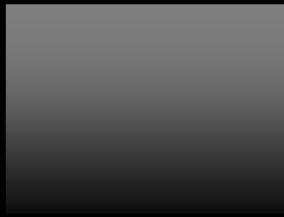
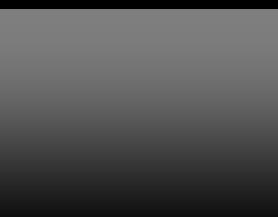
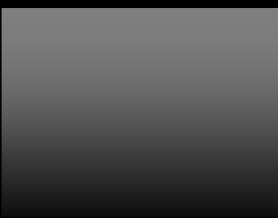




# RICHMOND POLICE DEPARTMENT



## Annual Report 2014



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# A Message from the Chief of Police

Welcome to the Richmond Police Department 2014 Annual Report:

This issue reflects on the accomplishments the Department has made during a year filled with local, national and world-wide events that have either directly or indirectly affected each and every citizen of Richmond. In the wake of several tragic incidents involving law enforcement and citizens, protests and solidarity movements, many citizens are wary of police motives and fearful of our action. Be assured that the Richmond Police Department has taken proactive measures to ensure that our officers are well trained in our policies and procedures. Sworn personnel have mandatory Crisis Intervention and Critical Incident Stress Management training. These courses engage officers in psychological and hands-on exercises focusing on racial and diversity profiling, mental illness, suicide and depression, crowd assessment, and much more. Senior Command Staff have participated in Fair and Impartial Policing training to address biases that can impact an officer's perceptions and behavior. Each sworn Department member will receive this training. Ultimately, we want our officers to have the skills to correctly assess situations and have better behavioral responses to avoid the use of force or deadly violence that made headlines in 2014.

Twenty-fourteen was quite an eventful year. The State of Virginia legally recognized same-sex marriages in October, 2014 and the Richmond Police Department was no less progressive. While we continued to ensure that our officers impart the utmost respect and compassion in all domestic incidents regardless of sex, race or gender, we created the position of Lesbian Gay Bi-Sexual Transgender Liaison to specifically address the concerns of this community. Our effort on sexual orientation, gender identity and law enforcement has been highlighted in this report. And while many of us were "Happy" and sang and danced along with Pharrell Williams last year, our officers received Ebola Virus training although no cases have been reported in Richmond.

The 2014 Annual Report puts the spotlight on various divisions and units that are not typically newsmakers but are crucial to our operation and provide outstanding service. In this issue, we spotlight Homeland Security, School Crossing Guards and School Resource Officers. This report also provides statistical data highlighting our crime fighting efforts and subsequent results. We tried to capture as many reports as possible to hold your interest and provide as much transparency as possible.

We hope you enjoy this report and appreciate the hard work of our men and women, sworn and civilian, who proudly serve the City of Richmond and the Department. Their dedication and professionalism made it a very easy decision to return to Richmond. I am humbled, honored and enthusiastic to serve you.

Sincerely,



Colonel Alfred Durham

Chief of Police



## MISSION STATEMENT

We make Richmond a safer city through community policing and engagement.



## VISION STATEMENT

The City of Richmond is a thriving community offering safe neighborhoods and an enhanced quality of life through responsive action, communication and public trust.

# Executive Command Staff

Ray Tarasovic  
Chief of Police



John Buturla  
Deputy Chief of Police  
Support Services



Major Steve Drew  
Support Services



Major Scott Booth  
Operations Area 1



Major Sydney Collier  
Professional  
Responsibility



William Friday  
Financial Management  
Deputy Director



## CUSTOMER VALUE PROPOSITION

We seek to improve the quality of life in the City of Richmond through a proactive team approach to timely, innovative intervention in community problems. We will be the catalyst for positive social change through persistent, personalized and cost-effective application of public safety resources.



Alfred Durham  
Deputy Chief of Police  
Administrative Services



Eric English  
Deputy Chief of Police  
Operations



Major Odetta Johnson  
Chief of Staff



Major Michael Shamus  
Operations Area 2

## CORE VALUES

Community-Focus  
Accountability  
Professionalism  
Innovation  
Shared Trust  
Integrity



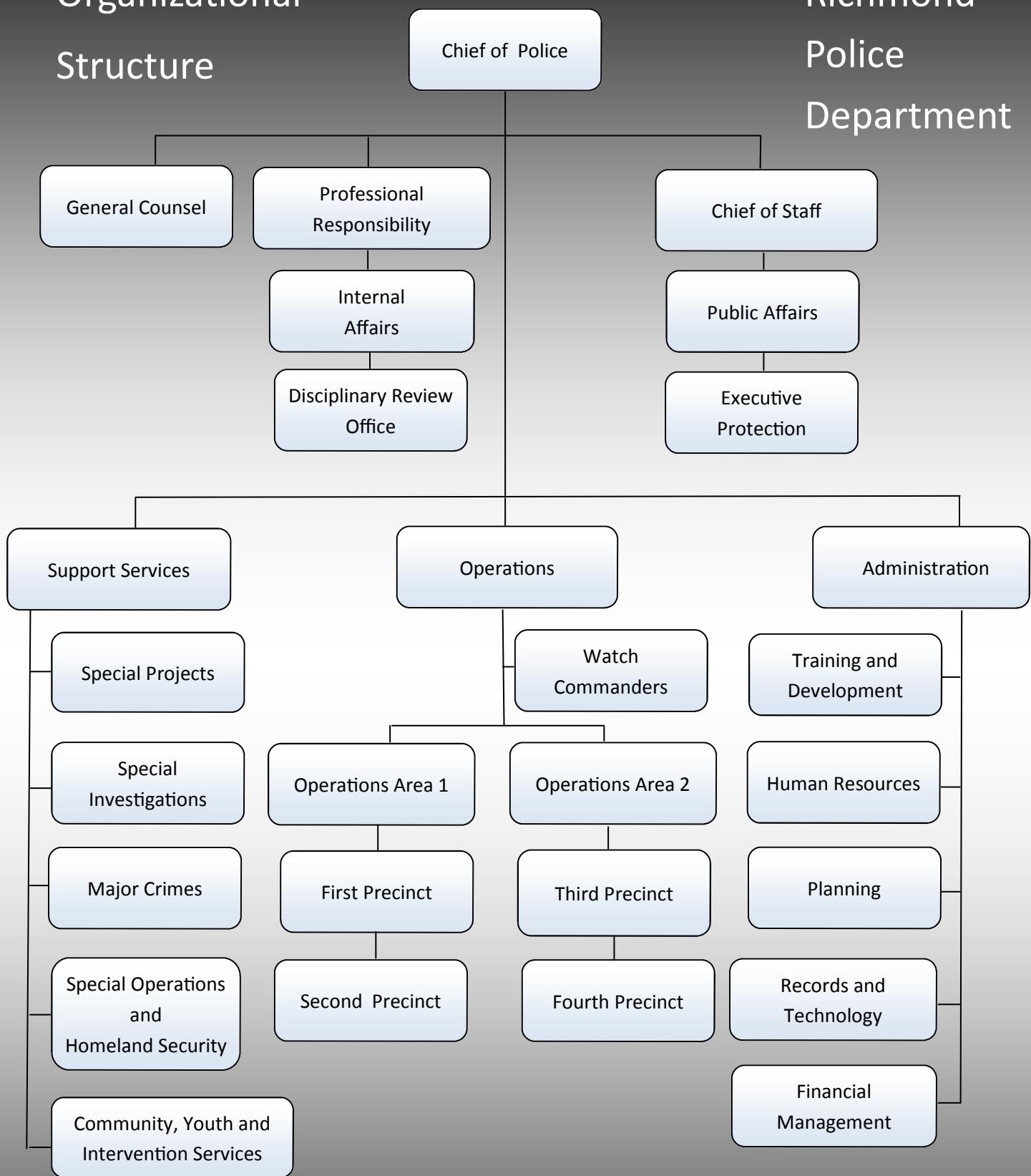
Victoria Pearson, Esq.  
General Counsel



Antoinette Archer  
Human Resources  
Division Chief

# Organizational Structure

Richmond  
Police  
Department



# Police Contact Directory

## First Precinct

Sectors 111, 112, 113  
2501 Q Street  
Richmond, Virginia 23223  
(804) 646-3602

**Captain Roger Russell,  
Commander**



## Second Precinct

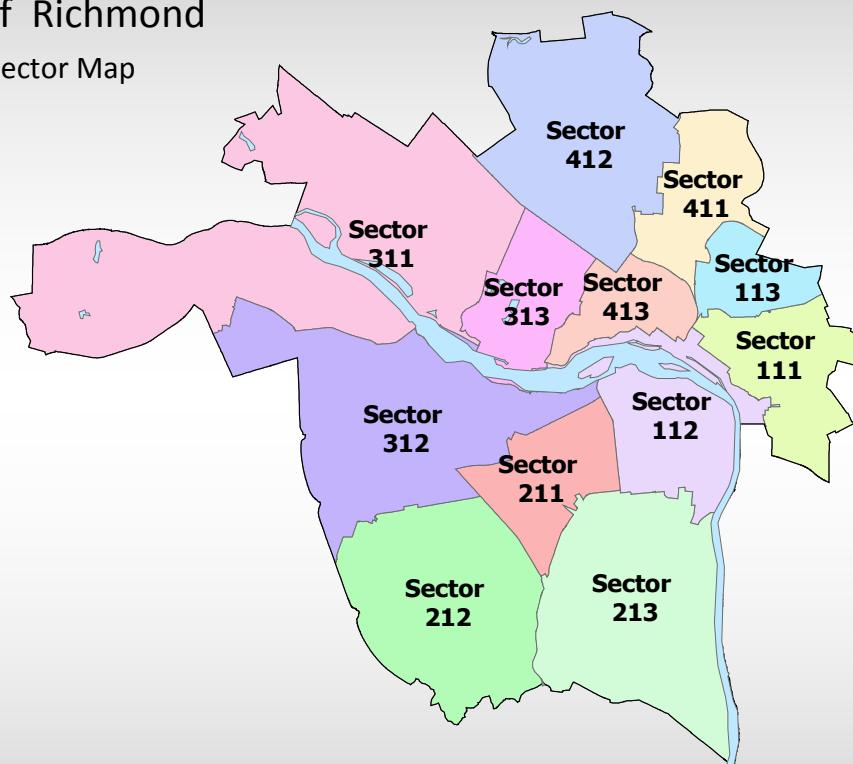
Sectors 211, 212, 213  
117 E. Belt Boulevard  
Richmond, Virginia 23224  
(804) 646-8092

**Captain Martin Harrison,  
Commander**



## City of Richmond

### Police Sector Map



## Third Precinct

Sectors 311, 312, 313  
301 S. Meadow Street  
Richmond, Virginia 23220  
(804) 646-1412

**Captain Emmett Williams,  
Commander**



## Fourth Precinct

Sectors 411, 412, 413  
2219 Chamberlayne Avenue  
Richmond, Virginia 23222  
(804) 646-4105

**Captain John O'Kleasky,  
Commander**



# Police Contact Directory

## **Police Headquarters**

200 W. Grace Street

Richmond, VA 23220

(804) 646-6700

**Canine** (804) 646-6173

**Central Records** (804) 646-6715

**Community Care** (804) 646-4069

**Crime Stoppers** (804) 780-1000

**Detective Division** (804) 646-6741

**Major Crimes** (804) 646-6741

**Mounted** (804) 646-4355

**Personnel and Recruitment** (804) 646-6733

**Police Non-Emergency** (804) 646-5100

**Police Tow Lot** (804) 646-8379

**Property and Evidence** (804) 646-6727

**Public Affairs** (804) 646-0607

**Special Investigations** (804) 646-8123

**Special Operations** (804) 646-1343

**Special Projects** (804) 646-1343

**Training Academy** (804) 646-6117

**Warrant and Information Services**

1701 Fairfield Way

Richmond, VA 23223

(804) 646-0400



## Did you know?

The Richmond Police Department has been accredited by the Commission on Accreditation for Law Enforcement Agencies, Inc. (CALEA) since 2010. CALEA is an established credentialing authority. Its rigorous accreditation process is designed to improve the delivery of public safety programs. In obtaining CALEA accreditation, the Department is recognized for its professional excellence.

