

ALBEMARLE COUNTY POLICE DEPARTMENT

2020 ANNUAL REPORT



PARTNERSHIPS THROUGH THE PANDEMIC

COUNTY OF ALBEMARLE

Board of Supervisors

Donna Price

Scottsville District

Diantha McKeel

Jack Jouett District

Liz Palmer

Samuel Miller District

Ned Gallaway

Rio District

Ann Mallek

White Hall District

Bea LaPisto-Kirtley

Rivanna District

Jeff Richardson

County Executive

Police Department

Ron Lantz

Chief of Police

Major Sean Reeves

Operations Bureau

Deputy Chief

Major Greg Jenkins

Support Services Bureau

Deputy Chief

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MESSAGE FROM THE CHIEF...

In 2020, law enforcement leaders across the nation realized that unity, partnerships, and working together with members in the community is more important than ever. This realization is reaffirmed in the community-based policing model that we have had in place since 2012. Community-based policing and our adherence to the Task Force for 21st Century Policing recommendations remains our top priority.

In 2020, Albemarle County added “Community” to our core values. This new value will guide our department to integrate diversity, equity, and inclusion in how we live our mission, and will ultimately strengthen the relationship between those that live and work in Albemarle County and this police department.

The accountability of individual police officers is a fundamental issue that is especially top of the mind for many. As guided by our strategic plan, our department has prioritized key trainings to provide a foundation for building unity with the community we serve. Training topics such as cultural diversity, engaging the mentally ill, emotional intelligence, and others provide officers the knowledge to prevent biased-based policing.

As so many other industries, families, and individuals across Albemarle County, the United States, and the globe, our department had to adjust and pivot its operations to maintain services in the face of the COVID-19 pandemic. Our staff had to adjust how to provide customer service to our community and empathetic support to the victims we are sworn to serve. The individuals of our department, both sworn and civilian, truly stepped up to this challenge.

In Albemarle County, our goal is a safe and successful community for everyone and we are proud to work towards that goal with the people we serve. This past year proved to be a challenging year for all us. I could not be prouder of the commitment of the ACPD staff that provided the best service possible under incredible circumstances. This annual report is a snap shot of their dedication to service in 2020.

Sincerely,

Ron L. Lantz

Chief, Albemarle County Police Department



WHO WE ARE

Mission

The mission of the Albemarle County Police Department is to provide for the safety and security of all people, while protecting individual rights and building trust in our diverse communities through quality service.

Strategic Plan

The Albemarle County Police Department's (ACPD) strategic plan addresses specific goals for the agency that are supported by objectives, initiatives, and performance measures. In 2019, ACPD established the following goals:

Goal 1: Strengthen Community Trust, Legitimacy, Accountability, and Transparency

Goal 2: Enhance Community Safety

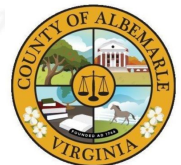
Goal 3: Invest In Our People

These goals will guide our agency through 2022. However, as the department evolves, these goals may be amended to address the changing needs of the agency .

These updates also ensure the goals rightly align with Albemarle County's overall strategic plan and focus on working as One Organization Committed to Excellence.

Core Values

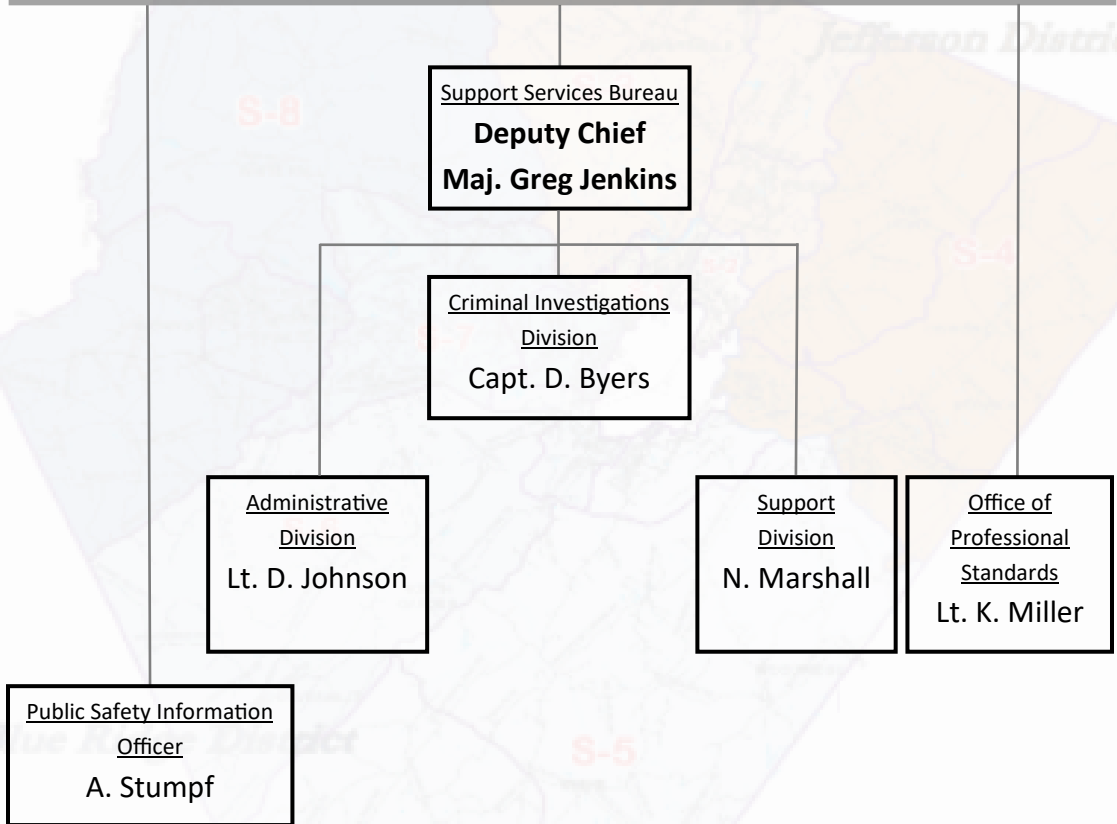
Integrity	Innovation	Diversity
Stewardship	Accountability	Learning
Professionalism	Courage	Unity
Preparedness	Dedication	Community



ORGANIZATIONAL CHART

COMMAND STAFF

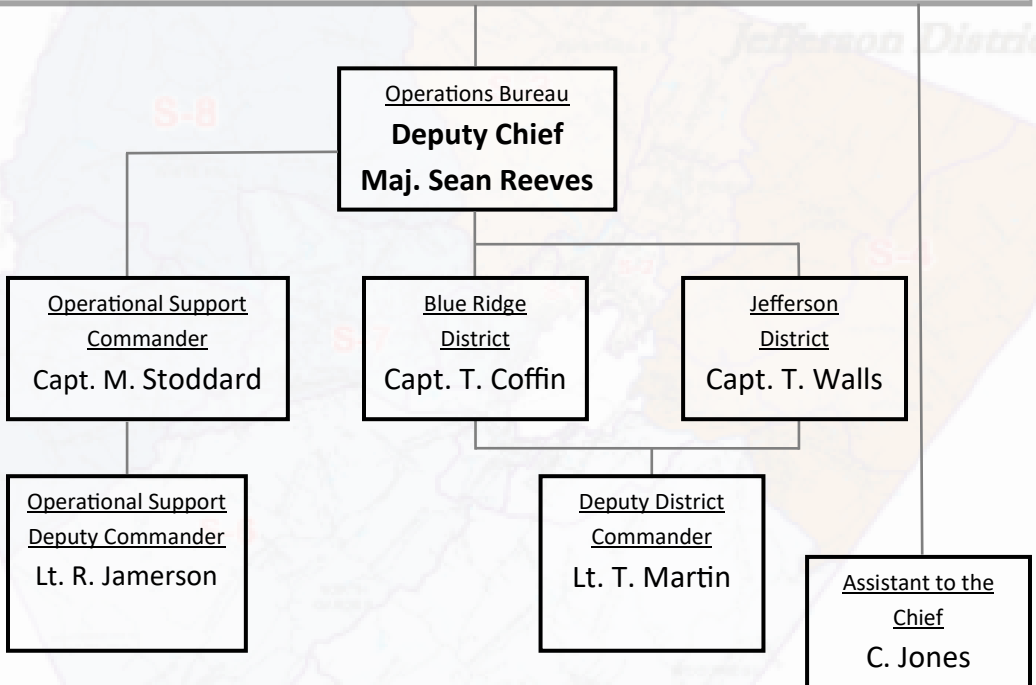
CHIEF RON L. LANTZ



ORGANIZATIONAL CHART

COMMAND STAFF

CHIEF RON L. LANTZ



WHO WE SERVE

Located in the Piedmont region of Central Virginia, Albemarle County has an area of 726 square miles. The county is a unique blend of rural and urban developments with an estimated population of 109,330*. Known for its association with Thomas Jefferson, Albemarle County is home to Monticello, which can be found on our badges.

