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ONE TEAM. ONE COMMUNITY.
SAFER TOGETHER



FY21 **ANNUAL** **REPORT**

HENRICO COUNTY POLICE DIVISION

MESSAGE FROM THE CHIEF OF POLICE



Eric D. English
Henrico County Chief of Police

This past year was difficult for the Henrico County Police Division and for law enforcement agencies across the nation. From operating during the COVID-19 pandemic, to addressing civil unrest and community distrust, those in law enforcement faced countless challenges throughout the year. Sadly, the year was also punctuated with several personal and tragic losses within the Division. Nevertheless, we must move forward and continue building upon the professionalism, accountability and transparency the Division has established for ourselves and for the community we serve.

In September 2020, I had the great opportunity bestowed upon me to lead this organization. The support I've received from Henrico County leaders and elected officials, Division members and the community has been tremendous. As I set out to make improvements to our agency and the services we provide, I recognized early on just how committed the members of Henrico Police are to protecting our community, while also striving to be better.

Throughout this annual report, you'll read about several changes and modifications the Division made in FY21, most of which center around accountability and transparency. We recognize the importance of community trust and involvement — communities need to know about, be involved in, and feel part of policing in their neighborhoods. **I truly believe we must work together to solve problems.**

I have witnessed first-hand the talent, hard work and compassion displayed by the men and women of Henrico Police and am excited to work alongside them. I am equally excited to build partnerships with our residents, businesses and stakeholders so we may provide the best possible service to Henrico County. I look forward to working together to strengthen relationships, build trust and improve the safety of our communities.

**HENRICO POLICE IS ONE OF ONLY
24 AGENCIES WORLD-WIDE TO EARN**

TRI-ARC ACCREDITATION



CALEA[®]

THE GOLD STANDARD IN PUBLIC SAFETY

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How Henrico Police employees get involved and give back.



CRIME RATE

Henrico County has enjoyed a nearly steady decrease in its Part I Crime Rate, with an **all-time low in 2020 of 21.88 crimes per 1,000 residents**. Overall, in 2020 Henrico experienced a 12% decrease across the total number of Part I Offenses from 2019, as well as a 12% decrease from the county’s five-year average.

The decrease in county-wide Part I crime in 2020 is attributed primarily to a decrease in burglaries (33%), rapes (31%), and larcenies (12%) when compared to 2019. Compared to the 5-year average, there are even more dramatic decreases in burglaries (58%) and rapes (42%).

Sadly, in 2020 there was an increase in aggravated assaults (16%) and a significant increase in homicides (114%) compared to 2019. When compared to the 5-year average, we still see an increase in both Part I offenses.

Crime naturally fluctuates year-to-year; while identifying significant spikes in crime over a short period of time is important, it is equally important to identify crime trends over a long period of time. Of course 2020 was a year like no other and COVID-19 undoubtedly impacted criminal activity.

Get detailed crime, use of force, traffic, pursuit, and demographic statistics on the new Crime Statistics section of henrico.us/police.



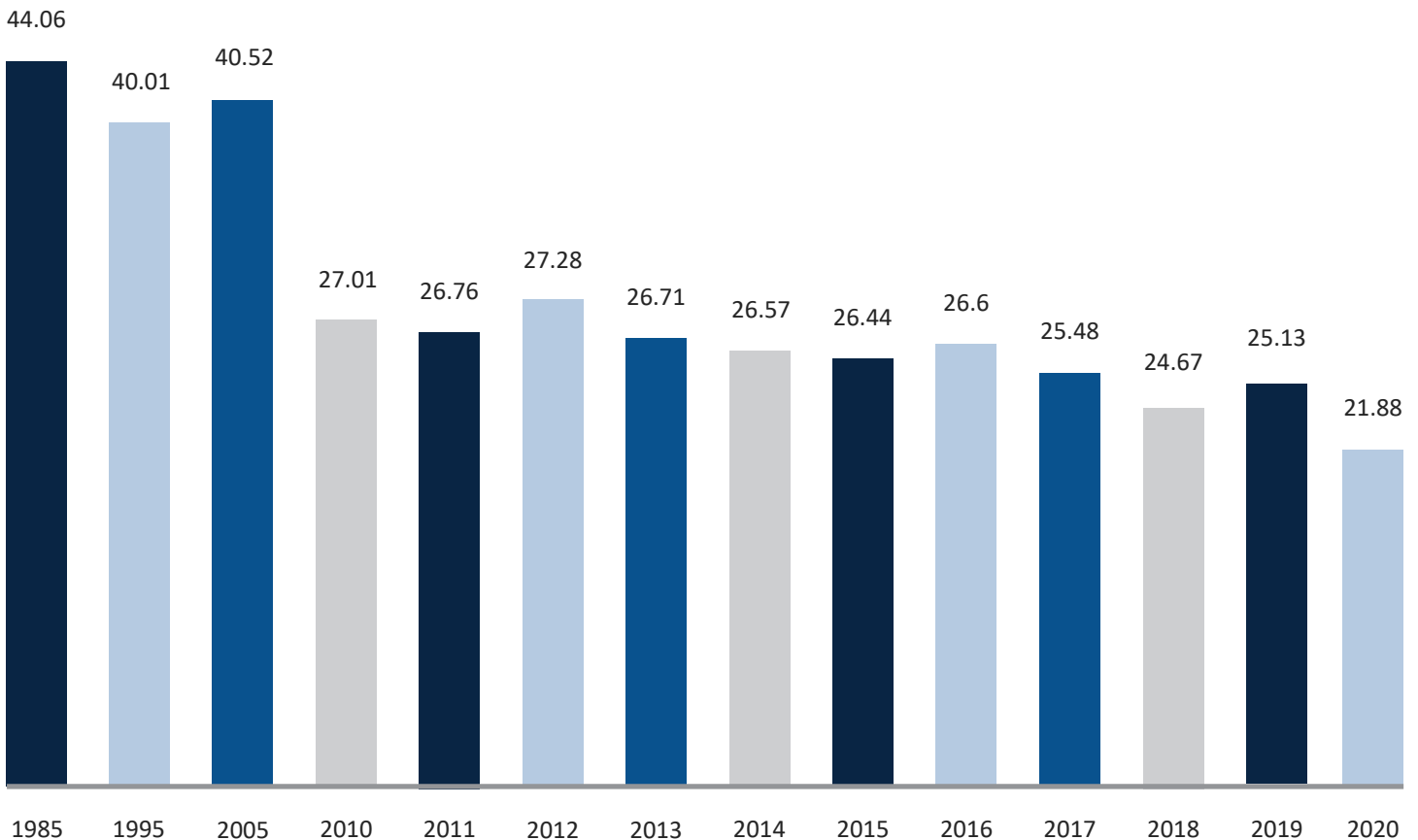
Data is based on Uniform Crime Reporting guidelines established by the Federal Bureau of Investigations (FBI).

