



**CHESTERFIELD COUNTY
POLICE DEPARTMENT**

**2025
Certified Crime
Prevention Community
Recertification**



DCJS

**Certified Crime Prevention
Community Program**



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**CHESTERFIELD COUNTY
POLICE DEPARTMENT**



Core 1. Neighborhood Watch Council

Goals and Objectives

Goal

The goal for the Neighborhood Watch Council is to serve as the overseeing body of the department's Neighborhood Watch Program. The Council additionally assists the police department's Neighborhood Watch Coordinator by handling communication with individual community's watch programs, as well as assisting in the programming and execution of the yearly neighborhood Watch Conference.

Objectives

- Continue bi-monthly meetings to address needs and concerns of the Neighborhood Watch program in Chesterfield County.
- To participate in five training sessions annually for new or re-start Neighborhood Watch groups.

Accomplishments

The Neighborhood Watch Council has continued to thrive in Chesterfield County. The bi-monthly meetings with the department's liaison continue to happen as scheduled (Exhibit 1). Our yearly Neighborhood Watch Conference continues to be held and seems to be generating more interest each year. In 2023, the topic was Reaching Out in Times of Crisis (Exhibit 2). The presenters that year included the County's Opioid Coordinator to discuss the presence of drugs in Chesterfield County and ways to combat illicit substance abuse, and Major Brad Badgerow, one of the department's leading advocates for the incorporation of Mental Health programs into daily police work. The 2024 Conference saw record attendance of 62 people (Exhibit 3). That year, a new approach was tried; members were asked which topics that they would like to see presented, which gave them a sense of ownership in the Conference as well as encouraging more members to attend. Programming included Christine Clark with the County's Emergency Management Department, and Shannon White, an Emergency Communications Center who taught a block on 911 operations and the best way of callers to answer questions to expedite emergency help.

Program Evaluation

The Neighborhood Watch Council meets bi-monthly to discuss issues pertinent to the Neighborhood Watch program including coordinator concerns and county-wide issues. Since 2022, membership of the Council has fluctuated. Currently, Council membership stands at nine members, which is almost the full complement of allotted members for the Board.

The membership fluctuation has also affected one of the projected goals that was proposed in 2022. Our initial idea was to have a Neighborhood Watch Council website up and running prior to the end of 2024. The Board member who was spearheading that project left the Board for personal reasons shortly after joining and progress on the idea halted. It was also highly questionable how logistics would work trying to marry an outside website into an official county database, so the idea was fully abandoned.

Although there is ample residential growth in Chesterfield County, especially in apartment communities, the goal of holding an average of five training sessions for new or restart Neighborhood Watch groups was not achieved. The Neighborhood Watch Coordinator held five total sessions over the three-year span versus averaging five per year.

More than half of the five sessions that were held took place in 55+ age residential communities (of which there are many new ones). Older generations appear more familiar with the Neighborhood Watch concept and understand its benefits.

Tech savvy younger generations appear to be moving toward on-line apps/communities such as Nextdoor and Facebook groups to stay apprised of neighborhood goings-on. While there is benefit in this, these virtual groups do not receive important crime statistics and resources, nor do they have a designated police department contact for when issues arise.

New Goal and Objectives

Goal

The goal for the Neighborhood Watch Council is to promote and assist in growth of the neighborhood watch program within the county. The council also assists the Neighborhood Watch Coordinator with the development of new and innovative ideas to help prevent crime in the community and to assist with the Neighborhood Watch Coordinator's Conference.

Objectives

- To participate in three training sessions annually for new or re-start Neighborhood Watch groups.

- Increase attendance of and participation in the yearly Neighborhood Watch Conference to at least 70 attendees.
- Ensure equal Council representation, where necessary, by recruiting two representatives for each magisterial district within the next year.

Chesterfield County Neighborhood Watch Council
Thursday July. 10 2025, Meeting 6:00 PM
Agenda

**** Meet at the front door by 5:45pm ****

- 6:00 PM Call to Order
- 6:02 PM Approval of Past Meeting Minutes
- 6:05 PM Craig Eckrich Updates
- 6:10 PM National Night Out Discussion
- 6:15 PM Coordinator Issues
- 6:30 PM List of contacts for each council member for their district with ” **Confidence**”,
on each sheet”
- 6:40 PM Conference 2025
- 7:00 PM Set Next Meeting Date and Adjourn



CCPD Neighborhood Watch Conference

Reaching Out in Times of Crisis

October 24, 2023

7-9 p.m.

Thomas R. Fulghum Center
13900 Hull Street Road, Midlothian

Speakers

Lauren Herschler
Opioid Outreach Coordinator
Chesterfield County Mental Health

Brad Badgerow
Deputy Chief of Strategic Management
Chesterfield County Police Department

CCPD CHESTERFIELD COUNTY
POLICE DEPARTMENT

2024 NW Conference Registrations

Watch Name	Attendee Name	Email Address
MECA		
Council Vice President		
Meadowville Landing		
Watermill HOA		
Lake Genito		
Lake Genito		
Glan Oaks	L	sco
Branch's Trace	Ch	nnell
Commodore Point		
Police		
Police		
Shallowford Trace		Suz
Shallowford Trace		
Gates Bluff	M	en
Gates Bluff	Ge	ngen
Police		
Police		
Clarke's Forge		y
Clarke's Forge		y
Lake Genito	T	and
Arbor Meadows	M	son
Police-ECC		
Deerfield Civic Association		n
Deerfield Civic Association		G
Deerfield Civic Association		Sh
Gates Bluff	A	en
Townes of Notting Place		
Townes of Notting Place		
Jessup Meadows	R	oe
Bayport Landing		john
Beckenham		
Somers Lark		an
Somers Lark		
Ashley Grove		
Ashley Grove		
Boyces Cove		n
Boyces Cove		h
Arbor Meadows		n
Willow Creek		s
Eastbluff/Harbour Pointe of Brandermill		
Eastbluff/Harbour Pointe of Brandermill		Mr.C
Eastbluff/Harbour Pointe of Brandermill		
Eastbluff/Harbour Pointe of Brandermill		
Tarrington on the James		Ia
Tarrington on the James		willia
Forestdale	V	ms
Forestdale		
Police		
Mistwood Forest/Board Member		s
Providence Forest Court/Board Member		W
Lake Pointe	Emm	derson
Lake Pointe	C	on
Norwood Pond/Council President	J	ee
Norwood Pond	Di	bee
Norwood Pond		
CERT/ Emergency Management		k
Branch's Trace	Cindy Hughes	

Core 2. Certified Crime Prevention Specialist

Goals and Objectives

Goal

To improve crime prevention services to the community by providing properly trained, state certified Crime Prevention Specialists.

Objectives

- Ensure that every Crime Prevention member of the Community Engagement Unit is a Certified Crime Prevention Specialist by the Fall of 2024.
- Return to performing a minimum of 50 security assessments per year by members of the Community Engagement Unit.
- Encourage Community Engagement Officers to attend a minimum of two crime prevention training courses annually.

Program Accomplishments

The CPTED Planner created a series of checklist documents (Exhibit 1) which Community Engagement and patrol officers can utilize when addressing criminal concerns and security improvements that multifamily developments, businesses, houses of worship, and homeowners can make. These documents allow the respective entities to perform a self-security assessment of their facility/property and contact CCPD if further assistance/an in-person assessment is required.

For newer Community Engagement Officers who may not be fully up-to-speed on crime prevention/physical security strategies, the checklists educate them and allow them to recommend effective, proven security measures and procedures to community stakeholders so these individuals/entities can bolster personal safety and physical security.

The Community Engagement Officer (a Crime Prevention Specialist) for Chesterfield County's Midlothian Turnpike area was contacted to address criminal issues at an abandoned BP gas station. Homeless individuals had broken into the building and were loitering, sleeping at the former business, breaking items, and generating trash and debris. The Officer first increased patrols to the address and then contacted Chesterfield's zoning office for their input. As a result, the property owner was cited, the building was boarded up and secured, and the trash and debris were removed (along with the trespassers).

Program Evaluation

The Community Engagement Unit currently has seven sworn Community Engagement Officers and two professional/civilian staff members (the CPTED Planner and the Multi-Family Housing Crime Prevention Coordinator). Currently, there are four unfilled Community Engagement Officer positions.

Although extremely qualified and knowledgeable, only three members of the Community Engagement Unit (a civilian and two sworn members) are currently Certified Crime Prevention Specialists. One sworn Community Engagement Officer who was a Crime Prevention Specialist retired early in 2025. Also, three other Community Engagement Officers retired or moved to another division. This means that there are only two civilians and five Community Engagement Officers to cover a county of 437 square miles and a population of 390,000 people.

The increased Community Engagement Officer workload means that they have not had time to attend two annual crime prevention courses. This may prove challenging going forward as the Unit may be reorganized with two Community Engagement Officer retirements anticipated in 2026. Currently, there is speculation that the two retiring officers may be replaced with civilian personnel.

The Community Engagement Unit continues to address, through its Community Engagement Officers, short and longer-term county and resident issues. The Unit's crime prevention staff serve as a valued crime prevention resource clearinghouse where they address multifamily crime prevention issues, new development review CPTED/crime prevention recommendations, security assessments, and educational elements that include the Citizens Academy, Neighborhood, Business, and Worship Watch programs.

Community Engagement Officers often "tag team" with the CPTED Planner on community concerns to generate recommendations and solutions to criminal and/or ongoing unauthorized activities. Multiple Community Engagement Officers have performed security assessments (in their respective districts) alongside the CPTED Planner. The Community Engagement Officers provide area-specific information that the CPTED Planner is not familiar with to offer the most comprehensive, detailed CPTED/security assessment recommendations (Exhibit 2).

The Community Engagement Unit continues to provide free CPTED/security assessments to Chesterfield County residents and businesses/organizations. Between August 2022 and August 2025, Unit staff have provided 54 CPTED/security assessments which exceeds the 2022 CCPC goal of performing 50 assessments. Notable assessment recipients include the City of Hopewell's City Hall, Richmond Animal League, Galen College of Nursing, Fiorucci Foods, and multiple Chesterfield County parks.

Between August 2022 and August 2025, Community Engagement personnel presented crime prevention and related programs such as active shooter response, workplace violence, security

for places of worship, realtor safety, shoplifting response, childcare worker safety, and Scout programs to businesses and organizations within Chesterfield County as follows:

- 2023: 429 programs
- 2024: 288 programs
- 2025: 301 programs

The programs over this three-year period provided learning opportunities to over 66,000 individuals.

New Goal and Objectives

Goal

To improve crime prevention services to the community by providing properly trained, state-certified Crime Prevention Specialists.

Objectives

- Perform an average of 20 CPTED/security assessments, annually.
- Demonstrate that sworn and civilian Community Engagement Unit staff are working toward or have acquired their Crime Prevention Specialist certification during the next three-year CCPC recertification cycle.
- Encourage Community Engagement personnel to attend a minimum of one annual crime prevention training session.



Use this security checklist to gauge your apartment community's crime prevention readiness. Because no two apartment communities are (designed) alike, there is not a universal checklist that can accurately represent every house of community. The enclosed points cover many of the common issues encountered during a formal assessment. Ideally, your answers will conform to the shaded responses. If they do not, create and implement measures to enhance security for your residents and staff. If security assessment assistance is required, contact the Chesterfield County Police Department's Community Engagement Unit for a free, comprehensive, written security assessment of your house of community.

While implementation of safety and security measures can decrease criminal opportunities, there is no way to guarantee that criminal activities will not occur. However, it is the Chesterfield County Police Department's experience that application of crime-preventive best practices can reduce opportunities for crime and enhance the quality of life.

1. SIGNAGE AND ADDRESSING

YES NO

Are 'Private Property,' 'No Soliciting' and/or 'No Trespassing' signs posted at vehicular entrances?	<input checked="" type="radio"/>	<input type="radio"/>
Do dumpster gates include 'Residents Only' and pictographic video surveillance signs?	<input checked="" type="radio"/>	<input type="radio"/>
If there are multiple apartment buildings, are freestanding directional address range signs posted within the property?	<input checked="" type="radio"/>	<input type="radio"/>
Are apartment building addresses clearly visible from the road?	<input checked="" type="radio"/>	<input type="radio"/>
Are apartment building addresses posted on sides of the buildings that face drive aisles?	<input checked="" type="radio"/>	<input type="radio"/>
Are address numerals at least 10-inches tall?	<input checked="" type="radio"/>	<input type="radio"/>
Are apartment building address numerals reflective or a contrasting color to the background on which they are attached?	<input checked="" type="radio"/>	<input type="radio"/>
Are common apartment building entrance doors numbered, inside and out?	<input checked="" type="radio"/>	<input type="radio"/>
Are numerals at least six-inches tall?	<input checked="" type="radio"/>	<input type="radio"/>
Are security alarm system signs posted on exterior clubhouse doors?	<input checked="" type="radio"/>	<input type="radio"/>
On exterior leasing office doors?	<input checked="" type="radio"/>	<input type="radio"/>
On maintenance building doors?	<input checked="" type="radio"/>	<input type="radio"/>
If video surveillance is in use, are video surveillance signs posted at the property entrances?	<input checked="" type="radio"/>	<input type="radio"/>
On leasing office doors?	<input checked="" type="radio"/>	<input type="radio"/>
On clubhouse doors?	<input checked="" type="radio"/>	<input type="radio"/>
On maintenance building doors?	<input checked="" type="radio"/>	<input type="radio"/>
On dumpster enclosures?	<input checked="" type="radio"/>	<input type="radio"/>
On pool fence gates?	<input checked="" type="radio"/>	<input type="radio"/>
Are visitor parking spaces labelled within the community?	<input checked="" type="radio"/>	<input type="radio"/>
Are regulatory and age-range signs posted by playgrounds or on playground fencing/gates?	<input checked="" type="radio"/>	<input type="radio"/>
Are light poles numbered for easy reference when reporting damaged or non-functioning lights?	<input checked="" type="radio"/>	<input type="radio"/>

2. VISIBILITY AND SURVEILLANCE	YES	NO
Are there unobstructed sightlines to the clubhouse/leasing office from the roads and surrounding residences?	●	○
Are there unobstructed sightlines to the playground(s) from the roads and surrounding residences?	●	○
Do exterior solid panel residence and clubhouse doors include wide-angle peepholes?	●	○
After hours, are (exterior) leasing office windows covered with blinds or curtains?	●	○
(If applicable) Do doors that separate common residence hallways from stairwells include vision panels?	●	○
Is an exterior video surveillance system in use?	●	○
Is the video surveillance system NDAA compliant and/or FIPS validated?	●	○
Is the video surveillance system AI enabled?	●	○
Are video cameras high resolution – minimum 1080p and 30 frames per second (FPS)?	●	○
Is video retention at least 30 days?	●	○
Are cameras operational 24 hours a day?	●	○
Are video feeds available on smart devices such as phones and tablets?	●	○
Do authorized staff know how to download video clips/images and provide it to police?	●	○
Are exterior video surveillance cameras linked to the Chesterfield County Police Department's Analytic and Strategic Operations Center (ASOC)?	●	○
Is the leasing office covered by an interior video surveillance system?	●	○
Does the system meet the criteria, above?	●	○
Is the clubhouse covered by an interior video surveillance system?	●	○
Does the system meet the criteria, above.	●	○
Is the network video recorder (NVR) / digital video recorder (DVR) stored in a high security enclosure that is anchored to a fixed, non-removable surface or in a windowless room equipped with a solid core wood door and a deadbolt lock?	●	○
Are high resolution license plate readers present at vehicular property entrances?	●	○
If the leasing office's main entrance door is not access controlled, is there an audible chime on the door to alert staff to entry?	●	○
Can leasing office staff notify all residents (at once) of an emergency via a smartphone app?	●	○
3. ACCESS CONTROL AND HARDWARE	YES	NO
Are property boundaries defined through means such as fencing, landscaping, topography, and/or barriers such as highways, bodies of water, etc.?	●	○
Is property fencing well maintained and free of damage and overgrown shrubs/vines?	●	○
Do common apartment building entrances utilize electronic access control devices (e.g., key fob or smartphone readers) for resident access?	●	○
Do clubhouse building entrances?	●	○
If electronically access controlled, does each building's common entrance include an electronic pushbutton keypad for emergency police/fire access?	●	○
Has the keypad code been provided to the Chesterfield County Emergency Communications Center Operations Manager?	●	○
Do the main leasing office doors remain locked during business hours?	●	○
Is there a video call box/intercom and electronic lock release at the main leasing office entrance to screen visitors and grant access?	●	○

Core 2 - Exhibit 1

Are roof access doors locked using either Grade 1 deadbolt locks or Grade 1, shrouded shackle padlocks?	<input checked="" type="radio"/>	<input type="radio"/>
Do residence unit entrance doors utilize minimum Grade 2 deadbolt locks?	<input checked="" type="radio"/>	<input type="radio"/>
Are residence unit deadbolt lock strike plate screws at least three inches in length?	<input checked="" type="radio"/>	<input type="radio"/>
Do residence unit sliding doors incorporate security locking devices?	<input checked="" type="radio"/>	<input type="radio"/>
Are leasing office desks/furnishings oriented to prevent employee entrapment and facilitate rapid escape?	<input checked="" type="radio"/>	<input type="radio"/>
Are areas beneath first floor stairwell stairs fully enclosed to prohibit unauthorized access or storage?	<input checked="" type="radio"/>	<input type="radio"/>
Are glass exterior common apartment building and clubhouse doors covered with a break-resistant film?	<input checked="" type="radio"/>	<input type="radio"/>
Are sidelight windows?	<input checked="" type="radio"/>	<input type="radio"/>
Does the leasing office have a centrally monitored security alarm system?	<input checked="" type="radio"/>	<input type="radio"/>
Does the maintenance building?	<input checked="" type="radio"/>	<input type="radio"/>
If not accessible 24/7, does the clubhouse?	<input checked="" type="radio"/>	<input type="radio"/>
Does the leasing office alarm panel have a duress code that disables the alarm yet simultaneously alerts the monitoring center to the need for help?	<input checked="" type="radio"/>	<input type="radio"/>
Does the leasing office have a tool resistance (TL) rated security safe for resident payments and staff keys?	<input checked="" type="radio"/>	<input type="radio"/>
Is the safe anchored to the floor?	<input checked="" type="radio"/>	<input type="radio"/>
Are playgrounds fenced and gated?	<input checked="" type="radio"/>	<input type="radio"/>
Are first floor apartment patios enclosed with fencing?	<input checked="" type="radio"/>	<input type="radio"/>

4. LANDSCAPING

YES NO

Overall, is the property's landscaping well-maintained to demonstrate proprietorship?	<input checked="" type="radio"/>	<input type="radio"/>
Do tree canopies block visibility of building addresses?	<input type="radio"/>	<input checked="" type="radio"/>
Do tree limbs block pole-mounted lights and compromise nighttime illumination and visibility?	<input type="radio"/>	<input checked="" type="radio"/>
Are tree canopies kept a minimum of eight feet above grade to facilitate visibility and prohibit concealment?	<input checked="" type="radio"/>	<input type="radio"/>
Do tree limbs facilitate access over fences?	<input type="radio"/>	<input checked="" type="radio"/>
On to second floor balconies?	<input type="radio"/>	<input checked="" type="radio"/>
On to roofs?	<input type="radio"/>	<input checked="" type="radio"/>
Do trees/shrubs facilitate concealment adjacent to common building entrance/exit doors?	<input type="radio"/>	<input checked="" type="radio"/>
Beneath windows?	<input type="radio"/>	<input checked="" type="radio"/>
Around common mailbox units?	<input type="radio"/>	<input checked="" type="radio"/>
Are shrubs maintained lower than windowsills or 30-inches in height (whichever is lower)?	<input checked="" type="radio"/>	<input type="radio"/>
Are shrub canopies raised or thinned to allow "visual permeability" through them?	<input checked="" type="radio"/>	<input type="radio"/>
Are fences free of vegetation that may cause damage and demonstrate a lack of proprietorship?	<input checked="" type="radio"/>	<input type="radio"/>
Are there landscape materials (e.g., large rocks, bricks, concrete planting bed border blocks, retaining wall blocks, etc.) within the development that can be used as burglary tools?	<input type="radio"/>	<input checked="" type="radio"/>

5. LIGHTING

YES NO

Is the entire property evenly illuminated between dusk and dawn?	<input checked="" type="radio"/>	<input type="radio"/>
Overnight, are there dark or non-illuminated "pockets" with the property?	<input type="radio"/>	<input checked="" type="radio"/>
Are building addresses illuminated overnight?	<input checked="" type="radio"/>	<input type="radio"/>

Do common apartment building entrance areas have enhanced illumination (above the property-wide illumination level)?	<input checked="" type="radio"/>	<input type="radio"/>
Clubhouse building entrances?	<input checked="" type="radio"/>	<input type="radio"/>
Maintenance building entrances?	<input checked="" type="radio"/>	<input type="radio"/>
Common mailbox areas?	<input checked="" type="radio"/>	<input type="radio"/>
Dumpster enclosure areas?	<input checked="" type="radio"/>	<input type="radio"/>
Is the property illuminated with LED pole-mounted lights?	<input checked="" type="radio"/>	<input type="radio"/>
Are pole-mounted lights fully functional and free of damage?	<input checked="" type="radio"/>	<input type="radio"/>
Are building-mounted lights?	<input checked="" type="radio"/>	<input type="radio"/>
(If applicable) Is the pool area equipped with motion-activated LED flood lights?	<input checked="" type="radio"/>	<input type="radio"/>
Are monthly nighttime lighting inspections performed to identify non-functioning lights?	<input checked="" type="radio"/>	<input type="radio"/>

6. POLICIES AND PROCEDURES	YES	NO
Are rent payments only accepted electronically?	<input checked="" type="radio"/>	<input type="radio"/>
Are rent payments only accepted during leasing office business hours?	<input checked="" type="radio"/>	<input type="radio"/>
Are at least two leasing office employees on duty at all times?	<input checked="" type="radio"/>	<input type="radio"/>
Are all employees equipped with two-way radios?	<input checked="" type="radio"/>	<input type="radio"/>
Are these radios equipped with a dedicated emergency channel?	<input checked="" type="radio"/>	<input type="radio"/>
Do employees have a non-obvious emergency duress phrase that alerts other staff to the need for help?	<input checked="" type="radio"/>	<input type="radio"/>
Establish and enforce a policy that mandates residents do not prop clubhouse doors open.	<input checked="" type="radio"/>	<input type="radio"/>
Is the security alarm system tested monthly to guarantee its functionality?	<input checked="" type="radio"/>	<input type="radio"/>
Are video surveillance systems inspected and tested regularly to verify full functionality?	<input checked="" type="radio"/>	<input type="radio"/>
Are residents regularly reminded to report suspicious individuals and activities to management and/or the police?	<input checked="" type="radio"/>	<input type="radio"/>

NOTES



Chesterfield County Police Department
Community Engagement Unit
 2730 Hicks Road • North Chesterfield, VA 23235
 (804) 318-8699



Chesterfield County Police

CPTED Assessment

Project:	Xxxxxxxxxx	Date:	June 20, 2024
Location:	XXXX Hull Street		
Reviewers:	Jim Eicher, CPTED Planner II Corporal C. J. Watts, Officer Ryan Payne	Contacts:	Michelle Xxxxxxx Ernest XXXXXXXXXXXXX

Crime Prevention Through Environmental Design (CPTED) recommendations focus on deterring criminal activities, detecting those activities, and denying access to private property. While these recommendations are designed to dissuade potential offenders, as well as make it more difficult and time consuming to commit a crime, they cannot guarantee a crime-free environment. However, in the Chesterfield County Police Department's experience, application of such crime prevention measures can minimize loss, increase safety, increase the perception of safety, and improve the quality of life.