In 2012 we implemented a geo-policing model. It divides the county into two (2) patrol districts, Jefferson and Blue Ridge, in which officers are assigned to specific areas. This allows officers to foster and strengthen relationships within each district's unique communities.

Geo-policing provides officers a greater sense of local concerns, builds stronger ties within the community, and encourages officers to take ownership of the community's concerns within their assigned area. It also instills accountability at all levels of the organization.

Officers are encouraged to develop and implement problem oriented policing projects within their area and participate in community service events. If you have an event and would like an officer to attend, visit our website and complete the Special Activity Request (SAR) form.

Albemarle County Community Demographics*

*2019 Estimated and Rounded Demographics (109,330) Census.gov

Demographic	Community Percentage	Sworn Officers
Hispanic or Latino	5.9%	3.4%
Black or African American	9.7%	4.8%
White	76.6%	91.8%
Asian	5.6%	0%
Native Hawaiian/Pacific Islander	0.1%	0%
American Indian or Alaska Native	0.4%	0%
Multiple Races	2.6%	0%

2020 PART I CRIME STATISTICS

Offense	2015	2016	2017	2018	2019	2020	% Change 19-20*
Homicide	1	1	6	2	2	8	300.0%
Forcible Rape	25	14	27	21	20	21	5.0%
Aggravated Assault	41	34	37	71	62	57	-8.1%
Robbery	13	21	10	20	14	9	-35.7%
Total Crimes Against People	80	70	80	114	98	95	-3.1%
Breaking & Entering	175	145	146	123	114	117	2.6%
Stolen Motor Vehicle	49	61	74	56	49	71	44.9%
Larceny	1,100	1,070	1,085	1,092	1,117	1,098	-1.7%
Total Property Crimes	1,324	1,276	1,305	1,271	1,280	1,286	0.5%
Total Part 1 Crimes	1,404	1,346	1,385	1,385	1,378	1,381	0.2%

*Green represents a decrease

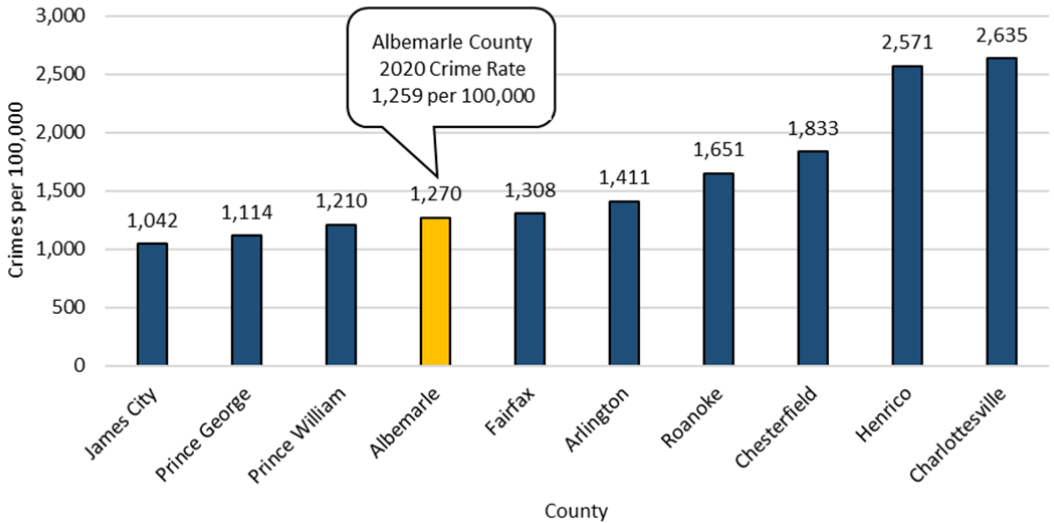
The ACPD follows the national Uniform Crime Reporting (UCR) Program, which divides offenses into two (2) groups, Part I and Part II crimes. In accordance with the Code of Virginia, the Virginia Department of State Police serves as the central repository for our reported data.

The UCR Program collects data about Part I offenses to measure the level and scope of crime occurring throughout the nation. These categories were chosen because they are serious crimes, they occur in all areas of the country, and they are likely to be reported to police. If you have questions about definitions or reporting, you can learn more at <https://www.fbi.gov/services/cjis/ucr/>.

CRIME COMPARISONS

ACPD's 2020 crime rate is based on our Part I crime numbers and the estimated population provided in the VSP 2019 Crime in Virginia report. All 2019 crime and population numbers are from the VSP 2019 Crime in Virginia report, which was the latest version as of this report.

**2019 Comparison of Crime Rate in Peer Counties
Part One Crimes per 100,000 Population**



2020 ARREST DATA

ARRESTS BY RACE

Race	Number of Arrests	Percentage	State Percentage
White	1,134	70.2%	56.3%
African American	455	28.2%	41.6%
Asian or Pacific Islander	9	0.6%	1.1%
American Indian/ Alaskan Native	2	0.1%	0.1%
Unknown	15	0.9%	0.9%
Total	1,615	100.0%	100.0%

ARRESTS BY ETHNICITY

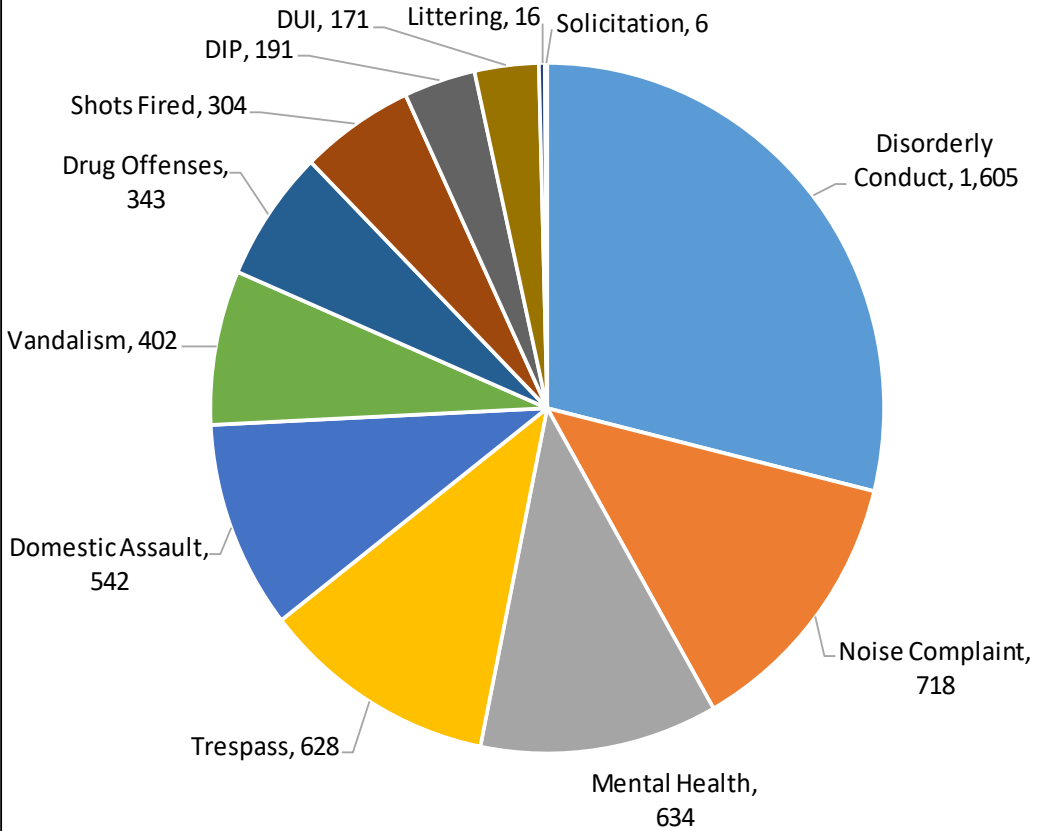
Race	Number of Arrests	Percentage	State Percentage
Not of Hispanic Origin	1,410	87.3%	Unavailable
Hispanic Origin	137	8.5%	Unavailable
Unknown	63	3.9%	Unavailable
Not Listed	5	0.3%	Unavailable
Grand Total	1,615	100.0%	Unavailable

Data shows counts of individual arrest numbers for ACPD arrests by our officers.

The state percent data is from the VSP 2019 Crime in Virginia report, which was the latest version as of this report.