Part I Crime encompasses both violent and property-related offenses reported in Henrico County, Virginia.

Part I Violent Crime includes criminal homicide, rape, robbery and aggravated assault.

Part I Non-Violent Crime includes burglary, larceny, automobile theft and arson.

The 2020 Crime Rate is based on the most current Henrico County Planning 3-C population estimate of 343,258.



OUR VALUES & GUIDING PRINCIPLE

OUR VISION

To be cutting edge public-safety leaders dedicated to equality and civic trust.

OUR MISSION

Provide innovative and collaborative police services for a safe and thriving Henrico.

OUR VALUES

HONOR

With integrity as our foundation, we earn the respect and trust of the public and each other.

PROFESSIONALISM

Professionalism is paramount; we achieve it through training and acting within the rule of law.

COMMITMENT

We are committed to preventing crime, preserving order and ensuring the safety of the public.

COMPASSION

We treat everyone with dignity and compassion, regardless of circumstance.

ACCOUNTABILITY

We hold ourselves to the highest standards of conduct while upholding the ideals of our Constitution and democratic society.

The Guiding Principle of the Henrico County Police Division is to treat everyone with respect, compassion and dignity. We will continually ask ourselves,

“Do my actions reflect how I want members of my family to be treated?”

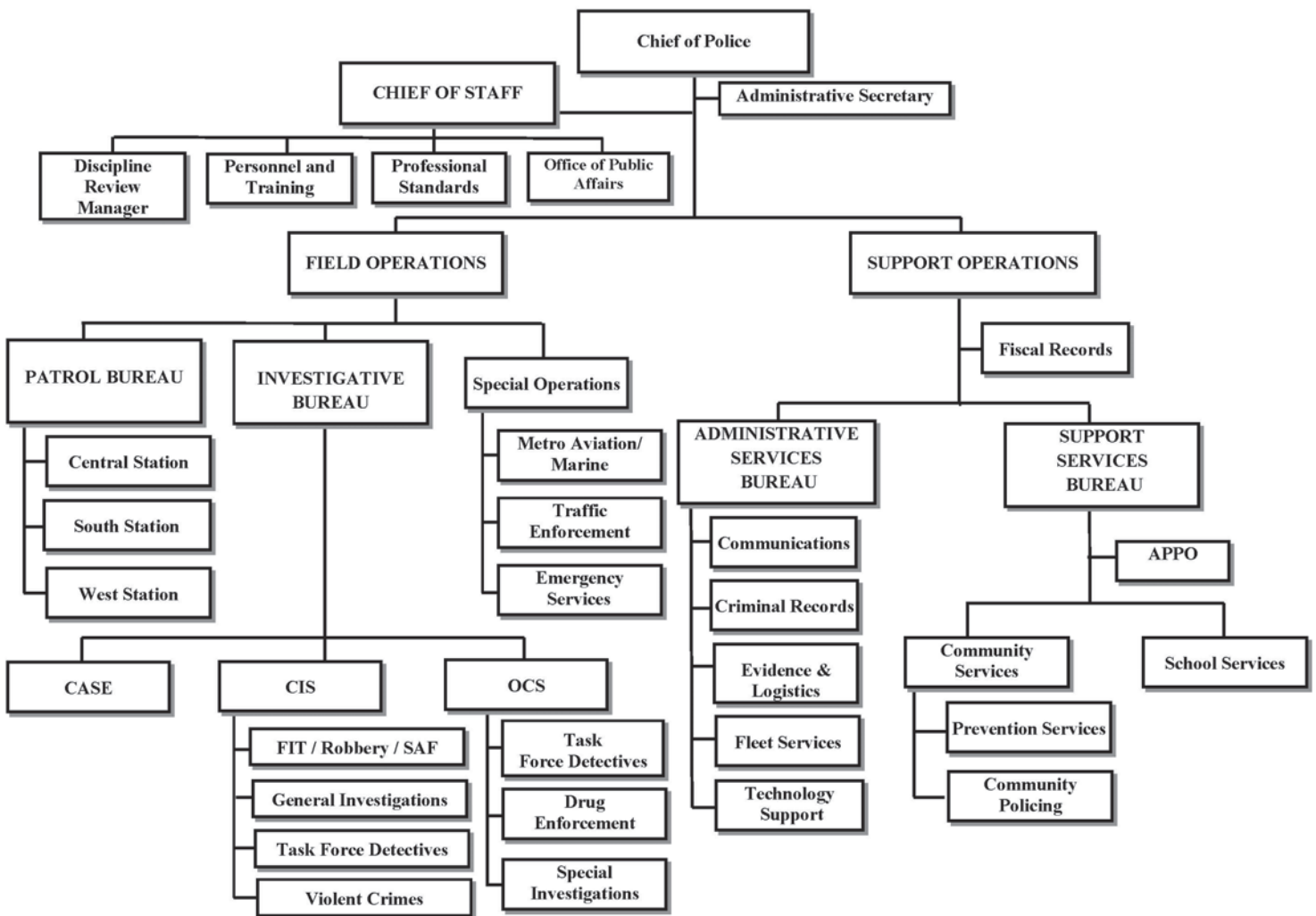
We serve a community of great diversity. Our Guiding Principle will help us achieve our vision to be cutting edge public-safety leaders dedicated to equality and civic trust.

As a law enforcement agency, our duty is to protect the public, ensure justice is served fairly and equitably, and uphold the Constitution of the United States and the Constitution of the Commonwealth of Virginia.

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.

TABLE OF ORGANIZATION

The Chief of Police, who is appointed by the Henrico County Manager, serves as the chief law enforcement officer for the County. Henrico Police has an authorized complement of more than **650 sworn police officers** and more than **150 civilian staff**, which includes 911 Public Safety Dispatchers. The Henrico County Sheriff, which is an elected position, is charged with managing the jail, court security and civil process services.



See the Division's full Table of Organization at henrico.us/police/about.



EXECUTIVE STAFF



Lt. Col. Michael Palkovics
Field Operations



Lt. Col. Linda Toney
Support Operations



Lt. Col. Barbara West
Chief of Staff



Maj. Todd Alvis
Support Services Bureau



Maj. Doug Barker
Patrol Bureau



Maj. Chris Eley
Investigative Bureau



Maj. John Huff
Administrative Services Bureau



HONORING & REMEMBERING

FALLEN OFFICERS



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

BEYOND THE BADGE

Breast Cancer Awareness and No Shave November Fundraisers

From October through November 2020, Division members raised a combined total of \$13,231 in its first-ever **Breast Cancer Awareness Month** fundraiser, and **2nd Annual No Shave November** fundraiser. The money raised was split evenly between the Henrico Police Foundation, the Fraternal Order of Police Lodge #4's Charitable Foundation, and Five-O's Tiki Foundation. In addition to raising awareness and showing support for cancer patients, the money raised helps support Division members and their families battling cancer.

