

# ACPD

## ALBEMARLE COUNTY POLICE DEPARTMENT



CELEBRATING **30** YEARS  
1983-2013 **OF SERVICE**

## 2012 ANNUAL REPORT

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

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## board of supervisors



**Ann H. Mallek**, White Hall District  
*Chair*



**Duane E. Snow**, Samuel Miller District  
*Vice Chairman*



**Kenneth C. Boyd**, Rivanna District



**Christopher J. Dumler**, Scottsville District



**Dennis S. Rooker**, Jack Jouett District



**Rodney S. Thomas**, Rio District



**Thomas C. Foley**, County Executive

*The six-member Board of Supervisors appoints a county executive who 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.*

## a message from col. steve sellers

Thank you for taking the time to read our 2012 Annual Report. In this edition, we will summarize crime data, traffic safety data, performance measures and compare our data to other Virginia county police departments. For 2012, I'm pleased to announce a continued drop in serious crime and a significant reduction in fatal motor vehicle crashes.

Also in this edition, we highlight some of our specialty teams and report on our progress with the Strategic Plan. Finally, we've included some photos from our past and present as we begin to celebrate our 30<sup>th</sup> anniversary as a police department.

One of the biggest accomplishments for 2012 was the kick-off of Phase One of the Geographic-Based Policing program, thus rebuilding our community policing efforts. Phase One is all about helping our citizens to become more informed on public safety issues in their communities and having greater access to the officers and supervisors assigned to their neighborhoods. Phase Two (to begin next year) is more about building capacity to allow officers to be permanently assigned to specific neighborhoods and to strengthen and build partnerships to solve quality-of-life issues. As the designated growth areas in the County develop in the future, Phase Three of Geographic-Based Policing involves the decentralization of police services.

Also in 2012, the Department has made great strides in our efforts to increase training for our officers on a variety of very real and emerging community issues. Much of the increased training was provided by experts in specialized technical fields at no additional cost. As a result of our enhanced training effort, our officers have improved training on civil disturbance, anti terrorism, peer support, gang awareness, human sex trafficking, constitutional law, community and organizational leadership and active shooter. In 2012, our efforts to build an outdoor shooting range, a critical public safety need, were halted after considerable opposition in the surrounding Keene community. In 2013, we will seek to identify a suitable location to build an indoor firearms range.

As a member of this community, I'm proud of the work that our sworn and civilian employees do to make our community safe. I'm also proud of the dozens of citizen volunteers who serve the Department and dedicate countless hours helping our Department improve the service to our community. Providing law enforcement services at the lowest per capita cost for Virginia county police departments is extremely difficult and cannot be successful without significant citizen support. We are truly appreciative of your continued 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

### **UNITY**

Working collectively to accomplish our mission

### **PROFESSIONALISM**

Display the highest standard of personal and organizational excellence

### **PREPAREDNESS**

Training, planning, learning, doing...

### **INNOVATION**

We embrace creativity and positive change

### **ACCOUNTABILITY**

Acceptance of full responsibility for all our actions

### **COURAGE**

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

### **DEDICATION**

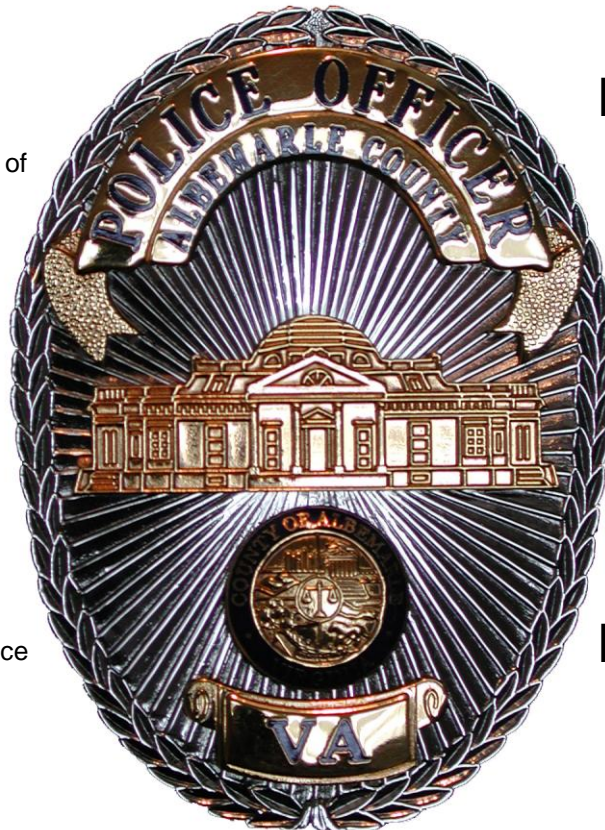
Committed to each other and the community we serve