2020 QUALITY OF LIFE ISSUES

ACPD Quality of Life Calls for Service 2020



Number of Calls For Service Dispositioned Mental Health

Year	Number of CFS	% Change
2016	536	-
2017	575	7.3%
2018	590	2.6%
2019	732	24.1%
2020	634	-13.4%

2020 CALLS FOR SERVICE

Albemarle County Police Calls for Service 2020

Total Calls for Service: 37,596 (24.73% decrease compared to 2019)

ECC initiated: 27,705 (2.64% decrease from 2019)

Officer initiated: 9,891 (53.98% decrease from 2019)

*This excludes all call activity by non-ACPD agents, unassigned calls, administrative calls, and officer-initiated extra patrols.

INFORMATION
RELEASE

Average Response Time

<p>All Priority 1 Calls 291</p> <p>1st Officer = 6:43 minutes</p> <p>2nd Officer = 8:23 minutes</p>	<p>Urban Areas 203 Calls</p> <p>1st Officer = 4:36 minutes</p> <p>2nd Officer = 6:30 minutes</p>	<p>Rural Areas 88 Calls</p> <p>1st Officer = 12:40 minutes</p> <p>2nd Officer = 13:29 minutes</p>
<p>No Response Time Goal set</p>	<p>Response Time Goal attained 64% of the time</p>	<p>Response Time Goal attained 40% of the time</p>

A Priority 1 call includes, but is not limited to, murder, rape, aggravated assault, vehicle crash with injury, shots fired, calls involving a weapon, and officer needing assistance. The goal in responding to Priority 1 calls is five (5) minutes or less in urban areas and ten (10) minutes or less in rural areas.

ACCREDITATION



The Albemarle County Police Department has been a State Accredited Law Enforcement Agency for twenty-four (24) years. Accreditation standards are set through the Virginia Law Enforcement Professional Standards Commission and the Department of Criminal Justice Services. The accreditation

process requires an in-depth review of every aspect of the agency's organization, management, operations, and administration.

This year there were 190 points of inspection completed by a team of auditors. The accreditation auditors conducted a physical assessment of our vehicle fleet standards, an analysis of files to ensure organization and accuracy, and an inspection and audit of our six evidence rooms to confirm proper submission, security, and storage. Additionally, during a series of file audits and interviews with personnel, representing a variety of ranks and assignments, the assessment team reviewed our policies and procedures for pursuits, cell phone usage, transports, in-car cameras, shift schedules, and other areas to ensure we met state standards and best practices from across the country.

This accreditation process increases our agency's ability to prevent and control crime through more effective and efficient delivery of law enforcement services to the community by gaining citizen confidence in our agency's policies and practices. It also creates a forum where police and community members work together to control and prevent crime and a partnership that educates residents of the challenges confronting law enforcement. Law enforcement, in turn, receives clear direction from the community about its expectations - creating a common set of goals and objectives. You can see this in action through our work with our Community Advisory Teams and the local Pastors Council, where district commanders meet with community members to review community concerns, crime trends in their areas, and community initiatives.

PROMOTIONS



It is with honor and privilege that I announce the following Albemarle County Police Department promotions. These individuals have dedicated themselves to providing service to Albemarle County, and our community is all the better for it.

-Chief of Police Ron Lantz

Major Sean Reeves
Captain Tavis Coffin
Captain Miller Stoddard
Captain Terry Walls
Lieutenant Randy Jamerson
Lieutenant Kevin Miller
First Sergeant Maeve O'Neill
First Sergeant Jason Mains
First Sergeant Lance Smith
Sergeant Jeremy DeLange
Sergeant Casey Flippin
Sergeant Angela Jamerson

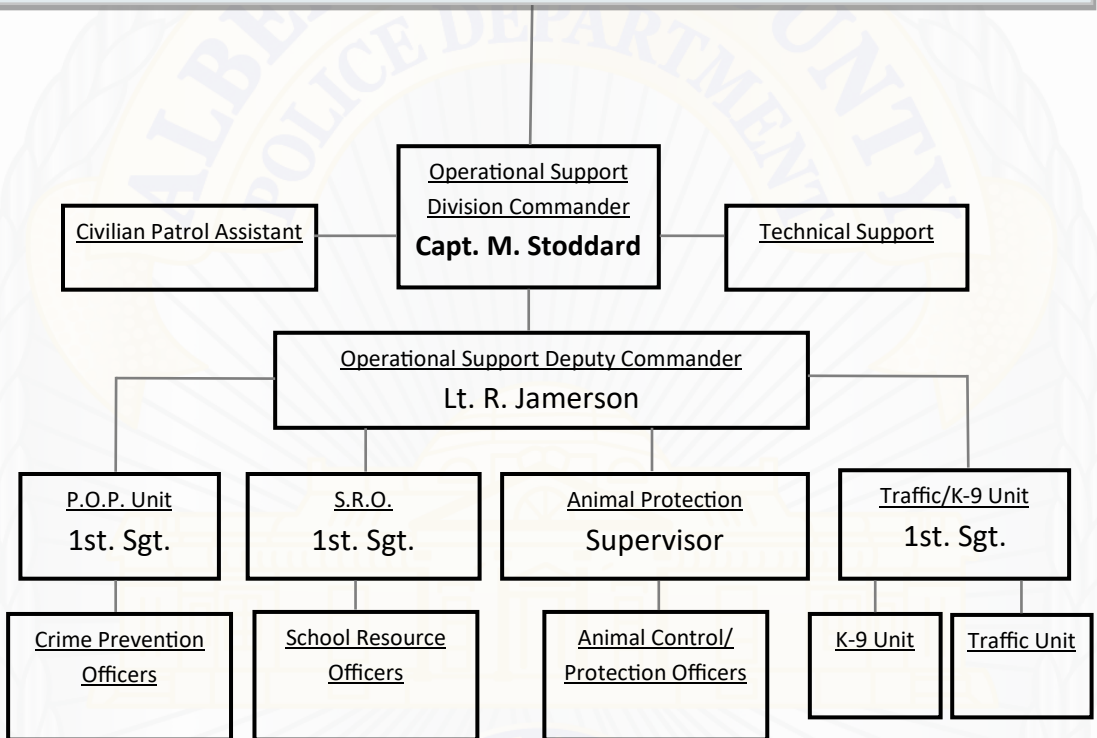
This year looked different with regard to promotions. In the past, we hosted formal promotion ceremonies that offer friends, family, and community members the opportunity to celebrate this accomplishment.

Our newly promoted supervisors completed a rigorous assessment process. It incorporated a background investigation, peer review, interview panel (with both police and non-police community members), some form of community engagement example (ex: mock town hall meeting), and an oral/written presentation.

OPERATIONS BUREAU

DEPUTY CHIEF

MAJOR SEAN REEVES

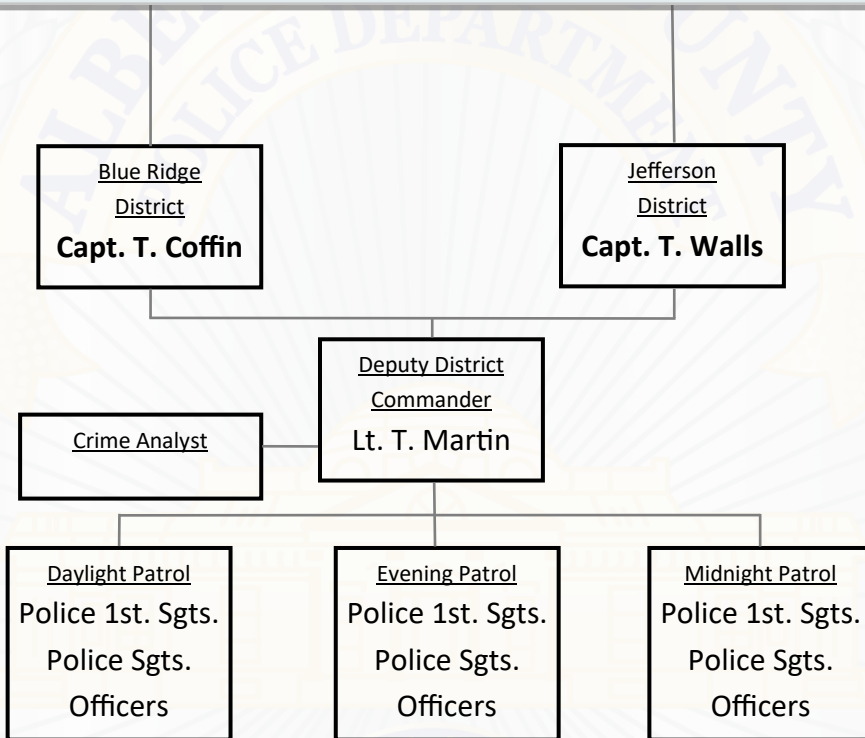


The Operational Support Division is housed in the Operations Bureau . They are primarily responsible for traffic safety education and enforcement, as well as K-9 Support, Problem-Oriented Policing, School Resource Officers, and the Animal Protection Unit. Technical support for day-to-day operations and special events are handled by the Technical Support Officer. Our false alarm, overtime, and other support programs are overseen through our Civilian Patrol Assistant.