Thanksgiving Meal & PAL Turkey Giveaway

Made possible by an anonymous Henrico family and the **Henrico Police Athletic League (Henrico PAL)**, in November 2020, Henrico PAL and School Resource Officers assisted with distributing more than 30 meals and 200 turkeys to families in need across the county. In collaboration with Henrico County Public School administration, officers also helped to select families from their assigned schools who would benefit from receiving the meals and turkeys.

Radio One Toy Drive

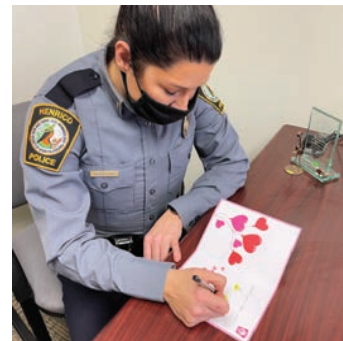
On December 12, 2020, Henrico Police teamed up with the **Chesterfield Police Department**, and the **City of Richmond's Police Department** and **Sheriff's Office** to hand out toys to families in need for Radio One's 2020 Toy Drive, sponsored by **Anthem HealthKeepers**.

National Wreaths Across America Day

On December 19, 2020, members from **Henrico County's Police, Fire and Sheriff's** departments, along with **American Legion** and **VFW** community partners, placed wreaths at the gravestones of fallen soldiers, sailors and airmen in honor of their sacrifice in protecting our freedoms.

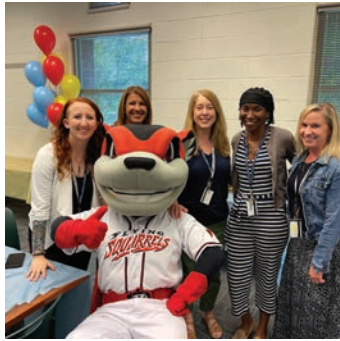
Tip-A-Cop for Special Olympics of Virginia

May 10-13, 2021, Henrico Police teamed-up with Texas Roadhouse to raise awareness and support for nearly 26,000 **Special Olympics of Virginia (SOVA)** athletes in a Tip-a-Cop fundraising event. Officers worked alongside restaurant staff, taking orders and serving food and drinks to raise donations in the form of tips. A total of **\$3,676 was raised** for SOVA programs, including the Law Enforcement Torch Run.





ONE TEAM. ONE COMMUNITY. SAFER TOGETHER



COVID-19 EFFORTS

MASS VACCINE CLINICS

COVID-19 Incident Management Team

Henrico Police played a pivotal role on the county's **COVID-19 Incident Management Team (IMT)** by assisting with the planning and implementation of the county's COVID-19 response and outreach efforts. Division members assisted the COVID-19 IMT with workforce transition planning, inclement-weather operations, 2020 Election activities, and a \$56 million reimbursement documentation package promulgated under the CARES Act. Henrico Police also **helped assemble and distribute approximately 25,000 care kits** containing PPE to the county's most vulnerable populations.

Mass Vaccination Clinics

Of particular note, Henrico Police played an integral role in the Henrico and Richmond Health District's mass vaccinations clinics, which were held at the Richmond Raceway January-May 2021. More than 170,000 COVID-19 vaccines were administered at the clinics, accounting for approximately two percent of vaccinations administered in the Commonwealth of Virginia. To cover the associated costs of these vaccination efforts, Henrico County applied for a public assistance grant for approximately \$5 million.

From Henrico Police, approximately **175 sworn and civilian employees** worked more than **1,700 shifts**, totaling nearly **19,000 hours** worked at the clinics. Assignments included registration, data entry, post-vaccination observation, and language translation, to include Spanish, Swahili, Russian, Vietnamese, Cambodian, Arabic, Farsi, and American Sign Language.

3/12/20

GOVERNOR NORTHAM
DECLARES STATE OF
EMERGENCY DUE TO
COVID-19

5/29/20

VIRGINIANS MANDATED
TO WEAR MASKS INDOORS

Jun/Jul 20

PHASE II-III REOPENING
AND RESTRICTIONS EASE

Nov. 20

RESTRICTIONS INCREASE
AS COVID-19 CASES RISE

12/14/20

FIRST SHIPMENTS OF
COVID-19 VACCINE ARRIVE
IN VIRGINIA

1/18/20

HENRICO AND RICHMOND
HEALTH DISTRICTS BEGIN
VACCINATING GROUP 1B

1/20/21

MASS VACCINATION
CLINICS OPEN AT
RICHMOND RACEWAY

1/31/21

HENRICO AND RICHMOND
HEALTH DISTRICTS BEGIN
VACCINATING GROUP 1C

4/3/21

RICHMOND RACEWAY
CLINIC ADMINISTERS
100,000TH VACCINE

4/9/21

VACCINES AVAILABLE TO
THOSE 16 AND OLDER

5/19/21

VACCINES AVAILABLE TO
THOSE 12 AND OLDER

5/14/21

UNIVERSAL MASK
MANDATES LIFTED

5/27/21

LAST VACCINATION
CLINICS TO BE HELD AT
RICHMOND RACEWAY

5/28/21

SOCIAL DISTANCING,
CAPACITY RESTRICTIONS
LIFTED

Service Above Self

A team of eight Henrico Police officers delivered above and beyond their primary assignments at a critical time of the pandemic. When medical professionals were needed to administer vaccinations, these officers, who had prior EMT and Paramedic training, stepped up to serve the needs of the community.

Lieutenants **D. B. Green**, **K. S. Howdyshell**, **M. C. Pecka**, and Officers **D. H. Hazelgrove**, **C. M. Minter**, **N. W. Raecke**, **R. M. Shrewsbury**, and **J. M. Wood** administered countless vaccines throughout the duration of the clinics. By maintaining their EMT/Paramedic certifications, then serving when called upon, these officers continue to demonstrate their commitment to service above self.

"As a first responder, it was gratifying to interact with community members during this pandemic and have an overall impact on the number of vaccines administered within the Commonwealth,"

-Lt. M. C. Pecka.

The Henrico Police Acoustic Blue Band performed for those waiting to get vaccinated during clinics at Richmond Raceway.



BY THE NUMBERS

SNAPSHOT OF THE HENRICO POLICE'S CONTRIBUTION TO MASS VACCINATION EFFORTS

175 POLICE EMPLOYEES

1,776 SHIFTS STAFFED

18,819 HOURS WORKED

ASSIGNMENTS & ROLES

- Uniformed Security
- Operational Supervisors
- Patient Care Supervisors
- Post-Vaccination Observation
- Mobility Assistance
- Data Entry
- Registration
- Translators
- Scribe
- Vaccination Administrator
- Mobile Vaccination Team Driver
- IMT Logistics
- IMT Planning
- IMT Resources
- IMT Field Observer
- IMT Operations
- IMT Technology/Data Group



JULY 1, 2020-JUNE 30, 2021

SIGNIFICANT ACHIEVEMENTS



SIGNIFICANT ACHIEVEMENTS

OFFICE OF THE CHIEF



Eric English, who had headed the police department for the city of Harrisonburg since 2018, was introduced as Henrico's incoming Chief of Police at an August 24, 2020 press conference.

