

2011

Albemarle County Police Department ANNUAL REPORT



Albemarle County Police Department
1600 5th Street , Suite D
Charlottesville, Virginia 22902
www.albemarle.org/police

2011

The Albemarle County Board of Supervisors

The County Executive, Thomas Foley, is appointed by and accountable to the Board of Supervisors. The County Executive is responsible for implementing the policies of the Board, preparing and executing the budget, and directing the day-to-day operations of the County government.



Thomas Foley, Chief Executive Officer



Ann H. Mallek, White Hall District
Chairperson



Duane E. Snow, Samuel Miller District
Vice Chairman



Rodney S. Thomas, Rio District



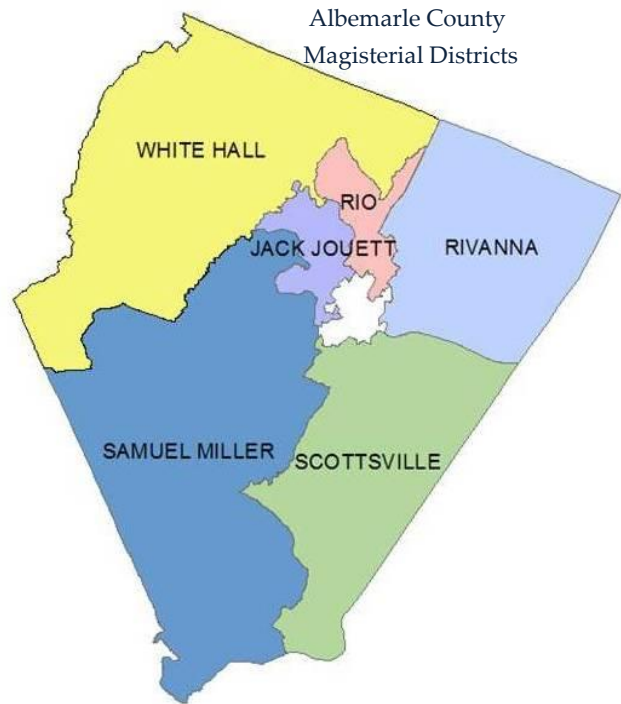
Dennis S. Rooker, Jack Jouett District



Christopher J. Dumler, Scottsville District



Kenneth C. Boyd, Rivanna District



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LETTER FROM COLONEL STEVE SELLERS

2011 was a transition year for the Albemarle County Police Department (ACPD). Established in 1983, the ACPD is one of nine county police departments in Virginia. In 2011, I became the 4th Chief of Police to lead the agency. I immediately began efforts to improve internal accountability and called for a more comprehensive hiring process. In addition to moving Internal Affairs directly under my supervision, I found it necessary to let go slightly more than 5% of the sworn workforce for not meeting the new higher standard of performance and integrity.

In 2011, I attended more than 70 community meetings throughout the County and listened to your public safety concerns. Without exception, the two most voiced concerns in the community were related to traffic safety and quality-of-life crimes. Based upon community input, my priorities for 2012 include making our County roads safer, improving the safety of our children, raising police officer training levels, providing enhanced services to our elderly, and developing a plan to restore community policing to Albemarle County.

The challenges faced by the ACPD are numerous and complex. Attracting and retaining qualified police applicants who possess the necessary skills and integrity is becoming increasingly difficult. According to my peers, this is counter to a national trend where other departments are finding the “New Economy” creating an employer’s market. Nonetheless, the County is re-evaluating the Police Department’s career development and compensation strategy to better attract and retain high-quality police officers.

In Albemarle County, community policing has given way to response-driven policing as staffing resources have failed to keep up with population increases and service needs. The good news is that public safety resources are a priority by County leaders and two of five frozen police officer positions were restored in 2011.

In 2011, the ACPD made remarkable progress toward rebuilding community connections and enhancing transparency with the expansion of our volunteer programs, establishment of a fulltime Public Information Office and the re-establishment of our Crime Prevention program. However, true community policing and accountability cannot be fully realized until the ACPD is restructured from the current time-of-day organizational structure to a neighborhood/community driven organizational structure. I am confident that with citizen support and the continued support from our elected leaders that the ACPD will return to a community policing focus to better improve public safety.

I’m proud of the men and women of the ACPD for dedicating their lives toward making Albemarle County a safe community. Policing this community cannot be successful without citizen support. We are truly appreciative of your involvement and ownership on community issues and look forward to your continued support.

Sincerely,
Colonel SL 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

~ Innovation ~

We embrace creativity and positive change

~ Courage ~

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

~ Diversity ~

Openness to thoughts and ideas

~ Unity ~

Working collectively to accomplish our mission

~ Preparedness ~

Training, Planning, Learning, Doing...

