

HENRICO COUNTY

POLICE DIVISION



PROUD TO BE ONE OF
17 AGENCIES WORLDWIDE
TO EARN THE CALEA
TRI-ARC ACCREDITATION

2017

ANNUAL REPORT



LETTER FROM THE CHIEF



Humberto I. Cardounel, Jr.

Chief of Police

I am truly fortunate to serve as the Henrico County Chief of Police and be a part of this exceptional organization. Our agency continues to flourish as a direct result of the efforts put forth by the men and women of the Police Division through the support provided by our Board of Supervisors and County Manager. This partnership allows us to confront any challenges that may arise and enables us to remain successful in our mission to the citizens of Henrico County to provide a safe place to live, work, and visit. The support from all of our members, both sworn and civilian, will ensure our agency stays at the forefront of law enforcement throughout the region. During this past year the Police Division earned the CALEA TRI-ARC Award, becoming one of only 17 agencies worldwide to accomplish this. This achievement speaks to the dedication and commitment of every member of the Division.

Change is inevitable in Law Enforcement and our agency is no exception. The Police Division continues to transform in all facets, from technology enhancements to new professional opportunities. As we see the role of law enforcement change, we also get the opportunity to redefine the profession. We, the members of the Police Division, define who we are and what we are through our actions. We do that one person at a time, one interaction at a time, one first impression at a time. These continue to be exciting times for the Division and times for great personal and professional development. As we grow and transform we do so with our core values as our foundation. For it is our core values of Honor, Professionalism, Commitment, Compassion, and Accountability that set us apart from any other profession.

What we do today, paves the path for where we stand tomorrow. I am honored to serve as your Chief of Police and excited about the Police Division's future.

THE GUIDING PRINCIPLE

THE GUIDING PRINCIPLE OF THE HENRICO COUNTY POLICE DIVISION

The Guiding Principle of the Henrico County Police Division is to treat our citizens, co-workers, and all individuals with whom we come in contact with respect, compassion, and integrity. We will ask ourselves after each interaction a simple question that will guide us to do the right thing, the right way, and in keeping with our mission statement and values.

“Did my actions reflect how I would want a member of my family to be treated?”

We serve a community of great diversity. In that diversity there is strength for our future and for our growth as a County. The Guiding Principle of our organization will help us achieve our responsibility to treat all individuals we serve - regardless of **age, race, religion, color, handicap, sex, physical condition, developmental disability, sexual orientation, economic status, or national origin** - as we would want to be treated and as we would want our family members to be treated. Our duty as a law enforcement agency is to protect our community and to ensure justice is served fairly and equitably as well as to honor the Constitution of the United States and the Constitution of the Commonwealth of Virginia by protecting the rights of all of our citizens to the best of our ability. We are the **GUARDIANS** of the right to life, liberty, and the pursuit of happiness, and as such we accept our responsibility to live by our Guiding Principle with enthusiasm and commitment.

IN REMEMBRANCE



John Yarbrough
July 6, 1895



Lewis Beddow
September 8, 1946



Welford Green
December 22, 1948



Jerry Trimmer
August 14, 1966



Barry Maham
August 8, 1978



Donald Stillman
November 8, 1984



John Harris
August 19, 1994



William Edwards III
February 2, 1998



Andre Booker
January 12, 2003

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MISSION AND VALUES

MISSION

As an internationally accredited law enforcement agency, our mission is to enhance the quality of life in Henrico County through innovative crime prevention strategies and partnerships.

VALUES

Values are the core of our moral beliefs and self-worth. They are convictions that bond us together to accomplish specific tasks and objectives. They are what we share and believe. We, the members of the Police Division, value:

HONOR

As it is displayed in the integrity of our members, the trust we place in each other, and the respect we earn from and give to the public.

PROFESSIONALISM

In our response to the needs of the citizens and community. Professionalism is achieved through training, commitment, and acting within the rule of the law.

COMMITMENT

To the proactive prevention of crime in our County by achieving a close working association with all citizens in eliminating the opportunities for crime and reducing the fear of crime.