CHIEF OF POLICE

On September 14, 2020, **Eric D. English was sworn in as Henrico County Chief of Police.** Prior to joining the Division, English served with the City of Richmond Police Department from 1989 to 2018, rising through the ranks to become Deputy Chief of Operations in 2011 and Deputy Chief of Support and Business Services in 2016. In September 2018, he was named Chief of Police of the Harrisonburg Police Department, located in Virginia's Shenandoah Valley.

Chief English holds a bachelor's degree in criminal justice and sociology from the **University of Richmond** and a master's degree in public administration from **Virginia Commonwealth University.** A sports enthusiast, English played basketball for the University of Richmond and was a member of the **1988 Spiders' Sweet Sixteen** team. He has been a Henrico County resident for more than 30-years. He and his wife have two adult children and are the proud grandparents of two grandchildren.

CHIEF OF STAFF

Professional Standards

ERA OF TRANSPARENCY & ACCOUNTABILITY

The death of George Floyd while in the custody of the Minneapolis Police Department prompted a wave of police reform initiatives nationwide. Henrico Police responded with an in-depth review of its own policies and procedures, resulting in revisions to policies on response to resistance, less lethal weapons, body-worn cameras, pursuits, Internal Affairs, and disciplinary procedure. The Division also adopted a new Code of Conduct and hired a civilian **Disciplinary Review Manager** to oversee the administration of a new internal discipline process. Combined, these changes set a higher standard of accountability for Henrico Police and its members.

BODY-WORN CAMERAS

Body-worn cameras are effective tools in establishing and maintaining police accountability and transparency. Since Henrico Police implemented its Body-Worn Camera (BWC) Program in 2015, BWC footage has become an integral component of the Division's operations.

By FY21, 450 body-worn cameras were in use in units throughout the Division, including Patrol Bureau, School Services, Community Policing, Special Operations Group, and Animal Protection Police. In mid-2021, all 450 of the Division's body-worn cameras were replaced under warranty, providing officers **all-new BWC equipment** with better technology and greater reliability.

In FY21, Henrico Police was awarded a grant from the **Department of Criminal Justice Services (DCJS)** to purchase 30 new BWCs for members of the Emergency Response Team, Civil Disturbance Team, and other critical assignments without BWCs. The Division also

added a new full-time **BWC Technician position** to its Quality Assurance Unit to meet the increasing demand of legal and Freedom of Information Act requests for footage.

RE-ACCREDITATION

Commission on Accreditation for Law Enforcement Agencies, Inc. (CALEA) was founded in 1979 through a collaborative partnership between the International Associations of Chiefs of Police, the National Organization of Black Law Enforcement Executives, the National Sheriff's Association, and the Police Executive Research Forum. Its **TRI-ARC Award** was created to recognize agencies concurrently holding all three CALEA Accreditation Awards: Law Enforcement, Public Safety Communications, and Public Safety Training Academy. On March 26, 2021, following a virtual hearing before the CALEA Board of Commissioners, Henrico was awarded re-accreditation. **Henrico Police is one of only 24 agencies in the world to achieve this status as of the March conference.**



On March 26, 2021, following a virtual hearing before the CALEA Board of Commissioners, Henrico Police was awarded TRI-Arc re-accreditation.

A recruit from the 72nd Basic Police Academy jumps a wall during a training obstacle course.



Personnel & Training

PERSONNEL

Due to in-person COVID-19 restrictions, the Henrico Police Recruiting Team hosted **25 virtual recruiting events** in FY21, connecting with hundreds of current and potential applicants during multiple police and emergency communications hiring processes.

Members of the Personnel Unit participated in the virtual **2021 Diversity & Inclusion Symposium** sponsored by the Richmond Society of Human Resource Management. This event is held to help organizations better understand diversity and inclusion, help Human Resource professionals develop competency in this area, and bring together organizations from across Virginia to discuss current critical issues.

In June 2021, the Recruiting Team attended **Henrico County Recreation & Park's Juneteenth Celebration** at Dorey Park. Through engagement and dialogue, recruiters strengthened relationships and built trust with community members. Recruiters provided information on the various career paths and employment opportunities available with the Division and connected with many potential applicants.

Also in June, unit members participated in a virtual **Essentials of HR Management** course. The course covered best practices in human resource management and included discussions on key pieces of federal legislation; understanding the EEOC's role and investigatory process;

improving recruitment and selection processes; employee orientation, on-boarding, training and development; and performance appraisal process and methods.

TRAINING

In February 2021, the Henrico Police Training Unit hosted the **Lina Sisco Enhanced Interview Techniques** course. This three-day class teaches cutting-edge interview tactics and deception techniques. Officers **D. M. Dickson** and **A. D. Lehatto** from the Training Unit attended this course.

In March 2021, **Lieutenants M. N. Burroughs** and **C. L. Rooney**, **Sergeants S. W. Kopelove** and **M. M. Wrighter**, and **Senior Communications Supervisors L. N. Lacaria** and **J. H. Richardson** attended the **FBI LEEDA-Supervisory Leadership Institute**. This week-long school is the first of three specialized leadership-certification courses.

In June 2021, **Lt. C. L. Rooney** and **Sgt. R. T. Dorton** attended the FBI LEEDA-Command Leadership Institute, both of whom earned the **FBI LEEDA Trilogy Award** for completing all three courses in the FBI LEEDA program.

Several police academies were held in FY21, including the **72nd Basic Police Academy**, held June 2020-January 2021, from which 27 police recruits graduated. In May 2021, four police officers graduated the **11th Modified Police Academy**, held March-May 2021. The **73rd Basic Police Academy** began in January 2021, from which 10 recruits graduated in July 2021.

Office of Public Affairs

In FY21, the Public Information Office changed its name to **Office of Public Affairs**. As the landscape of news and social media continues to evolve, the name change better reflects the unit's role as liaison between the Division and its components, news media, and the public.

Beginning in 2019, **Capt. K. L. Johnson** (Professional Standards) and **L. G. Beck** (Office of Public Affairs) led the Division's Rebrand Workgroup through visioning exercises and new logo development. During this time, the workgroup, which consists of a diverse group of civilian, sworn and 911 staff, **crafted a new vision, mission, values, guiding principle and tagline for the Division**. The final product, which addresses modern-day concerns of law enforcement and emphasizes civic-trust, was unveiled December 2020, while the new logo will be unveiled in FY22.