# 2014 Timeline

## JANUARY

The Department's Facebook page photo gallery goes viral with a picture of Sergeant Mac Adams and his five dogs. Each is white and deaf. The photo receives more than one million views.

## FEBRUARY

Mayor Dwight C. Jones recognizes and awards the Planning Division and other contributing Department members with the RISE! Achievement Award based on Team Merit/Process Improvement for work on the CALEA accreditation program.

## MARCH

The United States Marine Corps donates Shelby, a five-year-old Labrador retriever with combat experience. Shelby works with Officer Mark Castillo, Officer-in-Charge of the Department's Explosives-Detection Unit, as a bomb-detector dog.

## APRIL

Community Care Unit graduates its most recent Hispanic Academy under the coordination of Officer Juan Tejeda.

## MAY

Richmond hosts the USA Cycling Collegiate Road National Championships which is held in preparation for the 2015 UCI Road World Championships, one of cycling's biggest events. Captain Will Smith organizes the Department's efforts.

## JUNE

The Police Training Academy receives full recertification through the Department of Criminal Justice Services on June 9, 2014.

## JULY

Regional Analysis & Information Data Sharing (RAIDS Online) is unveiled. This interactive software utilizes mapping and analysis to allow the public to track crime patterns in their neighborhoods, precincts and sectors, generally within a 24-hour period, and create visually engaging graphics. Mobile apps also can be downloaded and the Department's website accessed.

## AUGUST

Astro graduates from the Department's K-9 Academy and is partnered with Sergeant Michael Bohannon.

## SEPTEMBER

Sergeant Chris Jernigan makes front-page headlines of the Richmond Times Dispatch and leads all TV newscasts for his heroic effort in pulling a woman from a vehicle engulfed in flames that had crashed into a bridge on Interstate 195.

## OCTOBER

The Department joins "Nextdoor," a social media platform to establish better communication among neighbors and police.

## NOVEMBER

The Command Staff attends inaugural sessions of anti-bias training, "Fair and Impartial Policing," a comprehensive program encompassing recruitment/hiring, agency policy, training, leadership supervision and accountability, outreach, and measurement.

## DECEMBER

Several sworn and civilian members throughout the Department enjoyed a season of sharing by delivering meals to residents and homeless citizens.

# 2014 Accomplishments

- \* The Department ended the year with 19,300 Twitter followers and 16,000 Facebook likes. The Public Affairs Unit also produced several videos for the Commonwealth Public Safety Memorial that was shared on Facebook and Twitter.
- \* Crisis Intervention Training (CIT) personnel conducted six classes and trained 102 sworn and civilian Richmond Police Department employees. Twenty-seven other law enforcement and mental health first responders also were trained throughout the year.
- \* The Police Training Academy completed a comprehensive reform of the Field Training Officer program in compliance with new Department of Criminal Justice Services regulations. The reform was completed during the third quarter of the year and the Academy began implementation with the 109th Basic Recruit Class.
- \* Ninety-five percent of the 109th and 110th Basic Recruit Class was retained and commissioned as law enforcement officers. Thirty-one percent of the 111th Basic Recruit Class is multilingual.
- \* PowerDMS, a computer application designed to assist in the accreditation and written directives process, became fully operational with all personnel trained.
- \* All sworn supervisors were trained by the Crime Analysis Unit in the use of ATACRAID, a user-friendly, predictive crime analysis tool designed for use by field personnel.
- \* Two hundred fourteen employees attended webinars and instructor-led training, a 118 percent increase over 2013.
- \* One thousand fourteen weapons were entered by the Property and Evidence unit into the Department of Alcohol, Tobacco and Firearms' Etrace system to track seizures and trace weapons.
- \* Sixteen outside training courses were facilitated at no cost to the Department by the Training Academy including four new classes: Tactical Community Policing for Homeland Security, Canine Behavior for Police (developed jointly with the Richmond SPCA), Emergency Medical Responder, and Basic Social Media Investigations for Law Enforcement and Crime Analysis.
- \* Officer Michael Spinos participated in the Charlotte-Mecklenburg Police Department's annual bike ride to Washington, D.C., a 500 mile, four-day, 80-officer event held in support of the Law Enforcement Memorial.
- \* The Financial Management Division facilitated extensive repairs and/or purchases to headquarters, each precinct, polygraph room, Training Academy, K-9 and Mounted Unit. Repairs and/or purchases including storage and equipment cabinets, sinks, safe, outdoor cigarette receptacles, mulching, landscaping, improved lighting, etc.
- \* Richmond Police Human Resources processed 1,351 applicants from the Metro-Richmond area, 457 military veteran applicants and 425 multilingual applicants for sworn positions.



Richmond Police were instrumental in establishing peace and order at the World Cup viewing event in June, 2014.

# PROFESSIONAL RESPONSIBILITY

Major Sydney Collier oversees **Professional Responsibility**. This office is primarily responsible for internal professional oversight and accountability, and is comprised of two units: Internal Affairs and Disciplinary Review.

**Internal Affairs**, led by Captain John Hall in 2014, is important for the maintenance of professional conduct. It processes citizen complaints by responding to allegations of misconduct by Department employees and completes fact finding investigations. All Internal Affairs complaints are investigated in a fair and impartial manner. Every investigation is given a final disposition for each allegation and a final report is sent to the Chief of Police by the Captain of the unit. Internal Affairs also is responsible for Audits and Inspections. Staff inspections, a detailed analysis of Department personnel, facilities, equipment and procedures are conducted by Detective Willie Walker. Walker also is responsible for auditing investigative funds or accounts to determine whether correct procedures are being followed and outline corrective action. Inspections are performed quarterly, annually, announced and randomly within the Department.

The **Disciplinary Review Office (DRO)** was led by retired Captain Linda Samuel in 2014. The office reviews investigative reports and makes recommendations that are forwarded to the appropriate major or civilian supervisor. The DRO ensures that specific charges and reason for the disciplinary action are appropriate. Out of policy Internal Affairs investigative findings, General Counsel investigative findings and the Accident Review Board recommendations are also reviewed by the DRO.

**2014 Analysis of Internal Affairs Investigations**

**2014 Internal Affairs Investigation Findings**

Fact Finding	29	Finding	Number	Percentage
Criminal	6	Exonerated	11	11
Excessive Force	11	Unfounded	5	5
Improper Action	12	Not Substantiated	13	13
Informal	6	Substantiated	12	12
Services Improper Action	35	No Improper/Further Action	27	28
Total Complaints	99	Improper Action	10	10
		Withdrawn	5	5
	2013	2014	Percentage	
<b>Investigations Received</b>	113	99	-12.38%	Totals
<b>Use of Force Investigations</b>	168	111	-33.92%	99
				100.00%

# SUPPORT SERVICES

Led by Deputy Chief John Buturla and Major Steve Drew, Support Services investigates criminal activity and provides police presence and support at community-related events. Support Services has four divisions. Each is headed by a Captain serving as the Officer-in-Charge.

Captain Michael Zohab leads the **Special Investigations Division**. This division performs overt and covert investigations of crimes involving illegal narcotics and gang activity.

Captain Sybil El-Amin commands the **Major Crimes Division**. This division investigates homicides, violent crimes, drug offenses, youth and family crimes and is also home to the Forensics Unit.

The **Community, Youth and Intervention Services Division** is led by Captain Angela Greene. CYIS participates in numerous school and community activities. Neighborhood Watch, academies for citizens, seniors and Hispanics, business forums, organized youth groups, homeless outreach, School Resource Officers, Neighborhood Assistance Officers and the Community Assisted Public Safety program all fall under the CYIS umbrella.

Acting Captain Greer Gould is Commander of the **Special Operations Division**. This division oversees the Mounted, Aviation, Traffic and Homeland Security/Criminal Intelligence units in addition to Joint Task Forces and School Crossing Guards.

Captains Will Smith is Commander of the **Special Projects Division**. Captain Smith is coordinating the Department's participation in the 2015 UCI World Road Championship to be held in Richmond in September 2015. This is a major nine-day event which will showcase the city of Richmond to the world.



Richmond Police Explorers



Special Investigations Division



Mounted Unit



Major Crimes Team

# SUPPORT SERVICES

## Major Crimes Division

The Major Crimes Division is commanded by Captain Sybil El-Amin who reports to the Major in charge of Support Services. Major Crimes is committed to its primary goal of reducing violent crime while engaging the community and solving problems. The Division's objective is the thorough investigation of violent crime and the apprehension of violent criminals. Major Crimes is split into three units: Homicide, Forensics and Major Crimes. Each unit is led by one Lieutenant. Teams of Homicide Investigators examine all homicides, suicides, sudden and suspicious deaths. Separate teams are responsible for police shootings and cold homicide cases. The Forensics Unit provides forensic evidence collection and examination services at the scene of all homicides and other crimes. They construct and maintain fingerprint and photographic files accessible to all Department investigative personnel. The Major Crimes Unit consists of the Youth and Family Crimes Team, Major Crimes Team, Aggravated Assault/Sex Crimes Teams and can include detectives assigned to a Fugitive Task Force. Youth and Family Crimes investigates all crimes involving juvenile victims and perpetrators, crimes upon family members by family members and missing persons. Other Major Crimes teams include Arson, Pawn Shop Investigator, and Permits and Inspections. The Aggravated Assault/Sex Crimes Teams investigate assaults that are classified as such. The Financial and Technology Crimes Team is supervised by one Detective Sergeant.

### Statistical Summaries

NOTE: Major Crimes Division detectives investigate arson, homicide, rape and aggravated assaults. Other crimes, noted in the statistical summaries charts, are investigated by precinct detectives.

Property Crimes		
	2013	2014
<b>Arson</b>	40	41
<b>Burglary</b>	1,814	1,701
<b>Larceny</b>	6,019	6,056
<b>Auto Theft</b>	928	736
<b>Grand Totals</b>	8,811	8,534

Violent Crimes		
	2013	2014
<b>Homicide</b>	37	42
<b>Rape</b>	29	28
<b>Robbery/Business</b>	74	79
<b>Robbery/Individual</b>	551	491
<b>Aggravated Assault</b>	614	632
<b>Grand Totals</b>	1,305	1,272

	Year to Date		Incident Based Reporting			
	Number of Incidents	Number Cleared	Percentage Cleared	Number Cleared	Percentage Cleared	
<b>Murder (09A)</b>	42	29	69.0%	41	97.6%	64.1%
<b>Rape (11A)</b>	28	21	75.0%	27	96.4%	40.6%
<b>Robbery (120)</b>	570	196	34.4%	236	41.4%	29.4%
<b>Aggravated Assault (13A)</b>	632	404	63.9%	447	70.7%	57.7%
<b>Violent Crime Total</b>	1,272	650	51.1%	751	59.0%	
<b>Arson (200)</b>	41	14	34.1%	14	34.1%	20.7%
<b>Burglary (220)</b>	1,701	283	16.6%	326	19.2%	13.1%
<b>Larceny (23)</b>	6,056	1,142	18.9%	1,371	22.6%	22.4%
<b>Motor Vehicle Theft (240)</b>	736	125	17.0%	157	21.3%	14.2%
<b>Property Crimes Total</b>	8,806	2,214	22.6%	2,619	26.7%	
<b>Major Crimes Total</b>	9,806	2,214	22.6%	2,619	26.7%	

# SUPPORT SERVICES

## Special Investigations Division

Modern policing relies heavily on both overt and covert strategies. The Special Investigations Division (SID) is an arm of the Department that is, effectually, hidden in plain sight. Their primary mission is to develop strategic and tactical intelligence to address major crime problems, identify those individuals engaged in criminal activities, and to provide other operational components with the necessary data to investigate criminal activity. SID investigators collect, analyze and disseminate information on criminal activities conducted within the city of Richmond and surrounding jurisdictions. They work cooperatively with federal, state and local law enforcement agencies and often participate in programs to assist in detecting and gathering information on, and combating organized crime. A gang analyst also is assigned to the unit to track down known gang populations and crimes associated with the members. In 2014, SID confiscated more than 600 grams of heroin, crack and cocaine, and nearly \$200,000 cash.