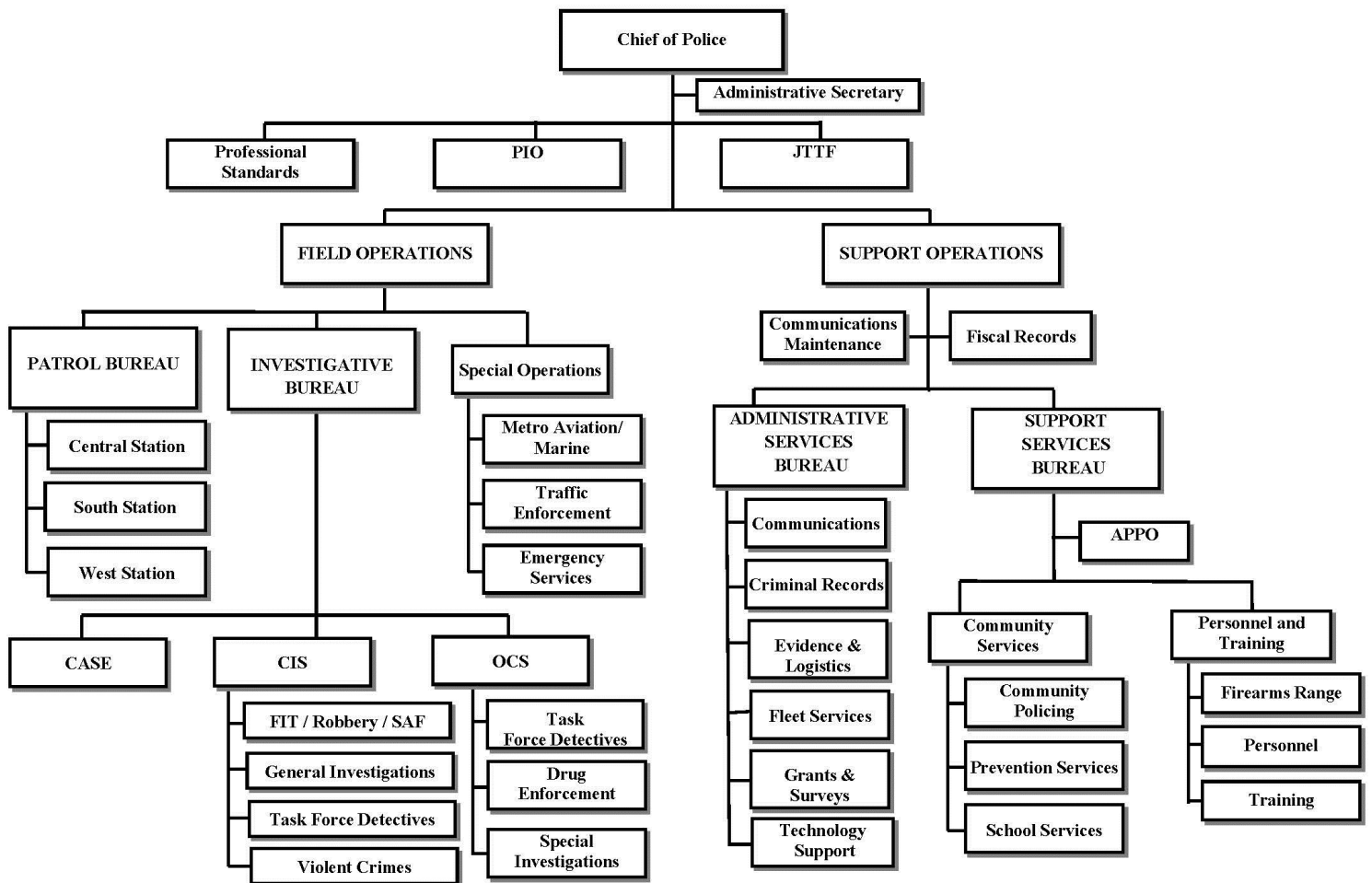
COMPASSION

In our response to victims and others in need. We strive to be compassionate by treating everyone with fairness, respect, and sincerity.

ACCOUNTABILITY

As we hold ourselves to the highest standards of conduct in performing our service to the community, embracing the ideals of our Constitution and democratic society.

TABLE OF ORGANIZATION



07/01/16

SIGNIFICANT ACCOMPLISHMENTS

Chief's Office

Professional Standards



Members of the St. Paul's Baptist Church Praise Ensemble

The members of Professional Standards organized and implemented two promotional ceremonies and two Police Division Award Ceremonies in which 80 individuals were acknowledged for their accomplishments. A total of 32 members were promoted to management and staff level positions within the agency. The members of Professional Standards also coordinated the annual Police Division Memorial Service honoring our officers who made the ultimate sacrifice. This year we were privileged to have the St. Paul's Baptist Church Praise Ensemble provide the opening and closing songs.