Ushering in an era of transparency, Chief English tasked the unit with producing and disseminating never-before published crime data and police statistics. In February 2021, the unit created a **new Crime Statistics section of the Division's website** featuring crime demographics and residency data, as well as use-of-force and vehicular pursuit statistics. The Division's **Public Data page was expanded** to include workforce demographics, expanded Internal Affairs Complaint Statistics, and nearly 20 Division policies on high-profile topics, including response to resistance, vehicle pursuits, body-worn cameras, code of conduct, internal affairs, corrective and disciplinary action, recruitment, biased policing and Freedom of Information Act.

In FY21, the unit hosted a **Media Day**, inviting members of local news media to meet Chief English and participate in simulation exercises. The unit also sent more than **80 press releases** and coordinated dozens of **live and virtual interviews** throughout the year.

The Office of Public Affairs manages all aspects of Henrico Police's social media, which include **Facebook, Twitter, Instagram, LinkedIn, and YouTube**. At the close of FY21, the Division's social media content had received more than **10 million impressions** and nearly **850,000 engagements** (likes, comments, shares and clicks) across its social media channels. The unit launched several new content features in FY21, including **Take 'Em Home Tuesday**, featuring adoptable animals from Henrico's Animal Shelter; **Safety Tip Saturday; Weekly Wrap Up**, featuring snapshots from across the Division of the week's activities and community engagement; and a **monthly feature celebrating diversity and inclusion** throughout Henrico Police by profiling a Division member in an engaging photo, presented alongside a brief, but meaningful Q&A.

Unit members also **produced and posted a total of 58 videos for social media and feature stories**—including 11 police and communications recruiting videos and 19 public safety announcements. Gun safety, catalytic converter theft prevention, pool safety, larceny-from-auto prevention, traffic safety, and safe celebrations were among the topics highlighted.



The new Crime Statistics section of Henrico Police's website features crime demographics and residency data, as well as use-of-force and vehicular pursuit reports.



SIGNIFICANT ACHIEVEMENTS

FIELD OPERATIONS

PATROL BUREAU

The Patrol Bureau is comprised of 281 officers assigned to one of three stations: Central, South and West. Officers work day, evening or midnight shifts on one of two platoons, or a Directed Action Response Team (DART).

Awards & Training

Officers from across the Patrol Bureau were recognized for their outstanding work in FY21. **Officer A. F. M. Cornett** received the Division's **Lifesaving Award** in August 2020. **Officers J. C. Brandmaier, C. A. Keane, S. M. Sizemore,** and **D. R. Thurman** won MADD Awards in September 2020 for their efforts in DUI enforcement. Also in September, **Officers G. J. Bardenheier, J. L. Blaha, M. P. James, Jr., M. T. Murray, C. W. Silk,** and **D. R. Smart, Jr.** received the HEAT Award from Virginia State Police for their efforts in stolen auto enforcement.

In November 2020, **Officer M. C. Marshall** was selected as the **2020 Varina-Ruritan Officer of the Year**. Officer Marshall was recognized for his excellent police service and his continued service in the Virginia National Guard.

In December 2020, **Officer C. M. Minter** was selected as the **VFW Post 6364, 2020 First Responder of the Year**. Officer Minter was recognized for his quality police service and his distinguished military service.

In addition to mandatory in-service training, Patrol Bureau officers had the opportunity to participate in specialized training in FY21. **Officer A. C. Zabinsky** attended **Response to Sexual Assault** training in August 2020. **Officers J. S. Brummitt** and **E. A. Santana** attended an **Advanced Accident Reconstruction** school in September 2020. Three officers from **DART-South** attended the **Lina Sisco Enhanced Interview Techniques Course** in February 2021.

July-September 2020, **Lt. K. S. Howdyshell** attended the **UVA/VSP Command College on Leadership** as part of the 15th Session of the National Criminal Justice Command College.

Central Station

In Fall 2020, **Evening Watch-B Platoon** launched the **Violence Reduction Initiative Program (VRIP)**. Utilizing a focused approach, VRIP is designed to reduce violent crime. The objectives are to 1.) identify and arrest the top two-three percent of violent offenders within station boundaries; and 2.) conduct criminal debriefs to develop actionable intelligence to use in solving past crimes Division-wide. VRIP officers utilized the Division's Chronic Offender Program¹ and Location Offender Program² to narrow their focus and maximize efforts.

In FY21, **57 individuals were arrested as a result of VRIP**, the majority of whom were wanted for, or who had failed to appear in court for, violent criminal offenses. These criminal offenses include sexual assault, weapons, robbery, narcotics distribution, malicious wounding, domestic assault, burglaries, and violent gang-related activity.

Officers assigned to VRIP conducted **17 criminal debriefs** in FY21. Actionable criminal intelligence was developed as a result, and subsequent arrests were made for weapons and narcotics trafficking, and narcotics trafficking inside the Henrico County Jail. Information on cold cases in Henrico County, homicides in the City of Richmond, and locations of wanted individuals were also developed through these criminal debriefs.

Officers assigned to VRIP attribute the program's success to **communication, collaboration and coordination both internally and with outside agencies**, to include Hanover County Sheriff's Office–Narcotics; FBI Violent Criminal Enterprise Task Force; Drug Enforcement Administration (DEA); Henrico County Sheriff's Office–Internal Affairs; Henrico Police Cold Case; Culpeper Police Department; City of Richmond Police Department–Homicide Unit; Henrico County Circuit Court; Henrico County Community Corrections; and Henrico Police CIS, Robbery, Burglary, DART, Violent Crimes, Gangs, CASE, ERT, and K9 units.

Due to its success, Central Station's Evening Watch-B Platoon has introduced VRIP across the Division.

¹ Chronic Offender Program (COP) helps identify Henrico's most prolific criminal offenders. COP was developed in partnership with the Commonwealth's Attorney's Office, Henrico County Probation and Parole, and Henrico County Information Technology.

² Location Offender Program helps identify areas vulnerable to crime and informs the Division on where to direct operations.



Sgt. M. A. Sheehan holds up a COVID-19 Care Kit prior to distributing them in the community.

South Station

A new South Station Patrol Headquarters will be built on land acquired by Henrico County in FY21. The custom-built station, which will be located near the intersection of Airport Drive and Renee Lane, will alleviate the challenges of South Station's current location and building.

Officers from **Evening Watch-A Platoon** led an initiative to decrease crime and increase community engagement in the **Newbridge** and **Coventry Gardens** neighborhoods. From January through March of 2021, officers distributed more than **500 COVID-19 safety kits**, shared crime-prevention information and conducted foot patrols. Enforcement efforts conducted during this time resulted in numerous arrests of wanted individuals and the seizure of 11 firearms. Following the initiative, the community experienced a significant reduction in crime.