Special Investigations Division												
Seizures and Arrests												
Month	Cocaine	Crack	Heroin	Marijuana	Pills	Guns	Felony Arrests	Misdemeanor Arrests	Felony Warrants	Misdemeanor Warrants	Summons	Currency
January	60.5	5	73.1	5,110	10	4	10	2	1	2	1	\$42,091.00
February	99.4	216	39.50	7,367.00	10	12	22	7	1	0	0	\$13,241.00
March	3.5	509.7	14.7	2,222	5	4	8	0	3	0	0	\$55,261.00
April	3.5	71.1	16	0.00	0	0	2	0	3	2	0	\$820.00
May	259	23	72.25	6,617	0	2	11	0	5	3	0	\$19,895.00
June	811	0.5	2.5	28.00	0	5	13	1	7	0	0	\$4,199.72
July	28.20	29.4	12.2	6,665	58	3	10	7	6	1	0	\$3,405.00
August	11.7	56.7	62.5	464	0	2	16	2	23	9	0	\$24,994.00
September	10	17.1	265.4	9,084	10	36	22	2	6	0	0	\$4,195.00
October	95.3	36.9	59.6	9	120	4	18	3	1	0	0	\$9,021.00
November	3.6	3.9	13	1.05	0	6	3	2	5	1	1	\$0.00
December	0	3.5	4.5	1	0	7	10	0	9	2	0	\$11,356.00
Totals	1,386.7	972.8	635.25	37,568.05	213	85	145	26	70	20	1	\$188,478.72

# SUPPORT SERVICES

## Specialized Assignment Review

(Performed in addition to an employee's regular job assignment)

Specialized Assignment	Purpose of Specialized Assignment	Evaluation of Initial Problems or Conditions to Implement Assignment	
BOMB SQUAD	The Bomb Squad is comprised of FBI -certified Bomb Technicians who perform this function as a collateral duty. The Bomb Squad exists to provide the city of Richmond with prompt mitigation of explosive and other similar hazards.	2013 - The Bomb Squad conducted explosive sweeps and stand-bys for numerous high profile dignitaries and special events including NASCAR, Monument Avenue 10K Race, Richmond Marathon, Grand Illumination, Christmas parade, July Fourth and New Year's Eve celebrations, River Rock, Richmond Folk Festival and visits of Presidents Clinton and Bush. The squad responded to 26 calls for suspicious packages, eight bomb threats, three recoveries of explosive material, performed in 20 public demonstrations/displays, expended 1,686 hours of regular and advanced training, and conducted 249 hours of instruction.  The Bomb Squad was recommended for retention and was retained in 2014.	2014 - The Bomb Squad conducted explosive sweeps and stand-bys for numerous high profile dignitaries and special events including NASCAR, Monument Avenue 10K Race, Richmond Marathon, Grand Illumination, Christmas parade, July Fourth and New Year's Eve celebrations, River Rock, Richmond Folk Festival and visits of President Bush and a former British Prime Minister. The squad responded to 21 calls for suspicious packages, eight bomb threats, eight recoveries of explosive material, performed in nine public demonstrations/displays, expended 1,420 hours of regular and advanced training and conducted 518 hours of instruction.  The Bomb Squad was recommended for retention and was retained in 2015.
NEGOTIATION TEAM	The Negotiation Team is utilized in life-threatening situations that require resources or skills not provided by normal police operations such as suicidal subjects, high-risk search warrants, high-risk search warrants, high-risk warrant service, VIP protection, coverage of special events, hostage/barricade situations and Undercover operations support.	2013 - The Negotiation Team received and responded to two call-outs during the year. On April 30, 2013, Negotiators were activated for a police -involved shooting. Upon entry by SWAT, the suspect was deceased from a self-inflicted gunshot.  July 6, 2013, Negotiators, along with SWAT, responded to an armed barricade. After lengthy negotiations, SWAT entered and arrested the subject without further incident.  The Negotiations Team was recommended for retention and was retained in 2014.	2014 - The Negotiation Team received 19 training days and responded to three call-outs during the year. On May 30, 2014, 1500–0730 hours, Negotiators assisted with a search warrant. Seven people were detained.  October 15, 2014, 1503–1830 hours, Negotiators were activated for a barricaded, suicidal subject. Following one hour of negotiation, the subject emerged.  October 19, 2014, 1545–1930 hours, Negotiators were activated for a hostile intruder. The subject emerged after negotiations by cell phone.  The Negotiations Team was recommended for retention and was retained in 2015.

# SUPPORT SERVICES

## Specialized Assignment Review

(Performed in addition to an employee's regular job assignment)

Specialized Assignment	Purpose of Specialized Assignment	Evaluation of Initial Problems or Conditions to Implement Assignment	
<b>SPECIAL WEAPONS and TACTICS (SWAT TEAM)</b>	The Department recognizes that the presence of a highly trained, highly skilled police tactical unit has been shown to substantially reduce the risk of injury or loss of life to citizens, police officers and suspects, and recognizes that a well-managed team response to critical incidents usually results in successful resolution of those incidents.	2013 - The SWAT Team responded on-scene to a total of nine incidents or events:  Search warrants for Special Investigations Division in February, July, August and December ; officer-involved shooting in April; mental barricade subject in May, U.S. Vice Presidential visit with Secret Service in June; armed barricade in July; shooting suspect in August.  The Swat Team was recommended for retention and was retained in 2014.	2014 - The SWAT Team responded on-scene to a total of six missions: Barricaded Suspects in March and October; a Search Warrant for Assault Weapons in conjunction with the Bureau of Alcohol Tobacco and Firearms in May; undercover prostitution missions in August and October; hostile intruder in October.  The Swat Team was recommended for retention and was retained in 2015.
<b>CROWD MANAGEMENT TEAM</b>	The successful resolution of crowd management incidents often requires the use of specialized personnel and equipment specifically designed to address officer safety, citizen safety, protection of property and tactical considerations. Deployment of the CMT occurs in situations in which large crowds have formed where a propensity for violence is present and may require the use of specialized personnel. CMT personnel will be deployed as required by each specific incident. Factors that will be considered include estimated size of the crowd, propensity for violence, group involved, type of operation and officer safety.	2013 - The Crowd Management Team was requested to attend President Barack Obama's inauguration in January, 2013 as part of his security detail. This was the second inauguration that the Crowd Management Team assisted with as the team helped provide security for President Obama's first inauguration.  The Crowd Management Team was recommended for retention and was retained in 2014.	2014 - The Crowd Management Team was requested to respond to three events in 2014. All events were worked and managed without incident. This included the Christmas Parade in which protesters threatened to halt that event.  The Crowd Management Team was recommended for retention and was retained in 2015.

# SUPPORT SERVICES

## Community, Youth and Intervention Services Division



### NFL Flag Football League

Eighty male students from six city middle schools participated in an eight-week program in which Richmond middle schools competed against each other in flag football.

### Biddy Basketball

Twenty youths participated in a six-week program geared toward beginners to teach basic basketball skills. The program also provided outreach for other PAL activities. The Department awarded 10 Biddy Ball scholarships to youths in Sector 113.

### Read Across America

As part of the Department's youth outreach, sworn and civilian staff visited several elementary schools and read Dr. Seuss books to over 450 students during this national event.

### Summer Camp

One-hundred thirty city youths enjoyed an eight-week program, staffed by officers assigned to small, individual groups, to build relationships and create invaluable experiences. Sector 113 provided 10 scholarships.

### Badges for Baseball

Two-hundred eight youths attended the summer session and one-hundred eighteen attended the fall session of this program. In partnership with the Cal Ripken, Sr. Foundation and the Boys & Girls Club, officers taught youths from the city's East End the fundamentals of baseball and valuable life lessons.

### Winter Lacrosse League

One-hundred fifty students participated in this winter break program.

### Anti-Bullying Campaign

Eleven presentations on the dangers of bullying were made in Richmond elementary schools to 3,865 students throughout the month of February. The classroom programs were taught by Department employees and included Gun Safety/Violence, Anti-Bullying and Crime Prevention.

### Back to School Rally

This Partnership with Seventh District City Council Representative Shonda Harris-Muhammed had two-hundred student participants. Appearances were made by Mascots Eddie the Eagle and McGruff the Crime Dog. More than 125 backpacks with supplies were donated by the Department.

### After-School Program

Operating Mondays, Tuesdays and Wednesdays, this program was staffed by Fourth Baptist Church members and other community volunteers as well as CYIS personnel. After-School provided homework and other academic assistance to first and second grade students.

### MIRROR Me (My Image Reveals Reflections of the Right Choices Made by Me)

This 33-week program provided mentors to 30 middle school students with 30 Department

employees serving as mentors. Services were designed to foster productive citizens and successful adults.

### Young Adult Police Commissioners (YAPC)

Twenty-three high school students serve on this youth advisory board that is conducted in partnership with Richmond Public Schools.

### Virginia Rules Camp

Eighty youths participated in Virginia's state-specific, law-related education program for middle and high school students. The purpose of Virginia Rules is to educate youths about Virginia laws and help them develop skills needed to make sound decisions to avoid breaking laws and become active citizens in their schools and communities.

### Shop With A Cop—YMCA Bright Beginnings by the Numbers

For the past 19 years, YMCA Bright Beginnings has brought together donors and volunteers each August who are committed to helping students begin the school year feeling confident in their ability to succeed and prepared with new back to school clothes and supplies. Last year, RPD officers and staff assisted 106 youths.

### Spring Break Camp

Fifty inner-city youths participated in this one-week program that exposed them to a variety of sports and shared information on proper nutrition as they enjoyed Spring Break.

# SUPPORT SERVICES

## Community, Youth and Intervention Services Division



### Outreach Community Activity and Programs

Two forums on Safety and Awareness for Places of Worship were conducted to promote security at religious gathering places. More than 200 community members attended each forum.

Four Business Watch forums were held to increase the security of businesses and reduce crime in the community at-large. Fifty-five citizens attended this RPD/local business and merchants partnership.

National Night Out, held in August each year, yielded 107 registered groups in the city of Richmond.

Ninety-two active Neighborhood Watch Groups have been registered in the city. The 200 participants meet quarterly.

Two five-week Citizen Police Academies produced 63 graduates.

Two nine-week Hispanic Police Academies produced 46 graduates.

One five-week Neighborhood Watch Academy produced 25 graduates.

Rapid Engagement Support in the Event of Trauma (R.E.S.E.T.) conducted 43 community visits and assisted in areas that experienced traumatic events or were continuously affected by ongoing criminal activity. R.E.S.E.T also assists in recovery efforts.

Three-hundred sixty-one security surveys were distributed following robberies: Commercial Robberies (48), breaking and entering commercial (180), places of worship (3), merchants (84), schools (2), miscellaneous (44).

Eighty-four crime prevention presentations were conducted for the community at various events.

There were 220 December merchant contacts to provide holiday safety tips.

Participation in TRIAD, a cooperative law enforcement effort focusing on reducing crimes against senior citizens and organizations. CYIS staff attended one meeting with 20 senior participants, and sector training involving 189 citizens.