~ Accountability ~

Acceptance of full responsibility for all our actions

~ Dedication ~

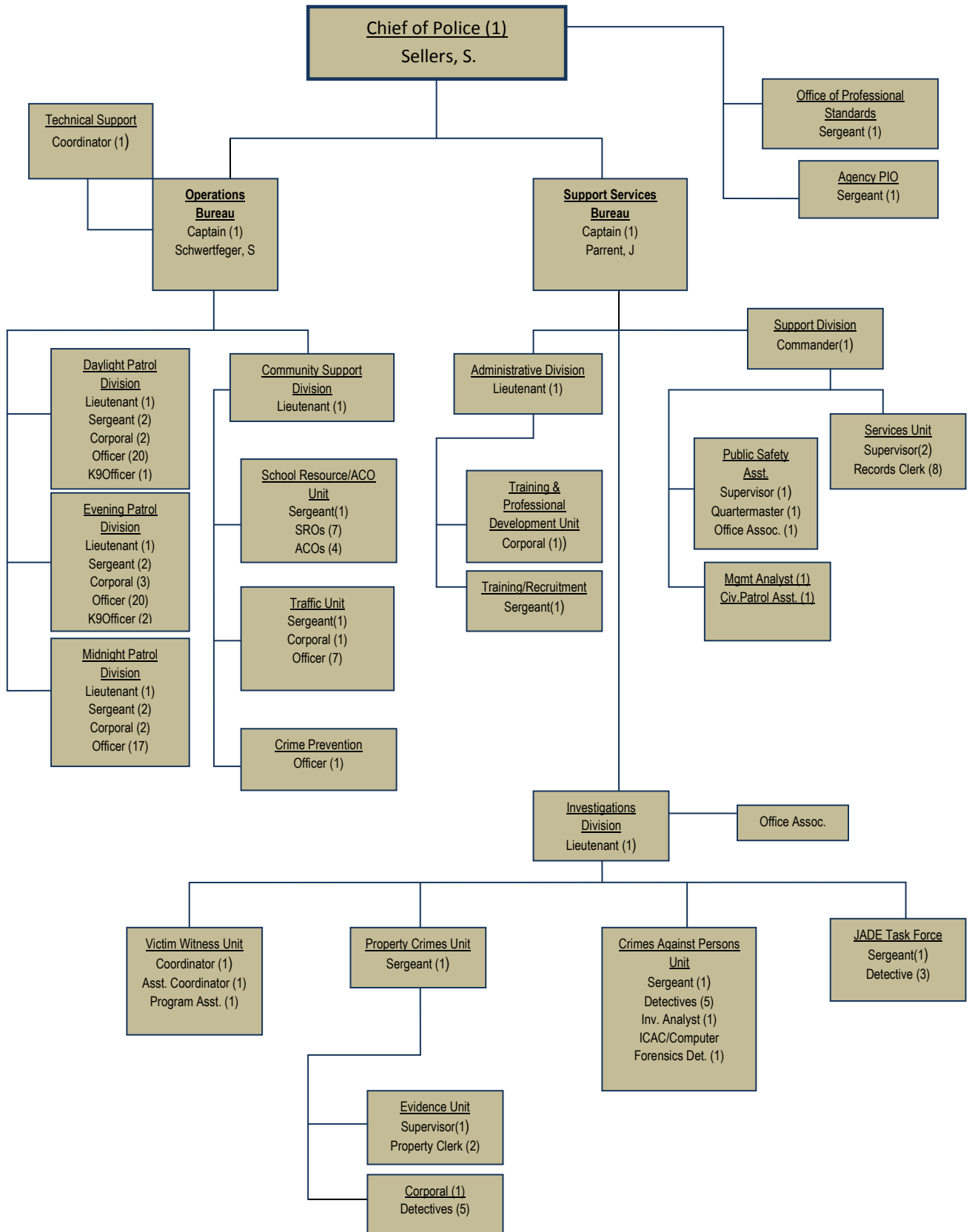
Committed to each other and the community we serve

~ Learning ~

Learn from the past – Learn for the future

OVERVIEW

Albemarle County Police Department Organizational Chart



Patrol & Specialized Units

Patrol

Patrol operations in Albemarle County provide response to both non-emergency and emergency calls for service and are divided among 8 sectors that are further segmented into 21 beats. The ACPD's Patrol Division, which includes the specialized K-9 Unit, accounts for approximately 60% of ACPD's sworn staff.



Investigations

The Investigations Division follows up on cases that are referred from Patrol and processed through our Services Unit. In 2011, 848 cases were referred to Investigations, yielding a clearance rate of 55%.

Detectives are specifically trained in Crimes Against Persons, Property Crimes, Financial Crimes, and Computer Forensics. The types of cases that are generally referred to our Investigations Division are child, adult and family abuse; aggravated assaults; property crimes; robberies; homicides; sexual assaults; stolen vehicles; and cybercrime. Within the Investigations Division, several detectives are assigned to specialized task forces, such as Gang Suppression, JADE (Jefferson Area Drug Enforcement), ICAC (Internet Crimes Against Children), and the Fugitive Apprehension Task Force.



Community Support Division

The Traffic Unit, School Resource Officers (SROs), Animal Control Officers (ACOs) and Crime Prevention Officer are specialized groups within the Community Support Division.

The ACPD **Traffic Unit** is the recipient of several awards, such as the Virginia Law Enforcement Challenge Award for outstanding traffic enforcement efforts in a multitude of categories. A number of the Traffic officers are specially trained in the complex and intricate nature of crash reconstruction.



The **SRO Unit** provides the foundation for the continued partnerships and the sharing of resources that enhances the safety, well-being, and education of the youth attending Albemarle County Schools. The SROs play a vital role in providing guidance for the youth of Albemarle County.

The **ACOs** are civilian employees who are charged with enforcing county ordinances and state laws related to the health and safety of domestic animals. They provide a variety of services to include conducting criminal investigations and removing stray, lost, injured, or abused domestic animals. The ACPD currently has four such officers that answered nearly 2700 calls for service in 2011.



In addition to the Traffic Unit and SROs, the **Crime Prevention Officer** is also a sworn position that partners with community groups, such as Neighborhood Watch programs, Neighborhood Homeowners Associations and apartment communities, to create best practices in crime prevention through proactive programs and environmental design.

The ACPD has numerous specialized part-time teams that require advanced training, including the SWAT Team, Crisis Intervention Team (CIT), and Underwater Recovery Team.

Civilian Personnel

Civilian Staff are an integral part of our agency and comprise 21 positions within the ACPD. Civilian positions within the department are spread throughout all divisions. The greatest number of non-sworn staff is located within the Services Unit



which is staffed 24 hours a day/7 days a week. In addition to the service clerks, non-sworn personnel of the ACPD include the Support Division commander, animal control officers, victim/witness specialists, evidence and property clerks, assistant to the Chief, patrol assistants, and analysts.