Project Analysis

Assets to protect

- Attendees
- Staff
- Electronics
- The building

Strengths

- Staff interest in improving security
- Property has a single vehicular ingress/egress
- Video surveillance and security alarm systems in use
- Exterior suite doors remain locked
- Excellent property maintenance

Weaknesses

- Main building entrance unlocked for periods of time
- Lack of security alarm system and video surveillance decals on all exterior doors
- Interior suite and classroom doors not numbered
- Electronic keypad for emergency police access is not present

Threats

- Intruder
- Burglary

- Larceny
- Vandalism
- Trespassing

Recommendations

1. Clarify the building's main public entrance by installing a XXXXXXXX sign on the stone façade above the main/administrative entrance. Alternatively, use freestanding directional signs or sidewalk designs/treatments to guide visitors to the main building entrance.
2. For criminal deterrence, post security alarm system and pictographic video surveillance decals on all exterior building doors.
3. Add prominent video surveillance signage on light poles around/near the van storage area to help dissuade catalytic converter theft.
4. Facilitate emergency personnel response by:
 - a) Numbering/lettering all exterior non-suite doors with minimum six-inch-tall numerals/letters of a contrasting color to the façades on which they are attached. Place numerals above or next to doors, inside and out, so the numerals are visible if the doors remain open.
 - b) Numbering all suite and classroom doors (above the doors) with minimum three-inch-tall numerals that project outward from the walls.
5. To prevent views into the building yet still admit natural light, place mirrored film on exterior at-grade windows.
6. Install wide-angle door viewers in administrative staff office doors so staff can view the hallway prior to opening doors.
7. When not in use, keep all classroom, office, kitchen, storage, electrical, and mechanical room doors locked.
8. For improved resistance to forced building entry via glass breaking, cover exterior doors and sidelight windows with minimum 10-mil-thick break resistant film. See www.llumar.com for examples and contractor information.
9. Handles on sets of exterior double doors can be chained/barred to prevent egress and trap people within the building. Remove the left exterior handle on each set of double doors to prevent this scenario from occurring.
10. Fortify office and classroom hallway doors against forced entry during a lockdown through installation of door bracing devices. See www.nightlock.com for examples. The Chesterfield County Fire Marshal's Office allows this (Nightlock) device, but a permit must be obtained from the Chesterfield County Building Inspections Office.
11. For safety/security, it is imperative that exterior doors *always* remain locked.
 - a) Screen visitors without having to open the main entrance doors by adding a video intercom and an electronic lock release.
 - b) Control and track building access through use of the existing, or installation of a new electronic access card, key fob, or smartphone reader at the main building entrance. System should record usernames and access times. Include an electronic pushbutton keypad at the main building entrance for emergency police access in the event that staff are unable to open the doors. Provide the keypad code to, and

keep it current with, the Chesterfield County Emergency Communications Center (ECC). Contact ECC Operations Manager, Mary Bowman, at 804-717-6989 or bowmanm@chesterfield.gov for information.

12. For an additional layer of security, add electronic access control readers to each suite's lobby/hallway/stairwell doors so individuals are required to "badge in" to these areas.
13. Xxxxxxxx is encouraged to join the Chesterfield County Police Department's (CCPD) Community Connect program to link exterior video surveillance cameras with CCPD to assist with response/investigations. Video camera feeds are not subject to FOIA, and the CCPD migrating device (\$200-\$600) only retains video for three days. The system can be set to only permit CCPD video access when a 911 call is made or when a security alarm is activated. Visit www.connectchesterfield.org and/or contact CCPD Captain Scott Obranovich at (804) 318-8065 or obranovichs@chesterfield.gov for information.
14. Establish a non-obvious duress phrase/name that can be broadcast to staff via two-way radio in the event of an emergency (e.g., adverse weather, intruder). Staff members should know how to respond, lock down, and/or evacuate individuals from the building.
15. Provide a labeled (exterior door and interior room numbers) PDF copy of the building's floor plan to the Chesterfield County ECC to facilitate emergency police response. Contact ECC Operations Manager Mary Bowman at 804-717-6989 or bowmanm@chesterfield.gov for information.
16. If not already acquired, Xxxxxxxx is required to have a CCPD security alarm system permit. See: <https://www.chesterfield.gov/989/Alarm-System-Permits-False-Alarms> .
17. Utilize an electronic attendance app for staff to track attendance. Such a program can prove helpful in an emergency/evacuation. For one example, see www.ruvna.com .
18. Utilize a mass notification app to keep parents and group home staff aware of emergency information and conditions. For one example, see, www.alertus.com .
19. Contact CCPD Captain Peter Cimal at 804-706-2747 or cimbalp@chesterfield.gov to discuss using the Community Engagement Unit's property as an emergency reunification location. Install a lockable pedestrian gate in Xxxxxxxx's rear fence that will facilitate access across Lockhart Road to CCPD's building.
20. Although specific to houses of worship, there is value in reviewing FEMA's guide on developing emergency operations plans. See <https://www.fema.gov/media-library/assets/documents/33007>
21. Develop an electronic and hard copy "Go Binder" for emergency use during a critical incident. See details on pages 4-5 of this report.
22. Encourage staff to "trust their gut" and quickly report suspicious activities and persons to designated staff and/or the police. For emergencies, call 911. The Police Department's non-emergency number is 748-1251.
23. For visibility reasons, keep/prune parking lot tree canopies to a minimum height of eight feet above grade.

Contact Jim Eicher, CPTED Planner II, at (804) 318-8693 or eicherj@chesterfield.gov with questions related to these recommendations.



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Critical Incident “Go Binder”

The purpose of a “Go Binder” is to ensure important information is readily available during a critical incident. The “Go Binder” may be in either electronic or hard copy form, or both, and should be kept in a secure location known to identified staff members.

This is not an exhaustive list; rather, the categories below are examples of the types of information or items likely to assist first responders and investigative personnel during or immediately following a critical incident. The purpose of providing this list is to assist you in identifying information important for your house of worship and to aid you in your own crisis response planning. For additional information, please see the FEMA publication, Guide For Developing High-Quality Emergency Operations Plans for Houses of Worship

https://www.fbi.gov/file-repository/developing_eops_for_houses_of_worship_final.pdf/view

Sample Table of Contents

Facility Information:

This section should include information about the facility itself. If you have multiple buildings, it should include information for all of them. This information will help first responders navigate your building, secure all areas of the building, and locate potential subjects or victims.

Examples of information in this section include:

- Building blueprints or floor plans
 - These should identify door and window locations
- Identification of any outbuildings, storage sheds, or trailers located on the property
- Identification of areas in the building to which access is controlled
 - This should also identify personnel with access to these areas
- Photos of the building(s) (both exterior and interior photos)
- Identification of any pre-determined rally points
- Identification of any areas where children are located
- Location of any medical supplies/equipment

Access Information:

This section should include information about access to the building or within the building. This will ensure first responders and investigative personnel are able to access all areas of the building. It will also provide investigative personnel information about who is able to access the building or certain areas within the building. Examples of information in this section include:



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- Identification of areas in the building accessed by key, key card or other method of controlled access
- Master copy of keys, key cards, access badges, etc.
- Information about access to utilities or power sources
- Information about alarm systems
 - This should identify personnel able to arm or disarm the alarm
 - This should include alarm codes

Communication Information:

This section should include information about available communication methods within the building(s) or on the property. It should also include information on key points of contact. Examples of information in this section include:

- Identification and contact information for key staff members
- Identification of any public address systems, paging systems (including visual paging systems) or two-way communication systems
 - This should also include information on where the systems are located and instructions on how to operate them.

Security Information:

This section should include information about any security personnel or systems you have. Examples of information in this section include:

- Information about any security cameras
 - This should also include information about where security footage is stored; how long security footage is stored; and who is able to access security footage
- Identification of security personnel
 - This should also identify if any security personnel are armed
- Information about alarm systems (this can be the same information included in the "Access" section)
 - This should identify personnel able to arm or disarm the alarm
 - This should include alarm codes
- Information about the presence and location of panic buttons
 - This should include information about who is notified of a panic button is activated

Miscellaneous:

This section should include any other information you believe is important.

Core 3. Neighborhood Watch Program

Goal

To educate Chesterfield County residents about current crime trends and provide remedies residents can use to help decrease criminal opportunities vis-à-vis conferences and instruction at Neighborhood Watch meetings.

Objectives

- Utilize police department resources to expand the Neighborhood Watch program by 10 new watches.
- Raise the number of (existing) active Neighborhood Watch programs to 145.
- Increase Neighborhood Watch awareness through signage, social media channels, and other Department resources.

Accomplishments

The Chesterfield County Police Department has successfully met, and in fact surpassed, its last CCPC recertification goal of having a total of 145 active Neighborhood Watch programs within the county. The number of active watches currently stands at 149 programs.

The annual Neighborhood Watch Conference was revamped to have topic input from Watch coordinators resulting in 62 attendees to the conference, an all-time high. (Exhibit 1)

Evaluation

Chesterfield County's Neighborhood Watch program is still healthy within the county. Our last goal was to increase the number of active Watch programs by 10. This goal was not quite met, however our goal of having at least 145 active programs was surpassed by 4, with a total of 149 active watches on record.

Neighborhood Watch meetings were originally projected to be a way to spread general information to communities, including special interest topics. The changing landscape of how neighborhood meetings are conducted has altered that proposed course of action somewhat. When neighborhood watch meetings are requested both to set up new programs and to

update existing ones, most neighborhoods are more interested in learning about and addressing specific (criminal/suspicious) concerns within their communities from patrol and Community Engagement officers who are assigned to the respective neighborhoods/areas. Neighborhood representatives appear less interested in receiving general information from outside organizations. As a result, Corporal Eckrich, the department's Neighborhood Watch liaison in the Community Engagement Unit, attended neighborhood meetings upon request and discussed crime trends, specific calls for service, and ongoing issues in communities to offer a more focused and direct path of information between the police department and citizens. Many times, Corporal Eckrich was assisted at these meetings by the Engagement officer specifically assigned to the geographic area in which the requesting community lies.

As another method of outreach, the department has continued to host its annual Neighborhood Watch conference each fall. These conferences have had benefits to both the program and the police department. In 2024, 62 neighborhood representatives attended the conference which was a new high point in participation across our partnering communities. It seems likely that the conference was so well attended because Corporal Eckrich polled watch coordinators and asked what relevant programming they would like presented. We theorized that if the stakeholders had a direct say in what was presented, then there would be more buy-in and interest which would be reflected in attendance. This concept bore fruit as noted previously with the higher attendance number (62 neighborhood reps). Additionally, the conference served as a recruiting tool for additional members of the Neighborhood Watch Council. More information regarding that matter can be found in Core 1 of this document.

The police department has been very forward facing in its use of social media and its Media and Messaging Unit to promote the Neighborhood Watch program (Exhibits 2-4). The police department's website features a general welcoming section as well as specific sections explaining how to start a neighborhood watch, what the program entails, and maintenance of a neighborhood watch chapter. Brochures and information packets are also distributed at events such as National Night Out and the department's annual County Fair booth display.

Signage remains vitally important for spreading the Neighborhood Watch message. Many people who inquire about the status of their watch state that they have seen older signs in their neighborhood, and they ask about the program based on that factor. Since 2022, 23 signs of various sizes have been placed in Neighborhood Watch communities to help deter crime. As new communities join the Neighborhood Watch program, Corporal Eckrich offers to order signs for participating communities as part of the start-up process.

New Goal and Objectives

Goal

To educate Chesterfield County Neighborhood Watch members about current crime trends and provide remedies residents can use to help decrease criminal opportunities vis-à-vis conferences, instruction, and information sharing.

Objectives

- To increase the number of active Neighborhood Watch programs in the county from 149 to 155.
- To add 15 new Neighborhood Watch signs to existing Watch communities for promotion and public service purposes.
- To expand participation in the yearly Neighborhood Watch Conference from 62 attendees to 70 attendees.

2024 NW Conference R

Watch Name	Attendee Name
MECA	Ben Thorp
Council Vice President	William Gay
Meadowville Landing	Angela Gay
Watermill HOA	Paul Plunkett
Lake Genito	Jim Cress
Lake Genito	Dorothy Cress
Glan Oaks	Linda DeFrancesco
Branch's Trace	Cheryl Nici-O'Connell
Commodore Point	Marie Gerdes
Police	Georgia Smith
Police	Travis Adams
Shallowford Trace	Suzanne Broyles
Shallowford Trace	Stewart Broyles
Gates Bluff	Mark Swearengen
Gates Bluff	Gertrud Swearengen
Police	Matt Rogers
Police	Jim Evans
Clarke's Forge	Suzanne Marcy
Clarke's Forge	Thomas Marcy
Lake Genito	Tracy VanNostrand
Arbor Meadows	Mary Kay Anderson
Police-ECC	Rachel Story
Deerfield Civic Association	Debra Johnson
Deerfield Civic Association	Roni Pitt
Deerfield Civic Association	Shellie Tisdale
Gates Bluff	Anita Swearengen
Townes of Notting Place	Mark Vincent
Townes of Notting Place	Mary Ellers
Jessup Meadows	Raymond Monroe
Bayport Landing	John Borden
Beckenham	Phil Plymale
Somers Lark	Tony Atlas
Somers Lark	Julie Atlas
Ashley Grove	Dave Gibson
Ashley Grove	Carol Gibson
Boyces Cove	Bob McCulloch
Boyces Cove	Ellin McCulloch
Arbor Meadows	Hiwot Johnson
Willow Creek	Dawn Jenkins
Eastbluff/Harbour Pointe of Brandermill	John Joyce
Eastbluff/Harbour Pointe of Brandermill	Matt Clark
Eastbluff/Harbour Pointe of Brandermill	Brad Behan

Core 3 - Exhibit 1

Eastbluff/Harbour Pointe of Brandermill	Joanna Behan
Tarrington on the James	Rich Gantt
Tarrington on the James	Terry Clayton
Forestdale	Veronica Williams
Forestdale	Lora Pope
Police	Craig Eckrich
Mistwood Forest/Board Member	Crafton Wilkes
Providence Forest Court/Board Member	Dee Wiggins
Lake Pointe	Emmett (Gene) Anderson
Lake Pointe	Carolyn Anderson
Norwood Pond/Council President	Jim Weathersbee
Norwood Pond	Diane Weathersbee
Norwood Pond	Dee Kannon
CERT/ Emergency Management	Christina Clark
Branch's Trace	Cindy Hughes

Registrations

Email Address	Phone Number	Meal
bathorp@comcast.net	804-873-6561	Ham
wgay228@comcast.net	804-721-3679	Turkey
Hopeag25@comcast.net	804-691-6269	Ham
psplunkett@hotmail.com	913-240-1400	Turkey
jdk1967@comcast.net	804-357-8816	Turkey
jdk1967@comcast.net	804-357-8816	Ham
walkkd@comcast.net	804-751-9168	Turkey
nicioconnell@gmail.com	(804) 909-0038	Ham
mariegerdes50@gmail.com	757-619-9734	Salad
		Turkey
		Turkey
Suzanne.broyles@icloud.com	804-304-6670	Turkey
Scbroyles@icloud.com	804-307-5193	Turkey
startone@comcast.net	804-796-1878	Salad
startone@comcast.net	804-796-1878	Salad
		Turkey
		Turkey
marcyseven@verizon.net	804-525-0465	Ham
marcyseven@verizon.net	804-721-4350	Turkey
tracyjmv@verizon.net	804-402-0951	Turkey
Amnasecretary@gmail.com	734-429-7703	Turkey
		Salad
debjohnson2@msn.com	(804) 212-9209	Turkey
Grundoon@comcast.com		Salad
Shellie.Tisdale@yahoo.com		Turkey
		Turkey
mjv195321@gmail.com	518-322-8820	Turkey
maryellers@yahoo.com	804-908-1575	Ham
montoera@hotmail.com	804-503-0139	Turkey
johnandmarcib@verizon.net	804-639-0414	Ham
pplymale1@gmail.com	804-426-3556	Turkey
anthonyatlas06@gmail.com	804-305-8397	Turkey
atlasjulia@gmail.com	703-581-2406	Turkey
	804-745-1233	Ham
	804-745-1233	Ham
rmm158@verizon.net	804-514-8877	Turkey
m.ellin@verizon.net	804-350-5421	Turkey
hewittteferi@gmail.com		Turkey
dawnjenkins@verizon.net	804-955-9779	Turkey
jrjoyce@gmail.com	804-243-1210	Salad
Mr.Clark.math.mhs@gmail.com	240-315-5970	Turkey
behanbw@gmail.com	540-421-7412	Ham

Ham=23
 Turkey=34
 Salad=13

Core 3 - Exhibit 1

jlwright4@gmail.com	540-421-7412	Turkey
Tarringtonsafe@gmail.com	571-263-1132	Ham
williamterry.clayton@gmail.com	804-306-5791	Turkey
williamsv@chesterfield.gov	804-356-3077	Ham
williamsv@chesterfield.gov	804-909-1426	Ham
		Ham
crafton.wilkes@gmail.com	540-449-5762	Ham
Wigginsd@chesterfield.gov	804-305-1068	Turkey
geneatcfi@aol.com	727-403-4674	Ham
carolynanderson722@gmail.com	804-229-9525	Ham
jimdianeasti@msn.com	804-347-5403	Ham
dianecw@msn.com	804-347-5440	Salad
dkannon@comcast.net	804-837-7755	Salad
		Salad
		Turkey



Chesterfield County Police  is with Chesterfield County Sheriff's Office and 5 others.

Published by Bee Toms

 · July 27, 2023 · 

Neighborhoods and Chesterfield County Police are gearing up for the 40th Annual National Night Out celebration, which will take place Tuesday, Aug. 1, from 5 p.m. to 9 p.m. There are about 100 registered Chesterfield County block parties.

Neighbors annually celebrate the fight against crime by hosting and attending neighborhood block parties that bring residents, communities and police together. McGruff the Crime Dog and members of Chesterfield County's Police Department and Fire & EMS will meet with neighbors throughout the evening. To see a complete list of parties, please visit

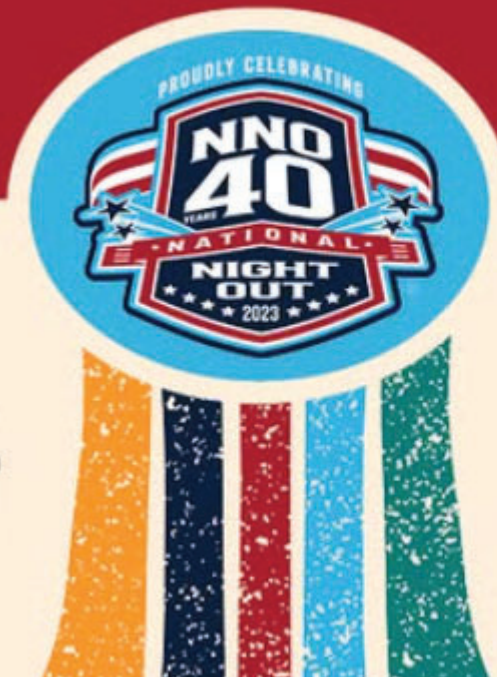
<https://www.chesterfield.gov/1003/National-Night-Out>.

National Night Out and Neighborhood Watch programs play significant roles in Chesterfield County communities. National Night Out heightens crime and drug-prevention awareness, develops and strengthens partnerships between police and residents, and generates support for anti-crime programs such as Neighborhood Watch, Business Watch, Worship Watch and Crime Solvers.

The logo for Chesterfield County Police Department (CCPD) is displayed in white text on a red background.

2023
NATIONAL
NIGHT OUT

August 1





Chesterfield County Police

Published by Bee Toms

April 10, 2020

Our latest Crime Prevention Newsletter contains information on COVID-19 scams along with contact information for our Neighborhood Watch program and much more. Stay safe and stay well!



Social Media



This Edition

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- Through Our Lens 3
- Recognitions 3
- Neighborhood Watch 3
- Important Update
- National Night Out Events
- Join us to COVID-19, National Night

**STUCK AT HOME?
EMBRACE NEW OPPORTUNITIES**

As the current situation unfolds across the globe, now, more than ever, we need to practice being good friends and neighbors to those around us. While we are being implored to practice social distancing, we are also being given an opportunity to discover the untapped strength that we, as a community, have within us.

The police department will continue to do its part in the community by answering calls, investigating crime and arresting criminals. However, this is a time for residents to truly step up as community partners. Keep an eye on your neighbors to make sure that they have the assistance they need to make it through this difficult time. Whether you have a "virtual" coffee break with them, drop off needed groceries at their front door, or go for a neighborhood walk with (but not within six feet of) them, find a way to connect. This is a time in which everyone shares the responsibility of keeping people safe by staying connected through means out of physical contact.

If your neighborhood is on social media, you can get your entire neighborhood involved in activities that can benefit everyone's children. For example, ask your neighbors to put a stuffed animal in their front window then take your child on a "safari" to see how many animals they can discover.

Older neighbors may need some assistance with yardwork, which can be an effective way to engage children and to help them understand that everyone can contribute during this unusual time.

Most families have said at some point that they just don't have the time to sit down and have a family dinner. Now you do! Seize the time you have been given to set an example by prioritizing your family and its safety by staying home and staying safe.

Technology in today's world has taken us far beyond anything our great grandparents could have imagined. Countless online learning sites have come to the forefront during this pandemic, providing limitless possibilities for new adventures and creative forms of expression. These learning opportunities aren't just for the children, either. Many are available for the adults. Set an example for the young people in your home by letting them know that learning does not have an age limit.

Finally, don't permit current dark events in the world to monopolize the time you have with your family. Staying informed is a good thing, but young people can often be negatively impacted by information overload during this type of crisis. Mr. Rogers probably said it best when he said, "When I was a boy and I would see scary things in the news, my mother would say to me, 'Look for the helpers. You will always find people who are helping.'"

Join us by becoming a community helper during this unprecedented event.

CORONAVIRUS SCAM ALERT!

As COVID-19 pandemic has brought out the best in most members of our society, however, there are some individuals who are trying to take advantage of others through various scams. To help the public identify these frauds, federal and state officials have launched a Virginia Consumer Task Force to identify, investigate, and prosecute fraud related to the spring coronavirus pandemic in Virginia. The task force has established several ways to report fraudulent coronavirus-related scams and can be contacted at <https://www.virginiacourts.gov/covid19-scams>. More information can also be found at <https://www.consumer.gov/covid19-scams>.

Be watchful for these frauds:

- Treatment scam:** Scammers offering to sell fake cures, vaccines, and/or advice on unproven treatments for COVID-19.
- Supply scam:** Scammers are creating fake shops, websites, social media accounts, and email addresses offering to sell medical supplies currently in high demand, such as surgical masks. When consumers attempt to purchase supplies through these channels, the scammers pocket the money but never provide the promised supplies.
- Provider scam:** Scammers are also contacting people by phone and email, pretending to be hospital personnel or doctors that have treated a friend or relative for COVID-19 and demanding payment for that treatment.
- Charity scam:** Scammers are soliciting donations for individuals, groups, and areas affected by COVID-19.
- Phishing scam:** Some scammers are posing as national and global health authorities from such established media organizations as the World Health Organization (WHO) and the Centers for Disease Control and Prevention (CDC). These scammers are sending phishing emails designed to trick recipients into providing personal identification and/or financial information.
- App scam:** Scammers have also created apps allegedly designed to track the spread of COVID-19, but these apps are actually intended to learn machine data that will compromise users' devices and personal information.
- Investment scam:** Scammers are offering online promotions on various platforms, including social media, claiming that the products or services of publicly traded companies can prevent, detect, or cure COVID-19 and that the stocks of these companies will dramatically increase in value as a result. These promotions, often called as "free wealth reports" under provisions of a publicly "target group" related to coronavirus stocks, that are however provided exclusively by the website of companies with limited publicly available information.
- Price gouging scam:** Individuals and businesses may sell essential goods like hand sanitizer for significantly high prices that in a non-emergency setting, it is highly considered price gouging when the price of one of these products increases more than 20 percent of its price one week prior to an emergency declaration from the Commonwealth of Virginia.

Please share this information with your friends and family. Remember: Don't be rushed into anything. If questions or concerns arise, please do not hesitate to reach out to any of the resources listed above before you make any decisions.

Coming Soon Through Our Lens

A new section will be in future issues of our Crime Prevention Newsletter. This new feature, Through Our Lens, will provide an opportunity for our readers to ask questions of their police department.

Our police department provides services around the clock. Among those services are reports, investigations, towing, or simply responding when needed. Because a vast amount of information about police services may arise, we are seeking this forum to fill those needs with our citizens regarding the services we provide.

Please reach out to us with any police-related questions or comments at cpn@chesterfieldcountyva.gov. Any issue of Through Our Lens will feature a few of your questions and responses for our Community Services division staff. Your name will not appear in print.

Congratulations!

School Resource Officer Recognition: Sgt. Thomas Dale Sills was recently recognized for his school administration. Officer Taylor (DNY contact) was named the Staff Member of the Month in January, and Corporal Helen (Iron contact) was named the Staff Member of the Month in February. Congratulations and thanks for all you do!

DO YOU HAVE A NEIGHBORHOOD WATCH PROGRAM WHERE YOU LIVE?

Welcome to a new section of the Crime Prevention Newsletter, the Neighborhood Watch Corner.

Just months ago, Neighborhood Watch® is a unique citizen-run crime prevention program that partners with police to fight crime within Chesterfield communities. Neighborhood Watch members work together to obtain shared observations of occurrences in their neighborhoods. Members encourage community involvement,

Core 4. Community Policing

Goal

The goal of the Community Policing Program is to cultivate and maintain partnerships with the community and businesses to produce the safest community possible through problem solving.