Homeless Outreach Partnership Enforcement (HOPE) Unit issued 159 referrals to individuals without a permanent residence or shelter.

### Faith Leaders Partnership

Sixty-five local religious leaders participated in the Faith Leaders Partnership Breakfast. This event served as a prelude to a strategy session with the Chief of Police.

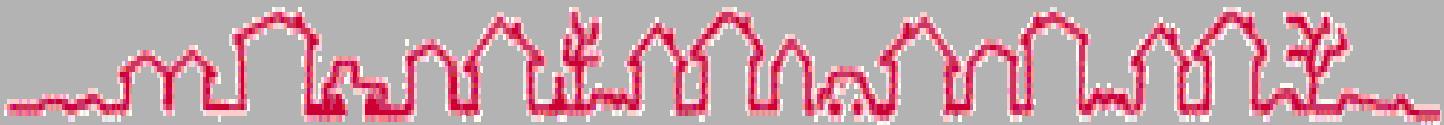
Gilpin Court Community Walks were held on March 11, 2014 and April 8, 2014. Faith Leaders assisted with organization, set-up and greatly contributed to its success.

Gilpin Court Community Day had more than 250 attendees. Faith leaders were essentially involved in all activities of this annual event including a 3-mile bike ride involving 61 bikes. Helmets were distributed to Gilpin youths.

Eighty attendees participated in the Faith Leaders Workshop. Participants worked in problem-solving groups to address social issues: Youths (gangs, bullying, social media and violent crime); Families (domestic violence, mental health, substance and alcohol abuse); Community (violent crime and drugs).

# SUPPORT SERVICES

## Community Assisted Public Safety (CAPS)



The city of Richmond, like many urban centers, has blighted properties including drug houses, abandoned buildings, decaying residences and illegal businesses. These properties attract criminal behavior and negatively impact communities often reducing the quality of life for neighboring residents. Thus, such properties cause an increased demand for police resources due to loitering, street level narcotic activity and other concerns that the properties create. Community Assisted Public Safety (CAPS) is all about re-establishing the beauty, safety and peacefulness of Richmond neighborhoods.

The CAPS mission is to engage the community and seek to eliminate blight and restore the city's neighborhoods. CAPS utilizes a comprehensive team approach to solve problems in order to establish re-growth and redevelopment. CAPS is committed to determining and resolving all factors that may be causing property to be a nuisance and address all relevant issues.

CAPS is comprised of representatives from police, code enforcement, zoning, health, fire and any other agencies such as state and federal law enforcement agencies. Code Action Teams have been developed and team members regularly meet to identify problem properties. Next, contact is made with the property owner to begin the process of repairing the violation. When compliance is not voluntary, all necessary measures are taken to ensure that the violations are corrected. Extreme measures can include court appearances for "slumlords" where property owners can be held civilly and criminally liable for activities that occur on their properties. Through community engagement and rigid and aggressive enforcement processes, CAPS does not accept the status quo and applies strategies uniformly with fairness and equity.

Community Assisted Public Safety	
Boarded Properties	1
Complaints	2,902
Condemned Properties	50
Demolished Properties	0
Inspections	2,888
On-View Felonies	3
On-View Misdemeanors	5
Posted Properties	467
Search Warrant Responses	4
Summons	49
Total Currency Recovered	\$4,656.00
Uniform Notice of Violation	1,788
Vehicles Towed	9
Warrants Served	4
Total Arrests	61

# SUPPORT SERVICES

## School Crossing Guards



Jacqueline Hayden



Stephanie Alexander



Calvin Alston



Dorothy Battle



Tunisia Davis



LaVonne Hawkins  
(2015 Recruit)



Virginia Junius



Delores Mathis



Alice Pegram



Annie Reese



Earlene Smith



Sadie White

# SUPPORT SERVICES

## School Resource Officers



School Resource Officer Ramona Norwood and Sgt. Stacy Henry address an elementary school class.

Initiated in 1992, the School Resource Officer (SRO) Program was established to affect a law enforcement presence in Richmond Public Schools. The primary task: Ensuring the safety of students, staff and visitors in select schools based on the number of incidents, arrests, neighborhood climate and overall need. A tenured SRO usually knows all the angles as kids tend to bring their issues, often regarding gangs, drugs or alcohol, neighborhood beefs and acts of violence, with them to school. As a result, the SRO program has become a major contributor to community policing. Officers note that the public expects them to be there every school day. In fact, an administrator's first call of the day is often a parent or student asking if the assigned officer will be there that day.

The current program has been spearheaded for eight years by 22-year veteran, Sgt. Stacy Henry. His team of 10 SROs has permanently fixed posts at five high schools and five middle schools with one officer assigned to each school and stationed all day. Typical SRO duties include: providing any/all law enforcement services, establishing an adult presence and modified counseling of students, teaching law enforcement related topics by serving as a subject matter expert, and serving as a liaison for schools, the police department and the community.

One of the SRO challenges is providing positive male and female role models for students. While all school staff and administrators are supportive, the SRO needs to know the neighborhood and associated problems which may spill over into the learning environment or adversely affect the student's behavior. With 1,000 to 1,500 students available at each school, SROs are often the first line of action in any situation.

The overwhelming reaction to the SRO program has been positive. Currently, the Richmond Police Department's School Resource Officer program serves the following high schools: John Marshall, Thomas Jefferson, George Wythe, Huguenot and Armstrong. The program also operates at the following middle schools: Martin Luther King, Jr., Albert Hill, Elkhhardt, Lucille Brown, as well as Richmond Alternative School, a specialty school.

# SUPPORT SERVICES

## Neighborhood Assistance Officers

Maurice Rice takes pride in sharing that in 2014 the Neighborhood Assistance Officers (NAO) program celebrated its 35th year of volunteer service to the Richmond Police Department. NAO Supervisor Rice, aka "Moe," who has served since 1996, also recalled that the program was initially approved by City Council in late 1978 and graduated the first academy in early 1979. Since that time, NAOs have been given regular patrol assignments and assisted with traffic control at accidents, fire scenes and community events. They are unarmed and drive 'marked' Richmond Police vehicles. NAOs are a strong presence in the enforcement of parking violations and have been granted authority to tag and enforce towing of abandoned vehicles. These and other assignments free up police officers, allowing them to respond to priority calls.

Last year was a very busy year for the NAOs. In addition to regular assignments and Community Care Unit activities, NAOs worked many special events:

First Friday Arts on Broad Street

Governor Terry McAuliffe's Inauguration

Monument Avenue 10K

Beat the Heat 5K

NASCAR Race (May and September)

USA Collegiate National Bike Race

Richmond Police Department Memorial Service

National Night Out

109th Basic Recruit Class Graduation

Second Street Festival

Virginia Commonwealth University 'Broad Street Mile'

Richmond Marathon

Grand Illumination

Christmas Parade

Wreaths Across America



In 2014, the Department presented its NAOs with the "Service to Law Enforcement" Award. Individuals who served as Neighborhood Assistance Officers in 2014 are listed below:

Herman Anderson	Angelo Jordan
José Arevalo	Lyn Jordan-Coker
Shawn Bosley	Scott Kozel
Linda Dunham	William Don Lane
Tyren Frazier	Maurice Rice
George Gallagher	Norton Richman
Ray Gargiulo	Curtis White
Eric Gilliam	Joyce White
David Hebel	

# SUPPORT SERVICES

## Homeland Security and Criminal Intelligence



The world changed profoundly after September 11, 2001. The Richmond Police Department made changes that very day. The Department's Homeland Security/Criminal Intelligence Unit (HSCI) was established and put to work immediately following the 9/11 national crisis. This unit is responsible for directing and coordinating activities according to federal, state and local laws, and policies and procedures for the protection of the public.

In 2014, the HSCI Unit, composed of a lieutenant, a sergeant, two Joint Terrorism Task Force (JTTF) detectives, a Special Operations Division detective, a bomb handler and dog, responded to 125 separate events. Callouts have resulted from a myriad of events, manmade situations and/or natural disasters, including hurricanes, acts of terrorism, protection detail for visiting foreign dignitaries and VIPs, and assisting the Department of Defense. Events of this magnitude require high-level skill and often joint agency coverage. It is not

unusual for a local case and a JTTF case to overlap. When this occurs, the cases fall under the domain of the Federal Bureau of Investigation. Last year, the HSCI Unit, whose team members' identities cannot be released, handled mental health issues, developed threat assessment for individuals, locations and buildings, and worked extensively with corporate America on the Atlantic Pipeline environmental issue. The unit was more than up to those challenges, with each team member being a veteran Department employee and having a minimum of 10 years in the HSCI Unit. Typically HSCI staff is actively engaged in research, investigating open sources that are neither classified nor law enforcement sensitive, or gathering intelligence on the hot topic of the day. Unit members also routinely teach Citizens Emergency Response Team (CERT) classes and have been sought out to provide specialized training for local deployment to the Middle East.

In the post 9/11 era, virtually all major U.S. cities have similar units, and smaller cities have strategies in place should major crime problems arise. Working collaboratively with domestic and international agencies, the Homeland Security and Criminal Intelligence Unit staff is dedicated and trained to investigate situations that may ultimately have a direct impact on the city of Richmond. Keeping Richmond safe is the No. 1 priority for the Department and, as one HSCI unit member states, "The time is always right to do right."

# SUPPORT SERVICES

## Investigative Honors

### Detective of the Year Awards

Youth and Family Crimes



Mary E. Gary

Forensics



Steven B. Jones

Major Crimes Team



Jeffrey R. Deem

Aggravated Assault Sex Crimes—Team A



Kevin M. Hughes

Aggravated Assault Sex Crimes—Team B



Gerald J. Brissette

### Learned Barry Homicide Awards

#### 100% Clearance



Edward A. Aeschlimann



Jon W. Bridges



David E. Burt



Anthony J. Coates



Arcellious Demery, Jr.



Joseph E. Fultz, Jr.



Conrad L. Simms, Jr.



Amira B. Sleem



Marshall M. Young

# SUPPORT SERVICES/OPERATIONS

## External Award Winners



*Law Enforcement Combined Division - Seventh Place*

**Officer Amanda Acuff**

Mounted Squad

Awarded at the North American Police Equestrian Championships

September 27, 2014



*Homicide Investigator of the Year*

**Detective Michael Gouldman**

Major Crimes Unit

Awarded by the Virginia Homicide Investigators Association

September 30, 2014



*Volunteer of the Year*

**Officer Michael Kiniry**

Fourth Precinct

Awarded by the Virginia Gang Investigators Association

October 20, 2014



*Law Enforcement Combined Division - Seventh Place*

**Officer Dawn Nunnally**

Mounted Squad

Awarded at the North American Police Equestrian Championships

September 27, 2014

# OPERATIONS

Deputy Chief Eric English directs Operations. This service consists of Field Operations for Operation Areas 1 and 2, and the Watch Commander's Office. Four Captains serve as Watch Commanders. The on-duty Captain manages all police operations and provides command services to all police field operations during the shift. Watch Commanders prepare a nightly activity report for the Chief of Police and the Senior Command Staff. Captains Yvonne Crowder, Angela Greene, Paul Kiniry, Gary Ladin and John O'Kleasky served as Watch Commanders in 2014.

Operations Area 1 is commanded by Major Scott Booth and oversees First and Second Precincts. Operations Area 2 is commanded by Major Michael Shamus and oversees Third and Fourth Precincts. Each precinct is led by a Captain and is divided into three sectors covering the entire city. First precinct covers 9.4 square miles and is currently staffed by 118 sworn officers. Second Precinct encompasses 16.7 square miles and is currently staffed by 114 sworn officers. Third Precinct covers 25.4 square miles and is currently staffed by 113 sworn officers. Fourth Precinct covers exactly 11 square miles and currently has 125 sworn officers.