### **DIVERSITY**

Openness to thoughts and ideas

### **LEARNING**

Learn from the past – learn for the future

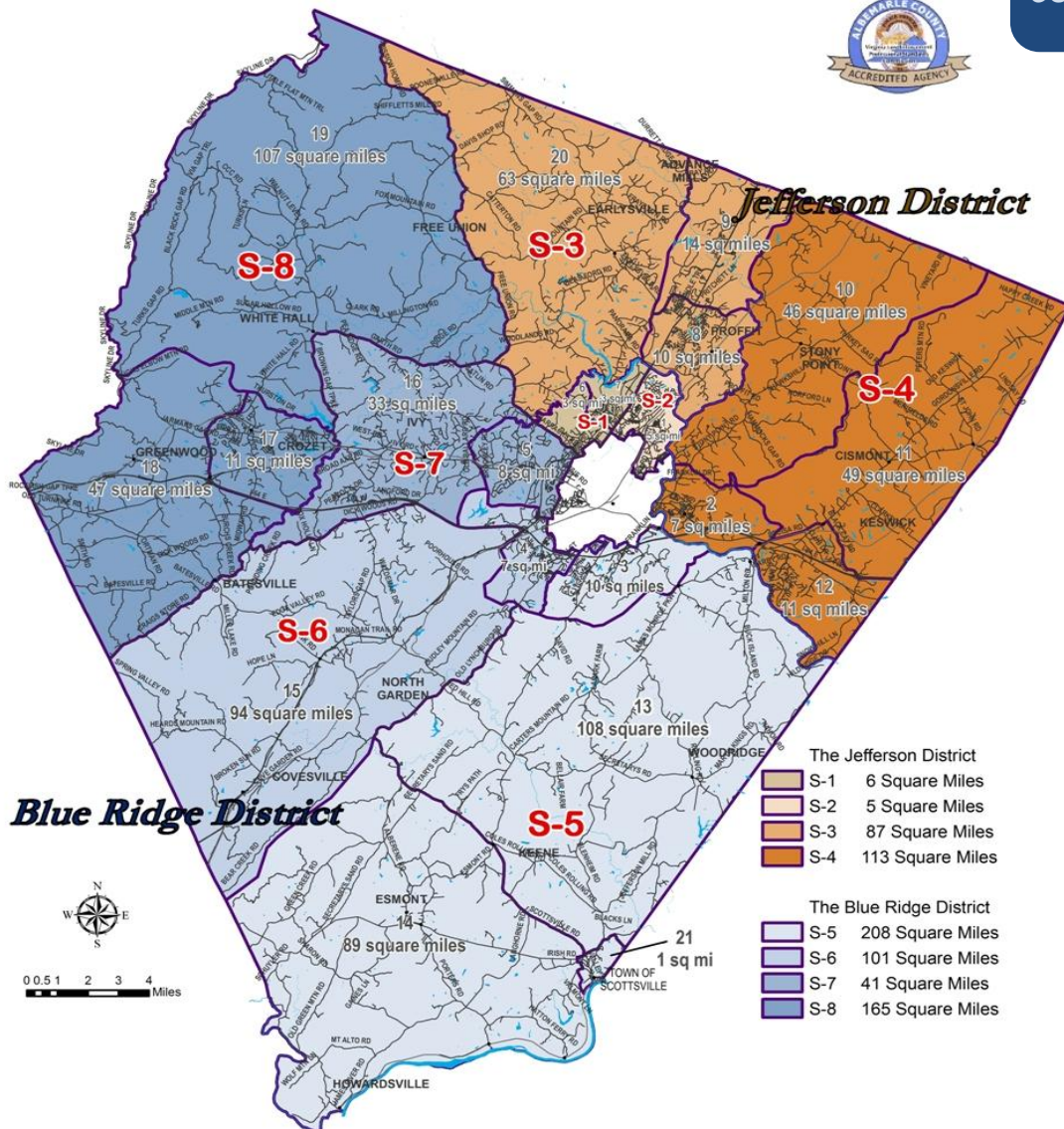


## service area & population

### Albemarle County Police Department Geographic Districts

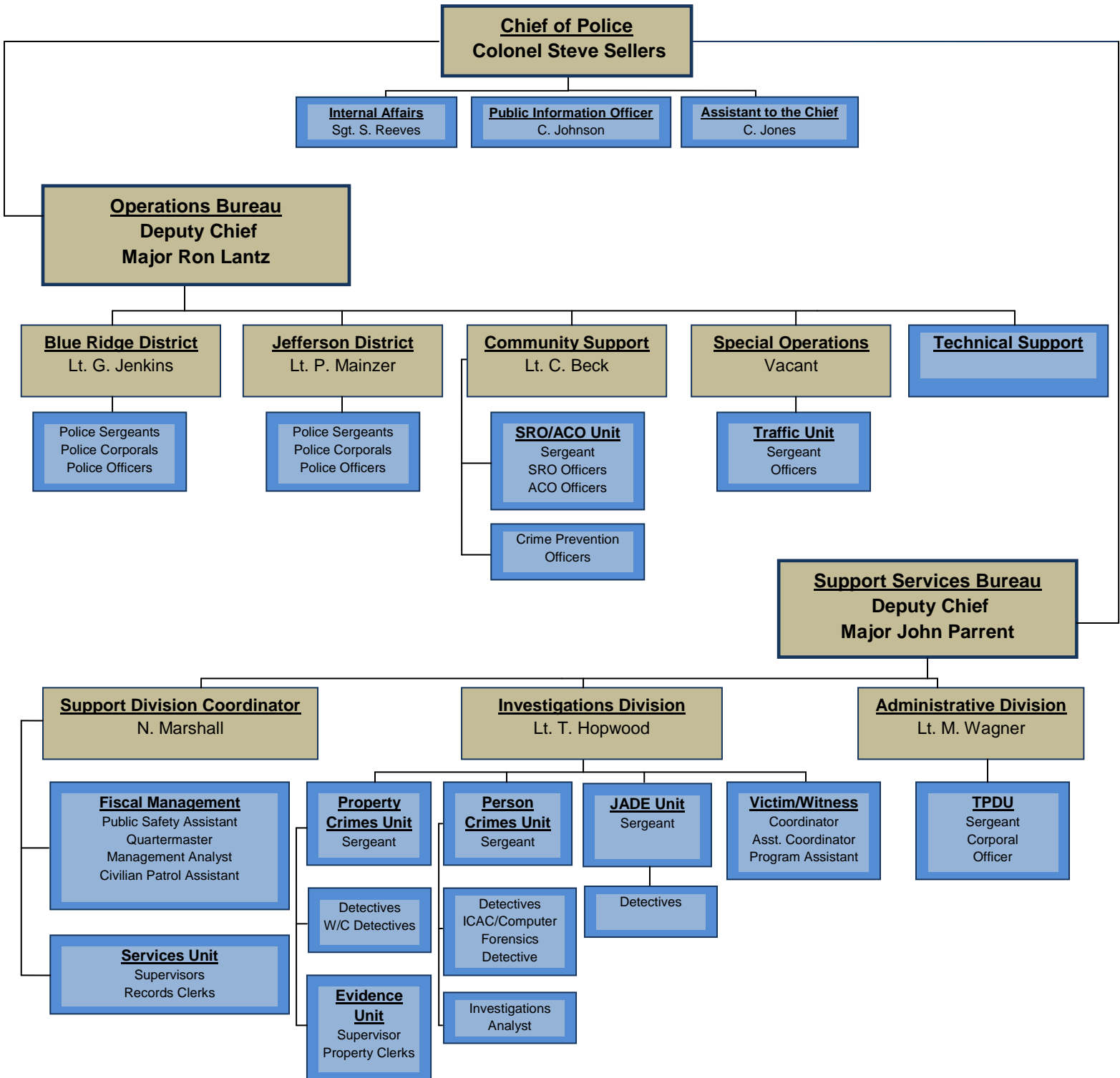


Albemarle County is 726 square miles.  
The 2012 population estimate is 102,000.



As part of our switch to Geographic-Based Policing, the County was divided into two districts, the **Jefferson District** and the **Blue Ridge District**.

overview & organization chart



## year in review

### AWARDS FOR SERVICE

The Seventeenth Annual Awards Banquet was held on May 23, 2012, at Farmington Country Club. The Banquet formally recognizes the hard work of the Department and the achievements of the 2011 award recipients.

#### OFFICER OF THE YEAR

Officer **Gerald (Jerry) Schenk** was recognized as the 2011 Officer of the Year. This award recognizes Officer Schenk for his outstanding work as a patrol officer throughout the year.