Objectives:

- To address business, church, and neighborhood requests for firearm safety programs that the Unit receives after national active shooter events, develop and present (an annual average of 12) programs on firearms safety and response to requesting entities.
- Increase Certified Crime Prevention Specialists certifications within Community Engagement Unit to at least 80% in order to increase opportunities and resources for problem solving partnerships.
- Implement the Cat Guard system and hold quarterly events whereby county resident vehicle catalytic converters can be uniquely marked (etched ID numbers) to help prevent theft and facilitate criminal arrest if the converters are stolen.
- Working jointly with SID Special Victims Detectives, the Community Engagement Unit will devote two officers whose sole task is to help the SID detectives bring traffickers to justice and rescue those being trafficked.

Program Accomplishments

The Community Engagement unit has had numerous personnel changes to include an appointment of a new unit commander in October 2024, three Community Engagement Officer retirements, and one Community Engagement Officer transfer (out of the Unit). Between first line supervisors, officers, and professional staff members, the unit would normally have 16 individuals, but due to the aforementioned changes, the current total staff remains at 12. Despite staff losses, these 12 members are still making and building strong relationships within the community. Accomplishments include:

- CCPD hosted a successful Autism Safety Seminar and Fair designed to help families and individuals better understand how to interact with law enforcement during traffic and pedestrian stops. The event featured hands-on exercises,

classroom discussions, and interactive demonstrations from public safety and mental health partners. In the afternoon, the event transitioned into a fair-style gathering with participation from various CCPD units showcasing a police vehicle, ARV, bloodhound, drone, and more. A total of 39 individuals attended the seminar and 139 participated in the fair. These events play a critical role in strengthening trust and building lasting relationships within our community.

- To improve officer access to Ban Requests, Georgia Smith, CCPD's Crime Prevention Specialist for Multi-Family Housing, requested assistance from Senior Automation Analysts Dave Gotschalk and Tommie Cosby to generate two critical reports:
 1. A list of organizations and apartment communities authorizing CCPD to issue bans.
 2. A list of individuals with active bans, including the property names from which they are banned. These reports were originally hosted under the Miscellaneous Reports section of the P1 RMS Dashboard. In response to Georgia's feedback regarding accessibility, links to these reports have now been added to the Automation and Data Section Main page. Officers quickly praised the change—Community Engagement Officer Dustin Woolson called the reports “immensely helpful.”

- In response to a spike in pedestrian-related incidents—six fatalities and three injuries in three months—the Community Engagement and Traffic Units launched a safety initiative along Route 1 and Route 10 (main thoroughfares within Chesterfield County). Officers visited approximately 70 businesses to distribute pedestrian safety awareness materials (Exhibit 1) and provide reflective vests to at-risk pedestrians. Business owners responded positively, and the initiative underscored the department's commitment to proactive safety measures and strong community relationships.

- Community Engagement Officers Dietrich, Watts, Adams, Uribe, and Rogers participated in the “Kids in the Garden Day” event at the Great Big Greenhouse, engaging with more than 550 attendees. Their presentation and interactions focused on senior and internet safety, the promotion of the Citizen's Academy, and child safety through fun, educational materials. The officers created memorable experiences for families while deepening community trust and highlighting department services.

- Corporal Timothy Morton was recognized by the Board of Supervisors with the esteemed National Association of Counties (NaCO) Award for his leadership in the Read with a Cop program. Developed in partnership with Chesterfield County Public Libraries (CCPL), this initiative was created to rebuild trust

between law enforcement and the community in the wake of nationwide civil unrest. The program's success has led to its expansion throughout county libraries and continues to foster positive, educational engagement between officers and residents.

- CCPD's Community Engagement Unit, in collaboration with multiple community organizations, hosted a festive holiday event serving hot cocoa and homemade cookies to 150 children. Two bicycles were gifted, and every child received a holiday present. The goal was to demonstrate partnership and support beyond enforcement roles, reinforcing that children and families are valued and supported during school breaks. The event proved a great success.

- Community Engagement Officer Corporal Rogers and Crime Prevention Specialist for Multi-Family Housing Georgia Smith delivered an informative Project Lifesaver presentation to residents at The Villas and The Cove at Magnolia Lakes, alongside the Alzheimer's Association. The session educated seniors about resources available for individuals prone to wandering due to cognitive conditions. A thank-you letter praised their professionalism and positive representation of CCPD.

- Community Engagement Officer Uribe significantly supported the Child Safety Office by teaching a basic Spanish course tailored for staff working with Spanish-speaking families. Through presentations, interactive games, and educational tools, he enhanced cultural understanding and communication. Uribe also participated in Officer Friendly visits, directly engaging with Spanish-speaking students and teachers to foster inclusivity in school environments.

- In January 2025, Chesterfield County Police Corporal James Evans will receive the Social Responsibility Award from the YMCA of Greater Richmond at its Chester Family YMCA MLK Jr. Service Awards. This prestigious event is in its 8th year, and the YMCA of Greater Richmond recognizes leaders in the community that exhibit Dr. Martin Luther King, Jr.'s passion for people and community. The YMCA of Greater Richmond selects representatives from the community or organizations that model our YMCA pillars of Youth Development, Healthy Living, and Social Responsibility. Corporal Evans receives the award for his commitment and leadership serving young people and families in the community.

Program Evaluation

The Chesterfield County Police Community Engagement Unit maintains and logs all training programs presented to community members. With respect to active shooter/firearm safety programs, a total of 62 presentations were made from November 2022 to present (Exhibit 2). This well exceeds the previously established goal

(of averaging 12 presentations annually) by averaging over 30 presentations a year. With half of 2025 left, this number will undoubtedly increase further. Community Engagement staff have fulfilled active shooter response requests for businesses, churches, and neighborhood groups following national active shooter events. 2023 proved to have had the most presentation requests, and Community Engagement staff provided a staggering 33 presentations.

The Community Engagement Unit was very fortunate to have Career Officer Dietrich receive training as a crime prevention specialist and obtain his CPTED certification. The community engagement unit consists of two sergeants, eight police officers, and two professional staff members. Of the officers and professional staff in the unit, six staff members have their CPS certification. The goal was not met because three Community Engagement officers (who were certified) retired in the last year.

The previous CCPD cycle's goal of implementing the Cat Guard system and holding quarterly events whereby Chesterfield resident vehicle catalytic converters would be uniquely marked was not achieved. However, since the last CCPC submission, vehicle catalytic converter thefts have dramatically decreased which has nullified the need to implement the Cat Guard system. The decrease in thefts is likely due to a 2023 change in Virginia Law which makes it a Class 6 felony to purchase, sell, or possess a detached catalytic converter without proof of ownership or authorization from a licensed entity.

The Community Engagement Unit has experienced staffing challenges and changes over the past several years. For a short period, two human trafficking officers were assigned to Community Engagement. This met the 2022 CCPC objective. However, the officers were then reassigned to the Special Victims Unit within the Vulnerable Population Division. On May 1, 2025, the two human trafficking officers were then reassigned (again) to the Special Investigations Division and part of the newly created Human Trafficking Unit for a trial period of six months. In short, there are two officers assigned to human trafficking, but they are no longer Community Engagement Officers. With respect to any police department's staffing, the only certainty is that there will be change.

As stated in an internal CCPD personnel memo (Exhibit 3):

The Human Trafficking Unit will be an investigative workgroup with a covert and tactical capacity. Their daily activities will include conducting proactive operations, investigating tips, and following up on incident reports pertaining to sex trafficking, labor trafficking, pandering, prostitution, maintaining a bawdy place, and illicit massage parlors. Additionally, they will provide public education and outreach to community stakeholders, in addition to, managing the compliance inspections of massage parlors within Chesterfield County.

Duties shall include, but are not limited to the following:

- *Responding to and investigating human trafficking related incidents*
- *Conducting surveillance on targets of investigations*
- *Identification of victims of human trafficking*
- *Carrying out human trafficking related operations*
- *Massage parlor operations*
- *Massage parlor compliance inspections*
- *Prostitution stings*
- *Prostitution reversals (“knock & talks”)*
- *Variations of sex trafficking focused chatting operations*
- *Building partnerships with non-profit agencies*
- *Community presentations pertaining to human trafficking awareness*

New Goal and Objectives

Goal

The Community Policing Unit (CAP) and the Crime Prevention Unit have merged to create the Community Engagement Unit. The Unit's goal is to combine the (former) Community Policing and Crime Prevention Units to comprehensively bolster community safety strategies and enhance educational/outreach messaging.

Objectives:

- Through engagement and outreach, maintain and perhaps improve the Department’s strong National Night Out ranking (3rd in the nation in 2024 for communities with populations greater than 300,000) with the National Association of Town Watch (NNO’s governing body). The goal is to remain in the top five, nationally, and if possible, exceed 2024’s third place ranking.
- Streamline the ban process for patrol officers by improving and expanding access to the Ban Letter database with the most up to date/accurate information. Create an automated system, which will allow for paperless data collection and service of notice through the E-Ticket system.
- Restore Community Engagement staffing to its original number of 16 members, which includes first line supervisors, officers and professional staff.
- Foster relationships with the Hispanic community by hosting an annual Hispanic Citizens Academy with no less than 15 participants per class. The spring 2025 session of the Hispanic Citizens Academy, which had 24 graduates, was the first academy since COVID.

- Participate in the bi-annual Point-in-Time count within our county. This census helps identify and provide resources for people facing homelessness and helps Chesterfield secure federal funding. Chesterfield Police partner with Continuums of Care on behalf of the United States Department of Housing and Urban Development.

CCPD CHESTERFIELD COUNTY
POLICE DEPARTMENT

Don't Fade into the Night
Stay Visible, Stay Safe



WALK SOBER
STAY ALERT
CARRY A LIGHT
CROSS AT CROSSWALKS OR CORNERS



Core 4 - Exhibit 2

1	<u>ProgramType</u>	<u>ProgramDate</u>	<u>Year</u>	<u>PrimaryOfficerID</u>
2	Active Shooter			0315 - Eckrich, Craig V
3	Active Shooter			0315 - Eckrich, Craig V
4	Active Shooter	11/09/2022 12:00:00 AM	2022	0315 - Eckrich, Craig V
5	Active Shooter	11/09/2022 12:00:00 AM	2022	0315 - Eckrich, Craig V
6	Active Shooter	11/12/2022 12:00:00 AM	2022	0315 - Eckrich, Craig V
7	Active Shooter	11/15/2022 12:00:00 AM	2022	0312 - Evans, James M
8	Active Shooter	12/06/2022 12:00:00 AM	2022	0315 - Eckrich, Craig V
9	Active Shooter	12/08/2022 12:00:00 AM	2022	
10	Active Shooter	12/13/2022 12:00:00 AM	2022	0315 - Eckrich, Craig V
11	Active Shooter	01/18/2023 12:00:00 AM	2023	0315 - Eckrich, Craig V
12	Active Shooter	01/20/2023 12:00:00 AM	2023	0315 - Eckrich, Craig V
13	Active Shooter	01/24/2023 12:00:00 AM	2023	0315 - Eckrich, Craig V
14	Active Shooter	01/24/2023 12:00:00 AM	2023	0315 - Eckrich, Craig V
15	Active Shooter	01/27/2023 12:00:00 AM	2023	0315 - Eckrich, Craig V
16	Active Shooter	01/27/2023 12:00:00 AM	2023	0315 - Eckrich, Craig V
17	Active Shooter	02/02/2023 12:00:00 AM	2023	0315 - Eckrich, Craig V
18	Active Shooter	02/02/2023 12:00:00 AM	2023	0315 - Eckrich, Craig V
19	Active Shooter	03/22/2023 12:00:00 AM	2023	0315 - Eckrich, Craig V
20	Active Shooter	03/22/2023 12:00:00 AM	2023	0315 - Eckrich, Craig V
21	Active Shooter	03/22/2023 12:00:00 AM	2023	0315 - Eckrich, Craig V
22	Active Shooter	03/22/2023 12:00:00 AM	2023	0315 - Eckrich, Craig V
23	Active Shooter	03/22/2023 12:00:00 AM	2023	0315 - Eckrich, Craig V
24	Active Shooter	05/02/2023 12:00:00 AM	2023	0315 - Eckrich, Craig V
25	Active Shooter	05/02/2023 12:00:00 AM	2023	
26	Active Shooter	05/31/2023 12:00:00 AM	2023	0315 - Eckrich, Craig V
27	Active Shooter	06/13/2023 12:00:00 AM	2023	0315 - Eckrich, Craig V
28	Active Shooter	06/28/2023 12:00:00 AM	2023	0315 - Eckrich, Craig V
29	Active Shooter	07/21/2023 12:00:00 AM	2023	
30	Active Shooter	08/08/2023 12:00:00 AM	2023	0315 - Eckrich, Craig V
31	Active Shooter	08/08/2023 12:00:00 AM	2023	0315 - Eckrich, Craig V
32	Active Shooter	08/14/2023 12:00:00 AM	2023	
33	Active Shooter	08/15/2023 12:00:00 AM	2023	0315 - Eckrich, Craig V
34	Active Shooter	08/15/2023 12:00:00 AM	2023	0315 - Eckrich, Craig V
35	Active Shooter	08/23/2023 12:00:00 AM	2023	0618 - Rogers, Matthew W
36	Active Shooter	10/10/2023 12:00:00 AM	2023	0315 - Eckrich, Craig V
37	Active Shooter	10/12/2023 12:00:00 AM	2023	0315 - Eckrich, Craig V
38	Active Shooter	10/17/2023 12:00:00 AM	2023	0315 - Eckrich, Craig V
39	Active Shooter	10/18/2023 12:00:00 AM	2023	0315 - Eckrich, Craig V
40	Active Shooter	10/18/2023 12:00:00 AM	2023	0315 - Eckrich, Craig V
41	Active Shooter	12/06/2023 12:00:00 AM	2023	
42	Active Shooter	12/06/2023 12:00:00 AM	2023	0315 - Eckrich, Craig V
43	Active Shooter	12/09/2023 12:00:00 AM	2023	0315 - Eckrich, Craig V
44	Active Shooter	01/13/2024 12:00:00 AM	2024	
45	Active Shooter	01/27/2024 12:00:00 AM	2024	0618 - Rogers, Matthew W
46	Active Shooter	02/20/2024 12:00:00 AM	2024	0315 - Eckrich, Craig V
47	Active Shooter	02/20/2024 12:00:00 AM	2024	0315 - Eckrich, Craig V
48	Active Shooter	04/10/2024 12:00:00 AM	2024	0315 - Eckrich, Craig V
49	Active Shooter	04/24/2024 12:00:00 AM	2024	0618 - Rogers, Matthew W
50	Active Shooter	04/30/2024 12:00:00 AM	2024	0315 - Eckrich, Craig V
51	Active Shooter	05/02/2024 12:00:00 AM	2024	0315 - Eckrich, Craig V
52	Active Shooter	06/10/2024 12:00:00 AM	2024	0315 - Eckrich, Craig V
53	Active Shooter	07/20/2024 12:00:00 AM	2024	0315 - Eckrich, Craig V
54	Active Shooter	09/03/2024 12:00:00 AM	2024	0315 - Eckrich, Craig V
55	Active Shooter	09/12/2024 12:00:00 AM	2024	0315 - Eckrich, Craig V
56	Active Shooter	09/12/2024 12:00:00 AM	2024	0315 - Eckrich, Craig V
57	Active Shooter	09/18/2024 12:00:00 AM	2024	0315 - Eckrich, Craig V
58	Active Shooter	09/19/2024 12:00:00 AM	2024	0315 - Eckrich, Craig V
59	Active Shooter	11/23/2024 12:00:00 AM	2024	0315 - Eckrich, Craig V
60	Active Shooter	02/15/2025 12:00:00 AM	2025	0315 - Eckrich, Craig V
61	Active Shooter	03/05/2025 12:00:00 AM	2025	0315 - Eckrich, Craig V
62	Active Shooter	06/11/2025 12:00:00 AM	2025	0315 - Eckrich, Craig V
63	Active Shooter	06/27/2025 12:00:00 AM	2025	0315 - Eckrich, Craig V



Chesterfield County, Virginia Police Department

Memorandum

DATE: April 25, 2025

TO: Command Staff

FROM: Captain Xxxx XxXXXXXXXX

SUBJECT: Human Trafficking Unit

In efforts to more effectively combat and investigate human trafficking, effective May 1st, the Special Investigations Division is creating a dedicated Human Trafficking Unit for a six-month trial period.

The Human Trafficking Unit will be an investigative workgroup with a covert and tactical capacity. Their daily activities will include conducting proactive operations, investigating tips, and following up on incident reports pertaining to sex trafficking, labor trafficking, pandering, prostitution, maintaining a bawdy place, and illicit massage parlors. Additionally, they will provide public education and outreach to community stakeholders, in addition to, managing the compliance inspections of massage parlors within Chesterfield County.

Duties shall include, but are not limited to the following:

- Responding to and investigating human trafficking related incidents
- Conducting surveillance on targets of investigations
- Identification of victims of human trafficking
- Carrying out human trafficking related operations
- Massage parlor operations
- Massage parlor compliance inspections
- Prostitution stings
- Prostitution reversals (“knock & talks”)
- Variations of sex trafficking focused chatting operations
- Building partnerships with non-profit agencies
- Community presentations pertaining to human trafficking awareness

Core 4 - Exhibit 3

In this initial iteration, the Human Trafficking Unit (HTU) will consist of one sergeant and six investigators:

- Sergeant XXXXXXXXXXXXX
- Detective XXXXXXXXXXXXX
- Detective XXXXXXXXXXXXX
- Officer XXXXXXXXXXXXX
- Officer XXXXXXXXXXXXX
- Officer XXXXXXXXXXXXX
- Officer XXXXXXXXXXXXX

To assist in this implementation moving forward we would ask the following of supervision:

1. When you become privy to a case pertaining to prostitution, illicit massage parlors, commercial sex trafficking, or any suspicious incident/police information report where human trafficking is suspected, please forward the report to investigations and email Sergeant XxXXXXXXXXXX and Sergeant Xxxxxx with the report number.
2. Call the appropriate supervisor if you encounter a suspected victim of human trafficking, you become privy to pressing information, or you receive a time sensitive lead (when in doubt call). You can reach out to one of the below supervisors:
 - a. Sergeant XXXXXXXXXXXXX 804-XXX-XXXX
 - b. Sergeant Xxxxxx 804-XXX-XXXX
 - c. Lieutenant Xxxxxxxx 804-XXX-XXXX

For pressing calls pertaining to human trafficking after hours, just contact the On-Call SID supervisor. They will contact the appropriate resources and facilitate a response from a member of the unit if deemed necessary.

It is our hopes that establishing this specialized work group will result in:

- Centralization of information and investigative endeavors pertaining to human trafficking
- Transitioning human trafficking victims out of their adverse lifestyle
- Increased arrests and prosecutions of human trafficking suspects
- Increased community and interdepartmental outreach through additional education

Core 5. Distribution of Community Safety Information

Goals and Objectives

Goal

To distribute educational media to inform county residents and to provide crime prevention resources that expand the role of "traditional" policing.

Objectives

- Continue to pursue installation of a permanent, freestanding electronic message sign in front of the Community Engagement Unit building to educate and inform passing motorists on crime prevention and safety tips and department events/activities.
- Purchase at least one mobile electronic message sign for use in county parks and at public events (National Night Out, Medication Take-Backs, Senior Day, etc.).
- Grow the Department's Facebook followers to 50,000, Twitter followers to 11,000, Instagram followers to 4,000, and NextDoor members to 75,000.

Program Accomplishments

As of April 2025, the Department has 51,000 Facebook followers, 10,500 Twitter followers, 5,200 Instagram followers, 2,000 YouTube followers, and 85,000 Nextdoor claimed households (these households have at least one verified account). CCPD achieved or exceeded the objective of growing our social media user base. Our multi-platform approach allows thorough and timely distribution of information to residents and non-residents alike (Exhibits 1 and 2).

Based on work completed by the Media and Messaging Unit, the Chesterfield County Police Department won a 2024 NACo award for its "In Memory of" campaign. The campaign's goal is to highlight fatal vehicle crashes that the Department feels can speak to the entire community. It's about the importance of safe driving and good decision making. We start by first identifying recent crashes and sit down with surviving family to seek permission and interest in their participation. Once this is obtained, we film loved ones speaking about how the loss has impacted their family and how they have navigated the tragedy. We then make cards that contain a photo of the deceased with person's name and date of the crash, and a brief profile of the life lost. The backs of the cards include driver safety messages. Officers distribute these cards on traffic stops, and cases are highlighted on billboards and social media. The goal is to

highlight the loss, humanize it and publicize it in hopes that we can create discussion to slow down, don't drink and drive, or wear a seatbelt (Exhibits 3, 4, and 5).

Due to a number of pedestrian fatalities in Chesterfield and surrounding jurisdictions, the Department launched a pedestrian safety campaign in 2024. The program shares pedestrian safety tips on social media and provides free safety (tip) stickers for convenience and liquor store shopping bags (Exhibit 6).

Program Evaluation

After pursuing installation of an electronic messaging sign outside the Community Engagement building for several years, the funds for this project are simply not available. Crime prevention and educational messaging is handled through the Department's social media platforms.

The Chesterfield County Police Department did not meet the goal of purchasing a mobile message sign. However, Chesterfield County owns four of them, so the Police Department utilizes one of those for large event traffic direction and for major Department events such as the National Night Out Kick-Off and National Night Out.

The Community Engagement Unit continues to do 'more with less'. The Unit has been understaffed for some time due to transfers and retirements, but between the Crime Prevention and Community Engagement Officers, over 180 educational programs were presented to the community. Topics covered include personal safety, active shooter, frauds and scams, home security, internet safety, workplace safety, and human trafficking.

The Media and Messaging Unit (M&M) continues to share timely, relevant information across numerous social media platforms. M&M keeps residents apprised of emergency information, department goings-on, and educational opportunities, etc. via Facebook, Twitter/X, Instagram, Nextdoor, LinkedIn, and Youtube.

CCPD's Crime Prevention Newsletter is on hiatus. There are plans to incorporate it into the Department's website as a regularly published newsletter. County residents still receive the same information contained in the (former) Crime Prevention Newsletter; the information is published on the Department's social media channels, instead.

Due to officer retirements, the Department's YouTube podcast is on pause. The podcast was approaching a natural end to its life, and resources are now focusing on Instagram Reels because of the platform's younger, more recruitable, audience.

Chesterfield County Police continue to offer our popular and educational Citizens Academy program multiple times per year. The academies provide attendees the opportunity to learn the how and why of police operations, and academies shed light on specialized units such as forensics, K-9, SWAT, and Traffic, and Internal Affairs. Attendees have the option to participate

in traffic stop and domestic scenarios and go on a ride along with an officer. Approximately 144 attendees have participated in the program over the last three years (Exhibit 7).

Senior Day proves to be another well-attended educational event each year. In addition to food, entertainment, and raffles, attendees receive a different education component each year that is tailored to the needs of seniors. Topics include Frauds and Scams, fire prevention, and legal updates to programs that impact seniors. Speakers have included local television personalities, the Attorney General of Virginia, and the Chesterfield County Police Department's Chief.

New Goals and Objectives

Goal

To distribute educational media to inform county residents and provide crime prevention resources which expand the role of "traditional" policing.

Objectives

- Increase followers across the Department's social media channels by 10% over 2025 statistics.
- Meet with CCPD's Media and Messaging Team semi-annually to discuss ideas and strategies to inform Chesterfield County residents about crime prevention measures and educational opportunities.
- Host a minimum of four citizen academies, one Hispanic citizens academy, and one teen citizens academy each of the next three years.
- Pair with a local television station to do an interview on home security and common burglary prevention strategies.

facebook

Email or phone

Password

Log In



Chesterfield County Police

51K followers • 170 following

Posts About Reels Photos Videos

Intro

Welcome to the official Chesterfield County Police Facebook page. For emergencies, dial 911.

- Page** · Law Enforcement Agency
- CHESTERFIELD, COUNTY OF is responsible for this Page
- (804) 748-1251
- ccpd@chesterfield.gov
- joinccpd.org
- Always open

Photos [See all photos](#)

Chesterfield County Police 2d

Your life is worth more than a pot o' gold 🍀. Plan ahead for a sober ride home this St. Patrick's Day. 🍀 [#BuzzedDriving](#) Is Drunk Driving. [NHTSA MADD Virginia Virginia Department of Transportation](#)

See more in Video

0:55	0:51	1:01
CCPD 24/7 Chesterfield County P...	The PSA Opportunity Chesterfield County P...	Serving Our Community Since 1914 Chesterfield County P...



chesterfieldcountypolice  Follow Message ...

1,562 posts 5,170 followers 203 following

Chesterfield County Police
Welcome to the official Instagram account of the Chesterfield County (VA) Police Department.
[joinccpd.org](https://www.joinccpd.org)



Become a PSA!