Richmond Police has adopted the community policing method used in Field Operations. This style promotes organizational strategies that support partnerships and problem-solving techniques to proactively address conditions that give rise to crime, fear of crime and social disorder. Since its inception, citizen involvement has steadily increased, business and neighborhood partnerships have grown and citizen patrols are active. Officers serving in Operations have a vital role in these successes.



First Precinct



Second Precinct



Third Precinct



Fourth Precinct

# OPERATIONS

## Calls for Service

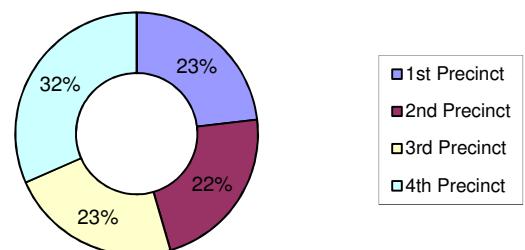
### Police Calls-for-Service Defined

Police Calls for Service (CFS) are those calls that are initiated by citizens or are self initiated by the Police, and are tracked by the computer aided dispatch system (CAD) and require action to be taken by one or more police units.

2014 Month	Police Calls for Service Initiated by Citizens	Officer-Initiated Calls for Service: Spotted Fights, Disorderly Persons, Suspicious Situations, etc.	Officer-Initiated Traffic Stops	Total Calls for Service as defined above
January	12,894	2,262	2,435	17,591
February	11,566	2,261	2,430	16,257
March	13,860	2,173	2,078	18,111
April	14,571	2,111	1,864	18,546
May	16,241	2,400	1,803	20,444
June	15,242	2,554	2,236	20,032
July	15,370	2,780	2,421	20,571
August	15,377	2,678	2,096	20,151
September	14,672	2,443	2,113	19,228
October	15,265	2,421	2,412	20,098
November	13,640	2,808	2,771	19,219
December	13,180	2,119	2,415	17,714
<b>Yearly Total</b>	<b>171,878</b>	<b>29,010</b>	<b>27,074</b>	<b>227,962</b>

Police Precinct	2013 Calls for Service Totals	2014 Calls for Service Totals	Percentage Increase
First Precinct	53,506	53,968	0.86%
Second Precinct	45,952	49,031	6.70%
Third Precinct	54,302	55,203	1.65%
Fourth Precinct	69,273	69,760	0.70%

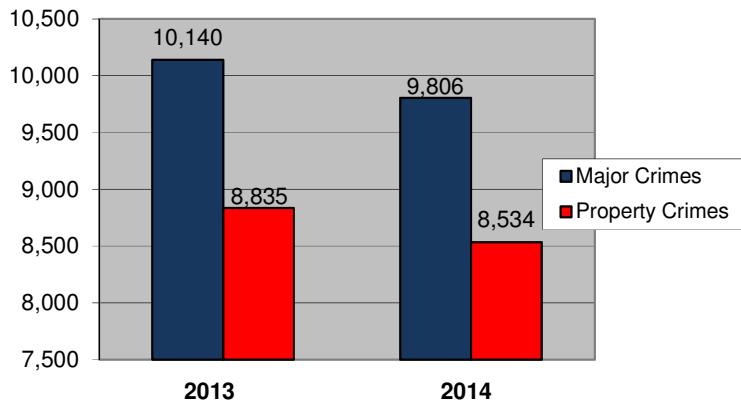
Calls-for-Service Precinct Percentages



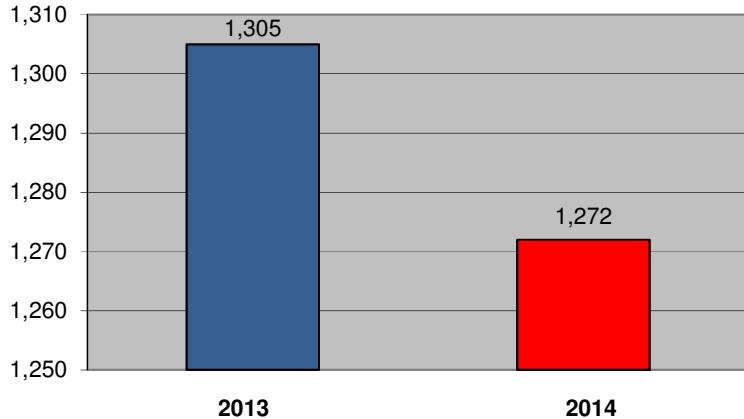
# OPERATIONS

## Crime Statistics

### Number of Crimes



### Number of Violent Crimes



### Arrest Totals

(Figures involve Richmond Police Department Officers only)

Arrests	11,194
Persons Arrested	8,322
Count of Charges	16,500
Firearms Seized	778

### Citywide Reduction Rates from 2013

Murder	-14%
Rape	-3%
Robbery/Bank	-83%
Robbery/Individual	-11%
<b>Violent Crime Total</b>	<b>-3%</b>
Burglary	-6%
Pickpocket	-40%
Purse Snatching	-24%
Motor Vehicle Theft	-10%
Unauthorized use of a Motor Vehicle	-39%
Auto Theft Total	-21%
<b>Property Crimes Total</b>	<b>-21%</b>
<b>Major Crime Total</b>	<b>-3%</b>

### Asset Forfeiture Totals

#### Forfeiture

Currency	\$82,203.65
Vehicle	\$192.80
Forfeiture Total	\$82,396.65

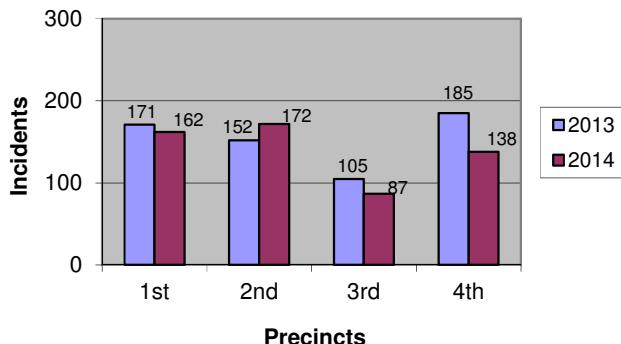
#### Amount Seized by Officer Assignment

First Precinct	\$29,062.36
Second Precinct	\$35,250.42
Third Precinct	\$9,301.96
Fourth Precinct	\$66,162.07
Fugitive Firearms Initiative	\$4,075.00
Major Crimes	\$4,915.65
Special Investigations Division	\$171,861.73
Special Operations Division	\$585.00
Total	\$321,214.19

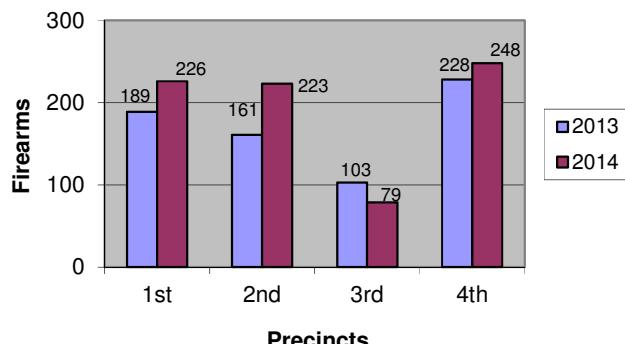
# OPERATIONS

## Crime and Firearms Statistics by Precincts

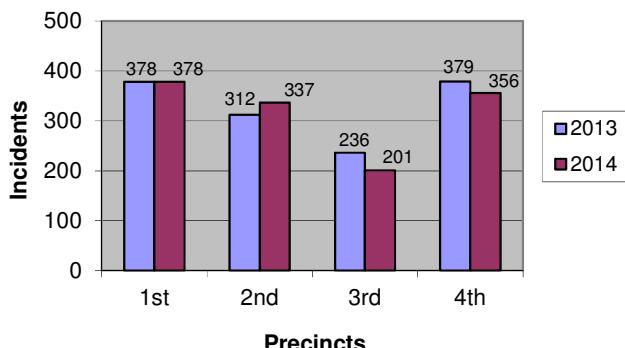
**Firearm-related Crime by Precincts**



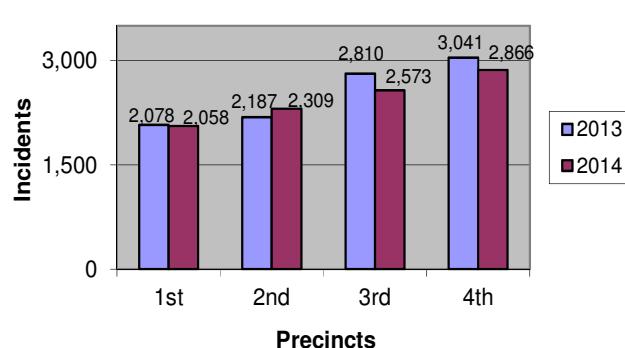
**Illegal Firearms Seized by Precincts**



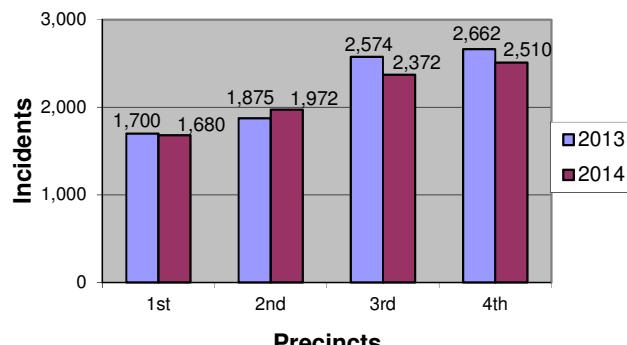
**Violent Crimes by Precincts**



**Major Crimes by Precincts**



**Property Crime by Precincts**



# OPERATIONS

## Strategic Initiatives Selected operations and deployments conducted during 2014.

**Northside Drug Dealing** - A joint effort between Richmond Police and the Bureau of Alcohol, Tobacco and Firearms and Explosives targeting illegal narcotics in the Northside area of the city resulted in two on-scene arrests and two later arrests, all without incident. Officers confiscated powdered cocaine, crack cocaine, cash and weapons.

**Buy/Walk** - This 60-day Focus Mission Team detectives and Tactical Unit initiative resulted in three search warrants of businesses and 14 arrests for more than 20 drug offenses.

**Back Page/Prostitution** - Another FMT/Tactical Unit initiative conducted in three separate operations which resulted in prostitution and drug dealer arrests as well as drug and firearm seizures.

**Crime Sweep** - Federal, state and local agencies partnered in an anti-violence campaign to aggressively deter and "sweep" away crime.

**Fugitive and Firearms** - Partnering with the Virginia State Police, officers worked each precinct's 'hot spots' to locate and seize illegal firearms and reduce violent crime, specifically gun violence, in the city. This annual initiative resulted in 122 felony arrests, 207 misdemeanor arrests, 130 firearms seized, 10 stolen vehicles recovered, a combined total of 2,315 grams of illegal narcotics and \$14,981 in U.S. currency.

**City Parks** - Walking, bicycling and vehicle patrols were used to support enforcement of park laws during peak summer hours resulting in an overall 12 percent reduction in property crime in Third Precinct.

**Rudd's Trailer Park** - Working to make the neighborhood a safer environment, Richmond Police and the Code Enforcement Unit secured five trailer condemnations and removals.

**Border Initiative With Chesterfield County PD** - Chesterfield's Street Enforcement Team and Second and Third Precinct officers on Focus Mission Teams conducted traffic checkpoints, warrant sweeps and high visibility directed patrol.

**Holiday Robbery Prevention** - Two additional Sector 111 officers were deployed on 16 assignments in the Fulton neighborhood to combat robberies. The afternoon and evening shifts were implemented in four-hour blocks.