#### CIVILIAN OF THE YEAR

**Sandra Abbott** was recognized as the 2011 Civilian of the Year. Sandra works as a Victim Witness coordinator and this award recognizes her exemplary performance throughout the year.

### SERVICE AWARDS

#### 5 Years of Service

Kimberly Maddox	Thomas Parker	James Morris
Allan Apat	Christopher Barcomb	Riley Garnett
Cabell Hintz	Ronald Davis	Gerald Schenk
Mary Anna Shaw	Jeremy Lavin	Jason Taylor
Nancy Uvanitte	Lindsay Mahon	Richard Wood

#### 10 Years of Service

Caroline Morris	Darrell Mikesh
Mark Belew	Peter O'Malley
Michael Easton	Kenney Curtis
Charles Marshall	

#### 15 Years of Service

Sandra Abbott	Carl Miller
Darryn Morris	Ralph Scopelliti
Mark Gillespie	Pamela Greenwood

#### 20 Years of Service

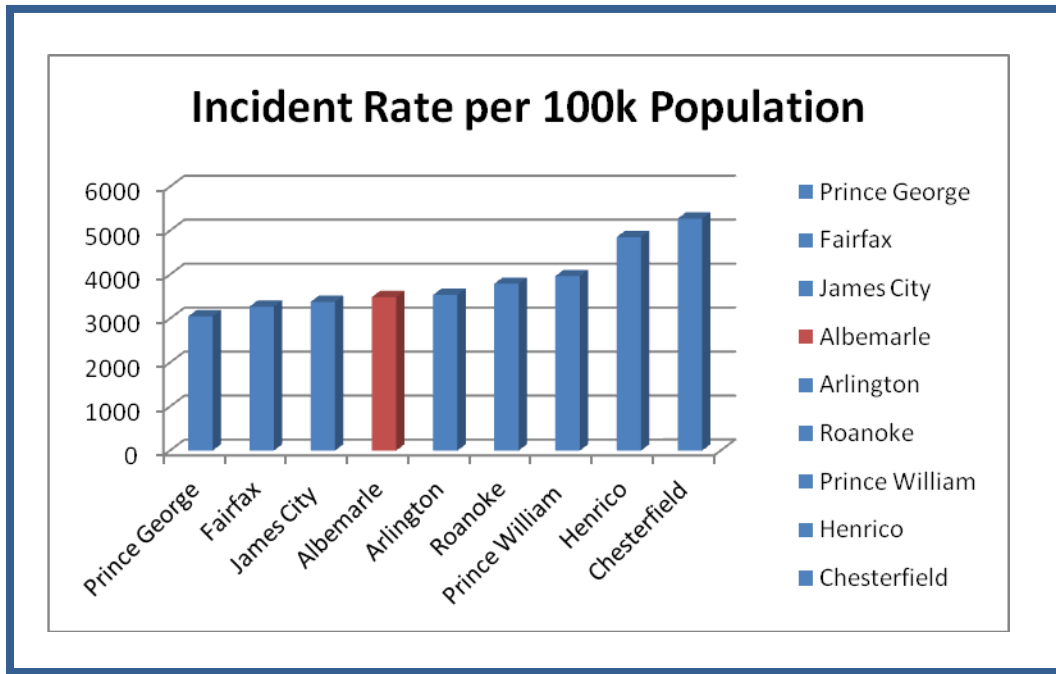
Sgt. Amos Chiarappa  
Cynthia Jones  
Cpl. James Pistulka  
Lt. Gregory Jenkins

#### 25 Years of Service

Robert Heide  
Sgt. Linda Jenkins  
Sgt. John Baber  
Gloria Powell

crime statistics

**2012 CRIME RATES FOR VIRGINIA POLICE DEPARTMENTS\***



*Nine counties in Virginia are served by full-service county police departments. Of those nine counties, Albemarle County currently has the fourth lowest crime rate.*



*According to the most recent crime rate data, Albemarle County's crime rate improved from 5<sup>th</sup> - to 4<sup>th</sup> - lowest crime rate of counties with full-service police departments.*

\* Source: Virginia State Police, Crime in Virginia, 2012



## 2012 PART 1 CRIME STATISTICS FOR ALBEMARLE COUNTY

OFFENSE	2007	2008	2009	2010	2011	2012	% Change 2011-2012
HOMICIDE	1	2	0	1	1	3 *	+ 200 %
FORCIBLE RAPE	20	24	17	26	23	20	- 13 %
AGGRAVATED ASSAULTS	61	58	57	65	54	46	- 15 %
ROBBERY	44	39	26	20	21	18	- 14 %
TOTAL CRIMES AGAINST PEOPLE	126	123	100	112	99	87	- 12 %
BREAKING & ENTERING	318	244	247	274	226	235	+ 4 %
STOLEN MOTOR VEHICLES	85	99	122	79	50	52	+ 4 %
LARCENIES	1707	1663	1736	1464	1415	1198	- 15 %
TOTAL PROPERTY CRIMES	2110	2006	2105	1817	1691	1485	- 12 %
TOTAL PART 1 CRIMES	2236	2129	2205	1929	1889	1572	- 16.8 %

Part 1 crimes continue to decline, consistent with national crime trends.

\* Part 1 Crimes are documented per incident. There were three homicides in 2012, however, those three incidents resulted in five victims.

drug enforcement statistics

**2012 DRUG ENFORCEMENT ACTIVITY FOR ALBEMARLE COUNTY**

The Jefferson Area Drug Enforcement Task Force (JADE) continued to bust major drug groups/gangs and target violent individuals and career criminals. Several subjects known to have long-term practices of illegal drug distribution were specifically and successfully targeted.