Accreditation

CALEA was established as an independent accrediting authority in 1979 by the four major law enforcement executive associations: International Association of Chiefs of Police (IACP), National Organization of Black Law Enforcement Executives

(NOBLE), National Sheriffs' Association (NSA), and the Police Executive Research Forum (PERF). The Henrico Police Division has been law enforcement accredited through CALEA since April 1987. Accreditation has been working diligently to obtain the highest level of CALEA accreditation, the CALEA TRI-ARC. The award name was selected to reflect the three accreditation programs in Law Enforcement, Training Academy, and Communications; symbolizing the synergistic power and light created as the result of this unusual achievement. On-site assessors evaluated all facets of the Police Division—November 7-10, 2016. The award of the TRI-ARC to the Police Division in Mobile, AL was the 17th TRI-ARC bestowed upon any agency in the world. On March 25, 2017, the CALEA commissioners officially conferred Accredited status to the Training Academy and Communications Center, while reaccrediting the Law Enforcement component for the eighth time.



Accreditation team members A. M. Morgan, Sergeant E. M. Ross, Lieutenant M. E. Stanton, Chief of Police H. I. Cardounel, Jr., Deputy County Manager D. A. Middleton, Sergeant K. M. Furgurson, and County Manager J. A. Vithoulikas

SIGNIFICANT ACCOMPLISHMENTS

Court Services

The Court Services unit consists of two officers and one lieutenant that act as the liaison between the Henrico County Court System and the Police Division. Court Services has worked closely with the Fiscal Records Unit and Henrico County Information Technology to streamline and modernize the officer court attendance process. A web-based program, the Officer Scheduled Court Appearance Resolution (OSCAR) check-in system was developed. This system allows the Court Liaison officers to quickly locate which officers are present and in which courthouse. This system has replaced the hard copy sign-in book and hard copy off-duty court vouchers, which were previously required for all officers that attended court in an off-duty/overtime status. Officers, supervisors, and Fiscal Records can now electronically audit the dates and times for all overtime court entries at the end of each pay period.

Quality Assurance



Officer Goodine wearing a Body Worn Camera

Members of Quality Assurance have been working on a sustainability program for the Body Worn Camera (BWC)

and Taser systems. The project has been extensively researched and a budget presentation has

been submitted for approval. Once approval is granted, the program will provide consistent upgrades and equipment replacement.

Public Information Office

During 2016, the Public Information Office produced eight recruiting videos and utilized social media platforms for the Police and Communications hiring process, Women in Law Enforcement recruitment event, and to demonstrate our current physical agility test. The Public Information Office posted 21 videos dealing with community engagement and outreach events such as animal adoption events and National Night Out. The “Halloween wish granted” video was shared through social media and has been viewed over 250,000 times. Finally, they posted five Public Service Announcements including safety for NASCAR fans, care of pets during harsh or inclement weather, underage alcohol usage during prom season, auto theft prevention, and motor vehicle laws.



Lieutenant Garrett during a press conference

SIGNIFICANT ACCOMPLISHMENTS

Field Operations

Patrol Bureau

Patrol Bureau is comprised of 268 officers assigned to one of three stations: Central, South, and West. These officers work Day, Evening, or Midnight shift and are assigned to either A or B platoon.

Command Staff members from Central Station have recently joined a task force created by the County Manager's Office to address the living conditions and quality of life concerns within the Essex Village apartment community. This task force involving multiple County departments, is working toward the revitalization of the complex.

Officers from Central Station have also been active in "Operation Blue Shield", which is a collaborative effort with Richmond Police and the Virginia State Police patrolling the Henrico County/Richmond City border. The mission of "Operation Blue Shield" is to establish a unified law enforcement presence in these communities. These efforts help to maximize the operational personnel's training and experience, as well as to capture information for future follow-up with our intelligence resources.

In April 2017, two officers assigned to South Station were recognized by the United States Attorney General's Office for the Eastern District of Virginia, Richmond Division. Officers M. S. Fishwick and C. J. Crane received Public Safety Awards for their involvement in a firearm and drug

case involving an individual indicted on Federal firearm and drug charges. These two officers had reason to encounter this subject and located two firearms in his possession. One firearm was previously reported as stolen from the Richmond International Airport. Due to their outstanding police work, this defendant was forced to plead guilty to all firearm and drug charges, subsequently receiving a sentence of 105 months in Federal prison.