In February 2021, **Midnight Watch-A Platoon** conducted **Operation Hotwheels**, an enforcement and education initiative designed to reduce auto theft. Officers distributed auto-theft prevention information, posted flyers in convenience store windows, and utilized a License Plate Reader to recover stolen vehicles. Since launching Operation Hotwheels, South Station officers have seen a reduction in auto theft crime.

In May 2021, **Day Watch-A Platoon** launched **Operation FIVE-O (Focused, Innovative, Versatile, Encompassing, and Organized)**. The operation, which was developed and is led by patrol officers representing every platoon in the Division, addresses the most pressing crime-related issues near the border between Henrico County and the City of Richmond.

West Station

West Station DART launched a **West Broad Street Hotel Corridor Initiative** in December 2020. The team partnered with Community Services, CASE, CIS, and the Commonwealth's Attorney's Office to address the crime and blight impacting hotels along the West Broad Street corridor.

In February 2021, **Lt. J. D. Hoyt** (West Station) partnered with **Lt. R. J. Bordner, Sr.** (Central Station) to bring **VRIP** to West Station (read more about VRIP in Central Station).

In March 2021, **Lt. S. W. Jung** and members of Community Policing, CIS and CASE began working together on a proactive approach to preventing **catalytic converter thefts**. The operation included surveillance, patrol enforcement, community partnerships, and Crime Prevention Through Environmental Design (CPTED) recommendations for business owners.

INVESTIGATIVE BUREAU

CASE

The Crime Analysis and Strategic Evaluation (CASE) Unit is responsible for the collection, analysis, evaluation and distribution of crime information and intelligence.

In April 2021, Chief English bestowed the **Chief's Eagle Award** to **Detectives J. A. Burroughs** and **R. R. Christian Jr.** for their ongoing behind-the-scenes work in intelligence gathering and for their steadfast work during the civil unrest in the summer of 2020.

Criminal Investigations

ORGANIZED CRIME SECTION (OCS)

In December 2020, the **U.S. Department of Justice Money Laundering and Asset Recovery Section (MLARS)** hosted a free **Financial Investigations Seminar**. This ten-part webinar educated detectives on many topics within financial investigations, including the Bank Secrecy Act, Money Laundering Methods, Unexplained Income, and Financial Institutions. Several detectives participated in this no-cost training. Also in December, **Detective T. M. Hartman** attended a 32-hour **Field Training Officer Leadership School**.

In April 2021, detectives attended **Basic Narcotics Investigators School**. This course taught the fundamentals of narcotics investigations, to include parcel investigations, informant and undercover utilization, investigative data mining and conspiracy cases.

April-June 2021, the **Vice Investigation Team** conducted five **Traveler³ Operations**. From these operations, 11 new cases were developed and five subjects were arrested on 12 outstanding warrants for using a communications device to solicit a minor for sex.

In May 2021, **Detective M. J. Barron** instructed **Top Gun Training**, a six-day course hosted by the Northeast Counterdrug Training Center.

In June 2021, **Detectives J. C. Pike** and **J. C. Peace III** attended **Techno Security & Digital Forensics Conference**. The conference focused on digital forensics, including various software tools, cyber-security, and laws associated with computer crimes and retention of evidence.

³ Travelers are persons who solicit minors for sex.

In June 2021, **Detective R. M. Matson** stopped three different individuals with the assistance of DART-West in furtherance of a federal racketeering, money laundering and cigarette trafficking case coordinated by **Homeland Security Intelligence**. Detective Matson seized two vehicles, \$1,300, and 1,833 cartons of cigarettes with a street value of \$111,960. Two of the three traffickers were arrested and charged with three felonies for cigarette trafficking. Overall, approximately 3,000 cartons of cigarettes, 200 lbs. of marijuana and \$280,000 have been seized to date.

AUTO THEFT

The **Virginia State Police HEAT Program** recognized **Detectives R. L. Breeden, Jr.** and **C. A. Fornel** for their auto-theft prevention and enforcement efforts. The annual awards were presented at the September 2020 Virginia Association of Chiefs of Police conference.

AFIS & FORENSICS

In FY21, the AFIS Unit (Automated Fingerprint Identification System) was civilianized and is now staffed solely by non-sworn personnel. The unit's office space was redesigned and upgraded with all-new workstations. Its **Digital Forensics** component also received new equipment to assist in exams of cell phones and other devices.

SPECIAL ACTION FORCE (SAF)

Special Action Force (SAF) members received the **Chief's Eagle Award** for their outstanding work during the civil unrest and demonstrations in summer 2020. The team's surveillance provided real-time intelligence without conflict. Throughout FY21, SAF also apprehended multiple murder, malicious wounding and robbery suspects.

Virginia State Police HEAT Program awards were presented at the September 2020 Virginia Association of Chiefs of Police Conference.





SPECIAL OPERATIONS

Marine

In FY 21, the unit held an 80-hour Crewmember & Coxswain School on the lower James River. This five-day school provides instruction on how to operate the Division's SAFE Boat. **Officers B. S. Kelly, A. W. Natoli, and B. J. Thompson** completed their required coxswain field training hours and are now fully certified as Marine Unit Crewmembers. **Animal Protection Police Officers B. N. Bohr and W. S. Hawkins, Jr.** completed coxswain training, and will continue to work on field-training hours.

On March 5, 2021, **Marine Patrol Officer B. A. Thompson** received a certificate and challenge coin from the **Virginia Department of Wildlife Resources** for his continued support of Virginia conservation police officers and the Department of Wildlife Resources.

At the end of FY21, with unused budgeted funds available, unit members purchased lumber to rebuild the deck at **Marine One's storage facility**. The existing deck, which had extremely narrow staircase steps, had become increasingly unsafe due to rotting wood. Over the course of two days, Marine Patrol Officers removed the old deck and installed a new deck with a wider staircase.

The Marine Unit provides security along the James River and enforces maritime laws within the navigable waterways of Henrico.

Metro Aviation

Metro Aviation is a regional unit staffed by police pilots from Chesterfield, Henrico, and the City of Richmond.

In November 2020, a **new autopilot system** was installed on the Division's 1979 Cessna 182RG transport plane and the plane's original equipment, which had been overhauled several times, was removed.

In early 2021, the purchase of a new **Cessna T206HD** was authorized. The new plane, including equipment and integration, costs \$1.8 million and is expected to arrive in December 2021.

In FY21, **Police Pilot R. P. Gallagher** passed his FAA certified flight instructor check ride and his FAA certified instrument flight instructor check ride. He is now able to provide private, instrument, and commercial flight instruction to Metro Aviation pilots. **Police Pilot S. M. Wickerham** passed his FAA commercial written test; he has begun commercial flight training and is studying for the FAA commercial check ride.

Traffic Enforcement

In August 2020, **Lt. R. G. Netherland III** was recognized as **MADD's National Officer of the Month** in honor of his years of service teaching, talking to the community, and enforcing the DUI/DUID laws of Virginia.