SEIZURES	2006	2007	2008	2009	2010	2011	2012	7 YEAR TOTAL
<b>FIREARM</b>	61	29	59	42	24	19	<b>22</b>	256
<b>MARIJUANA (pounds)</b>	11	19	21	10	78	132	<b>29</b>	300
<b>METHAMPHETAMINE (grams)</b>	1961	571	32	139	673	0	<b>0</b>	3,382
<b>COCAINE (grams)</b>	1212	1798	3706	4247	2331	2298	<b>1255</b>	16,847
<b>ARRESTS</b>	145	167	229	261	203	200	<b>201</b>	1,406

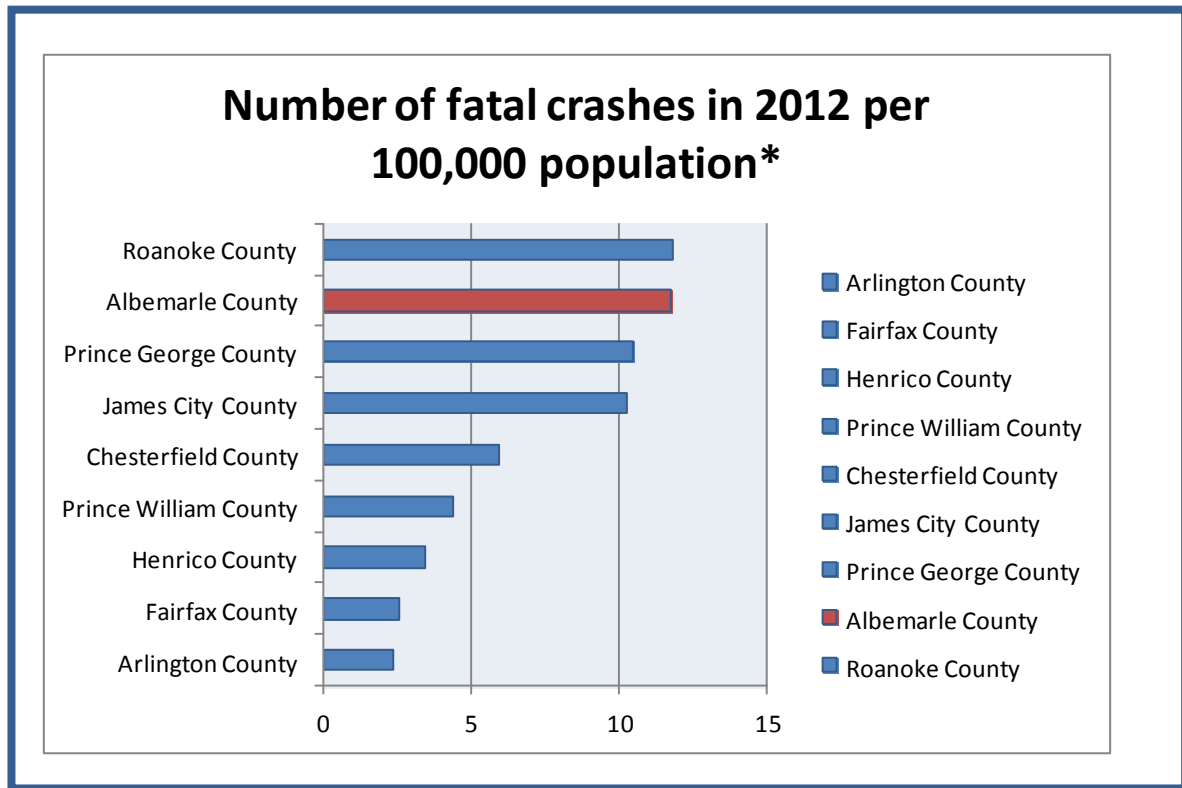
The JADE Task Force is comprised of officers from Albemarle County, Charlottesville, University of Virginia and Virginia State Police. Since it was established in 1995, 3,469 people have been arrested as a result of JADE operations. In that 18-year time period, assets seized equal \$2,044,330.



## traffic statistics

### ACPD 2012 TRAFFIC STATISTICS

	CRASHES	FATALITIES	SUMMONSES	DUI
<b>2011</b>	2466	21	13607	252
<b>2012</b>	2504	12	12380	282



\* Source: Local departments provided statistics



## calls for service

CALLS FOR SERVICE	2010	2011	2012
TOTAL	44,653	45,076	43,877

It is a priority for the Albemarle County Police Department to improve response times for emergency calls. Priority 1 emergency calls include, but are not limited to, murder, rape, aggravated assaults, vehicle accidents with injury, shots fired, officers needing assistance and calls involving weapons.

### 2012 PRIORITY 1 CALL AVERAGE RESPONSE TIME IN MINUTES

<u>All Priority 1 Calls</u>	<u>Urban Areas P1 Calls</u>	<u>Rural Areas Priority 1 Calls</u>
346 calls	209 calls	137 calls
1 <sup>st</sup> Officer = 7.775 minutes	1 <sup>st</sup> Officer = 4.437 minutes	1 <sup>st</sup> Officer = 12.828 minutes
2 <sup>nd</sup> Officer = 10.586 minutes	2 <sup>nd</sup> Officer = 6.998 minutes	2 <sup>nd</sup> Officer = 16.059 minutes
Difference = 3.005 minutes	Difference = 2.517 minutes	Difference = 3.750 minutes

The goal is to have the first responding officer arrive on scene in **5 minutes or less** at least **85%** of the time for urban areas and in **10 minutes or less** at least **85%** of the time in rural areas. In 2012, for urban areas, the ACPD was meeting this goal 68.5% of the time. In rural areas, the APCD was meeting this goal 46.6% of the time. Increasing staffing numbers should improve response times and help the Department meet its goals.

The response time of the second officer is very important for Priority 1 calls. Because officer safety is paramount, certain calls require the response of two officers before an appropriate action or response can be initiated.

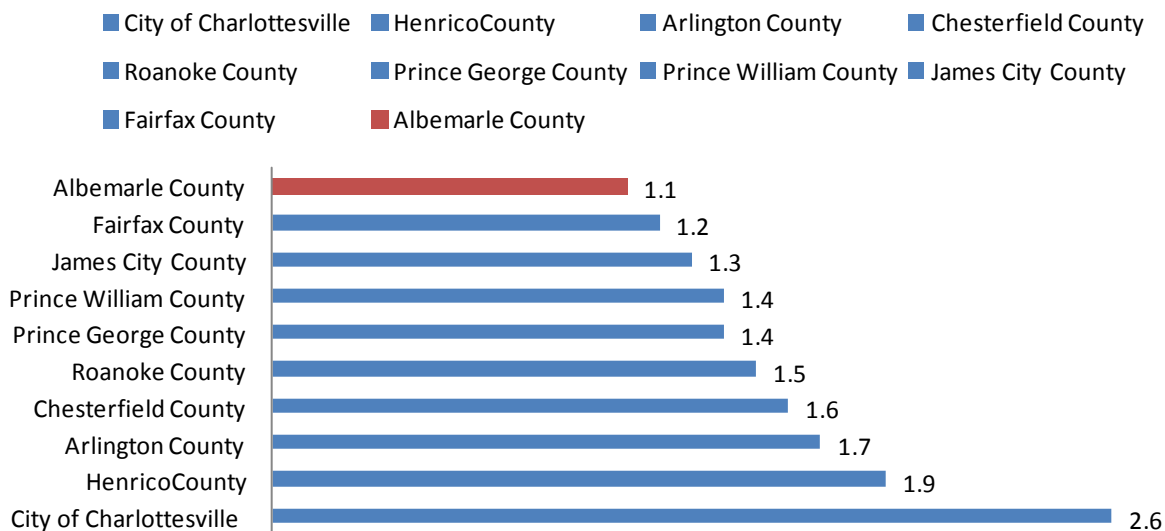
## staffing

The Albemarle County Police Department has the goal to be fully staffed, with 122 sworn officers, by summer 2013. ACPD ended 2012 with 117 officers. Nine officers were hired during the year. Staffing numbers directly impact our ability to appropriately respond to calls and serve the people of Albemarle County.