OPERATIONS BUREAU

DEPUTY CHIEF

MAJOR SEAN REEVES



Also housed in the Operations Bureau is the Patrol Division who are responsible for providing traditional policing services while establishing partnerships that meet the needs of a changing community. Rooted in the principles of community-oriented policing, the Patrol Division works with community members and business owners to identify problems and implement strategies to reduce crime.

More than 70 percent of the department's sworn staff are assigned to this bureau, which is broken down into the Blue Ridge and Jefferson Districts.

OPERATIONS BUREAU

BLUE RIDGE & JEFFERSON DISTRICTS

The Patrol Division is committed to providing exceptional customer service to the residents, businesses, and visitors of Albemarle County through geo-based policing, a model proven to foster trust and build positive relationships between the police and the community.

Delivering on our geo-policing commitment proved quite challenging amid the COVID-19 pandemic. Due to coronavirus restrictions, our customary in-person interactions underwent significant changes to ensure the health and safety of our officers and the public. Routine face-to-face services were replaced by phone calls or virtual meetings and in-person emergency responses required officers to wear masks, stand at a distance, and remain outside, when feasible, creating physical and relational barriers between the officers and community members. To overcome this challenge, patrol officers found ways to safely continue positive engagement with the public.



Above Patrol officers handing out candy throughout the community.

OPERATIONS BUREAU

BLUE RIDGE & JEFFERSON DISTRICTS

Throughout the year, officers distributed personal protection equipment to Albemarle residents and provided assistance at local COVID-19 clinics. During the winter holidays, patrol officers purchased and distributed toys to area children in need. They also volunteered their time at outside events hosted by local food pantries and the Boys and Girls Club. Undoubtedly, their efforts helped preserve and strengthen the department's relationship with the community.

During the pandemic, the community we served also found ways to overcome the challenges we all faced to connect with each other. Community members graced us with meals, thank-you cards, e-mails, and phone calls offering both praise and support. The kindness and generosity shown are beyond words and deeply appreciated.

As district commanders, we wish to thank the brave men and women of the Patrol Division who stand at the front lines and selflessly serve the community they love.

Capt. Tavis Coffin

Blue Ridge District Commander

Capt. Terry Walls

Jefferson District Commander

LT. Tripp Martin

Deputy Commander

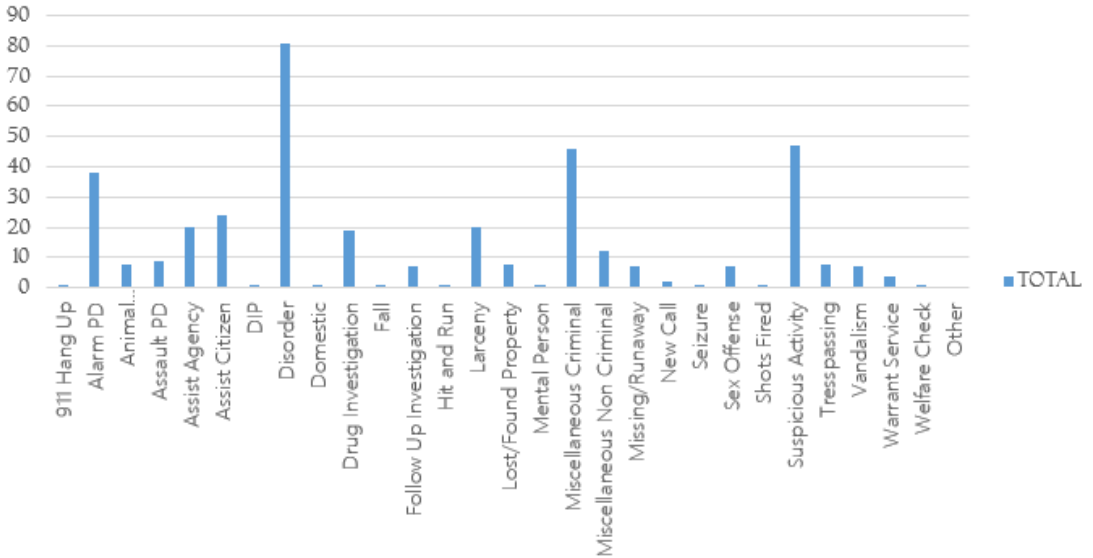


Above Left: Officer during a food distribution event. Right: Officers bringing toys to the Toy Lift

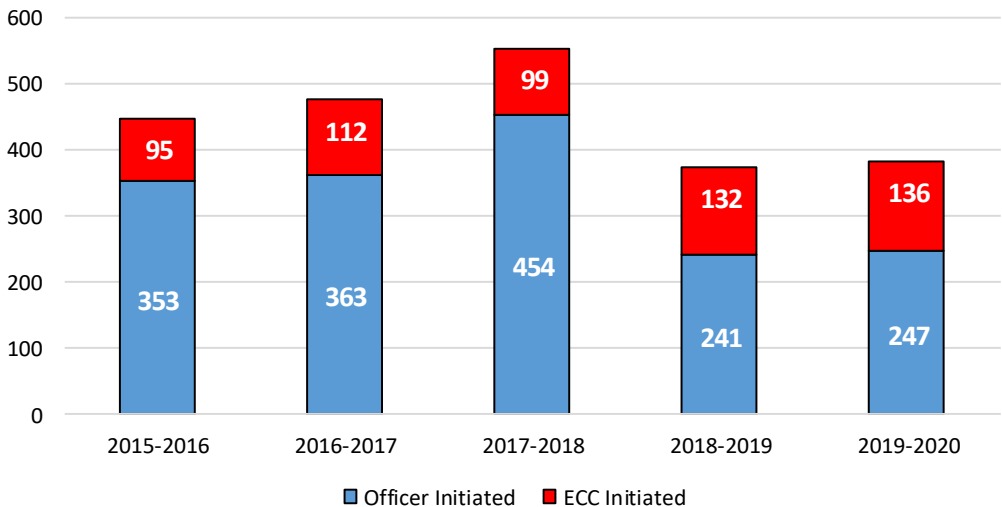
OPERATIONS BUREAU

OPERATIONAL SUPPORT DIVISION

Types of Calls For Service in Albemarle County High Schools



Calls For Service to Albemarle County High Schools by Year and Call Origin



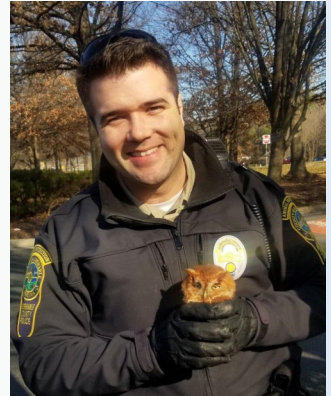
OPERATIONS BUREAU

OPERATIONAL SUPPORT DIVISION

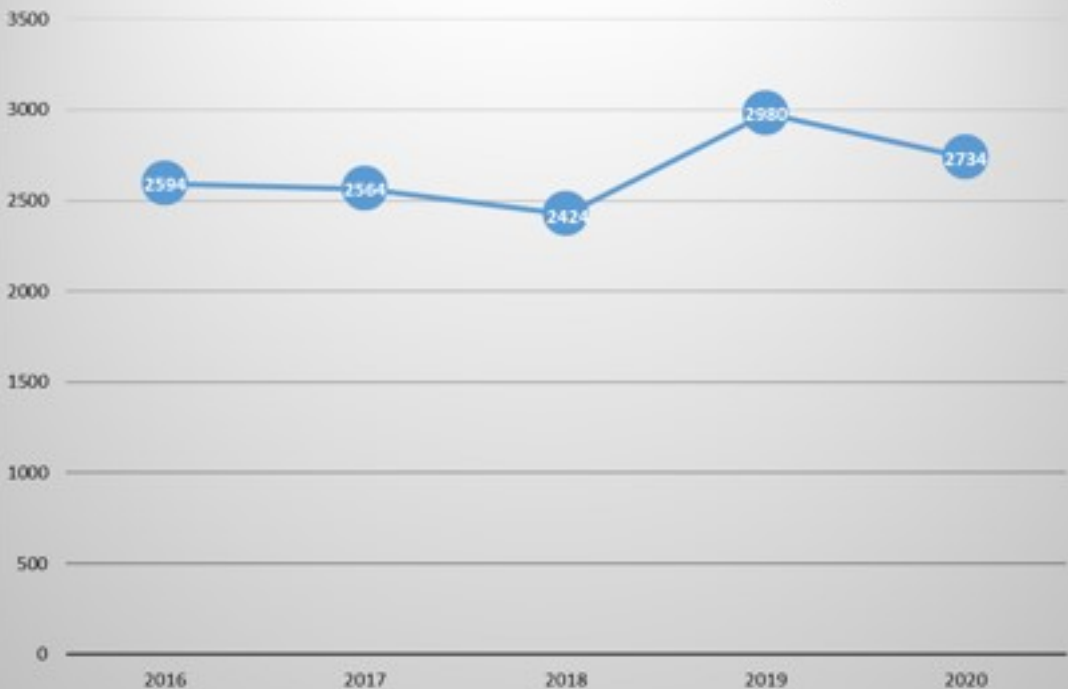
ANIMAL PROTECTION UNIT

The Animal Protection Unit encourages responsible pet ownership and the humane treatment of animals through education, as well as enforcement of state laws and county ordinances related to the health and safety of domestic animals. The unit is staffed with three (3) sworn animal protection officers and one (1) civilian animal control officer. Members of the unit work collaboratively, investigating criminal offenses like animal cruelty and assisting the local health department on other related matters.