Year In Review

Awards

The Sixteenth Annual Awards Banquet honoring the 2010 award recipients was held on May 25, 2011 at the Farmington Country Club. The Awards Banquet formally recognizes exemplary performance and outstanding achievement by police department employees.

Officer of the Year

We are pleased to announce that the 2010 Officer of the Year was Officer **KEVIN MILLER**. This award recognizes an officer for exemplary performance and outstanding achievement throughout the year.

Civilian of the Year

We are pleased to announce that the 2010 Civilian employee of the Year was Animal Control Officer **KIMBERLY MADDOX**. This award recognizes an individual for exemplary performance and outstanding achievement throughout the year.

Commendations

Throughout the year, police department employees are recognized for efforts which exceed above and beyond the expectations of their regular duties and tasks. Chief's Awards, Bureau Commendations, Divisional Commendations and Letters of Recognition are presented for such behavior.

Service Awards

5 Years Service

Jordan Ofrias, Records Clerk
Officer Ben Reeves
Officer James Conner
PO1stClass Jason Marden
Officer Jatanna Rigsby
Officer Michael Hobbs
PO1stClass William Kavanah

10 Years Service

PO1stClass Angela Jamerson
Officer David Rhodes
Det. Elisa Espinoza
MPO John Watson
Sgt Sean Reeves
SPO Tavis Coffin

15 Years Service

Det James Hope
Det Phil Giles
Cpl David Wallace
Sgt Christian Stoddard
Lt Robert Beck
Sgt Timothy Seitz

20 Years Service

Lt Michael Wagner
Capt Robert Schwertfeger
Cpl Dale Johnson
MPO Robert McCormick
Lt Todd Hopwood

25 Years Service

Lt Peter Mainzer

Accomplishments



In 2011, several initiatives were undertaken by the Albemarle County Police Department.

Crisis Intervention Team (CIT)

Led by members of the Albemarle County Police Department, The Thomas Jefferson Area CIT Program was named Virginia's CIT Program of the Year for 2011. The ACPD provided instructors who trained over 400 officers in the central Virginia area and who mentored 10 programs throughout the Commonwealth. Seventy-five percent of ACPD officers, including the Chief, have become CIT trained.

Internet Crimes Against Children

The Albemarle County Police are members of the Southern Virginia Internet Crimes Against Children Task Force (SOVA). The ACPD coordinates District 4 of SOVA, which consists of 8 other agencies in Virginia. In 2011, tremendous energy and priority was given to the investigation of Internet Crimes Against Children (ICAC). A memorandum of understanding that outlines the roles and responsibilities in this collaborative effort was drafted between ACPD and the FBI's Innocent Images National Initiative. An Investigation's detective was subsequently cross sworn with the FBI. Also in 2011, a second detective successfully completed a high-tech forensic course that will contribute to that detective's forensic certification. The increased attention to this initiative more than doubled ICAC arrests since 2010.

K-9 Ready for Patrol

In light of two canine retirements since 2008, the ACPD has been committed to rebuilding its K-9 program. "LuLu" is a young Bloodhound that was introduced into the ACPD family as the new single purpose (tracking) K-9. In early 2011, LuLu began training with the Virginia Bloodhound Search and Rescue Association and qualified as "search-ready" on September 26. The tracking team of LuLu and her handler subsequently completed a 50-hour Bloodhound Handling and Man-Trailing course at the South Carolina Department of Public Safety in December 2011.



Public Information

In January 2011, the Public Information Officer (PIO) position was changed from a part-time position to a full-time position. The mission of this office is to develop partnerships with the media and community to ensure that information is disseminated to the public accurately and in a timely manner. The PIO's primary goal is to communicate the daily activities of the men and women of the Albemarle County Police Department.



-Accomplishments cont.-

Police Explorer Program

The ACPD reinstated its Police Explorer Program in early September 2011. The Explorer program operates on standards set by the Boys Scouts of America and mandated policies developed by the Albemarle County Police Department. The purpose of Explorer programs is to provide young adults, who may be interested in a career in law enforcement, with a comprehensive program of training, competition, service, and practical experiences. Character development, physical fitness, good citizenship, and patriotism are integral components of the overall program. Police Explorers are one of the many community examples that give our youth alternatives to gang affiliation.



Crime Statistics

Of the nine counties in Virginia that are served by full-service county police departments, Albemarle County currently has the fifth lowest crime rate per 100,000 residents.

2010 Crime Rate for Virginia County Police Departments*

COUNTY POLICE	POPULATION	INCIDENT RATE PER 100,000	TOTAL INCIDENTS
Chesterfield County PD	316,236	5408.93	17105
Henrico County PD	306,935	5049.27	15498
Prince William County PD	393,845	4283.41	16870
Arlington County PD	207,627	4037.04	8382
Albemarle County PD	98,970	3779.93	3741
Roanoke County PD	84,278	3691.35	3111
James City County PD	67,009	3598.02	2411
Fairfax County PD	1,042,747	3380.01	35245
Prince George County PD	35,725	2927.92	1046

The incidence of crime nationwide continues to decline. Overall, the nation's estimated volume of violent crimes in 2010 dropped 6 percent compared to the 2009 figure, the fourth consecutive year it has declined. For the eighth consecutive year, the volume of property crimes went down as well-- 2.7 percent*. Albemarle County has experienced the same downward trend in all Part 1 Crime** incidents.

2011 Part 1 Crime Statistics for Albemarle County

OFFENSE	2005	2006	2007	2008	2009	2010	2011
HOMICIDE	2	1	1	2	0	1	1
FORCIBLE RAPE	30	26	20	24	17	26	19
AGGRAVATED ASSAULT	69	61	61	58	57	65	54
ROBBERY	26	42	44	39	26	20	21
TOTAL CRIMES AGAINST PEOPLE	127	130	126	123	100	112	95
							-15%
BREAKING & ENTERING	269	359	318	244	247	274	214
STOLEN MOTOR VEHICLES	113	105	85	99	122	79	49
LARCENIES	1699	1808	1707	1663	1736	1464	1378
TOTAL PROPERTY CRIME	2081	2272	2110	2006	2105	1817	1641
							-10%
TOTAL	2208	2402	2236	2129	2205	1929	1736

* FBI Crime In The United States 2010 report

**Part 1 Crime: The Uniform Crime Reports are published by the United States Department of Justice Federal Bureau of Investigation (FBI) Uniform Crime Reporting (UCR) Program. In Part I, the UCR indexes reported incidents in two categories: violent and property crimes.