POV



Traffic Safety



FIT FRIDAY



The Journey



Hiring Process

POSTS REELS TAGGED





Drive Safely In Memory Of...

by Chesterfield County Police

Playlist • 7 videos • 104 views

▶ Play all



All

Videos

Shorts

1



Drive Safely in Memory of Austin Greathouse

Chesterfield County Police • 830 views • 3 years ago

2



Drive Safely in Memory of Karen Giles

Chesterfield County Police • 1.1K views • 3 years ago

3



Drive Safely In Memory Of Carlos Pereira

Chesterfield County Police • 907 views • 3 years ago

4



Conducir Seguro En Memoria De Carlos Pereira

Chesterfield County Police • 513 views • 3 years ago

5



Drive Safely in Memory of Jordan Barksdale

Chesterfield County Police • 1.8K views • 2 years ago

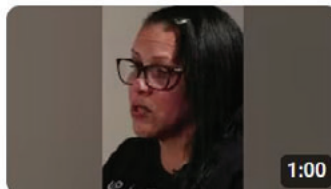
6



Drive Safely in Memory of Jordan Barksdale

Chesterfield County Police • 1.4K views • 1 year ago

7



Drive Safely in Memory of Carlos Pereira, III

Chesterfield County Police • 115 views • 1 year ago

In Memory Campaign Chesterfield County Police Department

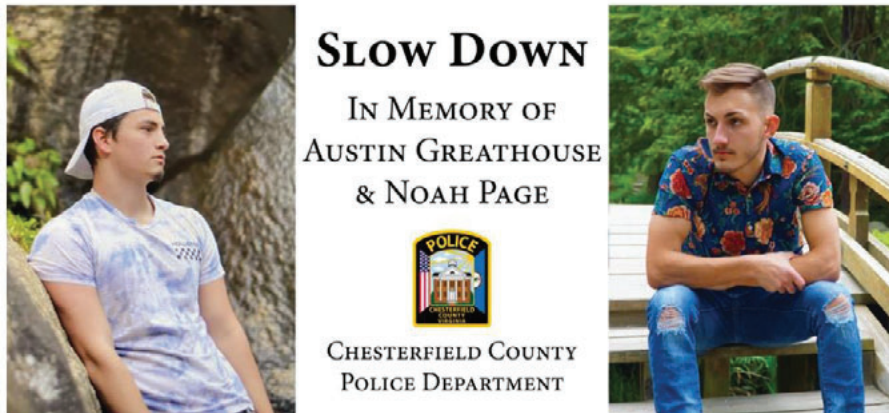
Rob Wilson and I started talking about ways to honor some of the victims of our crashes and to work with the families and to “tell their stories”. The initial idea to push this out was Robs, he contacted Lamar billboards and priced out locations and costs to do a month-long Billboard Campaign. Once we determined costs and such, we brainstormed which tragedies to highlight. We knew we wanted to share the story of the boys. We asked others in the unit for crashes that affected them that involved speed, distracted driving, or DUI. After a couple conversations we decided to highlight the Karen Giles case (distracted driving – dump truck driver on his cell phone crossed the center line), Carla Swift (passenger in a vehicle with a DUI driver who crossed over the median on Hull Street and hit a semi head on), and the Austin Greathouse and Noah Page story.

The families were contacted about the Billboard Campaign, and we received their support and photographs of the victims. We then worked internally with Lori Comstock and Liz Caroon to draft the Billboard graphics. Once we had everything in place and the funding for the project was approved, In March of 2021, we launched the In Memory Of Campaign with a press release and several news stories.

[Chesterfield police launch ‘In Memory Of’ billboard campaign to encourage safe driving \(nbc12.com\)](#)

[In Memory Of: CCPD launches campaign to encourage safe driving | WRIC ABC 8News](#)

- A billboard located on Jefferson Davis Highway remembers Austin Greathouse and Noah Page, who died in a crash in the 13700 block of Beach Road on June 10, 2020. The investigation indicates speed was a contributing factor to the crash.



Initially when we launched the campaign we didn't have enforcement tied into the effort. We wanted to put the information out there in hopes it would create conversations, which it did. After the initial launch of the campaign we were able to touch base with Sam Allabaugh, who was the driver were killed Karen Giles. He was willing to help us with our efforts and agreed to an interview. In June 2021, on what would have been Giles 58th birthday, we released the video in which Allabaugh plead with viewers to “just drive”

[Driver convicted of killing local first responder in 'texting' crash urges people to put their phone down | WRIC ABC 8News](#)

Sam Allabaugh video: [Drive Safely in Memory of Karen Giles - YouTube](#)

One of the coolest stories of redemption and forgiveness is the Giles case. WTVR did a follow up story December 6th, 2022:

[He killed her mom. Nearly four years later, she gave him a hug. \(wtvr.com\)](#)

On June 26, 2021 Carlos Pereira was driving on Courthouse Road, he was heading to meet his mother and other family members at the movies. Carlos made a phone call to his mom and advised he was only a short distance away. During the conversation Carlos stopped talking and his mother heard some commotion on the phone. Hearing sirens a couple minutes later her heart sank and she drove the direction of the emergency vehicles which were heading the direction Carlos would have been coming from. She arrived at the crash scene on Courthouse Road only to learn he son Carlos had been partially ejected and was killed due to distracted driving and not wearing his seatbelt. The investigation shows that this crash was survivable.

As the months went on we started to talk with the family about using Carlos' story as our next In Memory Of story. The mother, Elizabeth Rosario, agreed and we were able to film a video which was pushed out along with a media release. The In Memory Of Carlos Pereira Safety Campaign ran from January 31st, 2022 through February 5th, 2022.

Prior to the campaign launch we worked with Elizabeth and our media partners to push out the video and news interviews with her simultaneously.

Elizabeth also did a ride along with the traffic unit during the campaign for first hand experience as to what we are doing to prevent another tragedy.

[Drive Safely In Memory Of Carlos Pereira - YouTube](#)

['He was my baby': Chesterfield mother reflects on 25-year-old son killed in distracted driving crash | WRIC ABC 8News](#)

[Chesterfield mom pleads with drivers to put the phone down after son is killed in crash | WRIC ABC 8News](#)

Unlike the first campaign, our second one had enforcement as an element. Officers were hired under the DMV Grant program to conduct extra enforcement, primarily along Rt 360 and Courthouse Roads. The campaign resulted in 433 traffic stops and 516 summonses and arrest.

Susp	RD	Uninsure	Speed	drug	op cont	NoOL	Red	Obey	Insp	Reg	Other	DUI	Refuse	SFST	Belt	Child	juv al	Fel	Wep	Equip	Cell	ped/TOTAL	STOPS	WW	Ped Talk	Ped Card	
20	36	4	216	0	2	41	4	16	28	46	35	6	1		30	1	0	7	1	2	19	1	516	433	5	89	83

Our third In Memory Of Campaign was launched October 7th, 2022. The story highlighted the crash where Jordan Barksdale was struck and killed when an impaired driver crossed the centerline and hit her head on. This story didn't initially have enforcement as an element and was delayed from happening due to prosecution delays. The original crash happened on January 30th, 2021 and we had to wait for everything to run it's course before using the story.

The timing of the stories launch came the same day that CCPD made it's 1000th DUI arrest for 2022. Staci Barksdale, Jordans mother, agreed to assist us and we pushed out a media released along with her interview. Staci was interviewed by two local media outlets the day we started the Campaign.

[Drive Safely in Memory of Jordan Barksdale - YouTube](#)

[Chesterfield mom knew something was wrong after she texted her daughter \(wtvr.com\)](#)

[‘Don’t drink and drive’: Chesterfield mom urges drivers to make responsible decisions after losing her daughter \(nbc12.com\)](#)

Shortly after pushing out the Jordan Barksdale story, we created 2 In Memory Of Cards to highlight the Barksdale and Pereira cases. The plan was to have officers throughout the County hand these cards out on traffic stops and at checkpoints. CCPD printed 6000 of the cards and about 4000 were handed out.



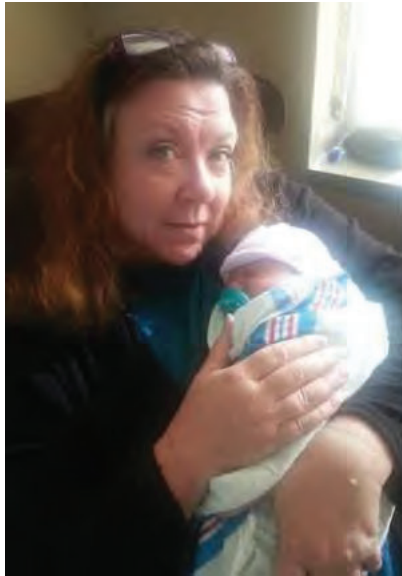
As we finished out 2022 and knowing the 2 year anniversary of Jordan death was approaching (Jan 30, 2023) we put together an enforcement effort In Memory of Jordan. The Campaign ran from January 30th, 2023 through February 13th, 2023. This initiative resulted in 307 vehicle stops and 346 summonses and arrests. Staci Barksdale was also afforded the opportunity to ride along with one of our DRE officers during this event

Summons	DUI	Refusal	SFTS Conducted	Seatbelt	Child Seat	JuvDUI	Underage Drinking	Stolen Vehicle	Felony Arrest	Seized Weapon	Bike/Pedstrain Viol.	Defective Equip.	Suspended	Reckless	uninsured	Speeding	Drugs	Open Cont.	No OL	Red Lt	obey sign	Exp Insp	Exp. Tag	Cell Phone Viol	Other	Misd	Stops	Rt. 60 (Midlo)	Rt. 360 (Hull St.)	Rt. 10	Rt. 150 (Chippenhams)	Courthouse	Route One	I95	Rt. 288	Other Area
346	5	2	4	8	1			1			4	6	15	4	220			9	1	9	25	21	1	14		307	3	19	1	4	2					3

The overall goal of the program is to bring awareness to the community that these are real people who had families that experienced real tragedies. We want to create conversations between parents and their teen/adult drivers and between other loved ones. These tragedies are preventable!

We have no way to measure the success of the program. We've tracked enforcement efforts, we've pushed out literature, we've produced in house videos and worked with the media to have interviews with the families. All with the goal to save lives.

There have been positive comments on the social media stories which I can get if you need them however, with how active our channels are, that is a lot of scrolling. Liz has a way to look at overall impact on our posts which could be a solid # to use if she has that info readily available.



PUT THE PHONE DOWN

IN MEMORY OF
KAREN GILES



CHESTERFIELD COUNTY
POLICE DEPARTMENT



DRIVE SOBER

IN MEMORY OF
CARLA SWIFT



CHESTERFIELD COUNTY
POLICE DEPARTMENT



In Memory Of

James River High School Students

Nick Booth & Will Hammitt

Killed in a Speed-Related Crash



CHESTERFIELD COUNTY
POLICE DEPARTMENT

10001 Iron Bridge Road, Chesterfield, VA - chesterfield.gov/police

FOUR MAIN CAUSES OF CRASH FATALITIES

SPEED

DRIVING UNDER THE INFLUENCE

DISTRACTED DRIVING

NOT WEARING SEAT BELT

In the past 10 months, Chesterfield County has had

18 Fatal Crashes

15 were due to at least one of the above factors

CRASHES ARE PREVENTABLE

CCPD CHESTERFIELD COUNTY
POLICE DEPARTMENT

Don't Fade into the Night
Stay Visible, Stay Safe



WALK SOBER
STAY ALERT • CARRY A LIGHT
CROSS AT CROSSWALKS OR CORNERS

Chesterfield County Police's Post



Chesterfield County Police

January 6

Ever wonder what it's like to be a police officer? Now's your chance to get an inside look at law enforcement! Our Police Citizens Academy is back, and we're inviting YOU to join us for this exciting, hands-on experience.

Learn about crime prevention, investigations, and more from the men and women who serve our community every day. Spots fill up fast, so don't wait — sign up now and be part of our next Police Citizens Academy!

Our next academy session will take place on Thursday mornings from March 6 through April 24.

Apply here: <https://www.chesterfield.gov/.../Police-Citizens...>

#PoliceCitizensAcademy #CommunityEngagement



79

79 comments 12 shares

Core 6. Community Security Assessments

Goals and Objectives

Goal

The goal of conducting security assessments is to provide citizens and businesses with up-to-date security information through proactive targeting, security plan reviews, and security plan requests.

Objectives

- To, within 24 hours, proactively visit retail businesses and houses or worship that have been burglarized to offer crime prevention tips and written security assessments from either the Business Watch Coordinator or the CPTED Planner.
- To create Residential Safety & Security and Business Safety & Security checklists to assist home and business owners with security self-assessments and security improvements.
- Quarterly, utilize social media channels to promote that the Community Engagement Unit offers free security assessments to businesses and homeowners.

Program Accomplishments

CCPD's CPTED Planner met with a national video surveillance system representative to learn about the most current technologies and capabilities. From this meeting, standard video surveillance system specifications were drafted which are now provided to security assessment recipients and businesses going through the site plan review process. Now that the CPTED Planner has a working relationship with the national video surveillance system representative, the Planner can remain "in the loop" regarding video advancements to keep his security recommendations as up to date as possible.

Because their police department lacks the qualified (CPTED/crime prevention) staff, the City of Hopewell, Virginia, contacted Chesterfield's Chief of Police to request that the CPTED Planner – a subject matter expert – perform a security assessment of Hopewell's main administrative/government building. The CPTED Planner visited the building, interviewed employees, toured the building, and then drafted best-practice CPTED recommendations to help enhance employee and visitor safety and security.

Security assessments that have been provided to the requesting parties have been very well received. Recipients have appreciated their timeliness, thoroughness, and the range of options (from free to more expensive or logistically easy to more complicated implementation) provided to address specific security lapses or areas of concern.

Program Evaluation

Unfortunately, visits to businesses and houses of worship that have been burglarized are not visited regularly by Community Engagement staff within 24 hours due to a combination of staffing levels and staff workloads. However, CCPD command staff often direct Community Engagement staff to reach out to victims of “notable” burglaries (due to frequency or the value of items taken) that occur. These contacts have resulted in multiple security assessment being performed (Exhibit 1)

A member of the County's Site Plan Team, the Department's CPTED Planner continues to review all site plan submissions and rezoning requests, provide written CPTED/crime prevention recommendations and conditions, and attend all weekly site plan and zoning meetings to address the recommendations and conditions with owners, engineers, attorneys, and architects (Exhibit 2).

Between January 2022, and July 2025, the CPTED Planner reviewed and provided recommendations/conditions, where necessary, for 881 site plan submissions and 775 rezoning requests.

Post-pandemic, requests for security assessments increased (over the previous three-year recertification cycle). For the 2022 - 2025 timeframe, the Community Engagement Unit performed 61 security assessments:

- Government/Office/Business: 19
- Houses of worship: 16
- Recreation: 7
- Daycare/Schools: 9
- Residential: 10

Notable CPTED/security assessments for the period include the City of Hopewell’s main government/administrative building, the Chesterfield County Police Department’s Training Academy, Parallon (HCA Nursing School), the Richmond Animal League, the Virginia 529 Offices, and Ortho Virginia.

In most cases, the Business Watch/Worship Watch Coordinator, the requesting entity’s Community Engagement Officer, and the CPTED Planner perform security assessments together. With more than 55 years of experience between these individuals, utilizing the

expertise of these individuals ensures comprehensive, detailed written recommendations to those requesting assessments.

Per the Department's 2022 Community Security Assessment objectives, the CPTED Planner created both a Home Security Checklist and a Business Security Checklist (Exhibits 3 and 4). Home and business owners can use these checklists for "self" security assessments rather than contacting Police. However, if the home or business owner requests that police perform the assessment, police are happy to assist. Also, the checklist can be used by (newer) officers who may be somewhat unfamiliar with security assessments or what best practice crime prevention measures are.

From 2022 - 2025, Community Engagement personnel presented crime prevention and related programs such as active shooter response, workplace violence, security for places of worship, realtor safety, shoplifting response, frauds and scams, and Scout programs to businesses and organizations within Chesterfield County as follows:

- 2023: 429 programs, 29,779 attendees
- 2024: 288 programs, 15,288 attendees
- As of April 1, 2025: 66 programs, 3,304 attendees

County residents are notified periodically (not quarterly, as was the previous cycle's goal) through the Department's social media channels that free security assessments are provided, upon request. This has been somewhat effective, but many residents do not reach out for assessments likely because they assume they will not be victims of crime. Unfortunately, more security assessments result from violent incidents that take place throughout the country (such as church shootings).

New Goals and Objectives

Goal

The goal of conducting security assessments is to make residential and commercial security assessments available for residents, businesses, and places of worship through proactive targeting, site plan reviews, and security assessment requests.

Objectives

- Keep the CPTED Planner current on technologies and methodologies to provide the most relevant security options for those requesting security assessments. To do so, meet annually with security product companies and representatives for education on the most up to date product developments.
- Meet semi-annually with the Henrico County Police Department's CPTED Planner to discuss program operations, CPTED strategies, and opportunities for improvement.

- Evaluate the current CPTED assessment document to determine if there is a better or more efficient way to organize and provide recommendations to the requesting parties.

Chesterfield County Police**CPTED Assessment****Project:** Xxxxxxxxxx Baptist Church**Date:** July 25, 2025**Location:** XXXX Xxxxxxx Road**Reviewers:** Jim Eicher, CPTED Planner II**Contact:** David Xxxxxxx

Corporal Craig Eckrich, Community Engagement

Crime Prevention Through Environmental Design (CPTED) recommendations focus on deterring criminal activities, detecting those activities, and denying access to private property. While these recommendations are designed to dissuade potential offenders, as well as make it more difficult and time consuming to commit a crime, they cannot guarantee a crime-free environment. However, in the Chesterfield County Police Department's (CCPD) experience, application of such crime prevention measures can minimize loss, increase safety, increase the perception of safety, and improve the quality of life.

Analysis**Assets to protect**

- Parishioners
- Childcare enrollees
- Staff
- Electronics, monies, and supplies
- The building

Strengths

- Staff interest in making security enhancements
- Staff awareness of church's security vulnerabilities and crime-preventive best practices
- Generally unobstructed sightlines to/from the property
- No landscape materials outside the building that can be used as burglary tools
- Excellent grounds maintenance

Weaknesses

- No wayfinding/directional signage on the property
- Exterior building doors are unlocked during services and business hours
- Electronic access controls are not present on (main) exterior building doors
- Church lacks security alarm and video management systems
- Incorrect type of interior shelter-in-place room doors

Threats

- Intruder
- Burglary
- Larceny
- Vandalism
- Trespassing

Recommendations

1. To help clarify the church's main public entrance, enhance the area outside this entrance with elements such as signage, flags, sculpture(s), landscaping, lighting, large planters, boulders, sidewalk markers, etc.
2. Add parking lot signs that indicate the parking is reserved for only Matoaca Baptist members and that loitering is not permitted.
3. Post visually prominent "Private Property, No Soliciting" (or similar verbiage) signage outside the two Education Building entrances and near the River Road/Ferndale intersection.
4. For criminal deterrence, post security alarm system and pictographic video surveillance decals on exterior church doors and include visually prominent pictographic video surveillance signs on parking lot light poles.
5. Label the church's exterior non-public/egress only doors as 'No Entry'. Alternatively, use 'Please Enter Through Main Church Office Entrance'. Include directional arrows to guide visitors to the main public entrance.
6. To facilitate emergency response, number all exterior building doors. Above the doors, place minimum eight-inch-tall numerals of a contrasting color to the facades on which they are attached, and on the interior sides of the doors, place minimum four-inch-tall numerals above doors (with their corresponding exterior door numbers). Differentiate buildings from one another by including a letter before each building's door number that corresponds to the building's function. For example, Education Building door numbers will be labeled E1, E2, E3, etc. while Fellowship Hall doors will be labeled F1, F2, F3, etc.
7. Post visually prominent emergency contact and location signage in all classrooms, offices, and meeting/congregation areas. *See example, right.*
8. For security reasons, post signs inside exterior doors that mandate that individuals do not prop the doors open.
9. Attach age range and regulatory/terms of use signage to playground gates.
10. For visibility without having to open the doors, install door scopes in the Education Building's double doors that face Ferndale Street.



11. When not in use, keep all classroom, office, kitchen, storage, and mechanical room doors locked.
12. Replace exterior building doors that cannot be locked when the buildings are occupied due to emergency egress requirements with fire department-compliant, solid panel, metal clad security doors equipped with narrow, reinforced vision panels (with an embedded wire mesh) or wide-angle door scopes.
13. Replace pastor, office, and childcare room doors with solid core wood, solid panel doors that include narrow, reinforced vision panels (with an embedded wire mesh). Designated shelter-in-place room doors should meet the same specification, but the doors should not include vision panels. Install wide-angle peepholes, instead, and equip the doors with ANSI grade 1 deadbolt locks.
14. Fortify office and classroom hallway doors against forced entry during a lockdown through installation of door bracing devices. See www.nightlock.com for examples. The Chesterfield County Fire Marshal's Office allows this (Nightlock) device, but a permit must be obtained from the Chesterfield County Building Inspections Office.
15. Unless new exterior doors will meet the UL 972 standard for Burglary Resisting Glazing Material, for improved burglary resistance, cover glass in exterior doors with a minimum 10-mil-thick break resistant film. See www.lumar.com for examples and local contractor information.
16. For child and staff safety, install a video intercom and electronic lock release at the church office/Education Building entrance so staff may screen visitors prior to granting building access. Include an electronic pushbutton keypad at this entrance, and at the Main Building (breezeway) entrance, for emergency Chesterfield County Police Department (CCPD) access during a lockdown or when staff are unable to open the doors. Contact Chesterfield County Emergency Communications Center (ECC) Operations Manager, Mary Bowman, at 804-717-6989 or bowmanm@chesterfield.gov to establish a unique, four-digit, emergency CCPD access code for the keypad.
17. It is of *paramount* importance that unknown individuals do not enter the church. Keep all exterior building doors locked during services and business hours. On Sundays, greeters/security team members posted inside the doors can grant church access.
18. Install electronic access control system readers that require mobile/smart phone credentials (or less preferably, key fobs) to open exterior doors on the:

- Ferndale Street Main Building (breezeway) entrance
- Church office/Education Building (breezeway) entrance
- Connector doors between the Education Building and Fellowship Hall
- One of the Main Building's single doors that faces River Road

Install interior electronic access control system readers on the:

- Connector double doors that lead into the Education Building and the Fellowship Hall
- Second floor Education Building door (leading into the childcare dining area) that connects with the Main Building

System should be programmable for user access by door location, day of week, and time of day. Except for the absolute minimum number of individuals necessary for church operations, prohibit the use of keys to gain building access.

19. For deterrence, monitoring, and detection, install a comprehensive, professional interior and exterior video management system that meets the following criteria:

- NDAA compliant and/or FIPS validated
- AI-enabled
- IP-based
- High-resolution (minimum 1080p & 30 fps)
- Six (6) megapixel exterior cameras
- Two (2) megapixel interior cameras
- 30-day video retention
- 24-hour operations
- Proprietary and non-proprietary video (export) formats
- Remote access via smartphone/tablet
- System linkage with the CCPD's Analytic and Strategic Operations Center (ASOC).
See <https://www.youtube.com/watch?v=A4x2Hf3oBeY> and/or contact CCPD Captain Scott Obranovich (804-318-8065 or obranovichs@chesterfield.gov) for information.

20. Install a minimum 65-inch monitor in the church office so security team staff can view multiplexed video surveillance camera feeds during services.

21. To help prohibit unauthorized after-hours vehicular site access and enhance pedestrian safety, block the driveway that connects with the former fire department station on Xxxxxxx Avenue. Options include minimum four-man boulders placed four feet on-center, vehicle-rated bollards, or vehicle-rated concrete planters.

22. Prohibit unauthorized after-hours access to the breezeway and “courtyard” between the three church buildings by installing minimum seven-foot-tall decorative metal fencing and gates between the Education Building and the Main Building and between the Fellowship Hall and Main Building. Fence gates must meet emergency egress requirements, and after hours, the gates should be locked with shrouded shackle Knox padlocks. Fence pickets should extend above the topmost horizontal rails, and there should not be mid-height horizontal rails that could be used as foot holds. Also, include an anti-tamper element around the crash bar to help prohibit unauthorized access. *See gate hardware example right, and images on pages 6 and 7 for gate and fence locations.*



23. Maximize sightlines within the property by raising all tree canopies a minimum of 10 feet above grade.

24. Enhance visibility and help prohibit concealment by trimming the shrubs on the Xxxxxxx Street church frontage. Depending on the shrub species and age, reduce heights to three feet above grade, raise canopies several feet above grade, or thin canopies for “visual permeability.”