Though down from last year, this unit answers over 2,600 calls for service each year. That's almost 700 calls for service for each officer.



ACPD Animal Control Calls For Service by Year

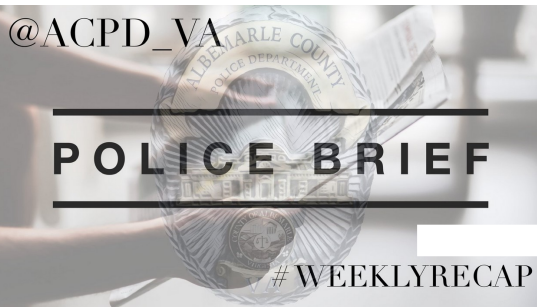


OPERATIONS BUREAU

OPERATIONAL SUPPORT DIVISION

PROBLEM-ORIENTED POLICING UNIT

The Problem-Oriented Policing (P.O.P.) Unit is tasked with addressing specific ongoing quality of life issues in the county, focusing on community engagement and repeat calls for service. The P.O.P. Unit systematically analyzes crime trends and problems in the county and generates solutions for these issues. A key component of P.O.P. is evaluating the effectiveness of these solutions through data-driven measures.



Crime Mapping

Curious about crime in your area? Visit www.crimemapping.com to see crime data in your area. You can also sign up for alerts through this website. Follow us on Twitter for weekly reminders at #WEEKLYRECAP.

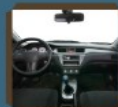


Officer Jamerson got a surprise visit from Canines For Christ while at Broadus Wood Elementary on Valentines Day.

This routine is a nightly reminder to remove valuables from your vehicle and lock the doors. By doing this routine we hope to reduce thefts from vehicles. Join us every evening around 9:00 p.m. on Twitter and don't forget to let us know that you have "Locked Up."



MAKE IT A NIGHTLY HABIT AT 9 PM TO CHECK ON YOUR VEHICLE.



MAKE SURE NOTHING IS LEFT IN PLAIN SITE.



REMOVE ANYTHING OF VALUE.



LOCK YOUR VEHICLE.

#9PMRoutine



OPERATIONS BUREAU

OPERATIONAL SUPPORT DIVISION

TRAFFIC UNIT

Traffic safety and changing driver behavior through education remained top priorities for ACPD in 2020. We continued to conduct commercial motor vehicle inspections throughout Albemarle County, along with increased traffic enforcement efforts through selective enforcement requests and electronic speed indicator devices.

Officers assigned to the Traffic Unit not only spend time investigating crashes, looking for drivers that are under the influence of intoxicants, or writing tickets but also attend community meetings, when requested, to speak about traffic concerns in neighborhoods.

	Crashes	Fatal Crashes	Total Fatalities	Traffic Stops	Summonses	DUI Arrests
2018	2163	10	10	13,172	8,509	176
2019	2167	15	16	13,770	8,623	244
2020	1680	14	17	4,271	3,972	166

Have A Traffic Safety Concern?

You can now fill out a traffic enforcement request online at albemarle.org/police, under the "services" tab.

TRAFFIC ALERT

ALBEMARLE COUNTY
POLICE DEPARTMENT

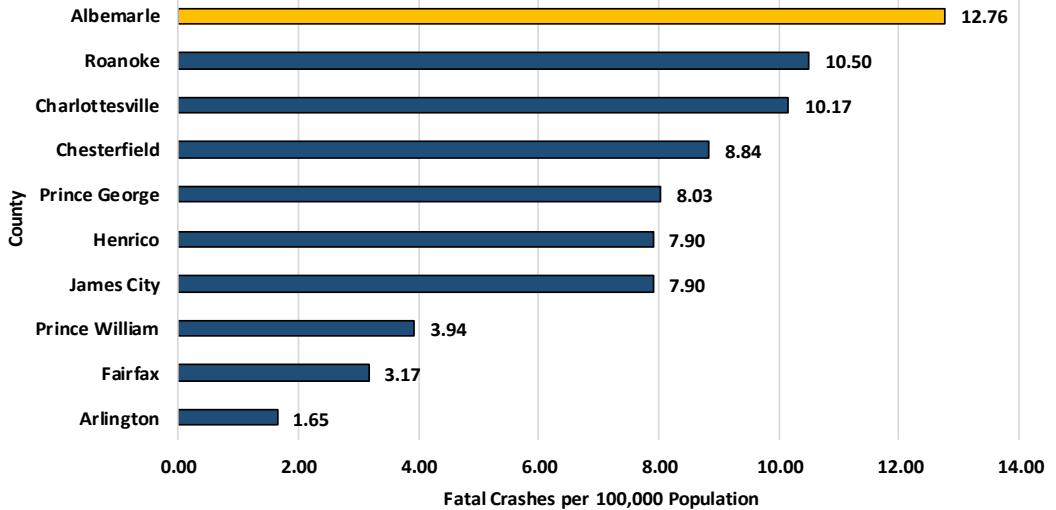
HOME FOR THE HOLIDAYS

**If you feel different,
you drive different.**

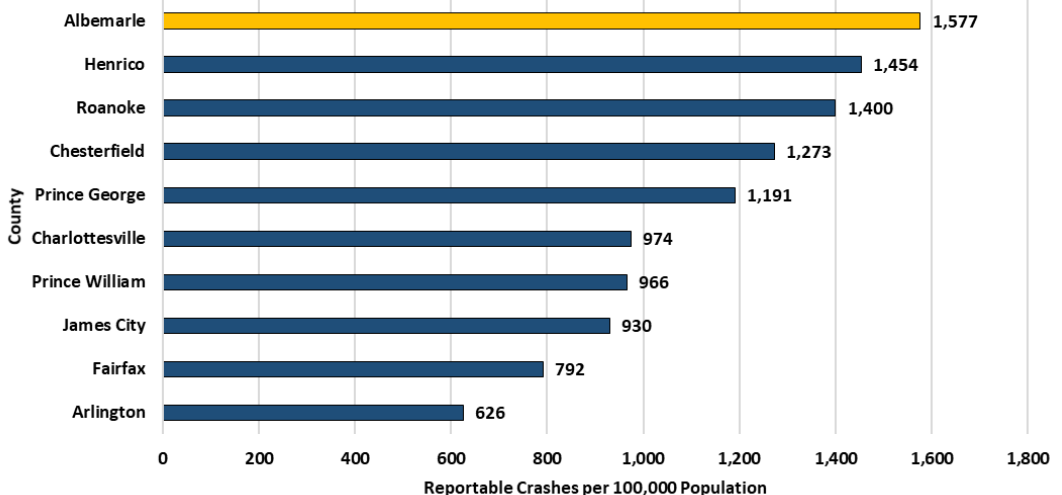
It's the season to eat, drink, and be merry. Should you decide to drink to celebrate, be sure to have a designated driver and a safe ride home.

2020 COUNTY TRAFFIC STATISTICS

2020 Fatal Crashes Per 100,000 Population Albemarle County vs. Peer Counties



2020 Reportable Crashes Per 100,000 Population Albemarle County vs. Peer Counties



2020 COUNTY TRAFFIC STATISTICS

2020 SUMMONSES BY RACE

Race	Number of Summonses	Percentage
White	2004	50.4%
African American	795	20.0%
Asian / Pacific Islander	60	1.5%
American Indian / Alaskan Native	1	0.0%
Unknown	45	1.1%
Not Listed	1068	26.9%
Total	3973	100.0%

2020 SUMMONSES BY ETHNICITY

Ethnicity	Number of Summonses	Percentage
Not of Hispanic Origin	1638	41.2%
Hispanic Origin	136	3.4%
Unknown	100	2.5%
Not Listed	2099	52.8%
Total	3973	100.0%

OPERATIONS BUREAU

OPERATIONAL SUPPORT DIVISION

K9 UNIT

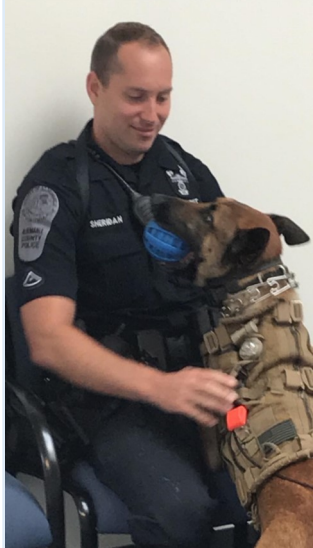
Our K9 Unit is made up of six (6) handlers/officers and six (6) canines. Each team has specific functions, but overall they prevent and respond to crimes, perform investigations, locate and arrest perpetrators, and detect explosives. In the event that a piece of evidence needs to be found, a canine officer may work with the dog to search for it.

