created and approved by the Chief of Police.

In addition to improving response times to emergencies, the proposed permanent **10-hour shift** permits officers to spend more time with their families and friends off-duty. It also provides greater flexibility in scheduling required training for our employees.

The ACPD requires five additional patrol officers in order to implement the 10-hour shift permanently.



## GOAL #3 - ACCOMPLISHMENTS



In an effort to prepare employees for leadership or supervisory roles, the ACPD is focusing on **leadership development**. The Department began offering the West Point Leadership Program in the spring of 2013. The program is available for ACPD and County employees. The 16-week course examines leadership from four perspectives: the individual, the group, the leader and the organization.

The classes are taught virtually by Professor Mark Bowman of Methodist University in Fayetteville, NC. The ACPD plans to train graduates to teach the course in-house starting in the spring of 2015.

The **Peer Support Team** was established in 2013 as a resource for all ACPD employees. The Peer Support Team consists of 16 police officers and civilians trained to help their colleagues cope with the stresses of the job.

Peer supporters attend a three-day training on how to be active listeners and how to advise their peers. If an officer is involved in a critical incident, a peer supporter is by their side through the entire process. The information shared with a peer supporter is confidential and cannot be used as evidence in an internal or criminal investigation. Team members are available to talk to co-workers when needed.



The **Police Foundation** funded a variety of employee enhancements in 2013. Thanks to the generosity of the Foundation, a select group of officers were able to attend an intensive Active Shooter Training School in Maryland. The Foundation also covers the cost for the ACPD's participation in the 911 Memorial Run each September in Arlington.

The Police Foundation also hosts the Department's Annual Awards Banquet. In 2013, retired employees were invited to attend the Banquet in honor of our 30th anniversary.

# YEAR IN REVIEW





**COMMUNITY STRONG**