On June 23rd, officers from West Station conducted "Operation Safe June", a criminal interdiction operation. Enlisting support from Fleet Services and Canine Officers Ruark and Finchum, this operation yielded 64 traffic stops, 38 summonses, 5 felony arrests, 2 misdemeanor arrests, service of 2 outstanding warrants and the seizure of 2 firearms. Additional information gleaned during this operation, led to a narcotics investigation and seizure of 2 vehicles, 5 pounds of suspected marijuana, and over \$22,000 in U.S. Currency.

Two officers assigned to West Station were recognized as the "Officer of the Year" by local civic organizations. Officer C. M. Cummings was honored by the American Legion and Officer J. D. Bolland by the Short Pump Ruritan Club.



Patrol Officer handing out ice cream to children during a community outreach event

SIGNIFICANT ACCOMPLISHMENTS

Investigative Bureau

CASE

In 2016, CASE Detectives conducted a webinar series titled, Cell Records Review and Analysis. Attendees were introduced to the different types of cellular records available from the most popular wireless service providers. Detectives also attended the Virginia Gang Investigators Association (VGIA) annual conference held in Virginia Beach. Topics for this conference included gangs, ISIS, Human Trafficking, and the Sandy Hook Elementary School shooting. Operational Intelligence Detectives assisted the NYPD Firearms Investigation Unit from Brooklyn, New York with intelligence on several suspects residing in Henrico County. Due to the valuable assistance provided by these Detectives, the Firearms Investigations Unit obtained 638 indictments on 24 subjects. Six of these subjects were located and arrested in Henrico County.

Criminal Investigations

FIT/Robbery/SAF

The Fugitive Investigative Team (FIT), is comprised of detectives responsible for locating and arresting violent criminal suspects and/or wanted subjects. Robbery Unit detectives are responsible for the investigation of all reported robberies. Special Action Force (SAF), is responsible for identifying and apprehending suspects involved in Part I crimes.

In July 2016, the Wells Fargo Bank located on Staples Mill Road was robbed by an unknown subject. The FIT/Robbery/SAF detectives were instrumental in gathering intelligence and developing a suspect. Detectives positively identified the suspect and arrest warrants were sworn out. In an attempt to locate the suspect, Detectives enlisted the assistance of the FBI and the Atlantic City Police Department. The suspect was taken into custody and confessed to committing the bank robbery.

During Fall 2016, the West Station was subjected to multiple commercial robberies. The crimes were committed by the same unknown subject, who would conceal his face with a towel and brandish a handgun. A Crime Stoppers tip provided a possible suspect and detectives quickly set up surveillance on this suspect. While under surveillance, he committed an armed commercial robbery. The suspect was taken into custody and confessed to committing the commercial robbery series.

General Investigations

Detectives from the General Investigations Unit assisted with the investigation of an Alexandria man who defrauded investors, renters and a bank, and attempted to illegally purchase a firearm. The suspect used disguises, aliases, drop phones, fictitious emails, stolen identities, false websites, money orders, and various other methods in an attempt to conceal his criminal activity. The case began in 2012, when he stole the identity of several victims during an employment ruse. The subject's identity was established in 2015, with the identification of a fingerprint

SIGNIFICANT ACCOMPLISHMENTS

recovered from a house the suspect was showing. This case was further strengthened with approximately 16 successful photo-lineups and a sketch produced by Mary Bandeira. The suspect was eventually located and taken into custody in November 2016. A Special Agent with the FBI Manassas Field Office said that the Henrico charges were the “rocket fuel” that essentially doubled the prison sentence the suspect received in Federal Court.

Violent Crimes—Special Victims

The Special Victims Unit’s, Sexual Assault Response Team (SALT) joined the “Start by Believing” public awareness campaign designed by End Violence Against Women International. The campaign’s mission is to alter the way we respond to allegations of rape and sexual assault. SALT collaborated with the County Manager’s Office, Commonwealth’s Attorney’s Office, and Safe Harbor to create a “Start by Believing” video which will be shared with community members through social media to show that, “In Henrico County, we start by believing.”



Organized Crime

In July 2016, the Organized Crime Unit successfully closed an investigation into a heroin distribution network. The investigation initially began in 2013, with a heroin overdose death and stretched from Henrico County to New York City. The victim’s dealer was receiving narcotics from a supplier traveling regularly to New York City to obtain quantities of 300-500 grams of heroin every two weeks. Detectives documented 53 trips to New York City to traffick approximately 25 to 30 kilograms of heroin during the investigation. Thirteen individuals tied to this narcotics distribution network were successfully indicted at the conclusion of the investigation, and resulted in the seizure of \$158,000 in U.S. Currency, 490 grams of heroin, 5 grams of cocaine, 3 grams of marijuana, 81 Tramadol pills, numerous cell phone/computers/tablets, ammunition, and 4 vehicles.