Despite the push to hire additional officers, the application process is strenuous, and very few applicants become APCD employees. In fact, only 3% meet the high standards of the ACPD and are eventually hired. The Department wants to increase diversity and staffing levels with quality candidates who will truly benefit the Department and the community.

*64% of patrol shifts were at or below minimum staffing levels in 2012.*

### Number of Officers per 1,000 of Population in 2012



### Victim/Witness

The **Victim/Witness Assistance Program** provides services to victims in our community. In 2012, staff helped more than 1,600 victims of crime. Services include court preparation and accompaniment, notification of offender release from incarceration, assistance in completing and filing victim impact statements. Staff members also determine restitution amounts and help to ensure that victims receive court-ordered restitution. The Victim/Witness Assistance Program is vital in making sure victims receive the support they need.



### Evidence Unit

The **Evidence Unit** received a substantial amount of grant money for evidence collection and management.

ACPD was awarded \$40,725 in federal grant funds with \$2,144 in matching funds for evidence collection and management in June 2012. With the funds, the unit purchased much-needed equipment related to recovering evidence. The equipment is expected to strengthen our capacity to capture audio and video evidence through improvements in the technology we have available to deploy during criminal investigations.

### Crisis Negotiations Team

The **Crisis Negotiations Team** obtained two new pieces of equipment in 2012. The cellular interface allows for the use of a cellular phone to speak with suspects and record the conversation. This equipment has been used to assist investigators with criminal investigations, proving its worth beyond the negotiations aspect.

The team also obtained a new rescue phone. This phone allows for the total integration of the emergency response group, giving the Tactical Team and Commanders the ability to listen to negotiations without interfering. These two pieces of equipment assist in the emergency preparedness of the Crisis Negotiations Team and the Tactical Team.

## Drivers Training Team

The **Drivers Training Team** added five new team members in 2012, taking the team total to 14. This team is responsible for drivers training within the Department. Officers receive additional training, and new topics are addressed each year. This year, the Drivers Training Team completed phase training to address slow speed skills, including backing and parking.

Five team members were trained as Pursuit Intervention Technique or PIT instructors. Pursuit intervention techniques address how to stop and spin cars in a dangerous pursuit.

The ACPD also switched to the Ford Police Interceptor Utility, replacing Crown Vics as the Department's patrol car. There are currently 16 Ford Interceptors in our fleet and they will eventually replace all Crown Vics.



## Services Unit

The **Services Unit** of the ACPD consists of most of our civilian staff. These employees are responsible for many of the services that keep the Department running. Services maintains criminal and informational records, handles questions and concerns from the public, and assists patrol in their requests for wreckers, criminal histories and other information.

The Services Unit is staffed 24 hours a day to meet the needs of the public and our officers.



## Gang Team

The **Gang Team** received additional training in 2012 to address specific concerns related to gangs in Albemarle County. There are currently 180 validated gang members in our County. In 2012, there were 23 gang-related incidents and two felonious gang-related assaults with reports filed by the Department. In February 2013, MS-13 members pled guilty to a felonious assault that occurred in September 2012.

Assistant team leader, Detective Jim Hope, conducted 23 presentations to various professionals, student and civic groups in Albemarle County. Four team members were trained in Basic Gang Investigations in Fairfax County, and one team member attended a Biker Gang Investigations Seminar. The team consists of 18 officers who are committed to addressing gang-related concerns in Albemarle County.



*MS-13 gang graffiti found in Albemarle County.*

## Underwater Recovery Team

For fiscal year 2012-2013, the **Underwater Recovery Team** conducted 12 training operations and four dive operations for body recovery. For the fifth year, the team also participated as water rescue personnel in the Liberty University Polar Plunge.

The Underwater Recovery Team was able to purchase six new air tanks, and two new team members were added to fill vacancies. One team member was certified to administer emergency oxygen to divers in distress.



## Field Training Team

As the ACPD grows and works toward achieving full staffing, our **Field Training Team** has also grown. FTOs or Field Training Officers provide recruits with the highest degree of professional training necessary for the development of law enforcement skills.

In 2012, officers worked with 10 trainees. Generally, a trainee has three trainers, two patrol officers and one traffic officer. Typically, a non-experienced trainee will spend 13 weeks training with a FTO. FTO training covers a wide range of topics including scout sniper diagramming, grievance procedures, FOIA procedures, team discussions and other procedures officers encounter at the ACPD.

## Honor Guard Team

The **Honor Guard Team** represents the ACPD at official events and ceremonies. This year, the team of 11 visited Arlington National Cemetery and the National Law Enforcement Memorial. Team members posted the colors at a number of events, including the Police Foundation Banquet, the Flag Raising Ceremony at the Lodge at Old Trail, a retirement ceremony and during the local National Police Memorial Week Ceremony.

The Honor Guard also attended funeral services in 2012. Team members showed their respect at the funerals of fallen officers including former Albemarle County Police Officer Robert Howard Morris III, Deputy Sheriff Michael Christopher Walizer with the Charles City County Sheriff's Office and Virginia State Police Trooper Andrew David Fox.





## accomplishments

### Reaccreditation

In November 2012, the Albemarle County Police Department was awarded its **reaccreditation certificate** from the Virginia Law Enforcement Professional Standards Commission (VLEPSC). The Department successfully completed the recertification process for the Virginia Law Enforcement Accreditation Program, signifying a commitment to law enforcement excellence. This reflects that the Albemarle County Police Department is operating at the highest level of professional performance based on objective standards used to measure performance by agencies across Virginia. This is the third time the Department has been reaccredited since first being accredited in 2000.



### K-9 Fund Donation

The Albemarle County Police Foundation received a \$4,000 donation to support the Department's **K-9 fund**. The gift was on behalf of the four host organizations that brought His Holiness the Dalai Lama to Charlottesville. K-9s with the Department helped with security during the Dalai Lama's visit.

The funds donated to the Police Foundation directly support our K-9 Program. The K-9 Program is supported entirely by citizen donations to the Police Foundation. We have three handlers and dogs in our K-9 Unit. LuLu is a 2-year-old Bloodhound, Bink is a 7-year-old patrol dog and Drak is a 7-year-old bomb dog.