Aggravated assault, forcible rape, murder, and robbery are classified as violent while arson, burglary, larceny-theft, and motor vehicle theft are classified as property crimes.

2011 Drug Enforcement Activity for Albemarle County

In 2011, the Jefferson Area Drug Enforcement Task Force (JADE) continued to dismantle major drug gangs/groups and target violent individuals and career criminals.

SEIZURES	2005	2006	2007	2008	2009	2010	2011	7 Year TOTAL
FIREARM	19	61	29	59	42	24	19	253
MARIJUANA (pounds)	5	11	19	21	10	78	86	230
METHAMPHETAMINE (grams)	1414	1961	571	32	139	673	0	4790
COCAINE (grams)	1174	1212	1798	3706	4247	2331	2299	16,767
ARRESTS	157	145	167	229	261	203	194	1356



2011 Gang Activity for Albemarle County*

“Like other states along the East Coast, a phenomenon also exists in Virginia where well-established criminal street gangs hailing from the West Coast, Midwest, and Southwest have recently and increasingly joined the population of our existing gangs, bringing the potential of further criminal networking to a new and more threatening level” (Randy Crank, President Virginia Gang Investigators Association or VGIA).

Albemarle County and the City of Charlottesville work in tandem to identify gang members within our community and prevent criminal behavior often promoted and encouraged by these individuals or organizations. There are currently 177 validated gang members who reside within our community that account for nearly 3,000 arrests. While it has been determined that a majority of members are male, there is a small percentage of female gang members as well. Throughout 2011, the ACPD continued to undertake initiatives to educate our students and community with regard to gang activity in our area.

*Albemarle County and the City of Charlottesville work collectively to prevent the growth of gang activity in the region. Thus, the numbers reported above reflect that joint effort.

Traffic Statistics

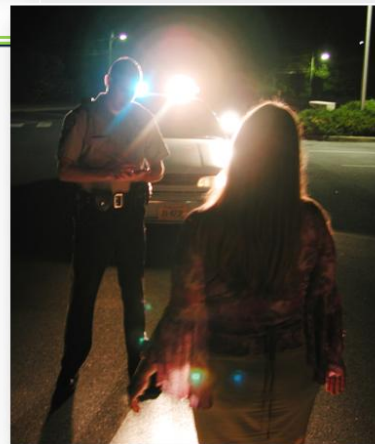
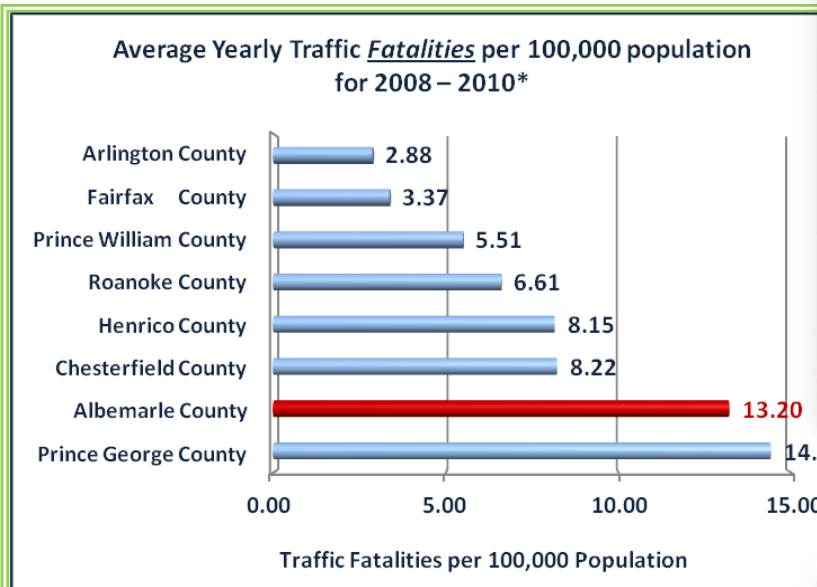
ACPD 2011 Traffic Statistics

CRASHES	FATALITIES	SUMMONSES	DUI
2466	21	13607	252
728 Victim Injuries	16 Male / 5 Female		
Est. \$10M in vehicle damage	Top 3 Causation Factors*: Alcohol (9) Speeding (7) Drivers Inattention (5)		
Est. \$368k in property damage	Of the 14 passenger vehicle crashes that resulted in 15 fatalities, only 3 victims were wearing seatbelts**		

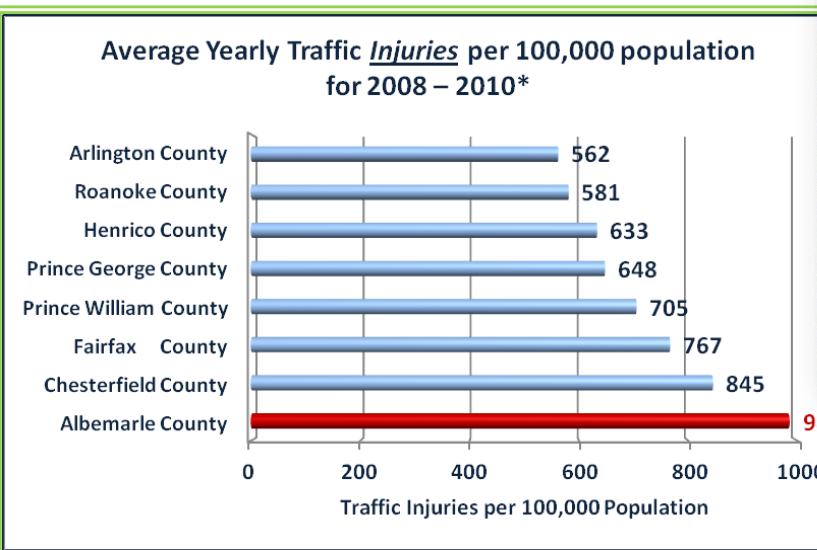


*There is potential for multiple causation factors to be attributed to a single incident

**Seatbelt determination has not yet been rendered for 1 victim



*DMV 2010 report. DMV 2011 data not available prior to printing.