Handlers and their canine partners have a special bond because they live and work together. As you can see from the pictures, each canine has a big personality. Hopefully, we will be able to have demonstrations at community events in 2021.



UPPER (FROM LEFT TO RIGHT): Officer Mikesh & Bella; Officer Hooper & Daxel

LOWER (FROM LEFT TO RIGHT): Officer Sheridan & Sultan; Officer Burford & Milo; Officer Saulle & Lola; Officer Brown & Lola



AUXILIARY POLICE AND VOLUNTEERS

Our Auxiliary Police Officers provide valuable services to our community members every day. You can find them directing traffic, checking houses while residents are away, and helping out wherever needed—all as volunteers!

Auxiliary Officers receive initial training through the same Virginia Department of Criminal Justice Services program and complete a similar field training program their full-time peers. They also receive similar yearly in-service training.

It's important to note, there was no Auxiliary Officer activity from March through August, due to COVID restrictions. Following August, COVID related quarantine requirements affected out of state travel and impacted auxiliary patrol availability.

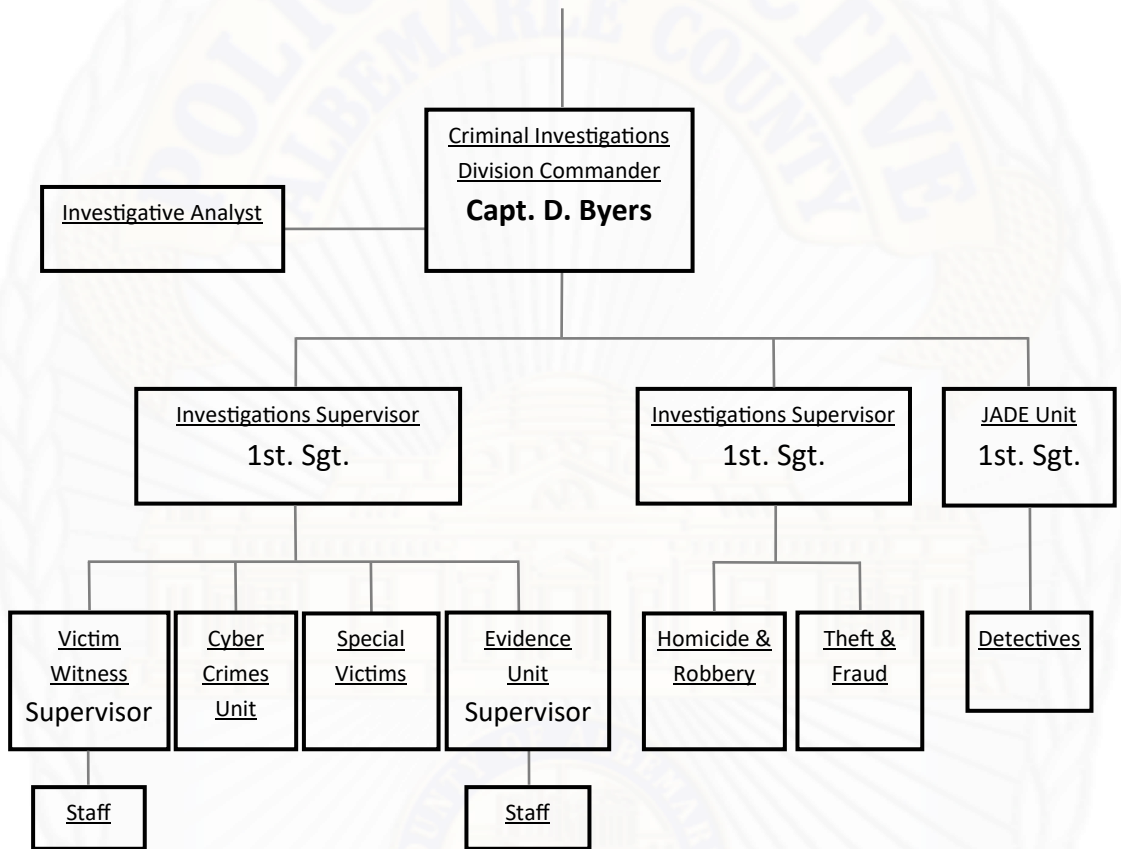
We can't thank these officers enough for their valuable services and dedication! If you would like to learn more about becoming an Auxiliary Officer, contact First Sergeant Jason Marden in our Operational Support Division at 434-296-5807.

2020 AUXILIARY POLICE OFFICER STATISTICS

Year	House Checks	Extra Patrol	Total Hours	Hourly Labor Value	Total Cost Savings
2016	577	1,768	2,915.50	\$26.09	\$76,065.40
2017	455	2,602	2,604.50	\$26.96	\$70,217.32
2018	405	2,283	1,930.0	\$26.75	\$51,627.50
2019	288	2,721	1,650.5	\$27.50	\$45,389.00
2020	63	936	702.0	\$27.20	\$19,094.00

SUPPORT SERVICES BUREAU

DEPUTY CHIEF
MAJOR GREG JENKINS

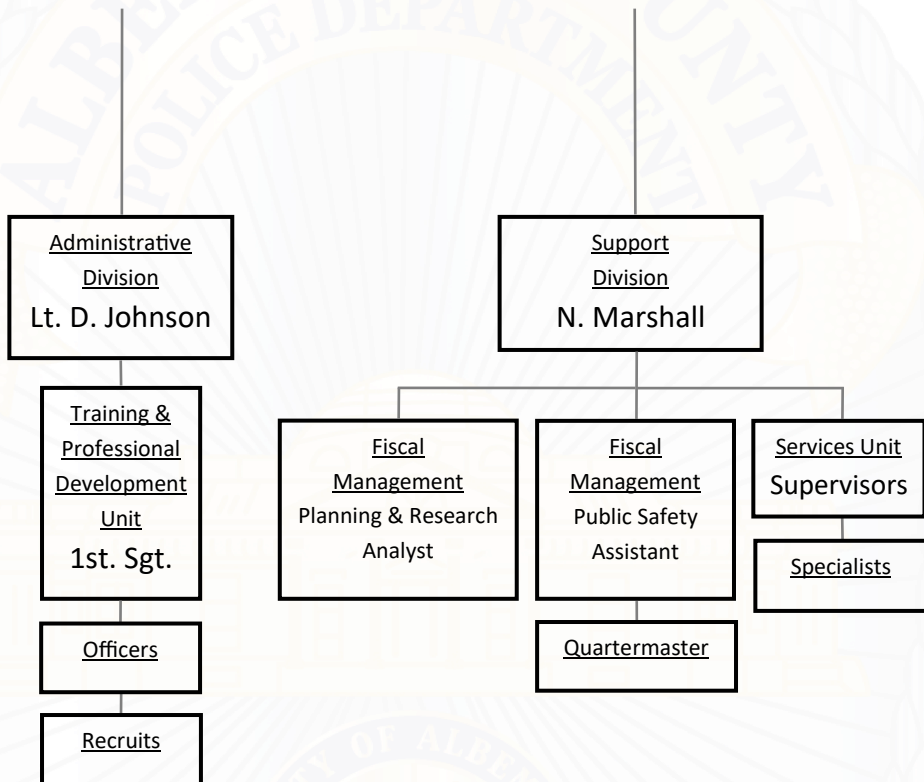


The Support Services Bureau is responsible for a wide variety of police services. It houses the Criminal Investigations Division (C.I.D.), Administrative, and Support Divisions. Homicide, Robbery, Theft, Fraud, Cyber Crime, Jefferson Area Drug Enforcement (J.A.D.E.), and Special Victims detectives are all a part of C.I.D. The Victim Witness team provides support to victims of crimes, while the Evidence Unit is responsible for maintaining the integrity of the chain of custody for all evidence and property that is submitted by officers and detectives.

SUPPORT SERVICES BUREAU

DEPUTY CHIEF

MAJOR GREG JENKINS



The Administrative and Support Divisions provide services to both internal and external customers. Tasks ranging from issuing uniforms and equipment, to assisting citizens in the front lobby are handled by the Support Division. Research and grant funding, as well as accreditation for the agency is handled by our Planning & Research Analyst. The Training and Professional Development Unit maintains the certification of personnel through interdepartmental and external training while working to recruit new officers and civilian staff.