Officer L. C. Jones was recognized for his efforts in removing impaired drivers from our roadways during the **MADD Law Enforcement Awards** ceremony in September 2020.

Two **Fundamentals of Crash Investigation** courses were held in FY21, for which **Lt. R. G. Netherland III** served as the primary instructor.

Officers from the Traffic Enforcement Unit attended several trainings in FY21, including **Advanced Crash Investigation** and **Pedestrian Crash Law**. At the June 2021 **Symposium on Traffic Crashes**, members of the Crash Team, alongside crash teams from across the globe, received continued instruction on a variety of traffic crash topics.

Emergency Services

In summer 2020, the **1st Annual Henrico Police Patrol K9 Handlers School** was held. Henrico **K9 Officers N. B. Kelley** and **J. S. Morrison** served as training instructors, while **Officer G. J. Bardenheier** and his **K9 partner Ghost** attended and graduated.

In January 2021, Narcotic Detector **K9s Cletus, Bonnie, Mara, Scooby, and Jynx**; Patrol **K9 Mako**; and Bloodhound **K9 Gracie** all retired from service.



Officer G. J. Bardenheier and his K9 partner Ghost graduated from the 1st Annual Henrico Police Patrol K9 Handlers School



SIGNIFICANT ACHIEVEMENTS

SUPPORT OPERATIONS

Fiscal Records

In July 2020, Fiscal Records took over the responsibility of **grant management** for the Division, and in October 2020, the unit implemented a new records process to eliminate paper files and began **converting financial records into electronic format**.

During the Division's August **2020 Promotions & Awards Ceremony**, unit members **K. A. Moore** and **S. S. Noyes** were both awarded **Employee of the Year** for their diligent oversight of the Division's finances in FY20, and for producing very positive outcomes while working short-staffed and without a Controller.

ADMINISTRATIVE SERVICES BUREAU

Emergency Communications

Emergency Communications is a 24-hour operation that processes incoming 911 emergency calls and non-emergency calls, dispatches calls for service for Police, Fire and EMS, and operates a Teletype Terminal.

Beginning September 2020, the Emergency Communications Center underwent renovations in preparation for a new regional radio system as part of the **Regional Public Safety Radio Systems Project**. The renovations, which were completed in February 2021, included all-new consoles, radio equipment and CAD computers. The project was conducted in two phases with construction being done on one half of the center while operations were consolidated to the other half.

During the Division's August **2020 Promotions & Awards Ceremony**, several communications officers were recognized for their contributions and accomplishments throughout FY20. Communications Officer **S. N. Weldon** was awarded the **Lifesaving Award** for her handling of a call involving a suicidal juvenile male. Communications Officer **K. W. Walkuw** was awarded **Emergency Communications Professional of the Year**; Communications Officer **J. D. Boster** was awarded **Training Officer of the Year**; and Senior Communications Officer **L. N. Lacaria** was awarded **Supervisor of the Year**.

Criminal Records

Henrico Police Criminal Records Unit processes, maintains and fulfills requests for police reports, criminal records and crime statistics. The unit also provides fingerprinting services as well as oversees Freedom of Information Act requests and the Telephone Reporting Unit.

The Criminal Records Unit modified its **fingerprinting services to appointment-only at the start of FY21**. The change originated during the COVID-19 pandemic as a way to limit the number of people in the Public Safety Building lobby at any given time. Members of the unit found the appointment system beneficial as it allowed them to prepare in advance, work more efficiently and provide better customer service. After restrictions were lifted across county facilities in June 2021, the unit received approval to continue providing fingerprinting services by appointment.

Evidence and Logistics

The Evidence and Logistics Unit maintains custody, control and inventory of all evidence; recovered, seized and found property; and assists with logistical resource needs.

In April 2021, the grand opening of the Division's new, multi-million dollar **Annex Facility** was held. This brand-new facility operates 24 hours a day, 365 days a year, and replaces the aging, cramped facility located within the Public Safety Building. Members of the **Evidence, Logistics, and Inspections Units** moved nearly **39,000 packages containing more than 100,000 items** into the Annex Facility during the first three weeks of April 2021.

Criminal Records modified its fingerprinting services to appointment-only at the start of FY21.



SUPPORT SERVICES BUREAU

Community Services

PREVENTION SERVICES

In November 2020, members of the Prevention Services Unit attended **Force Science Realistic De-escalation**. This train-the-trainer course taught techniques for utilizing de-escalation tactics and active listening. Members of Prevention Services have since conducted numerous half-day trainings for members across the Division in addition to providing in-service training.

The **Crisis Intervention Team**, alongside **Community Officers** and **Henrico County Division of Fire**, conducted a **homeless population count** in January 2021. Goods donated by churches and officers from across the county were distributed and **Homeward volunteers** provided follow up assistance to those in need of permanent housing. **In total, 24 individuals were encountered in vehicles and tent sites during the count.**

In May 2021, the Prevention Services Unit participated in the **Asian American Society of Central Virginia's Parade of Nations - Walk for Peace & Harmony** at Short Pump Park.

In June 2021, the Division's **Critical Incident Response & Peer Support Team** won a **NACo Achievement Award**. This team provides resources, information, education and support to Division members who encounter stressful situations in the performance of their duties.

In June 2021, the **Crisis Intervention Team**, in partnership with the **Department of Medical Assistance Services** and **Henrico County Community Revitalization**, conducted a mental health survey at a motel located in Henrico County. During the survey, the team became aware of five people who had not eaten all day and two people who needed clothing and toiletries. These individuals were given home-less packs to address their immediate needs, while the Crisis Intervention Team contacted **New Hope Pantry** who later provided clothing, backpacks, and four large boxes of food and toiletries.

Capt. D. D. Engels with community members at the May 2021 Asian American Society of Central Virginia's Parade of Nations - Walk for Peace & Harmony.



Henrico Police Community Officers pose to launch a Community Policing social media engagement campaign in May 2021.



COMMUNITY POLICING

In September 2020, Henrico Police resumed its **Citizens and Senior Citizens Police Academies**. With COVID-19 restrictions still in place, the academies were combined and, with help from the Division's **Technology Support Unit**, weekly classes were held virtually. Despite these circumstances, attendees gave very positive feedback.

In November 2020, Community Policing re-launched the **Henrico Business Watch Program**. Business Watch is a free, county-wide program modeled after the highly successful Neighborhood Watch program. It establishes a formal communications network among neighboring businesses and allows Henrico Police to notify members of crime trends more efficiently. Members also receive free workplace safety and crime prevention trainings, as well as a quarterly newsletter detailing crime trends and prevention techniques. **As of June 2021, 145 businesses have joined the program.**

In March 2021, the unit partnered with **Richmond Area Bicycling Association (RABA)** for a **Virginia Capital Trail Clean-Up Effort**. Milepost 37 of the trail had become a dumping ground for a wide variety of unsightly debris. This joint effort led to the removal of approximately **30 vehicle tires, and four heaping pickup-truck loads of trash**, which included a muffler, plastic lawn chair, the door to a 20"x 20" safe, numerous bottles, and a Singer sewing machine. Community officers had numerous interactions with trail users who were very positive about seeing police in action to improve the trail's safety and experience.