**Bait/Copper** - An FMT/Tactical effort to reduce copper theft. Four offenders were charged with six felonies and four misdemeanors.



# OPERATIONS

## Strategic Initiatives Selected operations and deployments conducted during 2014.



**West End Burglary** - Launched to address the increase in break-ins centered in and around the Museum District, officers employed covert surveillance, directed patrol and walking. Sector 311 experienced a 75 percent reduction in break-ins over the next 28-day period.

**Belle Isle** - Officers were deployed on foot and bicycles April 19 through September 1 with the primary objective of reinforcing positive relationships and enforcement of city and state code violations of alcohol, vice, narcotics and other criminal offenses. As a result, violent crime was reduced by 50 percent and property crime reduced by 75 percent as compared with the same timeframe the previous year.



**Holiday Walking** - December 1 through 31, officers participated in foot assignments at Southside Plaza Shopping Mall.

**Holiday Deployment** - Officers from Sectors 311, 312 and 313 targeted shopping areas with a greater potential for robberies resulting in a 60 percent reduction in individual robbery, 86 percent reduction in aggravated assaults and an overall 13 percent reduction in major crime including property and violent crime categories.

**Shed Break-Ins** - Following a series of 14 shed break-ins in the West End and four in the Church Hill/Fulton neighborhoods, Sector 311 and 111 officers utilized surveillance, walking and directed patrol to locate and arrest suspects, and reduce burglaries and robberies in the area. At the conclusion of the initiative, five suspects had been targeted in connection with Sector 111 break-ins.

**Coffee With A Cop** - Cary Street Starbucks and other locations throughout the city, welcomed officers for 'coffee and conversation' during a 2-hour Spring gathering, with the goal to get acquainted and establish rapport with residents, allowing them to voice concerns and ask questions.

**Violent Crime Spring Initiative** - Second Precinct FMT and patrol officers conducted operations in Sectors 211 and 213 and along the Jefferson Davis Highway corridor in May.

**Warrant Sweeps** - To make arrests of violent wanted offenders, Sector 411 officers performed two sweeps per month in two areas resulting in violent crime decreases in Gilpin Court (-12 percent) and North Highland Park (-33 percent).

**Residential and Commercial Burglary** - Focusing on burglaries committed during the day and night, Sector 412 's efforts led to a 24 percent reduction in residential burglaries and 43 percent reduction in commercial burglaries.

**Bike Patrol Violent Crime and Burglary Suppression** - Two Bike Officers logged more than 160 day and night hours on directed patrol. This initiative focused on reducing robberies along the Broad Street corridor and in Jackson Ward, and reducing residential burglaries and thefts from motor vehicles in Jackson Ward, Monroe Ward and City Center. Results were a 14 percent decrease in overall violent crime and a 27 percent decrease in property crime during February.

# OPERATIONS

## Review Boards, Vehicle Pursuits, Crime Stoppers Tips

The **Use of Force Review (UOF) Board** is comprised of residents and Department employees who participate in the review of all use of force incidents and submit findings and recommendations to the Chief of Police. Incidents may include deadly force by an officer, officer-involved shootings, neck restraints, head strikes, injury where the use of force requires hospitalization and any use of force resulting in death. This policy establishes a process for the Richmond Police Department to review the use of force by its employees. The UOF Board convened eight times in 2014 on the following dates: January 15, February 19, April 19, May 21, July 16, August 13, October 1 and November 5. The UOF Board reviewed 109 cases and found two to be out of policy due to use of force.

Crime Stoppers Tips for the City of Richmond	
SHOOTING	42
PROSTITUTION	41
ASSAULT	164
AUTO THEFT	5
BURGLARY	19
FINANCIAL CRIME:FRAUD/TAX	3
FIREARMS VIOLATION	5
FUGITIVES	56
HOMICIDE	96
LARCENY: GRAND/THEFT	68
MISCELLANEOUS	4
NARCOTICS	265
FINANCIAL CRIME	3
ROBBERY	97
TERRORISM	1
TRESPASSING	1
SEX OFFENSES: RAPE/SEXUAL ASSAULT/STALKING	5
TRAFFIC RELATED: HIT & RUN/RECKLESS/ROAD RAGE	11
VANDALISM	3
TOTAL	889

The **Accident Review Board** is comprised of Richmond residents and Richmond Police Department employees. The Board reviews accidents involving police vehicles and pursuits, makes decisions regarding the preventability of accidents involving police vehicles by determining if they are "in" or "out" of policy compliance and works to foster greater employee accountability. Upon completion, a final advisory report is prepared for the Chief of Police. In 2014, the Accident Review Board convened three times (January 29, June 19 and October 15) and reviewed 159 police vehicle crashes. Eighty-six were found to be "in policy" while 73 were found to be "out of policy."

2014 VEHICLE PURSUIT SUMMARY	
Reason for Pursuits	
Traffic Offenses	42
Misdemeanors	26
Felonies	17
Other	3

Pursuit Results	
Accidents	29
Fatalities	0
Officers Injured	3
Suspect Injuries	11
Third Party Injuries	2
Total Pursuits	88

# OPERATIONS

## Command Staff Neighborhood Walk-throughs

The Department's leadership team, led by Sector Lieutenants and accompanied by members of City agencies and community supporters, went into 12 Richmond neighborhoods to meet residents and discuss their concerns.



**January 14, 2014**  
**Manchester**  
**Sector 112**  
Lieutenant Tim Wyatt



**February 26, 2014**  
**The Fan**  
**Sector 313**  
Lieutenant Erlan Marshall

**March 11, 2014**  
**Swansboro West**  
**Sector 211**  
Lieutenant Michael Bender



**April 16, 2014**  
**Providence Park**  
**Sector 411**  
Lieutenant Lewis Mills

**May 28, 2014**  
**Peter Paul**  
**Sector 113**  
Lieutenant Jody Blackwell



**June 25, 2014**  
**Bramblewood Estates**  
**Sector 312**  
Lieutenant John Garcia



**July 8, 2014**  
**Chippenham Place**  
**Sector 212**  
Lieutenant Darrell Goins

**August 26, 2014**  
**Carver**  
**Sector 412**  
Lieutenant Christopher Gleason



**September 23, 2014**  
**Oakwood**  
**Sector 111**  
Lieutenant Daniel Minton

**October 28, 2014**  
**West Hampton**  
**Sector 311**  
Lieutenant Michael Stith



**November 18, 2014**  
**Bellemeade**  
**Sector 213**  
Lieutenant David Naoroz

**December 17, 2014**  
**Downtown Business District**  
**Sector 413**  
Lieutenant Donald Davenport

# OPERATIONS

## Precinct/Sector/Rookie of the Year Winners

### Precinct of the Year Third Precinct



Captain Emmett Williams,  
Commander

- Innovative use of crime-fighting initiatives, directed and walking patrols
- Strategic deployment based on real-time, state-of-the-arts crime analysis
- Dedicated six-officer bicycle unit working in The Fan, Carytown and Museum Districts
- 12 percent reduction in Major Crimes - 237 crimes reduced from the previous year
- 28 percent reduction in Individual robbery
- 23 percent reduction in burglary

### Sector of the Year Sector 412



Lieutenant Christopher Gleason,  
Sector Commander

- 13 percent reduction in overall crime - the greatest reduction in crime in nearly a decade
- Reduced robberies by 35 percent and Burglary offenses reduced by 31 percent
- Demonstrated dedication by spending a considerable amount of time throughout the year collaborating with residents, civic associations and businesses
- Connected with residents through extensive use of Twitter, NextDoor and Facebook
- Conducted successful Violence Suppression and Metal Theft Reduction Initiatives

### Rookie of the Year



Justin Miller  
4th Precinct

- Aggressively targeted violent offenders to combat individual robberies
- Proactively assisted detectives on a Chamberlayne Avenue aggravated assault case
- Worked with Major Crimes to identify suspects and obtain arrest warrants
- Regularly participated in community events despite working midnight shift
- 32 felony arrests, 38 drug arrests, 79 misdemeanor arrests, six firearm seizures and an EXILE conviction

### Sector of the Year

#### Sector 412

##### 2014 Sector Line-up

Lieutenant Christopher Gleason  
Sergeant Eric Flick  
Sergeant Jack Intagliato  
Sergeant Kim Mooney  
Sergeant Brian Prendergast  
Sergeant Percy Smith  
Officer Sheryl Austin-Somerville  
Officer Paul Campbell  
Officer Brian Carlucci  
Officer Gene Carter  
Master Police Officer Nairaj David  
Officer Michael Disalvo  
Officer Ryan Donald  
Master Police Officer Jessica Drasher  
Officer Brian Galapon  
Officer Michael Kiniry  
Officer Robert Kleinholtz  
Officer Bruce Larka  
Officer Darryl Lee  
Officer Eric Livengood  
Officer David Marakovitz  
Officer Kaneka McQueen  
Master Police Officer Ray Misegades  
Officer Justin Miller  
Officer Frank Misiano  
Officer Michael Musselwhite  
Officer Larry New  
Officer Michael Nyantakyi  
Officer Willie O'Neil  
Officer Ken Payne  
Officer Michael Poerstel  
Officer Daniel Raines  
Officer Keith Robinson  
Officer Albert Sanderson  
Master Police Officer Jill Simons  
Officer Nicholas Stirrett  
Officer Ashley Wood

# OPERATIONS

## Monthly Award Winners

Officer of the Month Award			Sergeant of the Month Award		
Michael Musselwhite	Sector 412	January	Scott Leonard	2nd Precinct	January
Jordan Clark	Sector 111	February	Jayson Walter	2nd Precinct	February
Chad Collins	Sector 111	March	Crystal Simmons	2nd Precinct	March
Matthew Robinson	Sector 111	April	D. Allan Miles	4th Precinct	April
Glen Gohlike	Sector 312	May	Anthony Papaleo	3rd Precinct	May
Michael Ahnstrom	Sector 111	June	James Killingsworth	2nd Precinct	June
Jonathan Myers	Sector 213	July	James Hale	2nd Precinct	July
Jerry Scarborough	Sector 211	August	Jeremy Nierman	4th Precinct	August
Timothy Wade	Sector 211	September	James Killingsworth	2nd Precinct	September
Benito Frias	Sector 213	October	Dana Brereton	3rd Precinct	October
Aaron Henning	Sector 413	November	Claude Picard	2nd Precinct	November
Duane Osbourne	Sector 312	December	Crystal Simmons	2nd Precinct	December

Problem Solver of the Month Award		
John Walker	4th Precinct	January
Derrick Longoria	2nd Precinct	February
Todd Perseghin	4th Precinct	March
Pedro Riddle	2nd Precinct	April
Mark Godwin	4th Precinct	May
Harold Ford	1st Precinct	June
Patrick Mansfield	4th Precinct	July
Dale Shamburg	4th Precinct	August
Todd Perseghin	4th Precinct	September
Derrick Longoria	2nd Precinct	October
Patrick Mansfield	4th Precinct	November
Brian Taylor	1st Precinct	December

### Did you know?

Officers patrol on foot and are tasked with: Gaining an intimate knowledge of their assigned area, getting to know the residents of their assigned community, engaging youths, identifying persons involved in criminal activity, addressing community concerns, attending community meetings, conducting business checks and responding to calls for service within their area.

# ADMINISTRATION

Deputy Chief John Buturla oversees Administration. With five divisions, Administration serves as the hub for all internal support functions.

**Records and Technology** is led by Mr. Stephen Hollifield. This division provides the Department with all technical support. It also manages the Central Records Unit which maintains criminal records, disseminates reports and criminal history information as well as performs fingerprinting. The Warrant and Information Services Unit is seen as the face of police headquarters. At a public counter, staff assist the public on making reports and filing complaints. Officers also request warrants, record checks and missing persons information.