### **LEARN FROM THE PAST. LEARN FOR THE FUTURE.**

*The Albemarle County Police Department has developed a multi-year **strategic plan** to address specific challenges and define goals surrounding those needs. The strategic directions are supported by objectives, initiatives and performance measures.*

#### **ACPD has five strategic goals:**

Strategic Goal #1 – Reduce Crime and 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

## STRATEGIC GOAL #1 – REDUCE CRIME AND ENHANCE SAFETY

*The ACPD is committed to reducing crime and enhancing the safety of our community. It is a critical mission for our Department to provide a safe and secure environment for the citizens of Albemarle County.*

### Geographic-Based Policing: Phase Two

In December, the agency implemented Phase One of Geographic-Based Policing. We are now planning **Phase Two of Geo-Policing**. Phase Two involves staffing enhancements that support Geo-Policing. These staffing enhancements include the assignment of a Crime Prevention Officer to each district. Having this trained resource will better enable the district team to effectively address problems in the district.

Phase Two also includes expanding patrol staffing to facilitate neighborhood assignments of patrol officers. The five-year plan calls for the expansion of the School Resources Program to provide officers in all middle schools. A Crime Analyst will be requested to support evidence based decision making for the Districts.

### Threat Assessment Team

With the ever-increasing calls for service for citizens dealing with mental health crises, the Department is creating a **Threat Assessment Team**. Trained team members will intervene and assist people before a concern becomes a crisis. Through interventions, we will be able to offer mental health services to those who are not currently being cared for and potentially reduce the calls for service that result from mental illness.

### Improving Highway Safety

**Traffic safety** remains a top priority for the ACPD. The Department remains committed to the three Es of highway safety – enforcement, education and environment.

In 2013, the Traffic Unit will focus on occupant protection. This is a key element in saving lives during crashes. The Traffic Unit is working closely with patrol officers to make sure all officers are committed to the overall goal of keeping the roads safe in Albemarle County.



## STRATEGIC GOAL #1 – ACCOMPLISHMENTS

### Reduction in Fatal Crashes

The ACPD experienced a **37% reduction in fatal crashes** from 2011 to 2012. The Traffic Unit focused enforcement efforts in rural areas where fatal crashes tend to occur. Traffic safety checkpoints took place outside the urban ring of the County.

Another factor in our traffic safety success relates to red light camera funds. With these funds, the Department focused on education opportunities, purchasing bike helmets, DUI goggles and renting a texting simulator for demonstrations. Multiple public safety announcements were made both in schools and through partnerships with local media.



### Establishment of GRACE

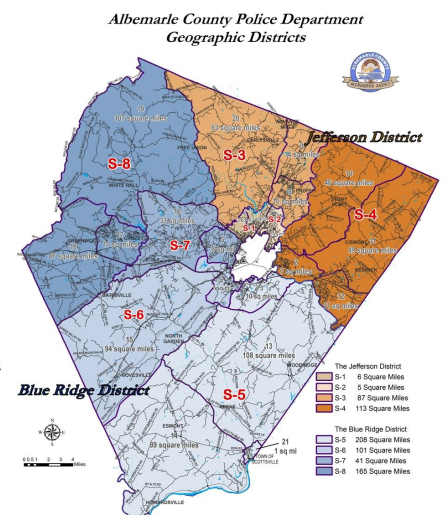
In March of 2012, the Charlottesville-Albemarle communities established the **Gang Reduction thru Active Community Engagement (GRACE)** steering committee. The purpose of the steering committee is to prevent and reduce youth involvement in gangs and to minimize gang influence on our youth. The primary goal of the group is gang prevention, intervention and suppression using the National Comprehensive Gang Model, already proven effective in other communities.

GRACE is chaired by Chief Sellers and Chief Longo, and its membership represents a diverse mix of community decision makers across many disciplines. GRACE was awarded a grant to assist the group with conducting a community gang assessment, a vital step toward establishing a work plan.

### Restore Community Policing – Geo-Policing

In December, the agency officially transitioned to **Geographic-Based Policing** (Phase One). This comprehensive policing strategy promotes community partnerships, effective crime prevention and proactive problem solving in addressing crime problems and quality-of-life issues that affect the citizens of Albemarle County.

Geographic-Based Policing divides the County into two Districts and relies on a team approach to problem solving. Patrol officers are assigned to either the Jefferson District or the Blue Ridge District and work a patrol sector(s) within that District. These fixed assignments encourage interaction with citizens, especially with regard to problem solving.



## STRATEGIC GOAL #2 – STRENGTHEN CAPACITY OF ACPD

*As we strive to meet the growing demands of the citizens of Albemarle County, it is imperative that we maximize the resources we currently have in place. The Department is focused on recruiting top candidates to join our team and serve Albemarle County.*

### Recruit and Retain

The Department is implementing a **regional recruitment** effort based on two-and four-year universities that offer criminal justice degrees. Applicant testing will take place in different locations in Virginia for the first time in the Department's history. A portion of the budget is set aside for recruitment advertising. An intern partnership has also been developed with Piedmont Virginia Community College.



### Crime Prevention Council

The Albemarle County **Citizens Crime Prevention Council** provides a county-wide forum for citizen and community input. The Council will advise the Department and coordinate activities of the Community Advisory Team in each geographic district. Each district commander will form a Community Advisory Team with members from the geographical area. The team will provide District Commanders with information on crime trends, quality of life issues and neighborhood problems.

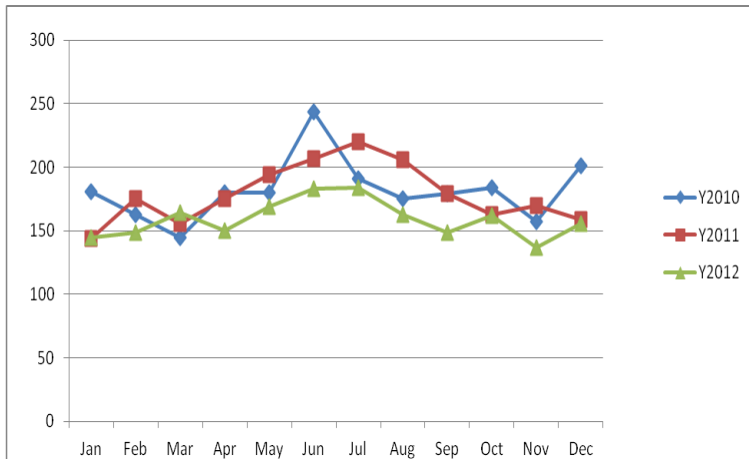
### Auxiliary Police Program

The Albemarle County Police Department will seek authority through the Board of Supervisors to formally establish an **Auxiliary Police Officer (APO) Program**. APOs are certified police officers who volunteer their time to support the mission of the agency. APOs undergo the same rigorous appointment and training standards as paid police officers. APOs will be tasked with assisting in traffic safety efforts, crime prevention tasks, select enforcement assignments and administrative tasks. The APO program supports our efforts to build capacity, while keeping costs down and facilitates citizen involvement which will enhance the safety of the community.