Special Operations Group

Metro Aviation



The Metro Aviation Unit consists of nine pilots from three jurisdictions-Chesterfield, Henrico, and Richmond. The Unit currently has three Cessna fixed wing aircrafts to carry out their daily duties. In 2016, the avionics of all three were updated to further enhance aircraft operations, allowing pilots to view traffic and weather. Also during 2016, two pilots attended the Airborne Law Enforcement Association (ALEA) conference and received training in fixed wing

SIGNIFICANT ACCOMPLISHMENTS

operations and airborne thermal imagery. The Aviation Unit was highlighted in 2016 by news reporter Allison Norlian (local NBC 12), focusing on the regional cooperation and utilization of the aircraft between the three jurisdictions.

Marine

The Marine Unit consists of one full time officer, 10 part time officers, and one Safeboat. Their mission is to provide security along the James River and to enforce all maritime laws within the navigable waterways in Henrico County. In 2016, the Marine Unit conducted a crew member school that included five Animal Protection Police Officers. The additional staffing will allow the Unit to be operational at more times during the year. Several part time members also attended additional training to operate the Police Division Safeboat.



Traffic Enforcement

In 2016, the Traffic Enforcement Unit (TEU) continued working with Henrico County Department of Information Technology to test the beta phase of the E-Summons project. Over 1,000 E-Summonses have been issued during the

beta phase by the test group. The Judges and Court Clerks appear to be very pleased with this program and look forward to the Police Division moving forward with full implementation. Currently, a financial statement with the new E-Summons printer pricing is being compiled.

In December 2016, TEU coordinated a regional traffic enforcement effort along the Route 1 corridor involving multiple agencies to include: Virginia State Police, Hanover Sheriff's Office, Richmond Police, and Chesterfield Police. Collectively, three checkpoints and four saturation patrols produced a total of 185 summonses issued, 1 DUI arrest, 11 felony or misdemeanor arrests, and the service of outstanding warrants on five individuals.

In September 2016, Sergeant R. G. Netherland and Lieutenant A. D. Merz attended the Virginia Association of Chiefs of Police (VACP) conference, accepting first prize for the Police Division in the VACP Law Enforcement Challenge for Traffic Safety. The Police Division competes with other Virginia agencies employing 400-650 officers.

In 2016, Chief of Police H. I. Cardounel, Jr. and Lieutenant Colonel C. A. Mueller attended the International Association of Chiefs of Police (IACP) conference held in San Diego. The Police Division was awarded first place nationwide for the Law Enforcement Challenge. This marked the third time the Police Division has placed first at the national level. Along with this prestigious award, the Police Division won the use of a 2016 Police Interceptor Sport Utility Vehicle for one year. This SUV is equipped with an in-car camera system, license plate reader, dual antenna Stalker radar system, and many other options.

SIGNIFICANT ACCOMPLISHMENTS

Two Traffic Officers were recognized by local civic organizations as the Officer of the Year for 2016. Traffic Officer K. M. Kimbrough was recognized by the Varina Ruritan Club and Officer W. H. Rollins by the local chapter of the Military Order of World Wars.



Emergency Services

The Emergency Services Unit consists of the Police Division's Emergency Response Team (ERT), Explosive Ordnance Disposal (EOD), and Canine. In November 2016, the full-time ERT celebrated their one year anniversary and has assisted numerous units within the Police Division to include Patrol, Criminal Investigations, and Organized Crime, and joint operations with outside agencies. To combine skillsets, ERT and EOD conducted joint breaching



Officer Raecke and partner Rico

training. This joint training will help to identify innovative methods to improve the safety of future ERT missions.

two new state-of-the-art bomb suits. These suits are lighter and provide the technician with greater protection and maneuverability. Due to promotions and retirements, the Unit had two vacancies to fill. Officers S. J. Campbell and N. W. Raecke became the two newest members of the Unit. Both officers attended and successfully graduated from the EOD Canine School in December 2016.



Officer Campbell and partner Gadsden



Members of ERT training

and N. W. Raecke became the two newest members of the Unit. Both officers attended and successfully graduated from the EOD Canine School in December 2016.

In April 2017, an inmate escaped from Henrico's Jail East facility. Canine Officers Lanham and Kelley responded with their partners to assist with locating the fugitive. They successfully located the inmate, armed with a stolen handgun several hours later.