*DMV 2010 report. DMV 2011 data not available prior to printing.

Calls for Service

CALLS FOR SERVICE*	2009	2010	2011
TOTAL	49,036	44,653	45,076

The ACPD has made it a priority to improve response times for emergency calls in the developed and rural areas of the county. Priority 1 emergency response times include, but are not limited to, murder, rape, aggravated assault, vehicle accidents with personal injury, shots fired, officers needing assistance, and calls involving weapons.

 Developed Areas

245 total Priority 1 emergency calls
 163 calls with a response time of 5 minutes or less = 66.5%

 Rural Areas

162 total Priority 1 emergency calls
 77 calls with a response time of 10 minutes or less = 47.5%

Because officer safety is paramount, certain calls for service require the response of two officers. In these instances, action is often dependent upon the presence of both officers at the scene. Thus, the secondary officer's response time is as crucial as the primary officer's response time.

Priority 1 Calls Requiring the Response of Two Officers

Average Response Times

2011

Development Areas (245 calls)

1st officer = 4:48

2nd officer = 7:11

Difference = 2:23

Rural Areas (157 calls)

1st officer = 11:37

2nd officer = 16.15

Difference = 4:38

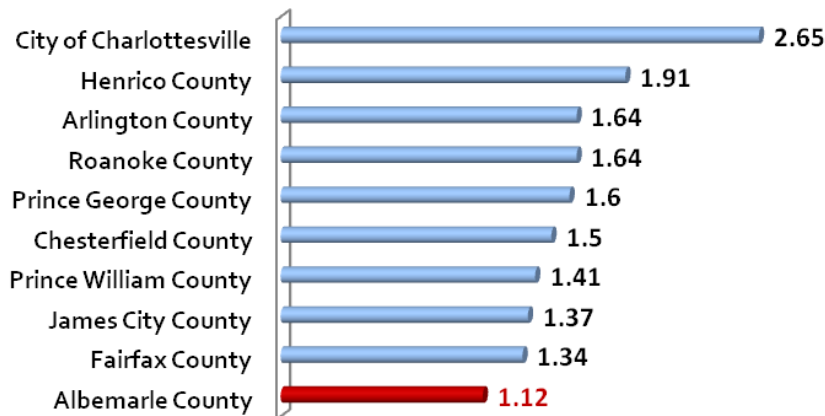
*Calls For Service (CFS): In 2011, a change in the way ACPD defines and calculates CFS was initiated. CFS in years 2010 and 2009 have been recalculated to reflect consistent reporting.

Staffing

Our ability to meet our response objectives are greatly influenced by our staffing levels and the unique nature of Albemarle County's urban and rural geography. In comparison to our 9 peer county police departments, the ACPD has the lowest officer to population ratio. The County's comprehensive plan calls for 1.5 officers per thousand citizens over-time. As efforts continue to address staffing levels, the police department continues to explore ways to improve capacity through volunteer support and technology.



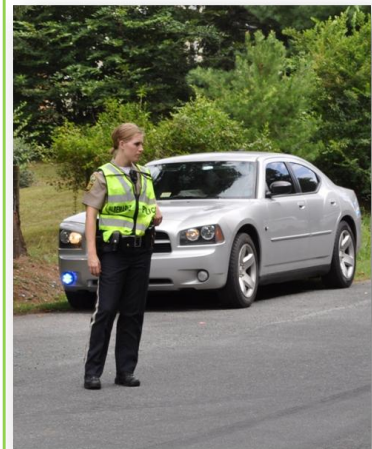
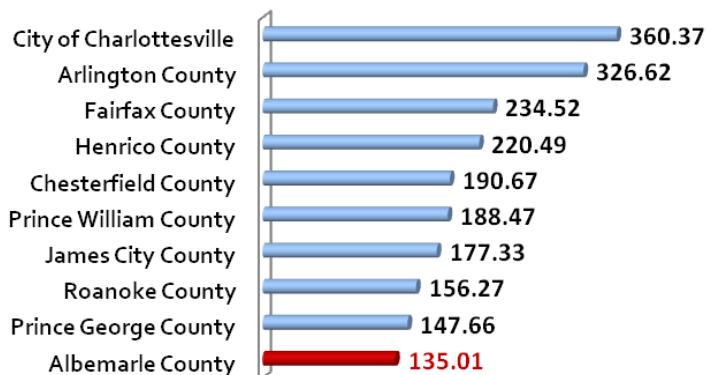
Number of Officers per 1,000 of Population In Oct 2010



The Police Department's cost per capita yields the lowest dollar amount when reviewed against 9 peer Virginia localities.

Per Capita Spending

FY Ending June 2010





MOVING AHEAD

Strategic Plan

Learn from the past.....Learn for the future

The Albemarle County Police Department has established a multi-year strategic plan to address challenges and opportunities that impact the ability of the police department to deliver quality police services to the community we serve.

Strategic planning is an organization's process of defining its strategy, or direction, and making decisions on allocating its resources to pursue this strategy, including its capital and people. The strategic planning process incorporated input from multiple sources to include internal and external surveys of employees and citizens. Command Staff members reviewed the data gathered and identified strategies and objectives that would have a significant impact on the agency and community.