25. Add full cut-off, 70 CRI-rated, LED, pole-mounted lights to illuminate the parking lots with a minimum maintained illumination level of 1.0 foot-candle, as measured at grade. Illumination level at the property lines may not exceed 0.5 foot-candles.
26. Use full cut-off, minimum 70 CRI-rated, LED, pole-mounted lights to illuminate the playground to increase detection opportunities of unauthorized after-hours activities.
27. Provide a labeled (exterior door numbers and room names) PDF copy of the church's floor plan to the Chesterfield County ECC to facilitate emergency police response. Contact ECC Operations Manager Mary Bowman at 804-717-6989 or bowmanm@chesterfield.gov for information.
28. Draft a closing procedures checklist for staff to follow when leaving the church after services/activities. Post these procedures in prominent locations.
29. Designate staff members to verify that windows and interior and exterior doors are closed and locked, and that blinds are closed at the end of services/activities.
30. Establish a security team that is responsible for patrolling during services, opening (secure exterior) doors for members and guests, and addressing unknown individuals who enter the church. Security team and childcare staff should be equipped with two-way radios that work in all areas of the building and property.
31. Establish a non-obvious duress phrase/name that can be broadcast to church and childcare staff via two-way radio in the event of an emergency (e.g., intruder). Staff members should know how to respond, lock down, and evacuate from the building.
32. Establish relationships with nearby businesses/organizations so these locations may be used as shelter/rally points for childcare students and staff.
33. Especially important because the church lacks a security alarm system, store daycare payments in their own envelope/folder/bag in the church safe until they are transported to the bank. Alternatively, the childcare should have its own minimum TL-30 tool resistance rated safe that is anchored to the building's slab.
34. Vary the day of week, time of day, transport/storage container, and route taken to deposit the weekly church collections and childcare payments.
35. Develop an electronic and hard copy "Go Binder" for emergency use during a critical incident. See details on pages 8 and 9.
36. For personal safety, encourage staff to remove unnecessarily detailed personal information such as spouse and children's names and residence locations from their website bios.
37. Church's Google calendar shares information that an individual can utilize to perpetrate an attack. Remove "unnecessary" information from the calendar (e.g., meeting dates for the Finance Committee, choir practice, and Deacon meetings). If possible, password protect the calendar or only permit church member access.
38. Encourage staff and members to "trust their gut" and quickly report suspicious activities and persons to designated staff and/or the police. For emergencies, call 911. The Police Department's non-emergency number is 748-1251.

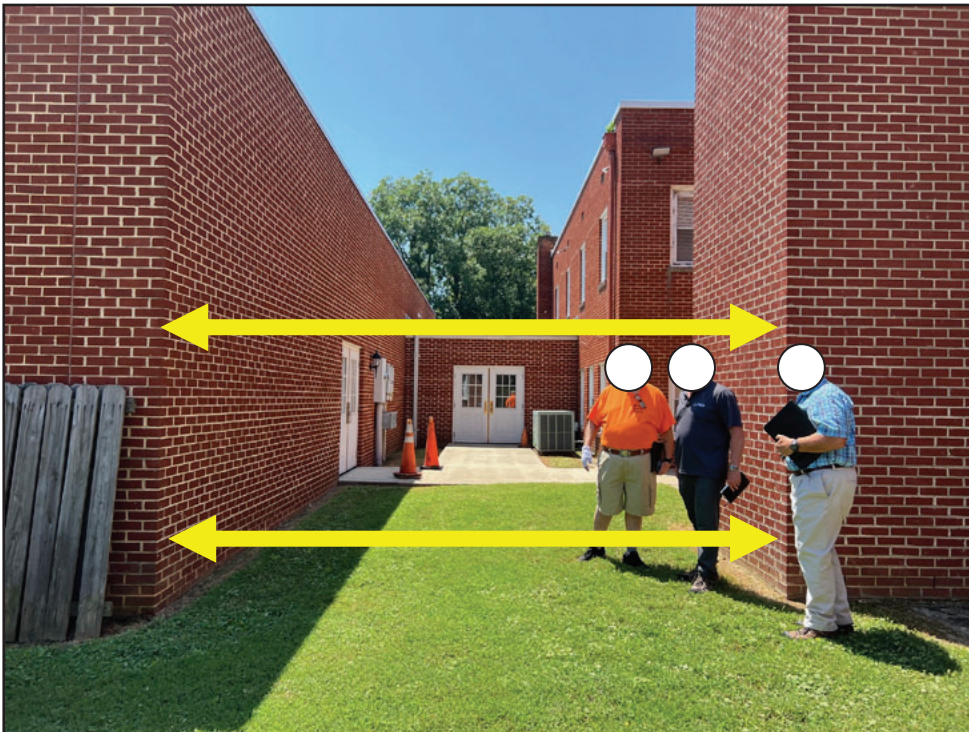
Contact Jim Eicher, CPTED Planner II, at (804) 318-8693 or eicherj@chesterfield.gov with questions related to these recommendations.



Gate/Fence Locations Shown in Yellow



Gate/Fence Locations





Federal Bureau of Investigation

Richmond Field Office

1970 East Parham Road, Richmond, VA 23228; (804) 261-1044

Critical Incident “Go Binder”

The purpose of a “Go Binder” is to ensure important information is readily available during a critical incident. The “Go Binder” may be in either electronic or hard copy form, or both, and should be kept in a secure location known to identified staff members.

This is not an exhaustive list; rather, the categories below are examples of the types of information or items likely to assist first responders and investigative personnel during or immediately following a critical incident. The purpose of providing this list is to assist you in identifying information important for your house of worship and to aid you in your own crisis response planning. For additional information, please see the FEMA publication, Guide For Developing High-Quality Emergency Operations Plans for Houses of Worship (https://www.fbi.gov/file-repository/developing_eops_for_houses_of_worship_final.pdf/view)

Sample Table of Contents

Facility Information:

This section should include information about the facility itself. If you have multiple buildings, it should include information for all of them. This information will help first responders navigate your building, secure all areas of the building, and locate potential subjects or victims.

Examples of information in this section include:

- Building blueprints or floor plans
 - These should identify door and window locations
- Identification of any outbuildings, storage sheds, or trailers located on the property
- Identification of areas in the building to which access is controlled
 - This should also identify personnel with access to these areas
- Photos of the building(s) (both exterior and interior photos)
- Identification of any pre-determined rally points
- Identification of any areas where children are located
- Location of any medical supplies/equipment

Access Information:

This section should include information about access to the building or within the building. This will ensure first responders and investigative personnel are able to access all areas of the building. It will also provide investigative personnel information about who is able to access the building or certain areas within the building. Examples of information in this section include:



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- Identification of areas in the building accessed by key, key card or other method of controlled access
- Master copy of keys, key cards, access badges, etc.
- Information about access to utilities or power sources
- Information about alarm systems
 - This should identify personnel able to arm or disarm the alarm
 - This should include alarm codes

Communication Information:

This section should include information about available communication methods within the building(s) or on the property. It should also include information on key points of contact. Examples of information in this section include:

- Identification and contact information for key staff members
- Identification of any public address systems, paging systems (including visual paging systems) or two-way communication systems
 - This should also include information on where the systems are located and instructions on how to operate them.

Security Information:

This section should include information about any security personnel or systems you have. Examples of information in this section include:

- Information about any security cameras
 - This should also include information about where security footage is stored; how long security footage is stored; and who is able to access security footage
- Identification of security personnel
 - This should also identify if any security personnel are armed
- Information about alarm systems (this can be the same information included in the "Access" section)
 - This should identify personnel able to arm or disarm the alarm
 - This should include alarm codes
- Information about the presence and location of panic buttons
 - This should include information about who is notified of a panic button is activated

Miscellaneous:

This section should include any other information you believe is important.

SITE PLAN STAFF/DEVELOPER July 16, 2025

- 9:00AM – 9:45AM N - 25PR1112 - HMR Industrial - 1811 Osborne Road; HMR, Henry Moore (804) 347-2239; Ratchet Designs, Cecil McNair (804) 334-9280 / LA
- 10:30AM – 11:00AM I - 25IS0101 - **JW Hospital Imaging Department Expansion** - 1401 Johnston Willis Drive; J-W Hospital, Mikal Malik (615) 344-5698; Ragan Smith, Matt Lakey (615) 244-8591 / JD
11,000 s.f. MRI addition
- Add wall packs to addition, if necessary
 - 3' tall max foundation plantings
- 11:00AM – 11:30AM I - 25IS0106 - **Gerber Automobile Collision Center** - 2310 Willis Road; MDM Services, Bob Johnson (517) 285-1580 / SCP
- Key drop box? *YES*
 - 1.0 f/c lighting minimum – Don't put lights in planting islands with large trees
 - Recommend best security practices
 - *Planning wants connection to Pams Avenue – Planning doesn't care about a vehicle gate*
- 11:30AM – 12:00PM I - 25IS0104 - **Duval Road Elevated Water Tank** - 18100 Duval Road; CC Utilities, Johnny Melis; Timmons, Tim Owens (804) 200-6480 / JD
- Fence and gate specs on plan
 - Video in use? *YES*
 - Building does have an alarm
- 1:00PM – 1:30PM I - 25IS0107 - **SIFEN Hull Street Mini Storage** - 6720 Hull Street; Sifen, Ashley Dickerson (757) 937-3522; Silvercore, Jodi Millis (804) 282-6900 / WST
- Accessible 24/7? *0900 - 2200*
 - Type of security fence?
 - PD keypad code for emergency access – *YES, They do this*
- 1:30PM – 2:00PM I - 25IS0108 - **Chesterfield Substation Expansion** - 500 Coxendale Road; Dominion, Blair Parks (804) 658-7316, Alexander Rendon (804) 229-2412, Becky Rochet (804) 987-6573; Geosyntec, Bocheng Li (541) 220-4208 / JD
- No comments for project internal to the site

Core 6 - Exhibit 2

- 2:00PM – 2:30PM I - 25IS0109 - **Whiskers & Wags Animal Hospital** - 5001 W. Hundred Road; M & M Properties, Deirdre Mason (804) 778-9247; Balzer, Chris Shust (804) 794-0571 / SCP
M – F hours only per proffer (23SN0077)
- Standard best-practice burglary rec's
 - Coordinate L&L; 1.0 f/c illumination
- 2:30PM – 3:00PM I - 25IS0110 - **Nena Grove Office Warehouses** - 5801 Nena Grove Road; C.F. Currin, Jr. (804)382-3088; Dean Hawkins, (804) 748-6519/LM
Spec office warehouses
- OHDs? YES
 - Standard best-practice burglary rec's
 - Do not add landscaping between dumpsters and building

Chesterfield County Police Department



Home Security Checklist

Use this safety and security checklist to gauge your home's crime prevention readiness. Because no two homes are alike, there is not a universal checklist that can accurately represent every home. The enclosed points cover many of the common issues encountered during a formal security assessment. Ideally, your answers will conform to the shaded responses. If they do not, make efforts to enhance security for your residence and its occupants. If security assessment assistance is required, contact the Chesterfield County Police Department's Crime Prevention Unit for a free, comprehensive, written security assessment of your home.

While implementation of safety and security measures can decrease criminal opportunities, there is no way to guarantee that criminal activities will not occur. However, it is the Chesterfield County Police Department's experience that application of crime-preventive best practices can reduce opportunities for crime and enhance the quality of life.

1. ADDRESSING AND SIGNS

YES NO

- | | | |
|--|----------------------------------|-----------------------|
| Is the home's address clearly visible from the road? | <input checked="" type="radio"/> | <input type="radio"/> |
| Is the home's address also posted by the road? | <input checked="" type="radio"/> | <input type="radio"/> |
| Are the address numerals at least four-inches tall? | <input checked="" type="radio"/> | <input type="radio"/> |
| Are the address numerals reflective, shiny, or do they readily stand out from the background on which they are attached? | <input checked="" type="radio"/> | <input type="radio"/> |
| Are security alarm signs posted on exterior doors? | <input checked="" type="radio"/> | <input type="radio"/> |
| Is a security alarm sign posted at the driveway entrance or on the mailbox post? | <input checked="" type="radio"/> | <input type="radio"/> |
| Are "No Soliciting" and/or "No Trespassing" signs posted? | <input checked="" type="radio"/> | <input type="radio"/> |

2. VISIBILITY AND SURVEILLANCE

YES NO

- | | | |
|--|----------------------------------|-----------------------|
| Are there clear views/unobstructed sightlines to the home from the road? | <input checked="" type="radio"/> | <input type="radio"/> |
| Are there clear views/unobstructed sightlines to the home from adjoining residences? | <input checked="" type="radio"/> | <input type="radio"/> |
| Do solid panel exterior doors have wide-angle peepholes? | <input checked="" type="radio"/> | <input type="radio"/> |
| Does the door separating the home's interior from the garage and/or basement have a wide-angle peephole? | <input checked="" type="radio"/> | <input type="radio"/> |
| Are sidelight (door) windows covered with blinds or curtains? | <input checked="" type="radio"/> | <input type="radio"/> |
| Are first floor windows covered with blinds or curtains? | <input checked="" type="radio"/> | <input type="radio"/> |
| Are exterior doors that include glass covered with blinds or curtains? | <input checked="" type="radio"/> | <input type="radio"/> |
| Are first floor blinds and curtains closed at night and when away? | <input checked="" type="radio"/> | <input type="radio"/> |
| Are windows in pedestrian/overhead garage doors covered with curtains or an opaque film? | <input checked="" type="radio"/> | <input type="radio"/> |

Core 6 - Exhibit 3

Are shed windows covered with blinds or curtains?	<input checked="" type="radio"/>	<input type="radio"/>
Are surveillance devices such as video doorbells and/or video floodlights in use?	<input checked="" type="radio"/>	<input type="radio"/>
Are video surveillance feeds recorded?	<input checked="" type="radio"/>	<input type="radio"/>
Are video surveillance feeds available on your mobile devices?	<input checked="" type="radio"/>	<input type="radio"/>
Do video surveillance feeds cover the home's exterior doors?	<input checked="" type="radio"/>	<input type="radio"/>
If the home has a long driveway, is a motion-activated "driveway alarm" in use to alert individuals inside the home that a person/vehicle has entered the driveway?	<input checked="" type="radio"/>	<input type="radio"/>
Are valuables (e.g., purse, laptop, tablet, smartphone, cash, etc.) inside the home left in plain view where someone outside could walk up to a window and see these items?	<input type="radio"/>	<input checked="" type="radio"/>

3. ACCESS CONTROL AND HARDWARE

YES NO

Are property boundaries defined through means such as fencing, landscaping, elevation changes, and/or decorative elements?	<input checked="" type="radio"/>	<input type="radio"/>
Are the home's exterior doors always locked?	<input checked="" type="radio"/>	<input type="radio"/>
Are exterior doors equipped with deadbolt locks?	<input checked="" type="radio"/>	<input type="radio"/>
Are keys left in the deadbolt locks (inside the home) when the owner is home or away?	<input type="radio"/>	<input checked="" type="radio"/>
Are deadbolt lock strike plate screws at least three-inches in length?	<input checked="" type="radio"/>	<input type="radio"/>
Is the door that separates the home's interior from the garage and/or basement solid core construction?	<input checked="" type="radio"/>	<input type="radio"/>
Is the door that separates the home's interior from the garage and/or basement equipped with a deadbolt lock?	<input checked="" type="radio"/>	<input type="radio"/>
Are windows closed and locked when away from home?	<input checked="" type="radio"/>	<input type="radio"/>
Are sidelight windows and full and half-glass doors covered with a protective security film to help resist forced entry?	<input checked="" type="radio"/>	<input type="radio"/>
Does the home have a metal crawl space door?	<input checked="" type="radio"/>	<input type="radio"/>
Is the home's crawl space door locked with a shrouded shackle padlock?	<input checked="" type="radio"/>	<input type="radio"/>
Is the shed door secured with a deadbolt lock or shrouded shackle padlock?	<input checked="" type="radio"/>	<input type="radio"/>
Are window air conditioning units secured to the window frame or exterior wall to prevent them from being pushed inward or pulled out?	<input checked="" type="radio"/>	<input type="radio"/>
Does the home have a security alarm system?	<input checked="" type="radio"/>	<input type="radio"/>
If there is a security alarm system, is it centrally-monitored?	<input checked="" type="radio"/>	<input type="radio"/>
Does the home have a security safe for valuable items?	<input checked="" type="radio"/>	<input type="radio"/>
Is the safe anchored to the floor?	<input checked="" type="radio"/>	<input type="radio"/>
Does the safe remain locked unless it is in use?	<input checked="" type="radio"/>	<input type="radio"/>
Are vehicles always locked when in the driveway or garage?	<input checked="" type="radio"/>	<input type="radio"/>
Are valuables always removed from vehicles?	<input checked="" type="radio"/>	<input type="radio"/>
Are there yard tools and/or heavy decorative items outside the home that can be used as burglary tools? Examples include ceramic pots, concrete sculptures, metal sculptures, etc.	<input type="radio"/>	<input checked="" type="radio"/>
Are spare keys "hidden" outside the home?	<input type="radio"/>	<input checked="" type="radio"/>

5. LANDSCAPING

YES NO

Overall, are the yard and landscaping well-maintained?	<input checked="" type="radio"/>	<input type="radio"/>
Overall, do landscaping and maintenance enhance proprietorship and territoriality?	<input checked="" type="radio"/>	<input type="radio"/>
Are tree canopies kept a minimum of 7-8 feet above grade?	<input checked="" type="radio"/>	<input type="radio"/>
Do tree limbs near the home facilitate second floor or roof access?	<input type="radio"/>	<input checked="" type="radio"/>
Are shrubs maintained lower than windowsill or 30-inches in height (whichever is lower)?	<input checked="" type="radio"/>	<input type="radio"/>
Are shrub canopies thinned to allow "visual permeability" through them?	<input checked="" type="radio"/>	<input type="radio"/>



Business Security Checklist

Use this safety and security checklist to gauge your business's crime prevention readiness. Because of variables such as building location, layout, and architecture, there is no one size fits all checklist that can accurately represent every business. The enclosed points cover many of the common issues encountered during a formal security assessment. Ideally, your answers will conform to the shaded responses. If they do not, bolster security measures to minimize losses and enhance customer safety. If security assessment assistance is required, contact the Chesterfield County Police Department's Community Engagement Unit for a free, comprehensive, written security assessment.

While implementation of safety and security measures can decrease criminal opportunities, there is no way to guarantee that criminal activities will not occur. However, it is the Chesterfield County Police Department's experience that application of crime-preventive best practices can reduce criminal opportunities, increase profitability, and enhance the quality of life.

1. SIGNAGE	YES	NO
Are 'No Soliciting' and/or 'No Trespassing' signs posted at property entrances?	<input checked="" type="radio"/>	<input type="radio"/>
Are security alarm system decals posted on exterior doors?	<input checked="" type="radio"/>	<input type="radio"/>
Are pictographic video surveillance signs posted on exterior doors?	<input checked="" type="radio"/>	<input type="radio"/>
Are cash limit signs posted on exterior customer doors?	<input checked="" type="radio"/>	<input type="radio"/>
Are time delay safe signs posted on exterior customer doors?	<input checked="" type="radio"/>	<input type="radio"/>
2. VISIBILITY AND SURVEILLANCE	YES	NO
Are there clear views/unobstructed sightlines to the business from surrounding roads?	<input checked="" type="radio"/>	<input type="radio"/>
Is landscaping regularly pruned to provide unobstructed sightlines to/from the business and prohibit (offender) concealment?	<input checked="" type="radio"/>	<input type="radio"/>
Are windows free of shades/blinds that block views into the business?	<input checked="" type="radio"/>	<input type="radio"/>
Are windows and doors free of tinting that reduces views into the business?	<input checked="" type="radio"/>	<input type="radio"/>
Are windows and doors free of advertisements (signs, banners, window clings, etc.)?	<input checked="" type="radio"/>	<input type="radio"/>
If advertisements are posted on windows and doors, are they below door handle height?	<input checked="" type="radio"/>	<input type="radio"/>
Do displays and shelving block windows?	<input type="radio"/>	<input checked="" type="radio"/>
Do solid panel exterior and interior office doors have wide-angle door viewers?	<input checked="" type="radio"/>	<input type="radio"/>
Are cashier stations elevated to improve visibility of the sales floor?	<input checked="" type="radio"/>	<input type="radio"/>
Is a video surveillance system in use?	<input checked="" type="radio"/>	<input type="radio"/>
Is the video surveillance system NDAA compliant and/or FIPS validated?	<input checked="" type="radio"/>	<input type="radio"/>
Is the video surveillance system AI enabled?	<input checked="" type="radio"/>	<input type="radio"/>
Are video cameras high resolution – minimum 1080p and 30 frames per second (FPS)?	<input checked="" type="radio"/>	<input type="radio"/>
Is video retention at least 30 days?	<input checked="" type="radio"/>	<input type="radio"/>
Are cameras operational 24 hours a day?	<input checked="" type="radio"/>	<input type="radio"/>
Are video feeds available on smart devices such as phones and tablets?	<input checked="" type="radio"/>	<input type="radio"/>
Can video (evidence) be downloaded in proprietary and non-proprietary formats?	<input checked="" type="radio"/>	<input type="radio"/>

Core 6 - Exhibit 4

Do authorized employees know how to download video clips/images and provide it to police?	<input checked="" type="radio"/>	<input type="radio"/>
Are exterior video surveillance cameras linked to the Chesterfield County Police Department's Analytic and Strategic Operations Center (ASOC)?	<input checked="" type="radio"/>	<input type="radio"/>

3. ACCESS CONTROL AND HARDWARE

	YES	NO
Are property boundaries defined through means such as fencing, landscaping, elevation changes, signage, and/or decorative elements?	<input checked="" type="radio"/>	<input type="radio"/>
Do solid panel exterior doors include latch guards to resist door prying?	<input checked="" type="radio"/>	<input type="radio"/>
Are exterior door deadbolt lock strike plate screws at least three inches in length?	<input checked="" type="radio"/>	<input type="radio"/>
Do full glass exterior doors utilize laminated glass construction that meets the UL 972 standard for Burglary Resisting Glazing Material?	<input checked="" type="radio"/>	<input type="radio"/>
If the above question is answered 'No', are full glass exterior doors covered with a professionally installed, minimum 10-mil-thick break-resistant film?	<input checked="" type="radio"/>	<input type="radio"/>
Do public restrooms have solid ceilings to prevent unauthorized access to areas above the ceilings?	<input checked="" type="radio"/>	<input type="radio"/>
If there is a roof access hatch, is it locked with a shrouded shackle padlock?	<input checked="" type="radio"/>	<input type="radio"/>
Are there interior rooms that can be used to shelter in place (from an armed intruder)?	<input checked="" type="radio"/>	<input type="radio"/>
Are shelter in place rooms equipped with solid panel wood or metal doors that are equipped with security locks (e.g., deadbolt locks) or door bracing devices?	<input checked="" type="radio"/>	<input type="radio"/>
Does the business have a professionally installed security alarm system?	<input checked="" type="radio"/>	<input type="radio"/>
Is the security alarm system centrally monitored?	<input checked="" type="radio"/>	<input type="radio"/>
Does each authorized employee have his/her own unique alarm system arm/disarm code?	<input checked="" type="radio"/>	<input type="radio"/>
Does the business have a Chesterfield County Police Department alarm permit?	<input checked="" type="radio"/>	<input type="radio"/>
Does the business have a security safe for cash and valuable items?	<input checked="" type="radio"/>	<input type="radio"/>
Is the safe ANSI TL-30 (tool resistance) rated?	<input checked="" type="radio"/>	<input type="radio"/>
Is the safe anchored to the floor?	<input checked="" type="radio"/>	<input type="radio"/>
Does the safe remain locked unless it is actively being used?	<input checked="" type="radio"/>	<input type="radio"/>
Are there landscape materials (e.g., bricks, blocks, large rocks, etc.), unsecured tools, or heavy, decorative items outside the business that can function as burglary tools?	<input type="radio"/>	<input checked="" type="radio"/>
Can tree limbs, building-mounted electrical/mechanical/HVAC/gas equipment, or architectural features/elements be climbed to gain access to the building's roof?	<input type="radio"/>	<input checked="" type="radio"/>

4. LIGHTING

	YES	NO
Are the sidewalks and parking illuminated overnight?	<input checked="" type="radio"/>	<input type="radio"/>
Are exterior building doors illuminated overnight?	<input checked="" type="radio"/>	<input type="radio"/>
Are all exterior lights operable between dusk and dawn?	<input checked="" type="radio"/>	<input type="radio"/>
Is lighting sufficient to identify a person's facial features from a distance of 30 feet?	<input checked="" type="radio"/>	<input type="radio"/>
Do exterior lights utilize LED bulbs?	<input checked="" type="radio"/>	<input type="radio"/>
Are all exterior lights fully functional?	<input checked="" type="radio"/>	<input type="radio"/>
Do tree limbs/canopies block or compromise light output during the growing season?	<input type="radio"/>	<input checked="" type="radio"/>
Are light poles numbered for maintenance personnel reference?	<input checked="" type="radio"/>	<input type="radio"/>

Core 7. Police Intelligence and Analysis Unit

Goals and Objectives

Goal

To provide tactical and strategic level analysis for the various components of the police department to include strategic-level predictive and comparative analysis for the purpose of facilitating data-based decision-making to enhance resource allocation, long term goal establishment, and budget planning. To develop and provide immediate, real-time analytical/investigative support utilizing the latest technology for the purpose of assisting in the quick resolution of crime for our Uniform Operations components. To provide analytical support to our investigative units within the Investigations Bureau.