Canine officers assisted with over 400 narcotics searches resulting in over 170 successful narcotic finds. They also conducted 39 sweeps of Henrico County schools and assisted Patrol with over 100 canine requests.

SIGNIFICANT ACCOMPLISHMENTS

Support Operations

Administrative Services

Communications



The Communications Unit is a 24-hour operation which processes incoming 911 and non-emergency administrative telephone calls from the public. Communications Officers also dispatch calls for service for Police, Fire, and Emergency Medical Services. In addition, the section operates a Teletype Terminal in compliance with Virginia Criminal Information Network (VCIN) and National Crime Information Center (NCIC) standards.

Between 2016 and 2017, the Emergency Medical Dispatch (EMD) protocols were revised and implemented on all front-end positions. This change required all Communications Officers to be retrained in EMD.

In April 2017, three Communications Supervisors were promoted to Senior Communications Supervisors as part of a supervisor restructuring.

Senior Communications Supervisor A. M. Morgan received an award for her role as the Communications Accreditation Manager and Communications Officer M. A. Reeves received the Communications

Officer of the Year for 2016.

Criminal Records

In June 2017, members of the Criminal Records Unit began assisting the Charles City Sheriff's Office by training their new Communications Officers. The Charles City Sheriff's Office experienced a large amount of employee turnover, which caused them to hire several new employees. Our Criminal Records technicians trained them on the fundamentals of VCIN entries and re-entered their previous VCIN entries under the Henrico Police Division's Originating Agency Identifier (ORI) number. The Criminal Records Unit will temporarily be responsible for entering and maintaining the Charles City Sheriff's Office VCIN entries.

Also during this period, Criminal Records technicians received an increased amount of fingerprint requests. The average number of fingerprint requests per month is approximately 500, however, during June 2017, there were over 800 fingerprint requests.

Fleet Services

In Fall 2016, Fleet Services began working with the Negotiations Team to design and secure a new, Negotiations Incident Van. A 2017 Ford Transit high-roof cargo van was chosen and purchased. Fleet Services coordinated with the Negotiations Team and members of Henrico County Construction and Maintenance to customize the interior of the van. The vehicle is now equipped with a work station, bench with storage cabinets, jump seat, headliner, power inverter,

SIGNIFICANT ACCOMPLISHMENTS

and ample interior lighting. The rear air-conditioning was upgraded with a vent system designed by Fleet Services. The addition of this customized vehicle will provide the Negotiations Team an appropriate platform to conduct their stressful assignment. The collaboration between all sections in this project helped to conserve County funds and still provide the best public service to the citizens of Henrico County.



Support Services

Animal Protection

Animal Protection Police Officers conduct four low cost rabies clinics per year. The Animal Protection Police Unit collaborated with the Veterinary Emergency Center and Henrico County Cashier's Office to provide over 700 low cost rabies vaccines and over 300 dog licenses.

Animal Protection Police Officers are responsible for investigating all possible rabies exposures, which consist of an incident involving any bite, scratch, or

physical contact with a dog, cat, or wildlife. Officers sent 156 specimens to the Department of Forensic Science for testing, resulting in six positive rabies cases in Henrico County.

The Animal Protection Police Unit also partnered with the U.S. Fish and Wildlife Services, Virginia Department of Game and Inland Fisheries, and the Virginia Waterfowlers Association to host the 2017 Youth Fishing Day. Over 150 youth and their parents attended this free day of fishing at Harrison Lake National Fish Hatchery in Charles City County. All attendees received free lunch and were eligible to win door prizes. Additional sponsors for this event were the Henrico Police Foundation, Adams Sports Mart, Wegmans, and Cabelas.

Community Services

Community Policing

The Community Policing Unit assisted with two Shred-It and Electronics Recycling programs. These programs are offered twice a year and conducted in partnership between the Police Division and the Henrico County Department of Public Utilities. The Spring 2017 Shred-It event served 802 vehicles, which is the largest response since the programs inception.

The members of Community Policing have also continued their support of the National Point-in-Time (PIT) initiative. This initiative is aimed at gathering data and providing support to the homeless community. Community Police Officers joined members from the Crisis Intervention Team (CIT) and Social Services as they searched for homeless camps. These semi-annual operations are designed to provide county agencies

SIGNIFICANT ACCOMPLISHMENTS

with a snapshot of homelessness in order to formulate appropriate resource responses.

In response to the growing number of panhandlers in the median, the Community Policing Unit was tasked with researching the problem and recommending a response to address this safety issue. Community Officers made contact with dozens of panhandlers and provided information about relevant Virginia State Codes. In addition, several operations designed to address panhandler safety resulted in misdemeanor charges for those individuals that violated the Code of Virginia.