SUPPORT SERVICES BUREAU

CRIMINAL INVESTIGATIONS DIVISION—C.I.D.

In 2020, the Criminal Investigations Division was assigned 276 Part I crime counts, a 5.7% increase compared to 2019.

Of the eight homicides in Albemarle County in 2020, six of them were domestic related. Two of the domestic related homicides were attempted murders and did not result in the death of the victims. All of the homicide cases that are not yet cleared are still open.

ACPD arrested a subject responsible for four (4) convenience store robberies in the county in 2020. These cases were transferred federally and are not included in our part one crime count.

ACPD's property crime clearance rate continues to be well above the national clearance rate.

Part I Crime Investigated by C.I.D.

Part One Crime Type	C.I.D. Clearance Rate	2019 National Clearance Rate Average <small>FBI.gov</small>
Homicide	37.5%	61.4%
Forcible Rape	45.0%	32.9%
Aggravated Assault	35.3%	52.3%
Robbery	0.0%	30.5%
Burglary	37.5%	14.1%
Larceny	32.6%	18.4%
Motor Vehicle Theft	62.2%	13.8%

SUPPORT SERVICES BUREAU

CRIMINAL INVESTIGATIONS DIVISION

JEFFERSON AREA DRUG ENFORCEMENT

Despite JADE operations being suspended for nearly six months in 2020 due to COVID, the Task Force continued to investigate significant cases and make noteworthy arrests. In addition to the below listed items, JADE detectives confiscated 140 units of pharmaceuticals. Every reported drug type saw a decrease in the amount seized compared to 2019, with the exception of methamphetamine, which increased 539% compared to the previous year. Overall, the total value of drugs seized in 2020 increased 30% to \$372,370.

Additional items seized during the course of these investigations included 10 weapons and \$44,185 in U.S. currency.



Seized Drugs By Year

Drug Type	2016	2017	2018	2019	2020
Marijuana	27.8 lbs.	102.4 lbs.	2,383.0 g	9,768.0 g	2,075.0 g
Cocaine (Powder)	1,294.8 g	1,393.3 g	403.0 g	929.0 g	94.9 g
Cocaine (Crack)	458.1 g	103.4 g	96.0 g	246.0 g	0.8 g
Methamphetamine	188.0 g	243.2 g	5,015.0 g	1,528.0 g	9,762.9 g
Heroin	52.4 g	97.1 g	35.0 g	84.0 g	5.5 g
Ecstasy / Hallucinogens	0.0 g	146.0 g	167.0 g	57.8 g	9.0 g

SUPPORT SERVICES BUREAU

CRIMINAL INVESTIGATIONS DIVISION

VICTIM/WITNESS UNIT

Victim/Witness advocates faced unique challenges in 2020, as they continued to offer services to crime victims while adhering to COVID protocols. In spite of these obstacles, they were able to provide support to 1,955 victims, 21% more than in 2019. The unit helped 20 victims file claims with the Virginia Victims Fund. The total amount of awards made through these claims – over \$64,000 – was well over twice the amount made in 2019.

CONTACT US

Susan Painter—Coordinator
Sandi Abbott—Assistant Coordinator
Deb Graham— Program Assistant
Jennifer Hernandez—Program Assistant
434- 296-5830



LOVE DOES NOT HURT.

END THE VIOLENCE NOW.



Sexual Assault Resource Agency 24 HR Hotline 1-800-656-4673
Shelter for Help in Emergency 24 HR Hotline (434) 293-8509
Virginia Statewide Hotline 1-800-838-8238
National Domestic Violence Hotline 1-800-799-SAFE (7233)



ADDITIONAL RESOURCES

For additional resources visit the U.S. Department of Justice, Office of Justice Programs at:
ojp.gov or albemarle.org/police.

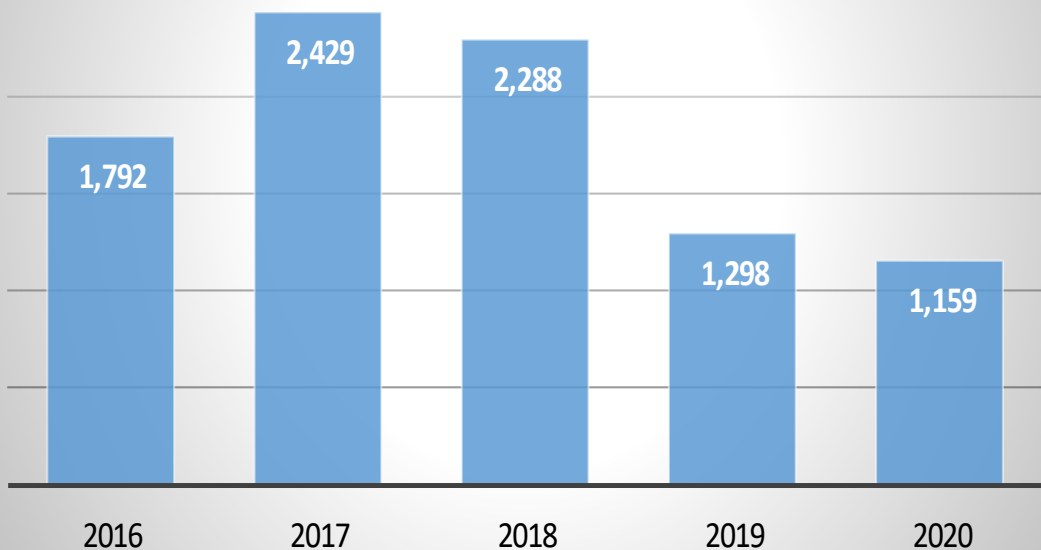
SUPPORT SERVICES BUREAU

CRIMINAL INVESTIGATIONS DIVISION

EVIDENCE UNIT

The Evidence Unit is responsible for recording and providing safe storage of all incoming property and evidence. In 2020, they saw an 11% decrease in the number of new items from 2019. This Unit is also tasked with making evidence available for court, satisfying lab requests, and disposing of evidence as required by state law. Currently, the Unit houses over 13,000 pieces of evidence.

Number of New Evidenciary Items



SUPPORT SERVICES BUREAU

SUPPORT DIVISION

SERVICES UNIT & FISCAL MANAGEMENT

The Support Division consists of two (2) units: the Services Unit and the Fiscal Management Unit, both are vital pieces in the overall operation of the Albemarle County Police Department and provide critical support functions to law enforcement administration and operations.

This division is responsible for maintaining all agency records and providing customer service to both citizens and employees 24 hours a day, including holidays. Members also manage all financial responsibilities of the department, ensuring the department continues to maintain its State Accreditation status. All of these functions are vital to the efficient and effective operation of our department.



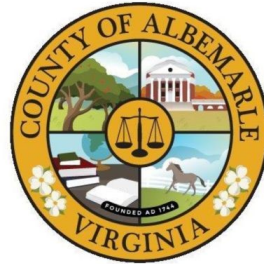
SUPPORT SERVICES BUREAU

SUPPORT DIVISION

STAFFING

Number of Sworn Officers Per 1,000 Community Members*

2020	1.33/1,000
2019	1.38/1,000
2018	1.27/1,000
2017	1.34/1,000
2016	1.21/1,000



As a part of Albemarle County's commitment to growth, the adopted Comprehensive Plan of 2015 established a service standard of 1.5 sworn police officers per 1,000 community members. At the time, there were 131 sworn police officers with an estimated population of 103,707. As of 2020, ACPD had 1.33 officers per 1,000 community members.

*2019 Estimated Population [Census.gov](https://www.census.gov)
2018-2015 [vsp.virginia.gov](https://www.vsp.virginia.gov)



July 2020 Recruits



November 2020 Recruits

SUPPORT SERVICES BUREAU

ADMINISTRATIVE DIVISION

TRAINING AND PROFESSIONAL DEVELOPMENT UNIT

Officers in this unit are responsible for the recruiting, hiring, and training of officers and civilian staff within the department. Even after an officer is employed and has attended a 20-week basic academy class, 3-week in-house training, and a 12-week field training program. Training does not end when an officer joins the team. Our department provides on-going training beyond the minimum requirement of all police officers. These trainings consistently re-enforce our commitment to our geo-policing model through topics including de-escalation skills, implicit bias awareness, cultural diversity awareness, emotional intelligence and more. The Department of Criminal Justice Services (DCJS) requires police officers to complete 40 hours of in-service training every two years. The curriculum is regulated by the Commonwealth of Virginia and includes four hours on legal and constitutional law, two hours on cultural diversity awareness, and 34 hours of career development (examples: engaging the mentally ill, transgender awareness, maintaining mental health in law enforcement, human relations in law enforcement). This unit ensures all of this happens seamlessly and manages all those records.