Five strategic directions were identified:

Strategic Goal #1- Reduce Crime/Enhance Safety




Strategic Goal #2- Strengthen Capacity of the ACPD

Strategic Goal #3- Emergency Preparedness

Strategic Goal #4- Invest in Our People

Strategic Goal #5- Promote Community Partnerships

The Strategic directions are supported by objectives, initiatives and performance measures.

-  **Objectives** - Specific information to achieve the strategic direction
-  **Initiatives** - Specific activities to accomplish the stated objective
-  **Performance Measures** - Specific details of how the initiatives will be implemented and measured in conjunction with assignments and timelines

Strategic Goal #1: Reduce Crime and Enhance Safety

A critical element to the mission of our department is to provide a safe and secure environment for the citizens of Albemarle County. This involves the utilization of multiple resources to include department resources, crime prevention methods, and community outreach programs.

To support this strategic direction, we look to employ these objectives:

Improve Highway Traffic Safety

The Traffic unit will address the sharp rise in fatality crashes by implementing several initiatives:

The 2011 fatality crashes occurred outside the urban area of the County in areas where Police presence was less likely to be found; therefore, increased enforcement will be focused in the more outlying areas of the County. Traffic enforcement will be coupled with Traffic Safety checkpoints and saturation patrols. Because alcohol played a significant role in the reported fatalities for 2011, the ACPD will increase educational programs available to the community with regards to the effects and consequences of drinking and driving. Dangerous driving behaviors include one drinking and driving, texting, phone use, and aggressive maneuvering. These behaviors contribute to crashes with injuries and fatalities. Identifying areas that consistently reveal these types of dangerous driving behaviors will be targeted for selective enforcement action.

Develop A Comprehensive Gang Suppression Strategy

It is recognized that criminal street gangs exist and are conducting criminal enterprise in Albemarle County, which has a direct negative impact on citizens. Gang prevention and suppression is a coordinated effort between local, state, and federal resources. The strategies employed identify dangerous and influential gang members and remove them from the community, while also preventing further development of criminal street gangs.

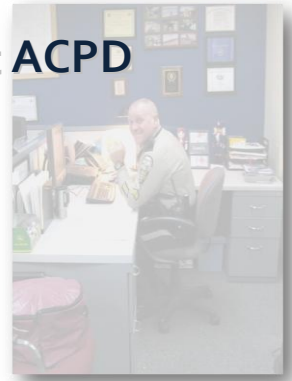
Restore Community Policing

Community Policing is a philosophy that promotes the systematic use of partnerships within the community and problem solving techniques to best address quality of life issues, reduce criminal behavior and address citizen concerns. The ACPD will look to strengthen and create collaborative partnerships within the community we serve through geographic alignment of our organizational management, structure, and personnel.

Strategic Goal #2: Strengthen Capacity at ACPD

It is critical that we maximize current resources to ensure that the needs of the community are met.

To support this strategic direction, we look to employ these objectives:



Recruit and Retain The Highest Quality Employee

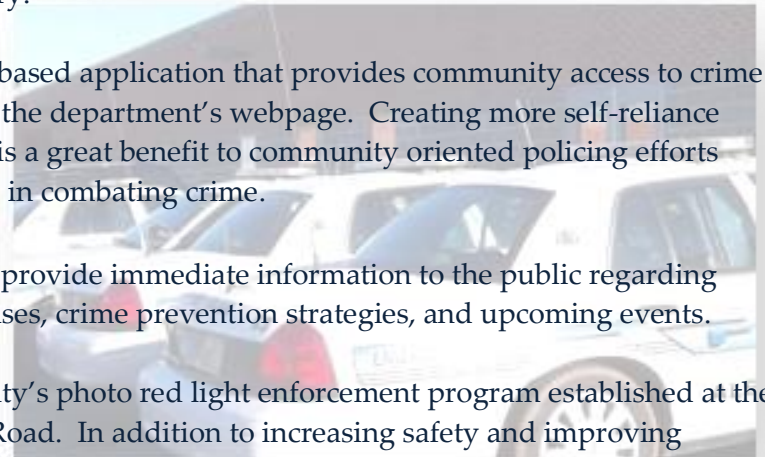
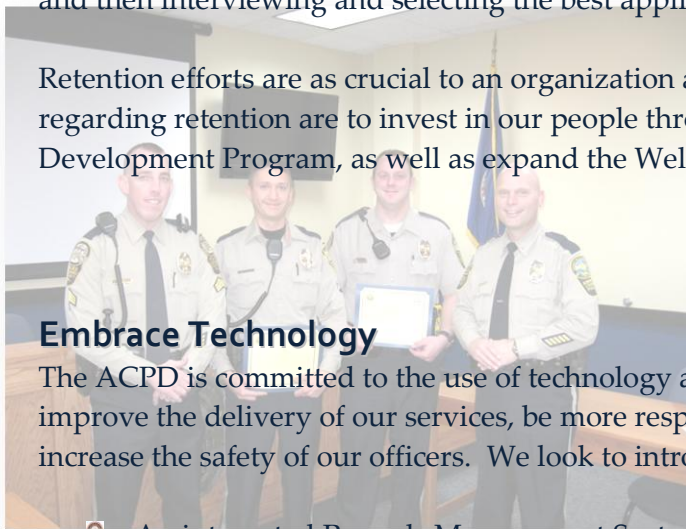
The ACPD recognizes that selecting and retaining quality individuals is critical for success. Talented individuals who continue to develop skills and increase their value to the department and to the community are our most important resource. Our recruiting efforts will include defining manpower needs, finding and enticing quality candidates to respond to those needs and then interviewing and selecting the best applicants using a relevant selection process.

Retention efforts are as crucial to an organization as recruiting efforts. Immediate objectives regarding retention are to invest in our people through continued growth of our Career Development Program, as well as expand the Wellness Program.