**Human Resources** is led by Ms. Antoinette Archer and consists of two units: Personnel and Recruitment Unit and Risk Management. Personnel and Recruitment is responsible for the recruitment and administrative management of all department employees. In 2014, Human Resources surpassed all targeted goals by achieving a 34 percent increase in the number of military applicants for sworn positions, 33 percent increase in local applicants for sworn positions, 10 percent increase in multilingual applicants for sworn positions and 4.78 percent reduction in civilian turnovers. The Risk Management Office must identify and assess risks and liabilities, monitor and gage prevention methods, and provide claims management.

**The Planning Division**, led by Mr. Brian Cummings, consists of four units: Accreditation staff is responsible for obtaining and maintaining the Department's credentials in CALEA (Commission on Accreditation For Law Enforcement Agencies), the gold standard in law enforcement accreditation. The Crime Analysis Unit works on detecting crime patterns and trends. They aid investigators in solving crime by using a variety of resources. A Crime Analyst's assistance increases apprehension and the clearance of cases. The Office of Strategic Planning and Special Projects manages both the Department and the City's strategic management system, Balanced Scorecard. The Planning Division also is responsible for policy development and maintenance of all written directives.

**Financial Management** is headed by Mr. William Friday. This Division processes the budget, procurement, payroll and grants. The Division also controls the Property and Evidence Unit which facilitates the distribution and maintenance of vehicles, uniforms, weapons, and the receipt and custody of all evidence and property involved in criminal violations.

**Training and Development** is led by Captain Harvey Powers. Operating from the Police Training Academy, this division provides 39 weeks of training to Basic Recruit Classes, in-service and other training opportunities for personal development. The facility houses the firing range, classrooms and exercise rooms, and frequently hosts special programs and community meetings.

Three remaining services are under the immediate direction of the Chief of Police:

- The **Chief of Staff's** office is responsible for day to day operations of the Chief's Office and overall personnel matters. It includes the Public Affairs Unit, led by Mr. Gene Lepley, and the Executive Protection Unit, led by Lieutenant Anthony Franklin, which provides security for the Mayor.
- Victoria Pearson, Esq., directs the **General Counsel's** office. This office oversees litigation, reviews general orders and contracts, and provides input into Department policies to ensure compliance with all federal, state, local and administrative regulations. The Department's formal responses to legal matters are provided by this office. The Office of General Counsel also represents the Department on the Use of Force Review Board and the Disciplinary Review Board.
- The **Professional Responsibility** office handles complaints regarding personnel conduct. This office is comprised of Internal Affairs and the Disciplinary Review office led by Captains Martin Harrison and John Hall, respectively. Retired Captain Linda Samuel served as Disciplinary Review Officer in 2014.

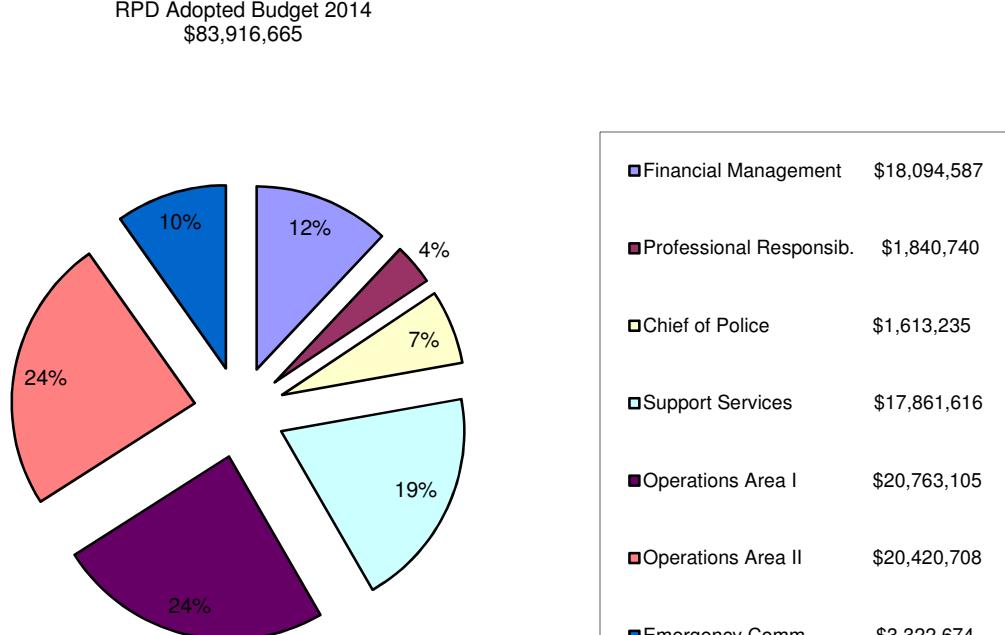
# ADMINISTRATION

## Police Department Budget

2014 Adopted Budget

Financial Management	\$18,094,587
Office of Professional Responsibility	\$1,840,740
Office of the Chief of Police	\$1,613,235
Support Services Division	\$17,861,616
Operations Area I	\$20,763,105
Operations Area II	\$20,420,708
Division of Emergency Communications	\$3,322,674
Total	\$83,916,665

NOTE: Effective July 1, 2014, the Division of Emergency Communications became independent city agency.



# ADMINISTRATION

## Grant Awards

<b>Grant Name</b>	<b>Award</b>	<b>Funding Agency</b>	<b>Purpose</b>
FY 2012 JUSTICE ASSISTANCE GRANT PROGRAM	\$202,951.00	Department of Justice Office of Justice Programs	Overtime to support various proactive and crime suppression initiatives, training for Crime Analysis and Strategic Planning, Support Services equipment and Internet Technology upgrades.
FY 2013 JUSTICE ASSISTANCE GRANT PROGRAM	\$197,967.00	Department of Justice Office of Justice Programs	Overtime to support various proactive and crime suppression initiatives, youth sports (PAL), desktop computers, contractual partnerships with the Richmond Adult Drug Treatment Court and the Commonwealth's Attorney's Office, PAL Summer Camp Scholarships and training for the Special Investigations Division.
FY 2014 JUSTICE ASSISTANCE GRANT PROGRAM	\$201,797.00	Department of Justice Office of Justice Programs	Overtime to support various proactive and crime suppression initiatives, youth sports (PAL), Tactical Tourniquets and Training, Blackhawk Tactical Backpack Kits, Mobile Platform Ladders for Special Events, Leadership Development Training and contractual partnerships with the Richmond Adult Drug Treatment Court and the Commonwealth's Attorney's Office.
2014 SELECTIVE ENFORCEMENT - Speed	\$64,900.00	Commonwealth of Virginia Dept. of Motor Vehicles - National Highway Traffic Safety Administration	Traffic Safety Enforcement (Speed) program to include equipment and training.
2014 SELECTIVE ENFORCEMENT - Occupant Protection	\$7,500.00	Commonwealth of Virginia Dept. of Motor Vehicles - National Highway Traffic Safety Administration	Traffic Safety Enforcement (Occupant/Seatbelt) program, to include equipment and training.
2014 SELECTIVE ENFORCEMENT - Pedestrian/Bicycle	\$4,000.00	Commonwealth of Virginia Dept. of Motor Vehicles - National Highway Traffic Safety Administration	Traffic Safety Enforcement (Pedestrian/Bicycle) program, to include equipment and training.
2014 SELECTIVE ENFORCEMENT - Alcohol	\$93,500.00	Commonwealth of Virginia Dept. of Motor Vehicles - National Highway Traffic Safety Administration	Traffic Safety Enforcement (Alcohol/DUI) program, to include equipment and training.
WASHINGTON/ BALTIMORE HIDTA	\$58,771.00	Office of National Drug Control Policy - University of Maryland, College Park	Initiative designed to eliminate open air drug markets by combining aggressive enforcement with intervention and prevention strategies.
OAG - Crisis Intervention Training	\$191,370.00	Office of Attorney General - Virginia	Richmond Police Department will partner with the Richmond Behavioral Health Authority to provide mandated Crisis Intervention Training to sworn personnel. The training will provide basic mental intervention training for 200 officers over a two-year period. An extended training program is required to provide additional instruction to the existing force and to new officers as they join the Department.
OAG - Law Enforcement Equipment	\$1,494,787.00	Office of Attorney General - Virginia	Canine Facility, SWAT Tactical Body Armor, Driving Simulator for the Richmond Police Training Academy and PowerDMS software to support the accreditation mandates by the Commission on Accreditation for Law Enforcement Agencies, Inc.
INTERNET CRIMES AGAINST CHILDREN	\$40,000.00	Department of Criminal Justice Services	Investigation of child sexual exploitation via the Internet, training and equipment purchases.

Total Grant Awards: \$2,557,543.00

# ADMINISTRATION

## Central Records/Warrant and Information Services

Data Operations Section	YTD 13	YTD 14	% Chg
<b>Reports Keyed:</b>			
<b>Incident Reports</b>	13	11	-15%
<b>Arrest Reports</b>	13,678	15,198	11%
<b>Accident Reports</b>	2,668	2,885	8%
<b>Traffic Summons</b>	9,381	13,173	40%
<b>Juvenile Violation Reports</b>	764	571	-25%
<b>Truancy Reports</b>	-	10	
<b>RSO CCREs Processed*</b>	211	189	-10%

Records Section	YTD 13	YTD 14	% Chg
<b>Requested Reports:</b>			
<b>Incident Reports</b>	882	595	-33%
<b>Accident Reports</b>	3,763	3,099	-18%
<b>Criminal Histories</b>	1,259	1,246	-1%
<b>Fingerprints Taken</b>	3,278	3,639	11%
<b>Concealed Weapon Permits</b>	1,034	1,085	5%
<b>Sex Offender Registrations</b>	862	869	1%
<b>Fees Collected</b>	\$ 68,503	\$81,243	19%
<b>Expungements Completed</b>	139	141	1%

Warrants & Info Services Unit	YTD 13	YTD 14	% Chg
<b>Record Checks Processed</b>	8,102	8,688	7%
<b>Warrants Returned to Court</b>	879	762	-13%
<b>Warrants Executed</b>	11,131	11,713	5%
<b>Warrants Logged</b>	11,755	12,595	7%
<b>EPOs/PPOs Logged**</b>	1,901	2,593	36%
<b>EPOs/PPO Served</b>	960	2,579	169%
<b>EPOs/PPO Returned</b>	980	1,418	45%

\* RSO CCRE - Richmond Sheriff's Office Central Criminal Records Exchange

\*\* EPOs/PPOs - Emergency Protective Orders/Preliminary Protective Order

# ADMINISTRATION

## Strength Report/Employee Demographics

(Data collected represents status on December 31, 2014)

<b>Sworn Personnel</b>	<b>Authorized</b>	<b>Actual</b>	<b>Race/Sex</b>	<b>Sworn</b>	<b>Civilian</b>
Chief of Police	1	1	African American	220	90
Deputy Chief of Police	3	3	Male	168	14
Major	5	5	Female	52	76
Captain	16	16	Asian	13	2
Lieutenant	36	34	Male	12	1
Sergeant	95	94	Female	1	1
Officers	594	535	Hispanic	27	1
Total	750	688	Male	23	0
			Female	4	1
<b>Sworn by Division</b>	<b>Authorized</b>	<b>Actual</b>	Native American	2	0
Operations Area 1	241	230	Male	2	0
Operations Area 2	246	230	Female	0	0
Support Services	192	167	White	426	26
Division of Emergency Communications	2	1	Male	374	14
Office of the Chief of Police	43	32	Female	52	12
Administrative Services	26	28	Other	0	3
Total	750	688	Male	0	2
			Female	0	1

# ADMINISTRATION

## Commissioned Police Officers

### The 109th Basic Recruit Class

#### Graduates

Gift Agamah  
Danyell Archer  
Daniel Barner  
Jeremy Bauer  
Roman Borshch  
Keon Chandler  
Javaughn Charlton  
Chevonne Crawley  
Alexandra Davila  
Zachary Davis  
Travis Dooley  
Sherif Dorghoud  
John Douglas  
Francis Dumansky  
Yasmine Espree  
Samuel Griffin  
Charles Griffith  
Gregory Helfrecht  
Diamon Jeffers  
Jamaica Jones  
Erick Millan  
Chelsea Mitchell  
Eric O'Brien  
Michael Poerstel  
Willie Ruffin  
Stephen Sales  
Kevin Santiago  
Richard Taylor  
Demetrius Thomas  
Jonathan Wade  
Jennifer Ward



The 109th was commissioned on August 21, 2014.