ACPD does not hire to fill a vacancy but strives to hire a diverse workforce that mirrors our community. You can find us at career fairs, classrooms, and community events across Albemarle County and the Commonwealth of Virginia. The application process time varies, but here are the process steps.

1. Complete application online
2. Pass written examination (The National Police Officer Selection Test).
3. Pass the physical agility test (LAWFIT)
4. Pass a pre-screen background check (criminal history and driving history).
5. Pass an oral interview panel (behavior-based questions).
6. Pass a polygraph examination.
7. Pass a background investigation.
8. Pass conditional offer interview with our Deputy Chiefs.
9. Pass medical and psychological examinations after a conditional offer of employment.
10. Meet with the Chief of Police.
11. Successfully complete a 20-week regional basic academy, a regional training program, and a field training program.
12. Successfully complete probationary period

Join Our Team

Apply Today

albemarle.org/BeACPD

434-293-0443

Minimum Qualifications

- ◆ At Least 21 Years of Age
- ◆ High School Graduate or GED
- ◆ Valid Virginia Driver's License
- ◆ Citizen of the United States
- ◆ Pass Written Test
- ◆ Pass Physical Agility Test
- ◆ Pass Background Investigation
- ◆ Pass Polygraph

Benefits

- ◆ Take Home Car
- ◆ Educational Incentive
- ◆ Work Out Time On Duty
- ◆ Virginia Retirement System (VRS)
- ◆ Uniform Allowance
- ◆ Compensated Military Leave
- ◆ Public Safety Pay Scale



2020 AWARDS AND RECOGNITION

ALBEMARLE COUNTY POLICE DEPARTMENT AWARD RECIPIENTS

OFFICER OF THE YEAR— JASON FREISHTAT

DETECTIVE OF THE YEAR—ANDREW HOLMES

CIVILIAN EMPLOYEE OF THE YEAR— TABBY MOYE

CHIEF'S EAGLE AWARD—GEORGE COX

ONE ORGANIZATION COMMITTED TO EXCELLENCE AWARDS—ONE ORGANIZATION
COMMITTED TO EXCELLENCE (TWO AWARDS-NOT PICTURED)

EXTERNAL AWARD: PETE SHIPMAN, VALOREE SMITH, BRODIE DOWNS, KIM
SHIGEOKA, DAN CHIPMAN, ELIZABETH LOTTA-BROTHER, MOLLY MUNCY

INTERNAL AWARD: NICOLE MARSHAL, SUE CALDWELL, MIKE WELLS, KEVIN
MILLER, GREG JENKINS



DETECTIVE ANDREW HOLMES
Detective of the Year



OFFICER JASON FREISHTAT
Officer of the Year



DETECTIVE GEORGE COX
Chief's Eagle Award



TABBY MOYE
Civilian Employee of the Year

2020 AWARDS AND RECOGNITION

ALBEMARLE COUNTY POLICE FOUNDATION AWARD RECIPIENTS

PROFESSIONALISM AWARD— CHUCK MARSHALL

L.F. WOOD COMMUNITY SERVICE AWARD— JERRY SCHENK

FOUNDATION LEADERSHIP AWARD— PHIL GILES

COMMUNITY RELATIONS, CRIME PREVENTION & SAFETY— PATRICK SHERIDAN (LOUISA SHERIFF'S OFFICE)



2020 AWARDS AND RECOGNITION



THANK YOU!

We want to thank ALL of our community partners for your support! We were not always able to get pictures, but those thank you's were no less important. A kind, "Thank you," providing us with meals and treats, making sure our staff had needed equipment, and so many other gestures have helped every ACPD officer, and staff member, during this often uncertain pandemic. We are truly grateful to serve our Albemarle County community. Thank you.



OFFICE OF PROFESSIONAL STANDARDS

FREQUENTLY ASKED QUESTIONS—F.A.Q.'S

How are complaints handled?

Sometimes a situation arises in which a community member has a concern about the performance of an ACPD officer or employee. When this happens, the process for filing a complaint is to contact the Office of Professional Standards .

After the complaint is submitted, a letter acknowledging the receipt of the complaint and the disposition of the investigation will be issued in a timely manner. Investigation of complaints are conducted with the strictest confidentiality, keeping in mind the rights, concerns, and privacy of all parties involved.

What are ACPD's Use of Force Policy and Procedures?

Our policy (general order) guides our officers through the many circumstances in which any level of force may be necessary, with detailed tactics and procedures, including officer's presence, verbal commands, non-lethal force options, and lethal force options. We require that every officer receive annual training on Use of Force policy and procedures.

Every use of force incident is required to be documented in detail, then reviewed by supervisors, commanders, Office of Professional Standards, and the Chief of Police. Once an event is documented, it is entered into a tracking system equipped with an early warning system that alerts our Office of Professional Standards that there may be an issue with an officer, prompting an investigation into that officer.

Our policy is routinely reviewed and updated to ensure we are operating in the most effective and appropriate way.

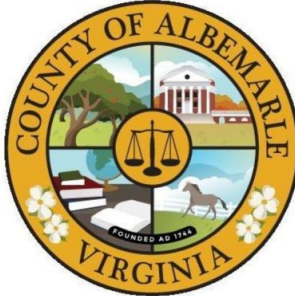
How are officers held accountable after a use of force incident?

ACPD has established both a discipline policy and matrix guidelines on how to address performance and conduct issues. Our discipline matrix sets a standard for addressing those issues and includes options such as; proactive corrective actions like additional training and discipline options like suspension, demotion, and termination.

COMMUNITY FEEDBACK

45

Complaints out of
61,263 community
contacts.



128

Community
Commendations
of officers.

Response to Resisting Arrest and Use of Force

In 2020, Albemarle County Police Officers made 1,615 arrests. On 16 occasions, officers were required to use force to overcome resistance or threat.

The most common response to resistance was physical or hands on, with no founded excessive force cases in 2020.

Assaults On ACPD Officers

	Assaults On ACPD Officers	Resulted In Injury To ACPD Officer
2017	7	Not Reported
2018	6	6
2019	9	5
2020	9	3

To file commendations or complaints:

434-296-5807

millerk@albemarle.org

askthechief@albemarle.org

www.albemarle.org/police



/AlbemarleCoVAPolice

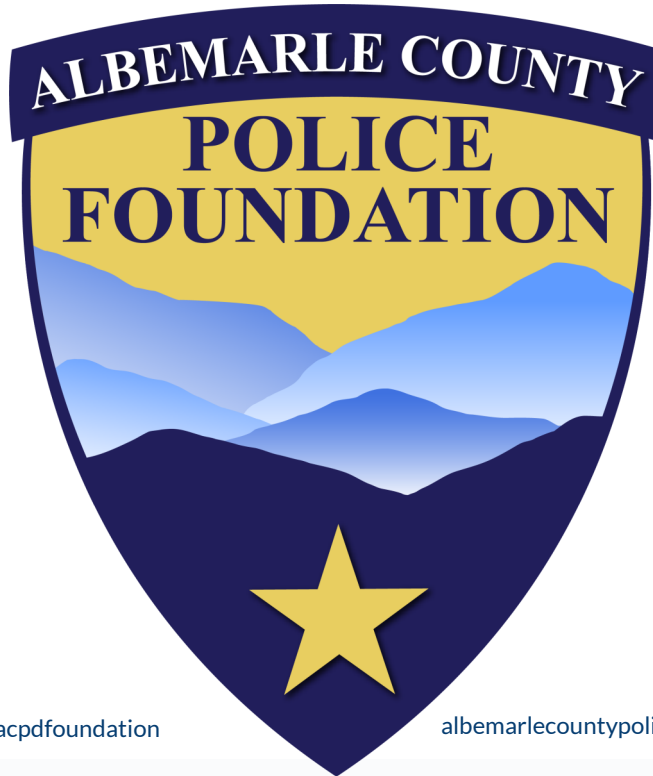


@Acpd_Va



@Acpd_Va

SUPPORTING THOSE WHO PROTECT US



@acpdfoundation

albemarlecountypolicefoundation.com

Mission

To promote public safety by supporting the Police Department in its efforts to be a professional, highly educated and trained organization, equipped to prevent crime and enhance the overall safety of our community.

Events

- ◆ Awards Banquet
- ◆ Putt -Putt With The Police
 - ◆ Clays For Cops
- ◆ Guardians' Gauntlet
- ◆ Police Week Celebrations

What We Do

- ◆ Educational Scholarships
- ◆ Housing Assistance Program
 - ◆ Training & Equipment
 - ◆ Community Outreach
 - ◆ Tuition Assistance





ALBEMARLE COUNTY POLICE DEPARTMENT

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Charlottesville, VA 22902
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