Objectives

- Utilize sworn and civilian personnel specifically trained in the crime analyst function to initiate a Real Time Crime Center that will provide support to Uniformed Operations/Investigations personnel on the scene of crime incidents by leveraging new technology.
- To develop interactive dashboards for the Chesterfield County Police Department that compile Call for Service and Crime Incident data so that all personnel can immediately access strategic and tactical level data to assist in the regular performance of their duties.
- To compile an automated Quarterly Strategic Report that provides an analysis of police-initiated activities, calls for service, major property and persons crimes, and vehicle crashes in a time comparative format.

Program Accomplishments

The Analytic and Strategic Operations Center (ASOC) began placement of 20 ALPR cameras across Chesterfield County in May 2022, which has grown to a network of over 150 cameras in 2025. The unit also obtained the Fusus platform, which integrated camera feeds from across the county into one hub for investigative support. The initial rollout was expanded with the Community Connect Program, which offered businesses and private entities the ability to purchase cores to link to the network. Since the initial onboarding of 400 cameras at fire stations, parks, schools, and other government buildings, CCPD's Fusus network has grown to over 11,000 available camera streams.

The implementation of the Analytic & Strategic Operations Center has resulted in a positive impact in community enhancement, investigative support, violent crime, interagency cooperation, and officer safety. Below are examples of each:

Community Enhancement

- Due to numerous motor vehicle thefts and larceny from autos in the area, ASOC personnel deployed the mobile Flock Safety ALPR at the entrance to the Meadowbrook Apartments. On July 18th, 2024, the ASOC received an alert for a stolen vehicle entering the complex. Patrol Services responded and were able to prevent the vehicle from leaving. The suspect was taken into custody and charged with numerous felonies and misdemeanors.
- In September 2024, ASOC coordinated with Target Asset Protection, Platoon Investigators, and SID members, to assist with Target's National Apprehension Day. At the conclusion of the operation, 14 charges were placed, 6 individuals were arrested, all in 4 incidents. These charges included 10 shoplifts, 1 possession of a schedule substance, and 3 active warrants. In addition, covert units were in the area during an assault with a deadly weapon call and were able to locate and apprehend the suspect.
- ASOC continued to work with County Security Management to install Fusus devices at water treatment plants, libraries, rec centers, parks, and fire stations. In 2025, ASOC achieved full camera integration with all Chesterfield County public schools.

Suspect ID/Location and Investigative Support

- Police patrols responded to the wooded area behind the Falling Creek Apartments, where a deceased male was located. Investigations requested the assistance of ASOC. ASOC personnel utilized its (video) connection with the Falling Creek Apartments to locate a video of two suspects escorting the victim to the wooded area. Shortly thereafter, the suspects are seen running back towards the apartments without the victim. The ASOC continued to support CID throughout the investigation, which subsequently resulted in search warrants and the arrest of the suspects.
- ASOC personnel, utilizing LPR and camera integration, identified a suspect involved in several cases of retail theft in Chesterfield. With an alert to a custom hotlist created by the center, ASOC located the suspect and directed patrol personnel to eventual apprehension.
- ASOC personnel assisted CID in identifying suspect vehicles involved in numerous commercial B&Es in the county. ASOC also provided updates to the vehicle's travel to responding units to assist in apprehension. This arrest cleared seven cases.

Violent Crime

- Patrol responded to the wooded area behind the Falling Creek Apartments, where a deceased male was located. Investigations requested assistance of ASOC. ASOC personnel utilized its connection with Falling Creek Apartments to locate a video of two

suspects escorting the victim to the wooded area. Shortly thereafter, the suspects are seen running back towards the apartments without the victim. The ASOC continued to support CID throughout the investigation, which subsequently resulted in search warrants and the arrest of the suspects.

- PD received a call for an assault in progress at a convenience store. ASOC personnel utilized the Fusus platform to observe the assault and provide responding officers with a suspect description. The suspect was located and charged with malicious wounding.
- ASOC worked with IST and County Security Management to install Zero Eyes, a weapons detection software on specific county assets.

Interagency Cooperation

- Patrol responded to the store in reference a theft in progress. The suspects were located and taken into custody. It was determined that the suspects were from Houston, Texas. ASOC staff utilized Flock Safety and their connection with an east coast theft group to tie these suspects to three other thefts on the East Coast.
- ASOC received a regionally distributed bulletin, which contained information related to a South American Theft Group (SATG) that victimized Fairfax County. Upon reviewing the information, ASOC personnel determined that the suspects were likely in Chesterfield. ASOC personnel coordinated with Fairfax detectives, Patrol Services, ERT, K9, and Covert Ops to locate and surveil the vehicle. Once the three suspect vehicles left, they were stopped, and seven suspects were detained. This resulted in 28 felony charges being placed.
- In coordination with the Emergency Communications Center, ASOC launched Prepared911, a program that allowed 911 callers the ability to convert their mobile device into a livestream with Dispatch and ASOC, uploading video and photos to assist in emergency response.

Officer Safety

- Patrol responded to a disturbance with a mental health consumer. The patient was causing a disturbance and threatening to leave the facility. ASOC began utilizing its resources to locate the subject and provide updates to the officers on scene. The patient's action eventually caused the officer to utilize force at which point the Emergency Communications Center (ECC) was unable to contact the officer in the physical altercation. ASOC provided live updates to ECC and responding officers about the location and status of the officer. Additional officers arrived on scene, and the patient was successfully detained.
- Patrol responded to a domestic near the Kroger on Midlothian Turnpike. As officers were responding, ASOC personnel provided the suspect's information and advised that he had previously been involved in a foot pursuit with Henrico Police after a domestic situation in their jurisdiction. Officers located the suspect in front of the Days Inn just inside Richmond City. The suspect resisted, therefore causing a Mayday response. ASOC

personnel utilized BWC Live and advised responding units that the officers were okay and were in the middle of detaining the suspect.

Program Evaluation

In May 2022, Chesterfield County PD began collaboration with County IST and Capital Projects to create the department's real time crime center, the Analytic & Strategic Operations Center (ASOC). Utilizing grant funds from the American Rescue Plan Act of 2021, the ASOC project required new technology, department reorganization, and key infrastructure for its completion.

In June 2023, CCPD underwent a departmental reorganization that brought the newly created Investigative Support Unit to Special Investigations Division. ASOC, comprised of analysts and sworn detectives, began providing real-time intelligence to officers and detectives in the field. In 2023, ASOC assisted with 2,494 calls for service. Members of ASOC also began providing monthly tactical briefings for department leadership and magisterial district presentations to the Chesterfield County Board of Supervisors.

After years of planning, technology procurement, construction, and organizational restructuring, the ASOC project was complete with the unit moving into its own building in August 2024. ASOC continued to expand its footprint with camera integration from county properties and enhanced participation in its Community Connect program. ASOC assisted in 5,618 calls for service in 2024, a 125.5% increase from 2023. ASOC also expanded its LPR camera deployment. Attached are the 2024 results from Chesterfield's usage of Flock LPR camera systems across the county (Exhibit 1).

Reference interactive dashboards, CCPD's Automation & Data Unit began deploying multiple dashboards designed to serve all levels of police personnel in September 2022. These dashboards now provide police department personnel with the ability to query CADS and Police Incident Records data. In many cases, multiple search parameters are available that often allow officers to drill all the way down to a single address, selected offenses, event types, and date ranges. The dashboards serve a variety of purposes. They assist in managing caseloads and officer performance. They assist officers and detectives in conducting person history searches in our Records Management System. They can provide strategic level insight into year-over-year trends for call-for-service data. Dashboards for Incident Search, CID Arrests, Strategic Data, and RMS Strategic Data are attached (Exhibits 2-5).

Reference the objective of a quarterly strategic report, ASOC analysts have directed their efforts toward a monthly tactical brief given to command staff. This monthly report provides an overview of activity and trends in the following areas: traffic, violent crime, property crime, vice and narcotics cases, Spidrtech survey results, and pursuits. This group also provides the year-end tactical briefing, a review of year-to-year trends in these categories. Attached are example slides from a sample tactical briefing and the year-end tactical (Exhibits 6-7).

New Goal and Objectives

Goal

To provide tactical and strategic level analysis for the various components of the police department to include real-time analytical/investigative support utilizing the latest technology, strategic-level predictive and comparative analysis for the purpose of facilitating data-based decision-making to enhance resource allocation, quick resolution of crime for CCPD's Uniform Operations Division, long term goal establishment, and budget planning.

Objectives

- Fill the recently established Strategic Analyst position under Data & Automation. Establish roles and responsibilities for department analysis for department members and community stakeholders. The objective is to do this within one year.
- Over the next three years, build partnerships with Chesterfield Fire & EMS, Chesterfield County Sheriff's Office, and Chesterfield/Colonial Heights Crime Solvers as new technologies and capabilities enhance investigative support operations.
- Within a year, create a communications channel with regional law enforcement agencies to Network with other real time crime centers for intelligence sharing, new technologies, and process improvements.
- Continue the development and implementation of the department's Drone First Responder program over the next three years.

Exhibit 1: Data for 2024 regarding charges and cases that were assisted by Flock LPR cameras.

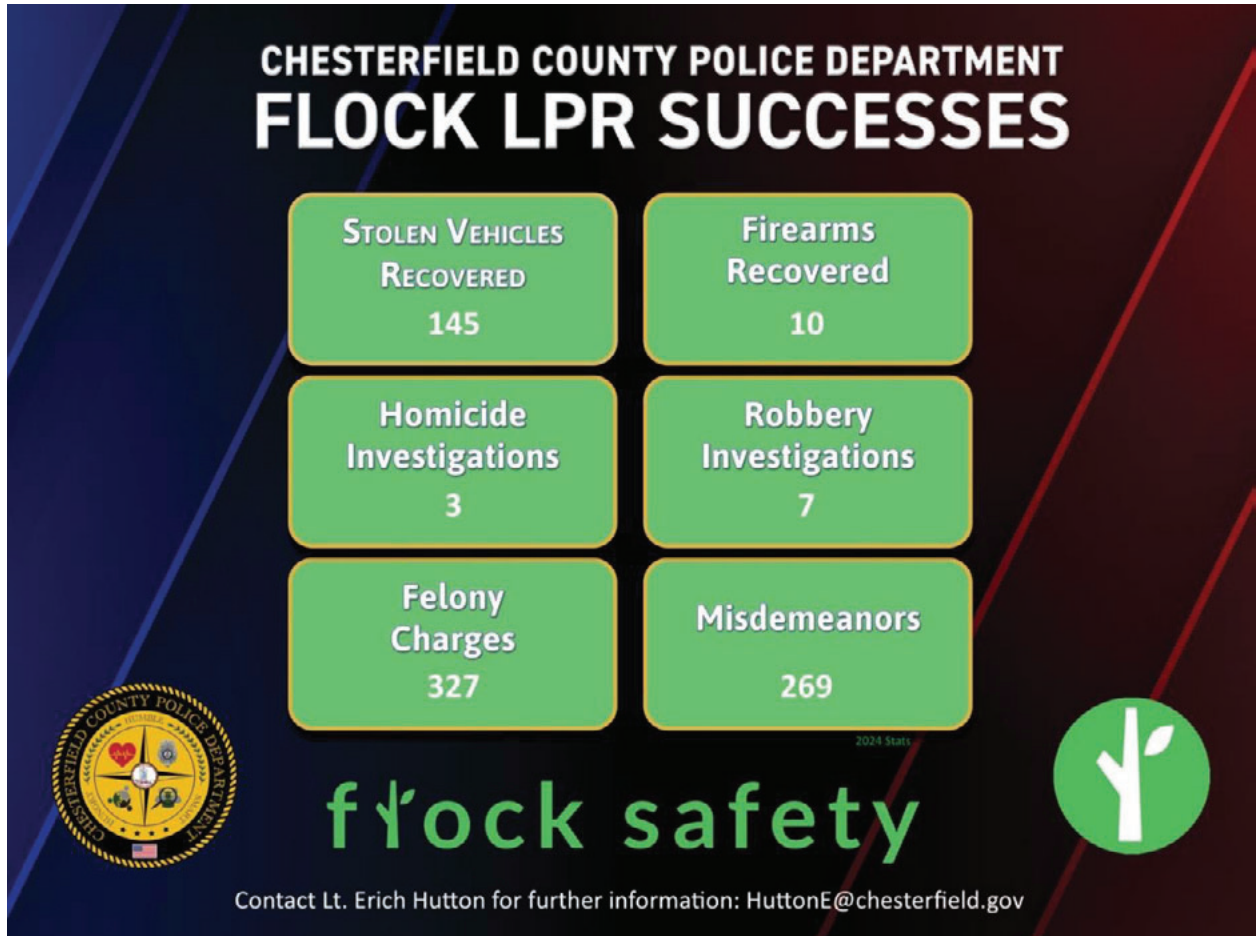


Exhibit 2: The Incident Search Dashboard lists CAD incidents by date range, address, beat, event type, or unit, (or all).

Select the Start Incident Date	<input type="text" value="6/9/2025"/>	Select the day after the End Incident Date	<input type="text" value="6/15/2025 11:59:59 PM"/>
Agency	<input type="text" value="PD - CHESTERFIELD COUNTY POL"/>	Select the Incident Types	<input type="text" value="SUSP - SUSPICIOUS SITUATION,SL"/>
Priority	<input type="text" value="Any"/>	Enter the Incident Number (leaving it blank will make it optional)	<input type="text"/>
Enter any part of the Address	<input type="text"/>	Enter any other part of the Address	<input type="text"/>
Apt#:	<input type="text"/>	Select an Area(s) or Any for all Areas	<input type="text" value="Any"/>
City	<input type="text"/>	Unit	<input type="text"/>
		Select a Beat(s) or Any for all Beats	<input type="text" value="14,16,17"/>

1	of 1	100%	Find Next
---	------	------	-------------

Incidents: 17

Incident #	Report Number	Beat Name	Units	Officers	Incident Date	Type	Location	Apt	City	First Unit Dispatched	First Unit Enroute	First Unit Arrived	Closed
PD2506090354		16			6/9/2025 15:32:43	SUSP	13710 ST FRANCIS BLVD		CHESTERFIELD				6/9/2025 15:34:02
PD2506090543		14	*216, 1232	Copeland, Abbie/ Tanner, Curtis	6/9/2025 22:41:19	SUSPE	N WOOLRIDGE RD / COALFIELD RD		CHESTERFIELD	6/9/2025 22:41:19	6/9/2025 22:43:44		6/9/2025 22:48:23
PD2506100102		17	*1602	Wells, Jacob	6/10/2025 09:03:53	SUSP	WOOLRIDGE RD / GENITO RD		CHESTERFIELD	6/10/2025 09:05:53	6/10/2025 09:05:59	6/10/2025 09:06:13	6/10/2025 09:11:44
PD2506100413		16	*2012, 2321	Griffiths, Ryan/ Islam, Kyle	6/10/2025 17:55:56	SUSVE	2001 MATYIKO CT		CHESTERFIELD	6/10/2025 18:03:44	6/10/2025 18:03:50	6/10/2025 18:10:06	6/10/2025 18:19:21
PD2506100502		14	*245, 2328	Queenan, Aaron/ Wardlaw, Joseph	6/10/2025 20:51:41	SUSVE	1211 WALTON BLUFF PKWY		CHESTERFIELD	6/10/2025 20:51:41		6/10/2025 20:55:33	6/10/2025 21:46:30
PD2506100548		14	*1936, 2012	Griffiths, Ryan/ Kendall, Amanda	6/10/2025 23:14:33	SUSP	N WOOLRIDGE RD / COALFIELD RD		CHESTERFIELD	6/10/2025 23:18:55	6/10/2025 23:19:00	6/10/2025 23:23:08	6/10/2025 23:28:00
PD2506110029		14	*1936, 2219, 2328	Kendall, Amanda/ Mason, Jarvis/ Wardlaw, Joseph	6/11/2025 02:25:42	SUSP	12907 ASHTREE RD		CHESTERFIELD	6/11/2025 02:26:18	6/11/2025 02:26:23	6/11/2025 02:33:11	6/11/2025 02:40:45
PD2506110032		14	*2328, 1936, 2219	Kendall, Amanda/ Mason, Jarvis/ Wardlaw, Joseph	6/11/2025 02:45:40	SUSP	12907 ASHTREE RD		CHESTERFIELD	6/11/2025 02:48:07	6/11/2025 02:48:37	6/11/2025 02:50:03	6/11/2025 03:02:07
PD2506120039		14	*2017, 2331	McNulty, Alicia/ Taylor, Ryan	6/12/2025 04:03:52	SUSPE	737 COALFIELD RD		CHESTERFIELD	6/12/2025 04:05:07	6/12/2025 04:05:41	6/12/2025 04:19:41	6/12/2025 04:25:54
PD2506120436		16	*2011, 2017	Fructoso, Lorenzo/ McNulty, Alicia	6/12/2025 18:58:53	SUSP	300 CHARTER COLONY PKWY		CHESTERFIELD	6/12/2025 19:01:19	6/12/2025 19:01:47		6/12/2025 19:13:34
PD2506120530		17	*2020, 2011	Fructoso, Lorenzo/ Wias, Charles	6/12/2025 21:14:56	SUSPE	151 PIKE VIEW DR		CHESTERFIELD	6/12/2025 21:10:16	6/12/2025 21:29:10	6/12/2025 21:41:29	6/12/2025 21:52:05
PD2506130481		14	*2237, *2321, 2321, 235	Georges, Tanner/ Islam, Kyle/ Lee, Christopher	6/13/2025 20:53:07	SUSP	1607 WNBURY DR		CHESTERFIELD	6/13/2025 20:54:25	6/13/2025 20:54:31	6/13/2025 21:16:12	6/13/2025 21:32:05
PD2506130539		14	*2237, 215, 2321	Georges, Tanner/ Islam, Kyle/ Tanner, Curtis	6/13/2025 23:45:25	SUSP	GROVE HILL RD / N WOOLRIDGE RD		CHESTERFIELD	6/13/2025 23:46:08	6/13/2025 23:46:16	6/13/2025 23:49:52	6/13/2025 23:57:12
PD2506140208		14	*1911, 1623, 1733	Delano, Charity/ Payne, Ryan/ Silvey, Curtis	6/14/2025 13:06:49	SUSP	737 COALFIELD RD		CHESTERFIELD	6/14/2025 13:46:46	6/14/2025 13:46:53		6/14/2025 14:13:37
PD2506140266		14	*2435, 1220F	Donnelly, Julianna/ Sorley, Jonathan	6/14/2025 15:22:53	SUSVE	1414 LAUREL TOP CT		CHESTERFIELD	6/14/2025 15:34:03	6/14/2025 15:34:08	6/14/2025 15:51:36	6/14/2025 16:24:51
PD2506150182		14	*1221	Austin, Kyle	6/15/2025 12:18:27	SUSP	737 COALFIELD RD		CHESTERFIELD	6/15/2025 12:21:53	6/15/2025 12:22:43	6/15/2025 12:37:34	6/15/2025 13:01:31
PD2506150389		14	*2326, 1920	Emore, Corey/ Wardlaw, Joseph	6/15/2025 21:49:53	SUSVE	13301 N WOOLRIDGE RD		CHESTERFIELD	6/15/2025 21:49:53		6/15/2025 21:49:59	6/15/2025 21:55:15

Exhibit 3: The CID Arrests Dashboard provides a list of incidents assigned to the Criminal Investigations Division (CID) by unit and detective. The report is interactive and allows personnel to drill down to the individual RMS reports.

Begin Date		5/1/2025	End Date		5/31/2025 11:59:59 PM
Division		Criminal Investigations Division,Vu	Group(s):		Economic Crimes,General Property
CID Arrests 05/01/2025 to 05/31/2025					
Year	Month			Total	
General Property					
Mellina, Michael J					
2025	May	PD2505120052		982335Y	
		PD2505120052		982336Y	
		PD2505120052		982337Y	
		PD2505120052		982328Y	
		PD2505120052		982329Y	
		PD2505120052		982330Y	
		PD2505120052		982331Y	
		PD2505120052		982332Y	
		PD2505120052		982332Y	
		PD2505120052		982333Y	
		PD2505120052		982334Y	
				Total	10
Violent Crime					
Harper, Matthew C					
2025	May	PD2504220046		982909Y	
		PD2504220046		982910Y	
		PD2504220046		982911Y	
		PD2504220046		982912Y	
		PD2504220046		982913Y	
		PD2504220046		982914Y	
		PD2504220046		982915Y	
				Total	7

Exhibit 4: The Strategic Data Dashboard produces year over year comparisons for selected events by week, month and beat.

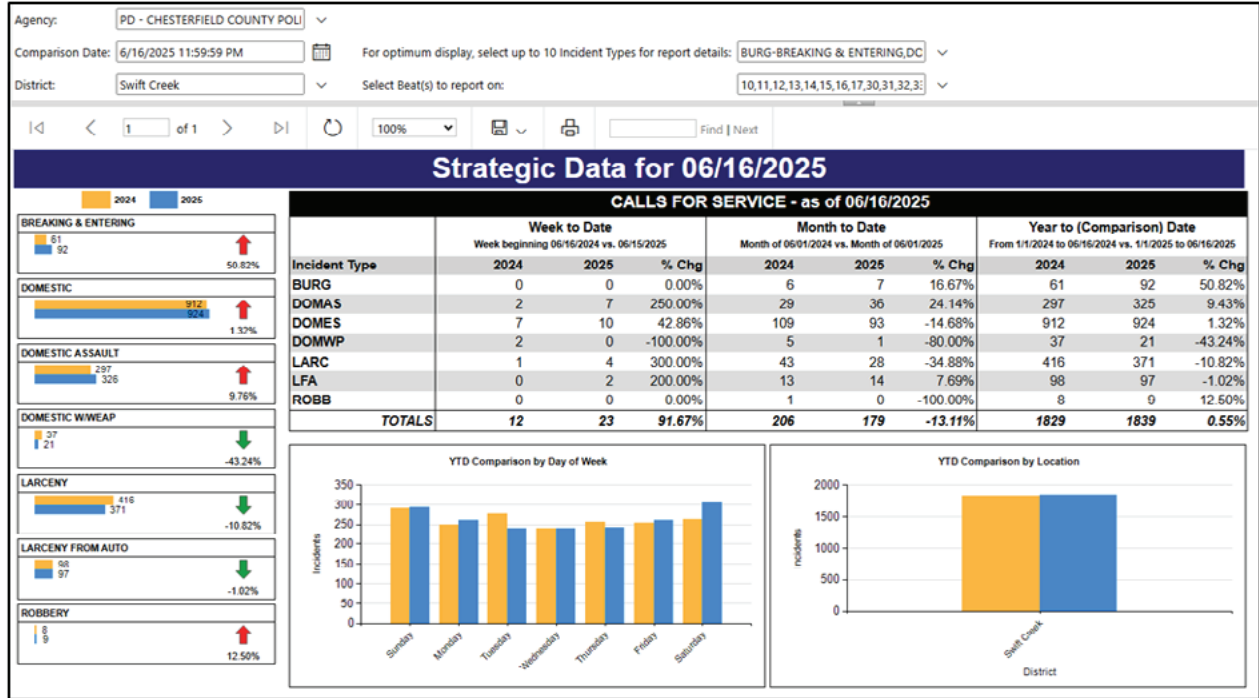


Exhibit 5: The RMS Strategic Data Dashboard displays RMS Offenses year-to-date (year over year) by week, month, and year.

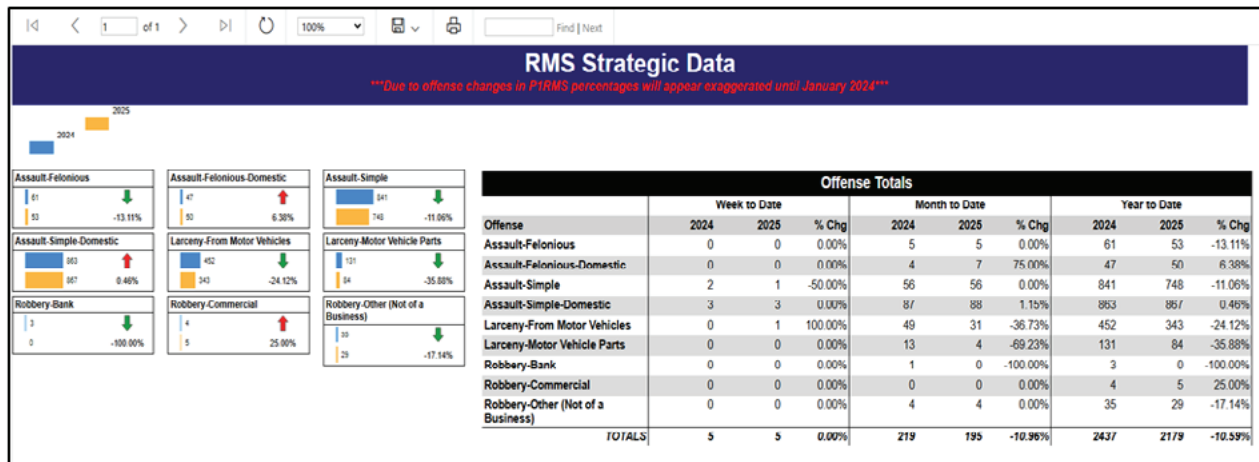


Exhibit 6: Slide from January 2025 Tactical Briefing providing an overview of analysis of December 2024 data.