# ADMINISTRATION

## Promotions and Retirements

### Promotions 2014

#### ***To Captain:***

Darrell Goins

#### ***To Lieutenant:***

William Michael Phibbs

#### ***To Sergeant:***

Patrick Brady

Paul Cline

Adrienne Gardner

Anthony Jackson

Jeremy Nierrman

Michael Spinos

Stanley Sutton

#### ***To Project Management Analyst***

Donald Cook

#### ***To Administrative Project Analyst:***

Torie Mount

#### ***To Procurement Technician***

Sandra Winn

### End of Tour 2014

Officer George Mihalcoe      January

Officer Mark Reres      April

Captain Howard Hicks      May

Sergeant Linda Tyler      May

Sergeant Dean Miles      June

Officer Kenneth Jacob      June

Detective John Bandy      August

Officer Sean Hammett      August

Officer Donald Grata      August

Detective Douglas Barton      August

Officer Donald Saunders      August

Cynthia Kerns (Civilian)      September

Officer Anthony Cornett      October

Detective Shirley Richardson      October

Mary Holmes (Civilian)      November

Sergeant David Selander      December

Louise Taylor (Civilian)      December

# **ADMINISTRATION**

## **Civilian Award Winners**

### **'A Step Above' Award**

#### **Kendall Barlow - Forensic Technician**

Forensic Technician Barlow spends all of her downtime reading and looking through unsolved forensic cold case files. She uses her knowledge, training and experience as a Forensic investigator to actively search for details in each case folder in an effort to administer new and current scientific procedures to solve cold cases. Recently, Forensic Technician Barlow helped solve the Homicide Cold Case of Meador Clay Perdue, who was killed September of 1992. Perdues' home was broken into, and he was beaten and thrown down the stairs by an unknown suspect. The homicide of Mr. Perdue had not been solved in 22 years. After countless hours reviewing the forensic case file and talking to cold case detectives, Forensic Technician Barlow discovered evidence, a blood stain on a curtain, that could be submitted to our Virginia Forensics Science Lab for DNA testing. The testing procedure she submitted proved to be an absolute, positive success, leading to a suspect, Mark Anthony Fife. Fife was charged with first-degree murder, robbery and burglary in this brutal crime. Often, her accomplishments bring great credit to the Richmond Police Department. Her dedication and commitment to solving crime has brought closure to this homicide case and several others.

### **'A Step Above' Award**

#### **Rachel Renee Richardson - Crime Analysis Supervisor Karrie Toland - Crime Analyst**

Chesterfield Captain Brian C. Smith wrote on June 13th: "Dear Chief Tarasovic, I would like to formally thank you for the assistance provided by your Crime Analysis Supervisor Renee Tate and Crime Analyst Karrie Toland during a recent ATACRAIDS Crime Analysis and Mapping presentation and demonstration at our Training Academy. Your staff members did an outstanding job discussing and demonstrating the capabilities of your department's crime analysis and mapping application to members of my staff, department, and Chesterfield County IST. Since our department is in the process of looking into the purchase of a new crime analysis and mapping application, we were able to see exactly how your department uses the ATACRAIDS application to analyze, track and map criminal incident information. Renee and Karrie were also able to answer a myriad of questions ranging from application setup and use, to vendor specific IT related concerns and requirements. We were all very impressed with their overall application knowledge and the system's capabilities. Their knowledge and experience with this application has greatly assisted me and other department members with an objective overview and recommendation of the ATACRAIDS application and vendor. Their demonstration also highlighted and confirmed the regional benefit and need for the application. I greatly appreciate Renee Tate and Karrie Toland's supervision affording them the opportunity to meet with us regarding this matter. The professionalism displayed and level of knowledge shown to members of my department reflects positively on them and your department."

### **'A Step Above' Award**

#### **LaKesha Monroe - Administrative Program Support Assistant**

LaKesha Monroe goes beyond her normal duties in helping the Third Precinct Detective Unit while performing own job. She acts as an unofficial detective and is always in good spirits. Whenever she is called upon, Ms. Monroe takes requests and quickly handles them to finish her own assignment. She is always curious and wondering how she can help the Detective Unit along with her normal assignment. Ms. Monroe definitely goes "a step above" in assisting the detectives.

#### **Dominic O. Tabb Communications Officer of the Year Award Stacy McKinley-Roehm**

Stacy demonstrated initiative and a proactive approach to training and policy development when she returned from a Communications Officer conference and brought back the challenge to create an active shooter policy for Richmond's 911 Center. Stacy completed the FEMA/Emergency Management Institute Active Shooter course and presented a draft policy to the Emergency Communications Command Staff in March 2014. Also last year, Stacy became qualified as a Communications Training Officer. Often praised for her professionalism, courtesy and commitment, Stacy, a three-time recipient of the Star of the Week award, also was honored at the City of Richmond RISE Achievement Award ceremony for her efforts during 2014.

# ADMINISTRATION

## The Richmond Police Museum

Despite its small size, prepare to spend time, hours perhaps, in your visit to The Richmond Police Museum. Located on the second floor of the Richmond Police Training Academy, the array of artifacts displayed wall to wall, ceiling to floor, in formal display cases and every nook and cranny within the former Nancy Thomas White Library, yields a wealth of interesting and historically significant items that have been carefully documented, artfully arranged, and lovingly showcased. Bringing the museum to fruition was the brainchild of retired Richmond Police Department Capt. David Martin who serves as its curator. Martin, a longtime collector of law enforcement memorabilia, persistently advocated for a Richmond Police Museum as a way to preserve the Department's history and share his ever-growing personal collection. Even after he retired in 2011 with 39 years of service, Capt. Martin never ventured far from his love of collecting police and law enforcement-related material. He routinely attends auctions, collectors' shows and scours the internet for artifacts which, he noted, have come from as far away as England. In May, 2012, the Richmond Police Museum opened and what a treasure it is!

Police attire greets you at the entrance: Formal uniforms in blue and brown when the Department was known as the Bureau of Police. Fully outfitted Major, Lieutenant and Patrolman issued gear stands erect. Yesteryear hats, caps, jackets, T-shirts, vests, pins, badges and other specialized unit gear such as SWAT are prominent throughout. Patrol officer-issued equipment has a strong presence. Service revolvers, batons, cameras, radios, a polygraph machine and lanterns are featured, several of which date back to the 1900s or earlier. Pre- and post-civil war items are displayed, including an 1860 Virginia State Code Book, donated to Capt. Martin by retired Second Precinct Capt. John Disney, and two 1870 artifacts: a Rules and Regulation Book and a Desk Sergeant's Log Book. The many black and white photographs beg study and reflection. Street signs, a glass case dedicated to the 2002 Washington, D. C. Sniper case and another showcasing drugs/narcotics offer insight into the intricacies of law enforcement. Other unique items such as ceramic tile from the Training Academy's swimming pool when it was located in the former Richmond Mosque building, an encased flag from the old Second Precinct building at 14<sup>th</sup> and Stockton streets, and an 1877 silver tray presented to Second Precinct officers preserve the spirit of the era and pay tribute to the men and women serving the police force.

The Richmond Police Museum and Gift Shop is open to the public Monday through Friday and is managed by retired Richmond Police Department officers. Capt. Martin is actively seeking to expand the collection. Individuals may donate items to become property of the museum or loan the items for display. Tax deductible monetary donations also can be made through the Richmond Police Foundation.



Richmond Police Museum Grand Opening Celebration

# CHIEF OF STAFF

## Sexual Orientation, Gender Identity and Law Enforcement

In the spring of 2013, discussions within the Department began to include the term ‘police liaison to the gay community.’ Although there had not been any precipitating incidents, public perception was that police were not concerned with the rights of non-heterosexuals. Indeed, outside of assigning gender-specific police for body searches, there was little impact or awareness of gay issues. Officers were, and still are, expected to leave their personal biases at home. However, by the time same-sex marriages became legal in Virginia in 2014, the Richmond Police Department had already begun working to establish more global policies by addressing same-sex issues and created the position of Lesbian, Gay, Bi-sexual and Transgender (LGBT) Liaison.

Major Odetta Johnson, a 24-year veteran of the Richmond Police Department who officially serves as Chief of Staff, also carries out the duties of LGBT Liaison and she is a passionate advocate for the rights and fair treatment of all of Richmond’s citizens. A direct report to the Chief of Police, Major Johnson is the Department’s primary contact person for the LGBT community. Her goal is to build better relationships and establish “two-way communications” between the LGBT community and Richmond Police. Many within this community are in fear of “what if,” says Major Johnson. In 2014, an incident involving a transgender female initially had the appearance of a hate crime but was found to be unrelated. Statistics on crimes directed toward or committed by the LGBT community are not maintained by the Department. However, Major Johnson often discusses issues with workers at Diversity Richmond, formerly, the Gay Community Center in Richmond. She states that top concerns for the LGBT community are being taken seriously by police and receiving fair treatment. To assuage these fears and encourage positive, professional police response, the Department has mandated Crisis Intervention Training (CIT) for all police personnel – officers and civilians – and in-service training. Both training courses have incorporated LGBT issues as well as crisis and/or situational scenarios. As a rule of thumb, Major Johnson encourages officers to address each individual according to the gender in which he/she identifies.

The Department has yet to receive or address any formal same-sex related complaints internally. While employees may have a bad experience, they should not make assumptions simply because of it. Internal Affairs investigation complaints have decreased and Major Johnson has seen an increase in pictures of same-sex spouses and loved ones on desks and walls. She expressed that this is a positive sign that the Department is headed in the right direction and is creating a level of comfort and safety for all of its employees. In fact, Richmond Police employees and their families have attended Pridefest celebrations and Major Johnson often receives invitations to diverse events. Her efforts as an LBGT community partner and representative for Richmond Police was recently recognized with the presentation of the Phenomenal Award by Diversity Richmond. Major Johnson notes that “we want to police the best way we can. We want to recruit people who look like the community we serve.”



Major Odetta Johnson

Chief of Staff

# In Memoriam

Richmond Police Department Employees Honored and Not Forgotten



William Blaylock  
Detective



Latoya Brown  
Communications Officer III



Herbert Byrd  
Detective Sergeant



Richard Creery  
Detective



Carolyn Croxton  
Sergeant



George Farrar, Jr.  
Detective Sergeant



Robert Hartnett  
Officer



Roger Johnson  
Communications Officer II



Douglas Nuckles  
Officer



Marie Segal White  
RPD Senior Academy Graduate  
Twenty-Year Volunteer and Supporter

## Photographs Unavailable:

George Satterwhite  
Captain  
  
Charles Whitlock  
Detective  
  
Ellis Yeager  
Officer

# Y I N R EVIEW



# HONORING THE BRAVE MEN AND WOMEN WHO PROTECT AND SERVE THEIR COMMUNITIES, CITY AND COUNTRY



Police Memorial statue in downtown Richmond Festival Park.  
The model is on display at the Richmond Police Department Training Academy.

The Annual Report is produced by the:

Richmond Police Department

Planning Division

Office of Strategic Planning and Special Projects

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