The Community Policing Bike Team maintained a strong presence on the Virginia Capital Trail. Bike Officers spent approximately 100 hours patrolling and provided support for the popular Cap 2 Cap bike ride event. Community Officers attended meetings at the Virginia Capital Trail Foundation offices to ensure a successful and productive partnership is maintained.

Finally, Community Officers continued to build and maintain relationships through

community engagement events. Officers often utilize the Mobile Command Post as the central attraction and use games and giveaways to create personal connections with youth



and community members. Officers attended dozens of weekend events offering additional engagement opportunities such as blood drives, community fairs, and recruiting events.



Officer Owens donating blood

Prevention Services

The Crisis Intervention Team (CIT) was very active in 2016. The team continues to provide a mentorship program for developing CIT programs throughout Virginia. In December 2016, the Crisis Receiving Center (CRC), located at Henrico Doctors Hospital—Parham, celebrated its fourth anniversary and has assisted more than 2,780 citizens since its inception in 2012. The CRC has also become multi-jurisdictional with the inclusion of the New Kent Sheriff's Office. Deputies received specialized CIT CRC training and are now able to transport citizens under an Emergency Custody Order to the CRC for mental health evaluation. The CRC has already served 39 New Kent citizens through this program. The Police Division became the first agency in the Commonwealth to have 100% of its sworn officers trained in CIT. The CIT was able to imple-

SIGNIFICANT ACCOMPLISHMENTS

ment and train 100% of our Communications Officers over the course of five full day training sessions. As the Police Division's CIT program expands, it will continue to provide the citizens of Henrico with outstanding service by CIT trained first responders.

School Services

The School Services Unit is comprised of three sub-units: School Resource Officer (SRO) program, School Crossing Guards, and Police Explorer Program.



The School Resource Officer program is comprised of 34 officer positions, two sergeants, and one lieutenant. These officers are assigned to cover 72 separate campuses. SROs also rotate responsibility for assisting with the Police Athletic League (PAL). Officers continue to conduct "Signal Blue, Hide and Lock" training and drills at least twice a year for students, teachers, and faculty of every public school countywide. SROs continue to be very active in the Larceny Reduction Program

and Project Fresh Start. These court-ordered programs aim to prevent recidivism among teens offering the juvenile a second chance following larceny arrests.

During the 2016-2017 school year, two student representatives from each high school were selected by the SRO and School Administration to participate in the Chief's Student Advisory Board. Students met throughout the school year to discuss matters affecting students enrolled in Henrico schools and learn more about the Police Division. Students were encouraged to ask questions, take leadership roles, learn about different aspects of police work, and interact with Chief Cardounel. The input provided by these students helped to guide program and policy discussions on topics such as public perception of law enforcement and heroin/opioid abuse among teens.



Henrico Explorer Post at
VALEEA

The Henrico Police Explorer Post is sponsored by the Police Division for youth ages 14 to 21 interested in a law enforcement career. Explorers meet three times a month to train on police related topics, including: traffic stops, crime prevention, domestic violence, building searches, leadership, public speaking, and teamwork. Explorers continue to assist the Police Division with community events such as Shred-It, Community Day, National Night Out, NASCAR, and Police Division ceremonies. In April 2017,

SIGNIFICANT ACCOMPLISHMENTS

members of the Explorer Post participated in the Virginia Association of Law Enforcement Explorer Advisors (VALEEA) competition in Hanover County. Teams were subjected to various scenarios and the Post won trophies for domestic violence performance, search warrants, and physical training scenarios. The Explorers are looking forward to the upcoming National Law Enforcement Exploring Conference in 2018.

Police Athletic League

The Henrico Police Athletic League (PAL) has continued to grow with 2017 marking their ten-year anniversary. In the fall of 2016, PAL expanded



its after-school program to Baker Elementary School. To assist with staffing the growing PAL program, a third full time civilian Police Support Technician was hired. PAL after-school programs are now offered at Chamberlayne, Harvie, and Baker Elementary Schools. During the 2016-2017 school year, approximately 275 children were enrolled in the after school program. These programs provide a safe and structured environment for youth to have positive interactions with police officers, offer school-work assistance, athletic programs, and a healthy dinner each evening.