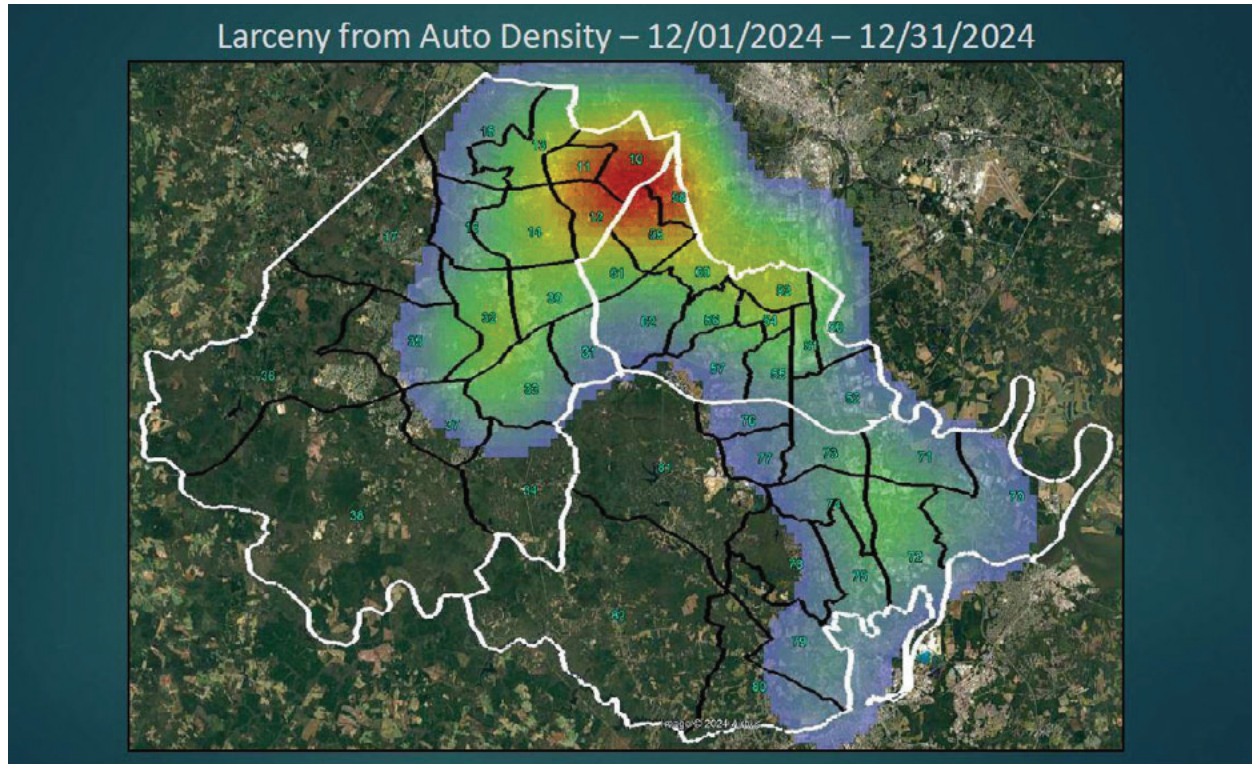
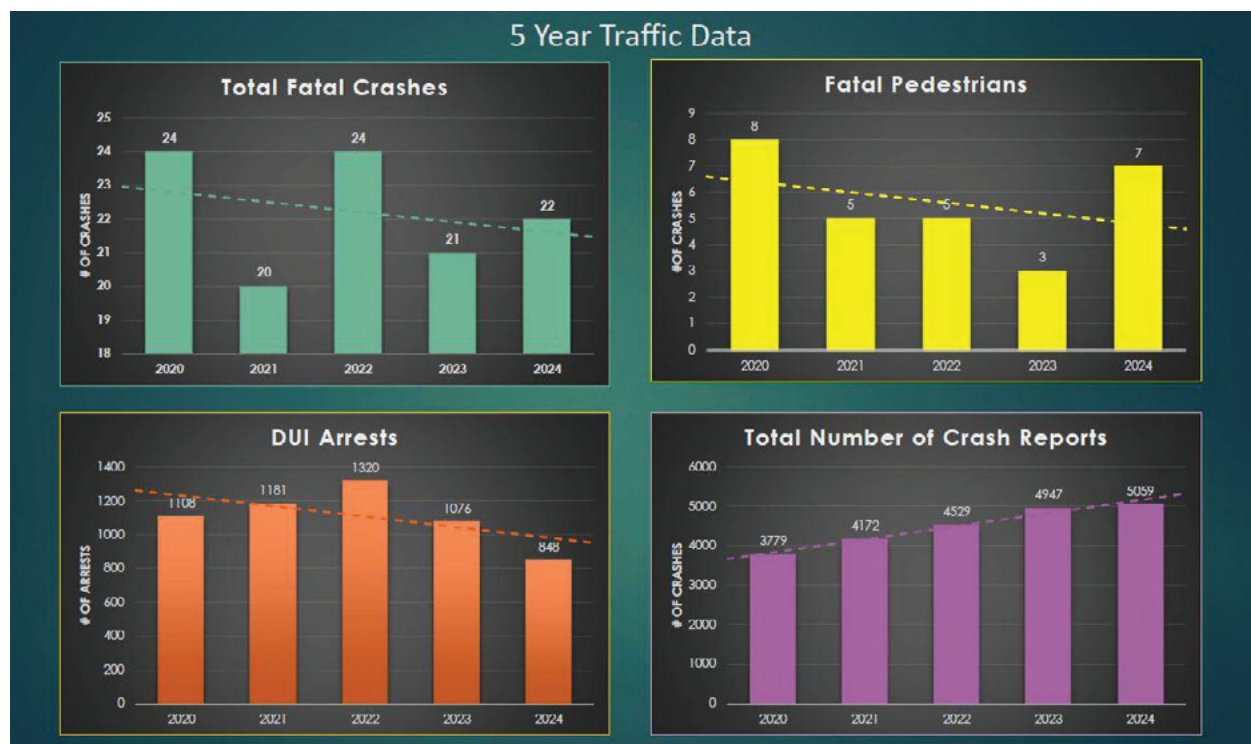


Exhibit 7: Slide from the 2024 Year End Tactical Summary



Core 8. School Safety Audits

Goal

To create a safer, supportive, and nurturing learning environment for students and staff.

Objectives

- Install Electronic Key Boxes at all CCPS Schools and Administrative offices to allow electronic key control for all non-school-based CCPS employees, sworn Chesterfield Police and Sheriff's Department personnel.
- Equip each CCPS school building with Cell Boosters that will service all cell phone carries/providers by the end of 2023. This equipment will ensure that all CCPS personnel have adequate cell reception to contact the Emergency Communication Center (ECC) via 911 or activate the school-based emergency phone app (Raptor) during emergencies.
- By the end of 2025, install security entry vestibules at all CCPS schools not equipped with them.
- For exterior door monitoring and security, staff a School Security Officer (SSO) position at all elementary schools by the end of 2023.

Accomplishments

- Completed the assessment of two different weapon detection systems. After selecting the appropriate system for our needs, CCPS created a logistical plan for delivery, setup, and training in the use of the chosen weapon-detection systems. Delivery and setup were achieved at all secondary schools, totaling 148 lanes or 296 pillars. See photo, right.
- Adopted and distributed a new CMP (formerly ERP) that brings CCPS into



compliance with Virginia DCJS best practices. Staff at all 68 Chesterfield County schools received training on the implementation of the new CMP (Exhibit 1).

- Completed all school safety audits in compliance with the three-year cycle of reporting to DCJS. Schools made adjustments, as necessary, to existing policies/procedures.
- Completed the Division Safety Audit Survey for DCJS. We reviewed all recommendations with the appropriate staff and made changes as indicated.

Program Evaluation

Objective: Install Electronic Key Boxes at all CCPS Schools and Administrative offices to allow electronic key control for all non-school-based CCPS employees, sworn Chesterfield Police and Sheriff's Department personnel.

Result: SAMS boxes have been installed at every Chesterfield County public school which permits better and more careful key distribution and control. Furthermore, the SAMS boxes have permitted Chesterfield County Police 24/7 access to master keys for the interior of the building in the event of an emergency.

Objective: Equip each CCPS school building with Cell Boosters that will service all cell phone carriers/providers by the end of 2023. This equipment will ensure that all CCPS personnel have adequate cell reception to contact the Emergency Communication Center (ECC) via 911 or activate the school-based emergency phone app (Raptor) during emergencies.

Result: Cell booster installation has been completed. Boosters are installed in newly built schools, and cellular coverage has improved in existing schools where the boosters have been installed.

Objective: By the end of 2025, install security entry vestibules at all CCPS schools not equipped with them.

Result: As of 2025, 85% of Chesterfield schools now have security vestibules installed with the goal being 100% by the end of 2025. The vestibules accomplish their function by effectively ensuring entry control and separating foot traffic inbound and outbound of the school office.

Objective: For exterior door monitoring and security, staff a School Security Officer (SSO) position at all elementary schools by the end of 2023.

Result: The objective was successfully met as all elementary schools now have at least one school security officer present during school hours. Several schools have more than one officer. The number of officers is predicated upon several factors, including population and calls for service within the schools. Schools with multiple officer have been able to better leverage the video surveillance systems for directed patrol efforts in the hallways and common areas.

New Goal and Objectives

Goal

To create a safer, supportive, and nurturing learning environment for students and staff.

Objectives

- Increase outreach to stakeholders through community engagement initiatives in conjunction with the Department of Communications. (The Office of Safety and Security is developing a series of videos to reinforce in-person training as well as parent information. The Office is also working to partner with CCPS at community events where Office staff can answer safety and security related questions and provide materials to fortify relationships with CCPS staff and the community. These community events happen throughout the year.)
- Enhance central dispatch capabilities to formalize department-wide and inter-departmental communications, as well as strengthen the fidelity and timeliness of all communication. (All security related reporting and inquiries are planned to be funneled through our central dispatch hub. There are plans to create an operations center that will have the ability to take calls via phone and radio and make (emergency) notifications according to established protocols. Furthermore, all cameras throughout the school system will be visible to the operations center technicians. Dispatch consoles and additional monitors will be installed to facilitate efficient information handling.)
- Complete RAPTOR roll-out. Raptor Emergency and Visitor Management are now available to all school administrators within the district. Training for all remaining school personnel will be completed by the end of the 25/26 school year.
- Use the new central dispatch and RAPTOR, in conjunction with reporting from CCPD, to capture detailed data on calls for service, critical incidents, arrests, and other sources to better plan and allocate resources.



CCPS School Crisis, Emergency Management, and Medical Emergency Response Plan – Division-Level Plan

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Information Needed for Completion

Before completing the CMP Template, please review the content in its entirety and ensure the following items have been gathered to complete the plan. Each title is hyperlinked to the section of the CMP where the information lives for more context on what is needed.

[Parent Notification/Communication Systems](#)

[Completed Essential Functions Chart](#)



Introduction

Through its school-based safety emergency management program, the Chesterfield County Public Schools (CCPS) strives to provide students and staff a safe environment in which to live, learn, and work.

Purpose

The purpose of the CCPS School Crisis, Emergency Management, and Medical Emergency Response Plan (CMP) is to establish a framework for emergency preparedness and response by specifying actions to be taken by school division officials during certain times:

- Before an emergency: to prevent, protect from, prepare for, and mitigate the impact on life or property;
- During an emergency: to respond to the emergency and minimize its impact on life or property; and
- After an emergency: to recover from its impact on life or property.

The objective of the division-level CMP is to ensure the safety of all members of the CCPS community through a rapid, coordinated, and effective response to, and recovery from, emergencies and disasters. Individual school-level plans should be completed outlining operational details of how the plan will be implemented at that school.

While national agencies may follow a four- or five-phase approach to emergency management (prevention/mitigation, protection, preparedness, response, and recovery), this document is divided into three sections (Before, During, and After) for the purpose of workflow, preparation, and consistency across the state. The CMP covers all phases of emergency management in the Before, During, and After sections.

Goal

The CMP embraces strategies that focus on preventing and preparing for emergencies of all kinds that could affect the school. It also emphasizes the importance of ensuring an effective and efficient response to, and recovery from, any crisis that may occur.

At all times, accountability remains the foremost concern for the school community and its stakeholders. Because no two schools or school division facilities are the same, no generic plan or manual will provide all the necessary information to mitigate the effects of every situation. This plan identifies relationships, responsibilities, and protocols so that school administration and staff can implement school-centered emergency management strategies tailored to their own needs while still being in line with the Division plan. All plans are reviewed and updated annually.

Authority for Plan

Virginia law requires that every school develop a written "school crisis, emergency management, and medical emergency response plan." Specifically, the *Code of Virginia* § 22.1-279.8 sets forth the following:



Definition of Plan

“School crisis, emergency management, and medical emergency response plan” means the essential procedures, operations, and assignments required to prevent, manage, and respond to a critical event or emergency, including natural disasters involving fire, flood, tornadoes, or other severe weather; loss or disruption of power, water, communications or shelter; bus or other accidents; medical emergencies, including cardiac arrest and other life-threatening medical emergencies; student or staff member deaths; explosions; bomb threats; gun, knife or other weapons threats; spills or exposures to hazardous substances; the presence of unauthorized persons or trespassers; the loss, disappearance or kidnapping of a student; hostage situations; violence on school property or at school activities; incidents involving acts of terrorism; and other incidents posing a serious threat of harm to students, personnel, or facilities. (*Code of Virginia § 22.1-279.8.A*)

School Board Responsibilities

Each school board shall ensure that every school that it supervises shall develop a written school crisis, emergency management, and medical emergency response plan, consistent with the definition provided in this section, and shall include the chief law-enforcement officer, the fire chief, the chief of the emergency medical services agency, the executive director of the relevant regional emergency medical services council, and the emergency management official of the locality, or their designees, in the development of such plans. Each school division shall designate an emergency manager. (*Code of Virginia § 22.1-279.8.D*)

The local school board, the chief law-enforcement officer, the fire chief, the chief of the emergency medical services agency, the executive director of the relevant regional emergency medical services council, and the emergency management official of the locality, or their designees, shall annually review the written school crisis, emergency management, and medical emergency response plans. The local school board shall have the authority to withhold or limit the review of any security plans and specific vulnerability assessment components as provided in subdivision 4 of § 2.2-3705.2. (*Code of Virginia § 22.1-279.8.D*)

Each school board shall also develop training on safety procedures in the event of an emergency on school property. Such training shall be delivered to each student and employee in each school at least once each school year. (*Code of Virginia § 22.1-137.3*)

School Superintendent Responsibilities

The local school division superintendent shall certify this review in writing to the Virginia Department of Criminal Justice Services (DCJS) Virginia Center for School and Campus Safety (VCSCS) no later than August 31 of each year. (*Code of Virginia § 22.1-279.8.D*)

Other Related Laws and Regulations

Virginia laws require schools to conduct fire drills, tornado drills, lock-down drills, and school bus emergency drills. (*Code of Virginia § 22.1-137, § 22.1-137.1, § 22.1-137.2, § 22.1-184*)

Reports are required to be made to the school superintendent and building principal related to certain violations of law and of student codes of conduct. (*Code of Virginia § 22.1-279.3:1*)



Virginia Board of Education Regulations address the safety of school facilities, specifying multiple health and safety practices. (*Code of Virginia, Administrative Code 8VAC20-131-260*)

The CCPS School Crisis, Emergency Management, and Medical Emergency Plan was developed in accordance with the *Code of Virginia* § 22.1-279.8. The CMP also conforms with requirements for fire drills, tornado drills, lock-down drills, bus emergency drills, and proper reporting of violations of the law and the student code of conduct.

Alignment with School Board Policy File 3130 – Safe Schools

The CCPS School Crisis, Emergency Management, and Medical Emergency Response Plan (CMP) aligns with the requirements and priorities established in School Board Policy File 3130 – Safe Schools. This policy underscores the School Board’s commitment to maintaining a safe learning environment and outlines specific responsibilities, definitions, and operational requirements that are embedded in this CMP.

Key areas of alignment include:

- **Development and Annual Review:** As required by Policy 3130, the CMP was developed in collaboration with the chief law-enforcement officer, fire chief, EMS agency chief, executive director of the regional EMS council, and the local emergency management official, or their designees. The CMP is reviewed annually in accordance with Virginia Code § 22.1-279.8 and the School Board’s policy.
- **Emergency Manager Designation:** In compliance with Policy 3130, CCPS has designated the division’s Assistant Director of Safety and Security as the emergency manager responsible for coordinating the CMP and supporting individual school plans.
- **Use of a Standardized Division-Wide Plan Template:** Each CCPS school develops its own crisis plan using the division-wide CMP template. This is consistent with the School Board’s directive to ensure uniformity and adherence to the U.S. Department of Education’s model.
- **Safety Audits and Vulnerability Assessments:** As described in both the CMP and Policy 3130, CCPS conducts annual school safety audits, the results of which are publicly reported within 90 days. Vulnerability assessment components may be withheld per the Virginia Freedom of Information Act.
- **Compliance with Emergency Drill Requirements:** The CMP addresses the full scope of required drills (fire, tornado, lock-down, bus evacuation, and cardiac arrest response) as outlined in Policy 3130 Section C and required by law.
- **Cardiac Emergency Response and Athletic Emergency Action Plans:** Each school maintains and practices a Cardiac Emergency Response Plan (CERP) or Athletic Emergency Action Plan (EAP) in compliance with School Board requirements under Section D. These are integrated with community EMS protocols and include AED

Core 9. Business Watch Program

Goals and Objectives

Goals

The goal of the Business Watch program continues to be to train business owners and employees to recognize potential crime risks, urge them to take appropriate action to reduce or eliminate those risks, and to have an open line of communication between businesses and the Chesterfield County Police Department to share information.

- To better serve both places of worship and businesses, separate the Worship Watch and Business Watch programs and assign each to an individual Community Engagement officer.
- Conduct an average of two business and 1.5 place-of-worship security assessments per month.
- Post a business crime prevention tip monthly on the Department's social media platforms.

Accomplishments

Over a year-and-a-half ago, CCPD initiated a new program whereby the County's Commissioner of Revenue provides a monthly list of new businesses that open in Chesterfield County. The Business Watch Coordinator then sends these businesses a welcome letter (Exhibit 1) that includes a form to provide business details and information that is then added to the Business Watch list. Having business contact information allows the coordinator to share timely information related to crime trends and prevention measures.

Since 2015, the Department has held an annual Worship Watch conference. Over the previous three annual conferences, CCPD averaged 30 attendees. Those who attend have received instruction on topics such as de-escalation techniques, human trafficking, and the opioid crisis (Exhibit 2).

Evaluation

Unfortunately, the Business and Worship Watch Programs were not separated due to ongoing Community Engagement staffing issues. The officer currently in charge of both programs, as well as Neighborhood Watch, also coordinates and organizes CCPD's

National Night Out and the National Night Out Kick-Off events. The officer juggles these programs as best as possible, but he simply cannot operate all these programs in the thorough, comprehensive manner that they should be. With this officer retiring in 2026, the future of these programs is unknown.

As of August 2025, the Business Watch Coordinator and CPTED Planner (usually in tandem) have performed 41 security assessments. Of these, 10 were houses-of-worship (Exhibit 3), although there were several church-affiliated schools/daycares in addition to those 10. This averages to less than the goal of 1.5 security assessments per month as established in the previous CCPC submission.

The goal of 1.5 house-of-worship security assessments per month is probably not achievable unless there is a continual spate of active shooter events nationwide. Such events typically prompt house-of-worship leaders to contact CCPD to learn what best-practices they can implement to enhance safety and security.

The previous CCPC cycle's goal of performing an average of two business security assessments per month was not achieved. Over the last 30 months, only six business security assessments have been provided. CCPD has tried numerous methods and times to encourage businesses to receive security assessments. As the saying goes, "You can lead a horse to water, but you can't make it drink."

Notable non-business and non-house-of-worship assessments over the past 30 months include: Ortho Virginia, Fiorucci Foods, Galen College of Nursing, and the Richmond Animal League.

Without fail, security assessment organizations/recipients are quite pleased with the process, assessors, and comprehensive safety and security information they receive.

Business crime prevention tips have been posted infrequently on the department's social media channels. This is partly due to the Business/Worship/Neighborhood Watch Coordinator's workload (a single officer runs/juggles all three programs), and partly due to the challenge of offering universal crime prevention tips to the unique types of businesses that operate in Chesterfield County. Crime prevention tips that apply to a self-storage facility may not correlate to those of a vape shop, restaurant, or florist, for example.

New Goals and Objectives

Goal

The goal of the Business Watch program is to train business owners and employees to recognize potential crime risks, urge them to take appropriate action to reduce or

eliminate those risks, and to have an open line of communication between businesses and the Chesterfield County Police Department in order to share information.

Objectives

- Provide newly opened county businesses with the Business Security Checklist “self-diagnostic” form along with the Business Watch Coordinator’s welcome letter.
- Conduct an average of 12 security assessments each year to include a minimum of two residences, one church, and one school/daycare.
- Use CCPD’s Facebook and Twitter channels to semi-annually promote the Department’s free business/house-of-worship/home security assessment program.
- Meet with the Department’s Media and Messaging team, as necessary, to develop social media-based video segments that educate residents about security measures they can implement at their homes, businesses, and/or houses-of-worship.



CCPD CHESTERFIELD COUNTY POLICE DEPARTMENT



10001 Iron Bridge Road – P.O. Box 148 – Chesterfield, VA 23832-0911
 Phone: (804) 748-1266 – Fax: (804) 748-6265 – Internet: chesterfield.gov/police

Dear New Business Owner:

On behalf of the Chesterfield County Police Department, I congratulate you on the start of your new business in Chesterfield County. We hope that your new business will be a success.

I invite you to become a member of the Chesterfield County Police Department's Business Watch Program, which is free and open to all businesses in the county. Business Watch keeps businesses informed and builds partnerships among its participants. In addition, members receive a bi-monthly newsletter, timely area crime alerts, and improved opportunities to network with other businesses.

If you are interested in becoming a member of Business Watch, simply complete the form below, or email it to Businesswatch@chesterfield.gov. Once your information is received, you will be entered in our database of business partners and become eligible for the benefits of the program.

I look forward to working with you in the future.

Best regards,

Corporal Craig Eckrich
 (804) 706-2982
 Community Engagement Unit
 Chesterfield County Police Department

Initial Information

Business Name:	Business Type:
Address:	
Owner/Manager:	Telephone #
Email Address:	Fax:
CCTV: <input type="checkbox"/> Yes <input type="checkbox"/> No	If yes, how many cameras?

Office Use Only
Zone: _____
Beat: _____
Date Created:

2024

Worship Watch Conference

*May 20, 2024
1 p.m. - 3 p.m.*

*Thomas R. Fulghum Center
13900 Hull Street Road
Midlothian, Virginia*

Contact Cpl. Craig Eckrich
EckrichC@chesterfield.gov

[Click Here
to Register](#)

Topics:

- De-Escalation - Lt. Jeff Easton
- Human Trafficking - Ofc. Jacob Bellamy

CCPD

**CHESTERFIELD COUNTY
POLICE DEPARTMENT**

Community Engagement Unit 804-318-8699





Chesterfield County Police

CPTED Assessment

Project: XXXXXXXXXXXX XXXXXXXXXXXX Church

Date: May 13, 2024

Location: XXXX XXXXXXXXXXXX Road

Reviewer: Jim Eicher, CPTED Planner II

Contact: XXXXX XXXXXXXXXXXX

Crime Prevention Through Environmental Design (CPTED) recommendations focus on deterring criminal activities, detecting those activities, and denying access to private property. While these recommendations are designed to dissuade potential offenders, as well as make it more difficult and time consuming to commit a crime, they cannot guarantee a crime-free environment. However, in the Chesterfield County Police Department's experience, application of such crime prevention measures can minimize loss, increase safety, increase the perception of safety, and improve the quality of life.