In May 2021, **Officers P. E. Loy and E. C. Stein** partnered with the **Office of Public Affairs** to produce a PSA on the rise of catalytic converter thefts. The PSA, which provided both awareness information and tips for preventing thefts, reached nearly **460,000 people**, received **3,500 engagements** (likes, comments, shares, etc.), and more than **72,000 minutes** have been watched as of June 2021.

Also in May, **Officers S. J. LaPrade and C. K. Basic** organized a **Hotel Workgroup** to reduce calls for service to hotels in the Williamsburg Road business corridor. The workgroup, who plans to meet biannually, consists of hoteliers, community officers and members of the Crisis Intervention Team (CIT), as well as representatives from Henrico County Community Maintenance, Community Revitalization, and Building Inspections.

On May 6, 2021, **American Legion Post #242** awarded **Officer D. W. Leber** a **Law Enforcement Certificate of Commendation** for his outstanding public service to the Sandston community, Virginia, and the nation.

Sgt. K. L. Hansen began working with the **Office of Public Affairs** on a Community Policing **social media engagement campaign** in May 2021. The campaign launched with images of community officers, accompanied by introductions and information on the role of Community Policing and the services the unit provides. Subsequent phases of the campaign included "Safety Tip Saturday," and monthly community-officer highlights.

In May 2021, **Officers Q. D. Scott, J. S. Gough and C.K. Basic** completed a 36-hour **Project Life Saver: Train-the-Trainer** course. Officers were trained and tested on the use of the Osprey HR 2600 to locate transmitter signals of missing persons with Alzheimer's, dementia or Autism. These officers will now instruct other Division members in the use of the Project Lifesaver locator.

In June 2021, **Officer J. G. Nance II** was awarded the **Short Pump Ruritan Officer of the Year**. This award was given in recognition of his contribution to the reduction of crime, improvement of quality of life, and development of business/community relations in the Short Pump area.

School Services

In November 2020, a Henrico family, who wished to remain anonymous, partnered with the Division by donating enough turkeys and other goods to **provide 30 families a meal for Thanksgiving**. The School Services Unit delivered the meals to families across the county. The good deed went viral on social media, prompting live interviews with national media outlets.

Also in November, the **Henrico Police Athletic League (Henrico PAL)** held its annual **PAL Thanksgiving Turkey Giveaway**. PAL Officers and School Resource Officers assisted with distributing more than **200 turkeys to families in need**. In collaboration with **Henrico County Public Schools (HCPS)** administration, officers also helped to select families from their assigned schools who would benefit from receiving the turkeys.

In December 2020, officers assisted the **Henrico Fraternal Order of Police—Lodge #4 (FOP)** in delivering **\$200 gift cards** to children in need across the county after its annual Cops & Kids Christmas Program was canceled due to COVID-19.

SROs and community officers welcomed students back to in-person learning in February 2021.

In February 2021, the School Services Unit hosted its annual **Crossing Guard Appreciation Breakfast**, thanking the Division's crossing guards for their hard work and continued service to the students of Henrico County.

Also in February, joint training between **HCPS** and Henrico Police was held to discuss legislative changes and the Memorandum of Understanding between the agencies.

In May 2021, **Officers A. S. Danilovich** and **W. D. Duke Jr.** organized an engagement event with students in the **Criminal Justice Clubs** from **Brookland and Short Pump Middle Schools**. Students were able to interact, watch demonstrations and experience hands-on activities with the Division's **Explosive Ordnance Disposal (EOD) team**.

Also in May, the **Hanover County Sheriff's Office** awarded **Officer E. K. Owens** a **Meritorious Service Award** for providing critical information for a shooting case in Hanover County. Due to her efforts in identifying those involved, and sharing the information promptly with Hanover Sheriff detectives, the suspects were arrested and the weapons were recovered.



In June 2021, Henrico Police organized a kickball game with 4th- and 5th-grade students from Johnson Elementary School.



In June 2021, **Officer A. S. Danilovich**, in collaboration with **Johnson Elementary School** administration, organized a kickball game between 4th- and 5th-grade students against a team of teachers and first responders. Members across the Division participated, including from the **Emergency Response Team, Community Services, Emergency Communications, School Services** and **Executive Staff**.

Also in June, the School Services Unit, **Henrico PAL**, and **Henrico County Recreation & Parks** hosted a 2v2 Basketball Tournament. **Officers D. L. Allen, K. N. Gordon, T. B. Harrison, M. S. Hubbard, B. N. Watkins,** and **Z. K. Youngman** participated as coaches for the event.

In November 2020, Henrico Police gave live interviews on multiple national broadcast news programs following a viral social media post about distributing Thanksgiving meals to families in need.



Animal Protection Police

Animal Protection Police Officers responded to **13,500 calls for service** in calendar year 2020 pertaining to companion animals, domestic livestock and wildlife. **Henrico Police Animal Shelter** staff assisted **2,934 shelter visitors**, answered **14,144 phone calls**, and cared for **2,200 companion animals** housed at the shelter during the year.

Even though the law only mandates just one clinic be held every two years, **Henrico Animal Protection Police have hosted four low-cost Rabies Vaccination Clinics every year for more than 30 years.** The community eagerly anticipates these annual clinics as it provides

reduced vaccination costs and increased protection for pets. Even with COVID-19 restrictions in place, Henrico Animal Protection hosted four low-cost clinics in FY21, administering **705 rabies vaccinations** and issuing **162 dog licenses**.



CONTACT INFORMATION



ONLINE

henrico.us/police



PHONE

DIAL 911 IN AN EMERGENCY

Non-Emergency: (804) 501-5000

General Information: (804) 501-4800

Animal Protection: (804) 727-8800



EMAIL

Email general inquiries to police@henrico.us

Inquiries will be directed to the appropriate section



POLICE STATIONS

West Station

Henrico County Public Safety Building
7721 E. Parham Road, Henrico, VA 23294
Open 24 hours daily, 365 days a year

Central Station

7850 Villa Park Drive, Henrico, VA 23228
Open 8 AM-4:30 PM Monday-Friday

South Station

561 Eastpark Court, Sandston, VA 23150
Open 8 AM-4:30 PM Monday-Friday

Henrico Animal Protection/Shelter

10421 Woodman Road, Glen Allen, VA 23060
Open 10 AM-4:30 PM Monday-Saturday



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SAFER TOGETHER**