During the last 12 months, 50 students

enrolled in PAL's Youth Leadership Council (YLC). This program is designed to expose career-minded youth 13 to 18 years old, to the many facets of leadership development and community service. Participants develop positive relationships between government, private industry, and community leaders in an effort to grow their leadership skills. Some of the community service projects consisted of neighborhood clean-ups, book and coat drives, Thanksgiving turkey giveaways to low income families with children, and Halloween candy giveaways.

PAL held its 10th summer camp in 2017 with approximately 325 participants. Children participated in sports activities, childhood obesity classes, swimming lessons, and field trips to museums, Busch Gardens and Water Country USA.

Personnel and Training

Personnel

The Police Division has previously been recognized by Military Times magazine for our commitment to working with veterans transitioning from military life into the civilian workforce. In 2016, the Personnel Unit applied through surveys and phone interviews to be considered for the "2017 Best for Vets" recognition awarded by the Military Times magazine. Multiple members from the Personnel Unit as well as other Police Division members assisted with the application process. The Police Division finished among the top 20 agencies and scored within the top six agencies nationwide. This superior



SIGNIFICANT ACCOMPLISHMENTS

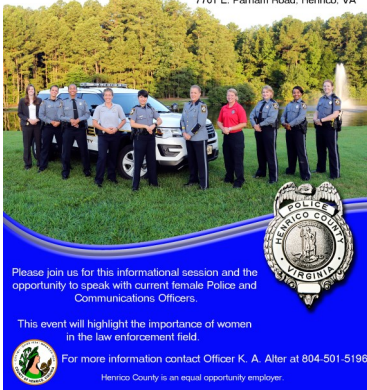
distinction continues to set the Henrico Police Division apart from other law enforcement agencies.

Members from the Personnel Unit conducted a “Women in Law Enforcement” recruiting event.

This program was created as an effort to recruit qualified female candidates. The event allowed women to speak with female Police Division members about the

Women in Law Enforcement Orientation

Wednesday, October 12, 2016
6:00 PM - 8:00 PM
Henrico County Training Center
7701 E. Parham Road, Henrico, VA



various assignments, work hours, and challenges faced in law enforcement. Four candidates applied for employment after this recruiting event.

Training

The Training Academy conducted two overlapping Basic Police Academies, the 63rd Basic Police Academy and the 64th Basic Police Academy. The Training Unit coordinated in-service training for the entire Police Division to remain in compliance with Department of Criminal Justice Services (DCJS) standards. At the conclusion of each academy a graduation ceremony was held to honor the graduates and their families on this achievement. These graduating classes are expected to add 25 new officers to the Police Division’s com-

plement, which is needed to fill vacancies and upcoming retirements. The Training Academy worked diligently to streamline the Basic Police Academy Graduation Ceremony, and have successfully achieved an average duration of approximately one and a half hours to complete.

Lieutenant Huff also attended and successfully completed the FBI Law Enforcement Executive Development Association (LEEDA) Executive Leadership Institute course.



63rd Basic Police Academy



64th Basic Police Academy

Fitness and Wellness

The sixth annual Sworn Officer Physical Assessment was conducted in 2017, resulting in the Police Division maintaining an average score above the 50th percentile and an average score increase of 4.1% compared to the first year of testing. The physical assessment consists of a 1.5 mile run, one minute of sit-ups, and one minute of push-ups. Scoring is based on the Cooper

SIGNIFICANT ACCOMPLISHMENTS

Institute scoring standards. A cadre comprised of officers in good standing in the Fitness and Wellness program were utilized to assist with scoring the assessment. The average score for push-ups increased 4% since 2012 and sit-ups increased by 8% during the same period. The Chief continues to present officers with commendation bars for scores above the 80th percentile placing them in either the “excellent” or “superior” fitness category.

The Henrico County Police and Fire (HCPF) CrossFit program continues to offer ten weekly instructor-led sessions. This year, during “Police Week,” a memorial workout was completed to honor each of our fallen officers.

Participation continues to grow in the Fitness and Wellness program, with members increasing involvement in extracurricular athletic events, to include the Ukrop’s Monument Avenue 10K, Anthem Corporate Run, Spartan Race, SuperFit, Dominion Energy RiverRock, Richmond Half/Full Marathon, Tough Mudder, and various triathlons. This year, the Police Division achieved 1st place in the Military/Police category for both females and males

in the Anthem Corporate Run. The Police Division also assisted Fitness and Wellness with hosting the 3rd Annual Police and Fire games. Athletes from Fire, Police, and Sheriff’s Office completed various physical events to compete for the title of the fittest public safety division. The Sheriff’s Office took top honors with two Police Division teams finishing 2nd and 3rd.





CONTACT HENRICO POLICE

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