## STRATEGIC GOAL #2 – ACCOMPLISHMENTS

### Growth of Volunteer Program

**Volunteers in Police Service (VIPS)** contributed more than 1,700 hours to the Department in 2012. Volunteers in the House Check Program supplement officers by providing safety checks on vacant homes. Two **Police Chaplains** have also been integrated into the Department's wellness program, providing services for the mind, body and spirit.



*This chart maps false alarm frequency, showing a decline in 2012 after the program was enacted. Since 2010, the ACPD has seen a 13.6% reduction in false alarms.*

### False Alarm Reduction

In 2012, ACPD implemented the **False Alarm Reduction Program**. The goal of the program was to reduce the number of repeat false alarms through an updated ordinance, appropriate fees for repeat false alarms, registration of alarms and education of alarm users. The County has contracted with a company to manage our tracking and billing of false alarms.

These efforts have helped manage false alarms, which had been a growing concern and use of ACPD resources. As a result of the program, we have seen a **13.6%** reduction in false alarms from 2010 to 2012.

### Social Media

In an effort to be more accessible and to interact with the community, the ACPD is now active on **social media**. The Department uses Facebook and Twitter to provide critical public safety announcements. When possible, the websites will be updated with traffic concerns, special events, crime trends and many other happenings around the Department. The pictures, tweets and updates give a better sense of who we are and how we strive to serve Albemarle County.



**Albemarle County Police Dept.**

660 likes · 163 talking about this

Government Organization  
 Welcome to the official page of the Albemarle County Police Department! This site is not for crime reports or calls for help. If you have an emergency call 911, for non-emergencies call 296-5807. We reserve the right to remove inappropriate comments.

✓ Liked



Photos



Likes



Activity Log

## 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.*

### Regional Training

Albemarle, Charlottesville and UVA law enforcement agencies are adopting a **regional training partnership**. This approach is based on the need to ensure that officers within the region are trained on the same tactics when responding to incidents involving multi-jurisdictional responses. Part of this training includes annual active shooter phase training. The regional training plan includes the establishment of a satellite training facility for public safety use.



### Albemarle Safe Communities Initiative

The Albemarle Safe Community Initiative is the ACPD vision for crime prevention practices. The initiative includes the **“Crime Prevention Partners Program.”** This program is targeted at multi-family communities in the County and has been operational since September 2012. It allows us to partner with property managers to work together on individual community needs.

The **“Business Watch Program”** is being established, and the Stonefield development will be our pilot program. Through this partnership, we will work closely to track and prevent crime in the business community.

**“Community Safety Groups”** is a new program which will reach out to communities by emphasizing emergency preparedness and neighborhood cohesion in order to bring about overall neighborhood safety and security.

## STRATEGIC GOAL #3 – ACCOMPLISHMENTS

### Establishment of a Field Force Team

In support of the strategic goal of Emergency Preparedness, the ACPD dedicated a **Mobile Field Force Team** to handle a variety of civil disturbance scenarios. Eight officers were selected to be part of this newly formed team. In support of civil disturbance training, the Department sent officers to Charlotte, N.C., to support law enforcement operations surrounding the 2012 Democratic National Convention. Supporting a National Special Security Event (NSSE) was a historic first for our agency. In 2013, officers from this team will receive additional training at the FEMA facility in Alabama.

*ACPD officers in Charlotte, N.C., helping with security at the Democratic National Convention.*



*Applicant testing day for the Field Force Team.*



## STRATEGIC GOAL #4 – INVEST IN OUR PEOPLE

*ACPD recognizes that selecting and retaining quality employees is crucial for our success.*

### Career Development

**Career development** plays a critical role in the Department's ability to deliver quality services to our community. Our objective is to enhance the current Skills Proficiency Program which allows the Department an opportunity to support the personal and professional development of our employees. The **Skills Proficiency Program** provides incentives for employees to excel and to improve their skills. This benefits the Department and the community we serve. We anticipate the changes to the program will take place in fiscal year 2013/14.



### Public Safety Training Center

The ACPD, in conjunction with our local public safety partners, is exploring the feasibility of establishing a **Public Safety Training Center** to be used to train our police, fire, rescue, jail and sheriff's departments on the critical skills they must maintain to keep our community safe.

Various components of this facility could include police firearms range, classroom buildings, firefighting training simulations and a driver's training track. These investments will ensure our public safety employees have the correct level of training required to respond to critical incidents, will provide a level of enhanced safety, and lower the liability associated with high-risk incidents in order to better protect our community.

### Leadership Development

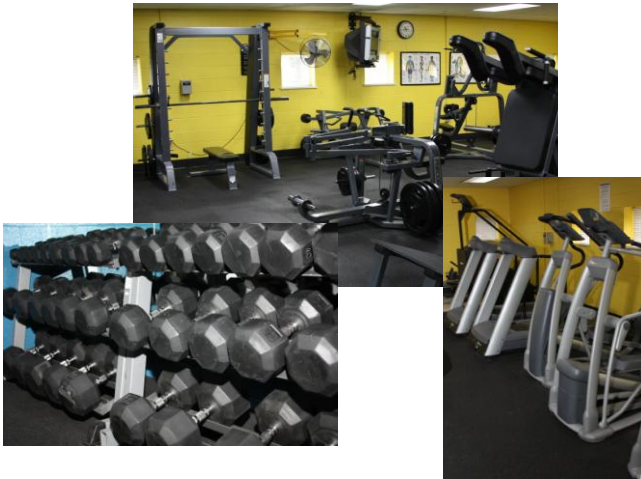
In an effort to develop and encourage leadership, the Department has partnered with Methodist University to offer the **West Point Leadership Program**. The program is adapted from the Military Leadership Course that all Cadets at the United States Military Academy complete in their third year of study. The 16-week course is offered via virtual classroom.

## STRATEGIC GOAL #4 – ACCOMPLISHMENTS

### Establish College Incentive Program

In an effort to attract and retain the most qualified applicants, the Department established the **College Education Incentive Program**.

This program allows the ACPD to be more competitive among its peers and to encourage the hiring of college graduates, as well as encourage officers to further their existing college education. Coupled with the Department's existing career development initiatives, the goal is that the associated compensation enhancements will attract the best candidates and reduce attrition.