Embrace Technology

The ACPD is committed to the use of technology as a means to enhance our performance, improve the delivery of our services, be more responsive to our community's needs, and increase the safety of our officers. We look to introduce the following:

- An integrated Records Management System that will create an integrated and centralized police records repository that preserves data integrity and enhances departmental efficiency. The ability for ACPD officers to share and access critical data via one centralized database not only enhances communication, it makes processes more efficient. An integrated system will automatically link related incidents, ensuring prompt and uniform data entry.
- Crimemapping.com is a web-based application that provides community access to crime incident information through the department's webpage. Creating more self-reliance among community members is a great benefit to community oriented policing efforts and has been proven effective in combating crime.
- ACPD Social Media sites will provide immediate information to the public regarding crime information, press releases, crime prevention strategies, and upcoming events.
- Photo Safe is Albemarle County's photo red light enforcement program established at the intersection of Rt 29 and Rio Road. In addition to increasing safety and improving compliance with the laws, this program supplements our uniformed police force by monitoring red light violation and reducing the risks involved in red light violation enforcement at large intersections, thus, meeting the desire for increased officer safety.



Strategic Goal #3: Emergency Preparedness

As an agency, we have the responsibility to train, equip and prepare our personnel to properly respond to critical incidents, life threatening situations and disasters occurring in Albemarle County. Because large scale incidents and disasters frequently require additional resources and personnel, we will develop and strengthen our collaborative partnerships with other public safety organizations.

To support this strategic direction, we look to employ these objectives:

Improve Preparedness Through Enhanced Training

Albemarle County's law enforcement training needs are provided by the Central Shenandoah Regional Criminal Justice Training Academy in Weyers Cave, Va. The current arrangement does not provide adequate basic training and mandatory retraining to the level of expertise and service expected of public safety in Central Virginia. An independent academy would address all of the current inadequacies and add the following values:

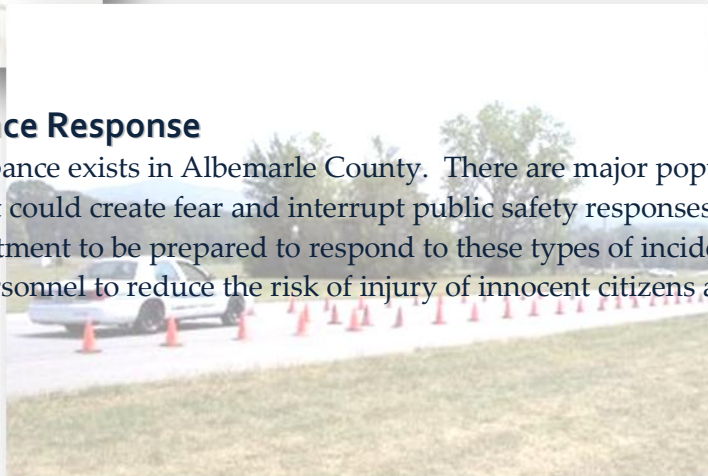
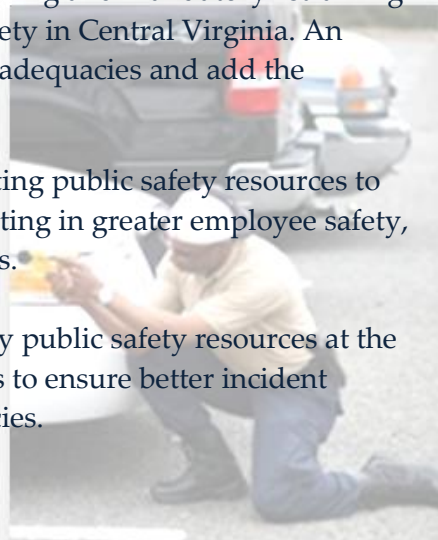
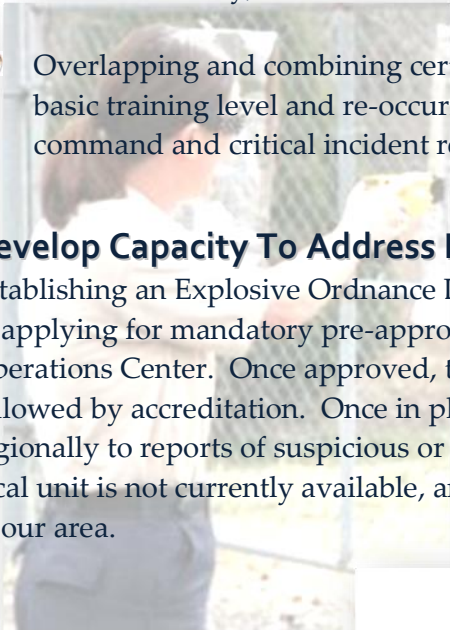
- Combining and leveraging Albemarle County's existing public safety resources to improve the level of training of our employees, resulting in greater employee safety, reduced liability, and enhanced public safety services.
- Overlapping and combining certain multidisciplinary public safety resources at the basic training level and re-occurring retraining levels to ensure better incident command and critical incident response to emergencies.

Develop Capacity To Address Explosives

Establishing an Explosive Ordnance Disposal (EOD) Unit is a regional effort that will consist of applying for mandatory pre-approval through the FBI and their Hazardous Devices Operations Center. Once approved, the training and equipment must be procured and then followed by accreditation. Once in place, this EOD unit will be responsible for responding regionally to reports of suspicious or potential explosive devices and rendering them safe. A local unit is not currently available, and this EOD unit will significantly reduce response time to our area.

Enhance Civil Disturbance Response

The potential for civil disturbance exists in Albemarle County. There are major population centers with populations that could create fear and interrupt public safety responses. It is the intent of the police department to be prepared to respond to these types of incidents with the properly trained personnel to reduce the risk of injury of innocent citizens and preserve public property.