### Wellness Program Expands

The **Wellness Program** has doubled in size, growing from 31 participants in 2011 to 62 participants in 2012. To meet the growing demands and encourage participation, the Wellness Committee evolved into a Wellness Team, focusing on encouraging healthy habits for ACPD employees.

The gym facility has also grown, with new equipment and additional options within the facility. ACAC has donated equipment, helping to make the gym a first-rate facility for ACPD employees.

### Police Psychologist

In 2012, the ACPD invested in the services of a **police psychologist**, Dr. Byron Greenberg. Dr. Greenberg has been a police psychologist for many years, counseling police officers across the country.

He is available for ACPD officers any time they request his services. Dr. Greenberg provides services for officers involved in traumatic experiences like officer-involved shootings. He is also available to counsel on challenges at home like marriage or financial concerns.

With Dr. Greenberg on board, the ACPD has completed its Incident Support Services Program which includes police psychologist, police chaplains, Employee Assistance Program and Peer Support Team.



*Dr. Byron Greenberg, Police Psychologist*

## STRATEGIC GOAL #5 – PROMOTE COMMUNITY PARTNERSHIPS

*Aligning with our switch to Geographic-Based Policing, the Department put a new focus on building community partnerships.*

### New Crime Prevention Officer

In 2013, we have assigned an additional officer to assist with our **Crime Prevention Program**. This is in conjunction with Phase One of our Geographic-Based Policing model. We now have one Crime Prevention Officer assigned to the Blue Ridge District and the Jefferson District.

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 assigned to each District to educate our citizens about current crime trends and preventive measures used to prevent crime.



### Improve Community Outreach

With the switch to Geographic-Based Policing, we have a renewed focus on improving **community outreach**. District Commanders Lt. Greg Jenkins and Lt. Pete Mainzer have personally attended countless town hall meetings in their District. The commanders and officers are focusing on community events to learn about the specific needs and concerns in their Districts. During the switch to Geographic-Based Policing we communicated with the public through a press conference, TV and radio interviews and social media updates about the new policing philosophy.

### Animal Summit

In order to address a growing number of calls and questions regarding animal welfare issues, the Department held its first **Animal Summit** in November 2012. The summit brought community members together for a discussion on issues affecting our animal population. The summit consisted of a panel discussion with professionals responsible for the health and safety of our animal population.

Several key topics were discussed including animal welfare, emergency animal shelters, hunting/wildlife and legislative procedures. The summit addressed specific concerns and provided a better understanding of animal welfare issues in our community.

## STRATEGIC GOAL #5 – ACCOMPLISHMENTS

### Special Olympics

In 2012, Region 8 raised \$22,000 for the **Special Olympics of Virginia**. For the first time, Region 8 sponsored Run with the Law, a leg of the Torch Run. The Department partnered with local media organizations for the event. The leg of the run was renamed “Annie’s Run” after local Special Olympics athlete Annie Epply. Annie ran the entire route with us.

In addition to the Torch Run, the Department had two first-time Polar Plunge participants, helping to raise money for the Special Olympics. ACPD also teamed up with Charlottesville and University law enforcement and City fire personnel for the second-annual Battle of the Badges to raise money for a local burn camp.

Tip a Cop and Cover the Cruiser events helped raise **awareness and additional funds for the Special Olympics.**



*2012 Region 8 Torch Runners.*



*Colonel Steve Sellers going up in the bucket at the Toy Lift.*

### Toy Lift and Shop with a Cop

The ACPD continues to partner with our community to help support the **Toy Lift** and **Shop with a Cop**. The Toy Lift is a toy collection drive that benefits children in our community who might not receive gifts during the winter and Christmas holiday.

Shop with a Cop is an event that partners officers with local children for a holiday shopping spree. The interaction between the child and officer helps to encourage positive relationships with police officers.

## acknowledgements

*It is with tremendous gratitude that the Albemarle County Police Department would like to thank the following people and organizations for their support of our Department.*

Albemarle County Police Foundation  
 Charlottesville Police Department  
 Charlottesville Fire Department  
 University of Virginia Police Department  
 Greene County Sheriff's Office  
 Virginia State Police  
 Emergency Operations Center  
 Emergency Response Team  
 Charlottesville Albemarle Airport Authority  
 Virginia Department of Transportation  
 Emergency Communications Center  
 Police Citizens Advisory Committee  
 Martha Jefferson Hospital  
 Charles Winkler (photos)  
 ACAC Athletics  
 Bureau of Alcohol, Tobacco, Firearms and  
 Explosives  
 Immigration and Customs Enforcement  
 Federal Bureau of Investigation  
 U.S. Attorney's Office

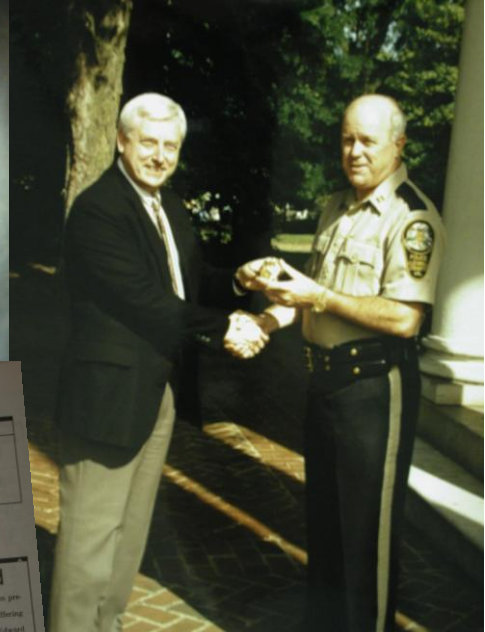


## tribute to retirees

*The Albemarle County Police Department is celebrating 30 years of service.  
Our success today would not be possible without the hard work of those  
who served the agency before us.*

Daniel Blake	Crystal Limerick
Carolyn Bond	Karl Mansoor
James Bond	Richard Martin
James Bunch	Roger Mathias
Ronald Burrell	John Miller
Donald Byers	Earl Newton
Larry Claytor	George Noteman
Courtney Craft	Candace Pack
Richard Eagle	Deborah Parker
James Fields	Sharn Perry
Glenn Fink	Gloria Powell
John Gebhardt	Doug Rhoads
Dennis Harvey	Michael Schnur
Shawn Hill	Robert Schwertfeger
Frank Johnstone	Michael Scott
Duane Karr	John Teixeira
Mike Kennard	Ray Walker
Ronald Kesner	John White
Scott Kuykendall	

## acpd then



# annual report



**acpd now**