Strategic Goal #4: Invest in Our People

The ACPD recognizes that selecting and retaining quality individuals is a key for success. Talented individuals who continue to develop skills and increase their value to the department and to the community are our most important resource. The department will create and expand upon opportunities to enhance professional growth and development, promote health and wellness, provide a competitive benefits package, and recognize excellence in performance. Additionally, we will create a culture where safety in the workplace is a priority.

To support this strategic direction, we look to employ these objectives:

Career Development

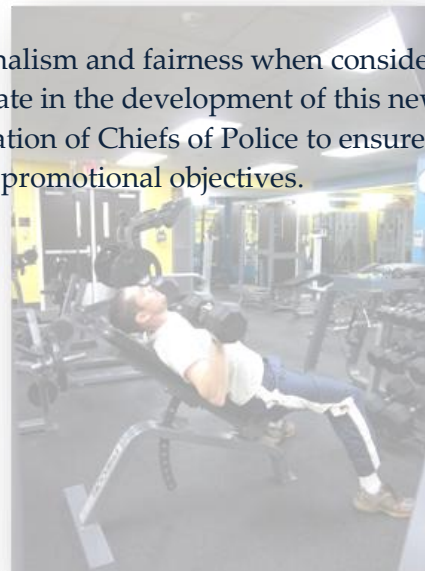
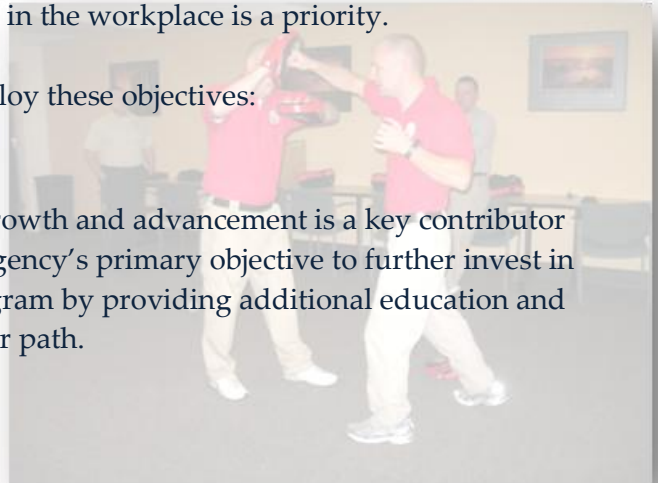
The ACPD recognizes that poor opportunity for growth and advancement is a key contributor to the turnover of qualified individuals. It is the agency's primary objective to further invest in and develop the current Career Development Program by providing additional education and training opportunities that support a distinct career path.

Promote Employee Wellness

The Albemarle County Police Department's Wellness Program is a voluntary program to help promote the overall health of members of the ACPD. The department's objective is to educate participants about their current fitness levels, develop health and fitness goals, and provide the necessary tools and guidance for individuals to be able to attain their goals. The intention of the program is to help improve job satisfaction and critical incident readiness for emergency situations, while reducing job related injuries, sick leave usage, and work-related stress.

Promotional Process Development

The ACPD is committed to the highest degree of professionalism and fairness when considering candidates for promotion. Individuals selected to collaborate in the development of this new process received training through the International Association of Chiefs of Police to ensure that the process to be implemented sustains the integrity of the promotional objectives.



Strategic Goal #5: Promote Community Partnerships

Building genuine partnerships based upon mutual trust, respect and accountability is essential. One-to-one contact between the police and the residents they serve facilitates these working relationships.

To support this strategic direction, we look to employ these objectives:

Improve Community Outreach

The ACPD recognizes the diversity of the community and is committed to partnering with community members to ensure all citizens have fair and equal access to police services. Spanish-speaking residents are one of the largest minority groups in Albemarle County. Cultural differences, citizenship status, and language barriers may lead to problems when police services are required. The ACPD will actively engage the Spanish speaking community through community partnerships designed to educate, increase awareness, and solicit feedback from community members.



Expand the Crime Prevention Program

The primary goal of the Crime Prevention Program is to increase community awareness and motivate citizens and businesses to become actively involved in reducing crime. It will be the focus of the Crime Prevention Officer to coordinate seminars and presentations regarding crime trends and preventive measures against crime. The officer will look to research and develop new Crime Prevention programs and analyze existing programs in an effort to improve the professionalization of police services.



Embrace the Volunteers in Police Service Program (ViPS)

It is the policy of the ACPD to provide the leadership, training, and necessary resources for all volunteers to assist the ACPD in meeting public safety responsibilities. There are currently 26 volunteers who employ various skill sets across all divisions within the department. Volunteer service provided to the ACPD is a valuable asset that the agency will look to expand into the Traffic Unit and Operations Division by actively recruiting individuals to perform duties not required by a sworn officer.



Enhance School Safety

The ACPD has partnered with Safe Schools Healthy Students (SS/HS) to create safe and healthy academic environments in which youth can learn and develop. Bullying, gangs, drug and alcohol use, and domestic violence are all issues that are addressed through this collaboration. Informative forums and prevention activities will be developed and presented in school and community settings for parents and students.



ACPD



*It is with tremendous gratitude that the
Albemarle County Police Department
recognizes the following groups for their significant
contribution toward the continued learning,
training and growth of our agency.*

The Albemarle County Police Foundation

Glenmore Homeowners Association

Snooky's Pawn

Albemarle County Social Services

Foothills Child Advocacy Center

Insurance Institute for Highway Safety

Charlottesville / Albemarle Airport

Rich Hewitt

Monticello

University of Virginia

Safe School Healthy Students

The Church of The Incarnation

Cresciendo Juntos

Jim Price

US Marshalls

Virginia State Police

ATF

ICE

The City of Charlottesville Police Department

Staples Copy Center

Scott Wagner Chiropractic and Sports Medicine

Better Living

Monticello Media

FBI

U.S. Attorney's Office