Project Analysis

Assets to protect

- Parishioners
- Staff
- Electronics & monies
- The building

Strengths

- Staff interest in improving security
- Chippenham Parkway forms a barrier to the property
- Cul-de-sac location limits access to the property
- Single vehicular property ingress/egress point – two property entrances are chained

Weaknesses

- Main building entrance unlocked during services
- Lack of regulatory and video surveillance signage
- Church lacks a security alarm system
- Video surveillance system old and not very functional
- Limited outdoor lighting

Threats

- Intruder
- Burglary
- Larceny

- Vandalism
- Trespassing

Recommendations

1. Establish and maintain positive relationships with neighbors to increase the chances that suspicious individuals and criminal activities will be noticed and reported.
2. Post visually prominent "Private Property, No Soliciting" (or similar verbiage) signage at the vehicular entrances to clearly define prohibited activities.
3. For criminal deterrence, post security alarm system and pictographic video surveillance signs on exterior church doors.
4. To facilitate emergency personnel response, number all exterior church doors with minimum six-inch-tall numerals of a contrasting color to the façade on which they are attached. Begin with the main entrance and proceed clockwise with numbering. Place numerals above or next to doors, inside and out, so the numerals are visible if the doors remain open.
5. To prevent views into the church yet still admit natural light, place sheer white curtains on exterior classroom and office windows and on the inner set of storefront windows at the main building entrance.
6. Install wide-angle door viewers in interior solid panel classroom doors so staff can view the hallways prior to opening the doors.
7. When not in use, keep all classroom, office, kitchen, storage, and mechanical room doors locked.
8. For improved resistance to forced building entry, either:
 - Replace exterior glass doors with solid panel, metal clad doors equipped with reinforced vision panels, or
 - Cover exterior glass doors with a minimum 10-mil-thick break resistant film. See www.llumar.com for examples and local contractor information.
9. To prevent forced entry via the windows, either:
 - Cover windows with minimum 10-mil-thick break resistant film, or
 - Install decorative metal screens/panels over the windows. See images on page 5 of this report.
10. Replace main entrance storefront window system on either side of the entrance doors with matching brick walls to fortify the church against forced entry. See image on page 6 of this report.
11. Handles on sets of exterior double doors can be chained/blocked to prevent egress and trap people within the church. Remove the left exterior handle on each set of double doors to prevent this scenario from occurring.
12. To resist criminal door prying, add latch guards or astragals to all exterior solid panel doors.
13. Fortify office and classroom hallway doors against forced entry during a lockdown through installation of door bracing devices. See www.nightlock.com for examples. The Chesterfield County Fire Marshal's Office allows this (Nightlock) device, but a permit must be obtained from the Chesterfield County Building Inspections Office.

14. For safety and security, it is *critical* that the church remain secure with exterior doors locked during worship services and church activities. Unknown individuals must not be able to walk freely into the church. Keep all exterior doors locked and use staff to grant access at the main entrance prior to/during services. Staff may not be required for main entrance monitoring if implementing recommendation #15, below.
15. Screen visitors without having to open the doors by adding an intercom at the main building entrance.
16. Control and track church access through installation of an electronic access card, key fob, or smartphone reader at the main building entrance and at the (rear, exterior) classroom hallway door. System should record username, access time, and door location information. Include an electronic pushbutton keypad at the main church entrance for emergency police access in the event that staff/members are unable to open the doors. Provide the keypad code to, and keep it current with, the Chesterfield County Emergency Communications Center (ECC). Contact ECC Operations Manager, Mary Bowman, at 804-717-6989 or bowmanm@chesterfield.gov for information.
17. For deterrence and detection, install a centrally monitored, cell-based, door contact and motion-activated, audible security alarm system. System should automatically arm/disarm at programmed hours (e.g., arm at 11:00 p.m. and disarm at 6:00 a.m.) to minimize the number of individuals who need the code. Also, each authorized system user should have his/her own unique arm/disarm code. A Chesterfield County Police Department (CCPD) alarm permit is required within 30 days of installation. See: <https://www.chesterfield.gov/989/Alarm-System-Permits-False-Alarms> .
18. Replace the existing video surveillance system with an IP-based, high resolution (minimum 1080p & 30 fps), exterior digital video surveillance system. Church is encouraged to join the Chesterfield County Police Department's (CCPD) Community Connect program to link exterior video cameras with CCPD to assist with response/investigations. Video camera feeds are not subject to FOIA, and the CCPD migrating device (\$200-\$600) only retains video for three days. The system can be set to only permit CCPD video access when a 911 call is made or when a security alarm is activated. Visit www.connectchesterfield.org and/or contact CCPD Captain Scott Obranovich at (804) 318-8065 or obranovichs@chesterfield.gov for information.
19. Remove monies/donations from the church as soon as they total \$50 or more. If monies will remain in the building, store them in a UL or tool-resistance (TL-30) rated security safe that is anchored to the floor with tamper-resistant hardware.
20. For emergency communication whether inside or outside the building, purchase and provide staff quality two-way radios (those with charging bases) for use during services and activities.
21. Maintain building foundation shrubs lower than 30-36 inches in height to help prohibit concealment and facilitate visibility.
22. Materials outside the church can be used as burglary and vandalism tools. Remove items such as bricks, concrete blocks, and rocks.
23. Illuminate the church's entire façade overnight by adding full cut-off, minimum 70 CRI-rated LED wall pack lights to the church's entire perimeter.
24. Work with a lighting engineer to re-lamp the parking lot for enhanced nighttime visibility and safety. Use full cut-off, minimum 70 CRI-rated, LED pole-mounted lights to illuminate

- parking and sidewalks with a minimum maintained illumination level of 0.5 foot-candles (f/c), as measured at grade.
25. To help control pedestrian property access, install black, decorative metal or vinyl-coated chain link fencing as shown in image on page 7 of this report.
 26. Enhance proprietorship by keeping the grass mowed and tree canopies pruned (minimum 10 feet above grade), and by removing trash and debris from around the property.
 27. Draft a closing procedures checklist for staff to follow when leaving the church after activities. Post these procedures in prominent locations.
 28. Designate staff members to verify that interior and exterior doors are closed and locked, and that blinds are closed at the end of services/activities.
 29. Establish a duress phrase/name that can be broadcast to staff via two-way radio in the event of an emergency (e.g., intruder). Staff members should know how to respond, lock down, and evacuate individuals from the building.
 30. Provide a labeled (exterior door numbers and room names) PDF copy of the school's floor plan to the Chesterfield County ECC to facilitate emergency police response. Contact ECC Operations Manager Mary Bowman at 804-717-6989 or bowmanm@chesterfield.gov for information.
 31. For information on developing emergency operations plans for houses of worship, see FEMA's guide: <https://www.fema.gov/media-library/assets/documents/33007>
 32. Educate staff on actions that can help improve safety during an active shooter event by viewing the Los Angeles County Sheriff's Office 'Surviving an Active Shooter' video: <https://www.youtube.com/watch?v=DFQ-oxhdFjE> .
 33. Develop an electronic and hard copy "Go Binder" for emergency use during a critical incident. See details on pages 8-9 of this report.
 34. Encourage staff and members to "trust their gut" and quickly report suspicious activities and persons to designated staff and/or the police. For emergencies, call 911. The Police Department's non-emergency number is 748-1251.

Contact Jim Eicher, CPTED Planner II, at (804) 318-8693 or eicherj@chesterfield.gov with questions related to these recommendations.



Install protective metal panels/screens over building windows





Replace window system on either side of the main entrance doors with solid walls/brick to help fortify the church.





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Critical Incident “Go Binder”

The purpose of a “Go Binder” is to ensure important information is readily available during a critical incident. The “Go Binder” may be in either electronic or hard copy form, or both, and should be kept in a secure location known to identified staff members.

This is not an exhaustive list; rather, the categories below are examples of the types of information or items likely to assist first responders and investigative personnel during or immediately following a critical incident. The purpose of providing this list is to assist you in identifying information important for your house of worship and to aid you in your own crisis response planning. For additional information, please see the FEMA publication, Guide For Developing High-Quality Emergency Operations Plans for Houses of Worship (https://www.fbi.gov/file-repository/developing_eops_for_houses_of_worship_final.pdf/view)

Sample Table of Contents

Facility Information:

This section should include information about the facility itself. If you have multiple buildings, it should include information for all of them. This information will help first responders navigate your building, secure all areas of the building, and locate potential subjects or victims.

Examples of information in this section include:

- Building blueprints or floor plans
 - These should identify door and window locations
- Identification of any outbuildings, storage sheds, or trailers located on the property
- Identification of areas in the building to which access is controlled
 - This should also identify personnel with access to these areas
- Photos of the building(s) (both exterior and interior photos)
- Identification of any pre-determined rally points
- Identification of any areas where children are located
- Location of any medical supplies/equipment

Access Information:

This section should include information about access to the building or within the building. This will ensure first responders and investigative personnel are able to access all areas of the building. It will also provide investigative personnel information about who is able to access the building or certain areas within the building. Examples of information in this section include:



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- Identification of areas in the building accessed by key, key card or other method of controlled access
- Master copy of keys, key cards, access badges, etc.
- Information about access to utilities or power sources
- Information about alarm systems
 - This should identify personnel able to arm or disarm the alarm
 - This should include alarm codes

Communication Information:

This section should include information about available communication methods within the building(s) or on the property. It should also include information on key points of contact. Examples of information in this section include:

- Identification and contact information for key staff members
- Identification of any public address systems, paging systems (including visual paging systems) or two-way communication systems
 - This should also include information on where the systems are located and instructions on how to operate them.

Security Information:

This section should include information about any security personnel or systems you have. Examples of information in this section include:

- Information about any security cameras
 - This should also include information about where security footage is stored; how long security footage is stored; and who is able to access security footage
- Identification of security personnel
 - This should also identify if any security personnel are armed
- Information about alarm systems (this can be the same information included in the "Access" section)
 - This should identify personnel able to arm or disarm the alarm
 - This should include alarm codes
- Information about the presence and location of panic buttons
 - This should include information about who is notified of a panic button is activated

Miscellaneous:

This section should include any other information you believe is important.

Core 10. Victim/Witness Services

Goals and Objectives

Goal

The Chesterfield County Victim/Witness Assistance Program provides education, advocacy, and linkage to resources for victims and witnesses of crime. Available services are mandated and in compliance with the *Crime Victim and Witnesses Rights Act*, Virginia Code §19.2-11.01, to help victims and witnesses navigate the judicial process. These wrap-around services are unique to Victim/Witness and strive to address the individual circumstances of each victim and their family to reduce crime-related trauma and improve outcomes in a trauma-sensitive manner. This is accomplished through a systematic response by nine case manager advocates with over eighty-three years of combined experience. The comprehensive services provided by the program support the Chesterfield County Strategic Plan and Blueprint Chesterfield.

Objectives

- Achieve FY22-23 Goals and Objectives as set forth by DCJS.
 - Report timely quarterly statistical and financial progress.
 - Build performance measures and tools.
- Receive continuation funding for FY22-23.
- Increase new, direct-service client caseload by 5% per case manager each year.
- Strengthen program capacity through government and community partnerships.
- Develop innovative services for underserved populations.
 - Increase outreach and develop additional Spanish bilingual materials and connect directly with the Spanish-speaking community once per quarter.
 - Develop a stronger jurisdictional response to human trafficking by serving one new trafficking victim per quarter (as needs arise) and participating in regional efforts to develop services for trafficked minors.
- Expand outreach efforts to reach the community.
 - Build a departmental website and expand social media presence.
 - Leverage partnerships to increase visibility by developing/expanding at least one new initiative per year.

Program Accomplishments

In FY 2024, the Victim Witness Grant Program underwent another major transition as another new director was hired. The new director kept many of the policies of the former director in place. Previously, the VWGP only provided services to a limited number of clients mainly subject to mainly domestic violence or violent crimes. Under continued new leadership, VWGP provided services to all crime victims identified within the 1995 Crime Victim and Witnesses Rights Act. These crimes to victims include, but are not limited to, larcenies, malicious wounding, hit and run, assault and battery, sexual battery, etc. Because the scope of services has been broadened, the program statistics reported to DCJS increased. During the later part of FY22 and the entirety of FY25, advocates maintained an average of 135 cases per quarter and this trend has continued under the new leadership. The advocate's caseloads are tracked and managed using a Victim/Witness Case Management Log (Exhibit 1). The log was implemented to facilitate a balance approach of assigning advocates to crime victims. It also serves as a quick reference for the Victim/Witness Director to observe the office workload.

Human trafficking (HT) cases have increased in volume. Advocates from within the Victim Witness Assistance Program (VWAP) office have attended trainings sponsored by the International Association of Human Trafficking. Leveraging partnerships, Victim Witness staff, County Law Enforcement, prosecutors, and advocates met in early FY 2024 to discuss Chesterfield County's responses to HT cases. Best practices are still being determined, and future meetings will soon occur. Additionally, the VWAP will send one advocate to a human trafficking training in September 2025.

Prior to March 2023, services provided to English as a Second Language (ESL) victims and witnesses to crimes in Chesterfield County were performed by the advocates with the assistance of a third party who was either the bilingual client services representative or a court-certified interpreter. This hindered advocates from working with victims to the same degree that they work with English-speaking victims, and it hindered the relationship between the advocate and the ESL client due to the difficult nature of forming a bond with a client who speaks a different language and comes from a different culture. Also, advocates cannot always respond when needed during an ESL client crisis due to dependency on a third party's availability.

For court hearings, interpreters were requested in advance, but due to staffing issues, these individuals cannot always assist with translation in pre-/post-hearing meetings between the victim, advocate, and/or prosecutor. Often, this results in the ESL client's inability to understand 100% of the proceedings and the next steps, thereby leaving the clients feeling confused with unanswered questions which makes these clients feel that the language barrier was a true hinderance to service. These feelings have the potential to retraumatize the victim. Additionally, advocates had no choice but to sometimes use victim family members and friends

to communicate with the victims. This not a best-practice, and it is only used in exigent circumstances.

To alleviate this issue, two bilingual advocates were hired in June and August 2024 which helped alleviate translation issues and bridge the communication gap. Both advocates are trained in culturally informed care, and they provide streamlined services to the ESL community. The advocates communicate directly with court clients to ensure that they understand everything before, during, and after a hearing. Additionally, they assist the bilingual client services representative with ESL calls, unexpected clients who show up with questions, and individuals in crisis.

Program Summary

Called upon for technical assistance, training, and collaboration for county partners, other victim-serving government, and community-based agencies throughout the last three years, the Chesterfield County Victim/Witness Assistance Program has continued to be a premiere program in Central Virginia. Our collaborative allied agencies in Chesterfield County include the Commonwealth's Attorney's Office, Child Advocacy Center, Sheriff's Office, Riverside Regional Jail, Police Department, Social Services, Mental Health Support Services, Court Services, Community Corrections, and the Domestic Violence Resource Center. We collaborate locally on the Central Virginia Victim Services Coalition, Sexual Assault Response Team (SART), Fatality Review (FRT), Criminal Justice Interagency (CJI), Multi-Disciplinary Team (MDT) and Domestic Violence Task Force (Exhibit 2). Regionally, we work closely with the Virginia Victim Assistance Network, Office of the Attorney General, Department of Corrections, Virginia Parole Board, Bon Secours Forensic Nursing, The James House, YWCA, Safe Harbor Shelter, the Richmond Regional Human Trafficking Collaborative, and numerous other non-profits serving the victim needs. Strengthening these relationships builds capacity for enhanced direct services to victims and witnesses and ultimately safer and more stable communities.

The Chesterfield County Victim/Witness Assistance Program attempted to build a departmental website and expand the program's social media presence, but due to legal concerns, the County prohibited these communication avenues.

Program Evaluation

The Chesterfield Victim/Witness Assistance Program achieved its goals and objectives for fiscal years 2022-2025. The program has been approved by the Virginia Department of Criminal Justice Services (DCJS) to continue operation with maximum available grant funding through FY2026.

Objectives met in FY2023-FY2024

- Achieved DCJS program goals for client services.
- Submitted timely quarterly statistical and financial reports to DCJS.
- Provided referred and direct services to an increased number of victims/witnesses.
- Increased program capacity by securing funds for additional full-time advocate.
- Hired one part-time and one full-time bilingual advocate.
- Approved for the continuation of grant funding.
- Built strong relationships with allied government and community partners.

In Fiscal Year 2025, the Chesterfield County Victim/Witness Assistance Program continued to collaborate with the Chesterfield County Commonwealth's Attorney's Office; Chesterfield County Police Department; and the Chesterfield County Sheriff's Department, as a partner in the continued effort to promote community safety and sustain Chesterfield as a Certified Crime Prevention Community. During the FY 2025, the Victim of Crime Act (VOCA) allocated \$609,803.00 in federal and state funds to assist with this effort. Chesterfield County Government appropriated \$226,800.00 in transfer funds to augment the VOCA funds and support the Victim/Witness objectives. Despite the reductions in federal funding for FY 2026, the Victim Witness Grant Program was able to continue its program services because of the increase in state funds. For FY 2026 the Victim Witness Grant Program received a total award of \$702,934.00 from State and VOCA funds. Chesterfield County Government appropriated \$477,200.00 in addition to the federal and state allocation.

This funding allowed the Chesterfield County Victim/Witness Assistance Program to remain an integral part of the county initiative to develop community-wide safety standards by supporting individual training and collaboration. During FY 2025, Victim/Witness employees attended individual training courses to further enhance their skills and provide quality services to crime victims. These trainings included the Crimes Against Children Training Conference (CAC) (Exhibit 3) International Human Trafficking Training, and the virtual NOVA yearly training events. These trainings provided opportunities for Victim/Witness employees to improve their level of awareness regarding victimology and criminal behavior/trends, thus making them better able to address community safety and crime prevention initiatives. Participation in these trainings and focus groups/teams allowed the VWAP employees to develop the skill sets to support Chesterfield County as a Certified Crime Prevention Community.

In addition to the training sessions, the VWAP actively supported/participated in the following events:

- National Victim's Rights Week (April 2024)
- Human Trafficking educational booth at Brightpoint College (February 2024)
- Mothers Against Drunk Driving (September 2024)
- Henrico County Victim's Rights Week Walk (April 2025) (Exhibit 4)
- Bon Secours Hospital Fund raising Gala to support Sexual Assault Nurse Examiners (October 2025)
- Chesterfield County Police Department's National Night Out (August 2024 and 2025)

There are plans to attend Safe Harbor's Walk to End Human Trafficking in September of 2025 and the CASA 5K in October of 2025.

New Goal and Objectives

Goal

The Chesterfield County Victim/Witness Assistance Program provides education, advocacy, and linkage to resources for victims and witnesses of crime. Available services are mandated and in compliance with the *Crime Victim and Witnesses Rights Act*, Virginia Code §19.2-11.01, to help victims and witnesses navigate the judicial process.

Objectives

- Achieve FY25-28 Goals and Objectives as set forth by DCJS.
 - Report timely quarterly statistical and financial progress.
 - Build performance measures and tools to log and track cases and easily manage each advocate's caseload to help prevent advocate burnout.
- Receive continuation funding for FY25-28.
- Increase new, direct-service client caseload by 5% per case manager from 2026-2028.
- Strengthen program capacity through increasing government and community partnerships. To accomplish this, we will participate quarterly in at least one (1) governmental or community event that aligns with victims or crimes.
- Develop innovative services for underserved populations.
 - Develop additional Spanish bilingual materials and increase outreach to connect directly with the Spanish-speaking community once per quarter.

- Develop a stronger jurisdictional response to human trafficking by serving one new trafficking victim per quarter (as needs arise).
- Participate quarterly in local/regional efforts to develop services for trafficked minors.
- Expand outreach efforts to reach the community.
 - Collaborate with the Communication and Media Departmental to develop a means to expand our social media presence.
 - Leverage partnerships to increase visibility by developing/expanding a minimum of one new initiative per year.
 - Continue collaboration with law enforcement/judicial partners by participating in monthly meetings such as the: Fatality Review Team, Domestic Violence Task Force, Sexual Assault Response Team, Multi-Disciplinary Team, and many Chesterfield focus groups such as Victim Witness, the Child Advocacy Center, and the Domestic and Sexual Violence Resource Center.

Core 10 - Exhibit 1

CM*	Date	Victim	Defendant	Court	Court Room	Time	Type	Charges	M/F	Deceased	Date Distributed	Notes
JS												
ANA												
ANA												
AS												
AS												
AS												
AS												
DLL												
DLL												
EB												
KHW												
MBP												
AS												
EB												
JS												
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JS												
JS												
JS												
JS												
ER												
KHW												
KHW												
MBP												
AS												

*CM = Case Manager Name by Initials

Collaboration/Leadership Meeting

Anglin, Allison

From: Beverly, Jenelle
Sent: Monday, September 22, 2025 11:52 AM
To: Anglin, Allison; Barr, Erin; Beth Gilmore; Cassada, Lindsay; Cooke, Barbara; Fillion, Casey; Flynn, Kevin; Henderson, Ashley; Johnston, Lisa; LaRuffa, Frank; Lee, Kevin; Magruder, Lauren; Modlin, Angela N.; Monroe, William "Trey"; Mooney, Tana; Otero, Nikki; Pond, Megan D.; Pritchard, David; Rod Shaw, Holly; Seamster, Jason; Spurlock, Lottie M.; Szybisty, Christopher C.; Turner, George; Waggoner, Brian; Warren, Charles; Yerby, Ferley; McIntosh, Sara
Subject: September Meeting Minutes
Attachments: September 2025 Leadership minutes.docx

Hello everyone-

Please see attached LS meeting minutes from September. If you were absent, all the info is in the meeting minutes.

Friendly reminder we're having LS for one hour on Oct 8th at 2pm for next meeting. This is to review the updates and assign new tasks.

I'm working on the MOUs with individual agencies and will be sending out the Code of Conduct in next 2-3 days for everyone to sign and send back.

Chris and Lottie- Planning to send you both some information regarding schools and CAC MDTs so we don't have to reinvent the wheel.

Please let me know if you have any questions or additions for October LS.

Have a great rest of September!

-Jenelle

Jenelle Beverly, Administrator (she/her)

Davis Children's Advocacy Center
12204 Iron Bridge Road
Chester, VA 23831
beverlyj@chesterfield.gov
(804) 768-7597 Office, (804) 748-8457 Fax

Davis Children's Advocacy Center | Chesterfield County, VA



**Backed by
National Children's Alliance®
Accredited Member**

"A bird doesn't sing because it has an answer, it sings because it has a song"- Maya Angelou

This email and any attachments are confidential and are the property of The Davis Child Advocacy Center. If you have received this in error, please notify my office and delete this email. Thanks so much.

Attachment #4
Meeting Notes and Minutes
From CAC MDT

Collaboration/Leadership Meeting

MDT Leadership

September 10, 2025

In attendance: Jenelle Beverly, Chris Szibitsky, Lottie Spurlock, Barb Cooke, Dave Pritchard, Sara McIntosh, Nikki Otero, George Turner, Trey Monroe, Kevin Lee, Beth Richards, Megan Pond, Lisa Johnston, Lauren Magruder, Emily Bittner, Terrell Yerby, and Allison Anglin

Emily Bittner is leaving us for private practice in Environmental Law. Trey Monroe with the County Attorney's office will be representing DSS and CAC matters moving forward. Her position may be posted the week of September 15th.

Some of the CAC staff members will make cameo appearances on occasion when conversation in leadership has cross over within their specific roles. This is to assist in their ability to brainstorm their specific subject matter.

Chris said that most of the minimal facts cards have been distributed and all should be within the next two weeks.

Beth will be assigning a new hospital advocate to our team soon. Andrea is no longer with the hospital.

Barb confirmed that Mary-Kate's position has been filled, but stay tuned for the reveal of the new CA. They also will be getting a 10th JDR attorney soon.

Jenelle said that Guardify is approved but at procurement right now. So, we wait...

MDT Onboarding:

Dave: the purpose of the onboarding video is to introduce each other to our MDT members. We will go through a "mock" case with each member. Dave will serve as narrator and go to each facility. Patrol will respond to a school. CPS and SVU will respond etc., with each agency.

Chris thinks it might be good to start at a school, maybe in the counselor's office with the school counselor and a child volunteer. Chris volunteered his daughter.

****3-5 steps you want your MDT to know about your roles. Dave will do a pre-meeting with each speaker to discuss what they will talk about on camera.**

Goal is for this to be interesting for new team members and it to seem organic.

Dave spoke about Evidentia Learning that the team has had access to over the past year courtesy of CACVA. Unfortunately, they are not able to continue the subscription due to the cost. It is approximately \$1500 each for a subscription no matter how many members are enrolled. The CA's office has volunteered to pay for the next year as long as the supervisors are willing to mandate it, and the team uses the courses and provides any certificates to the CAC for accreditation.

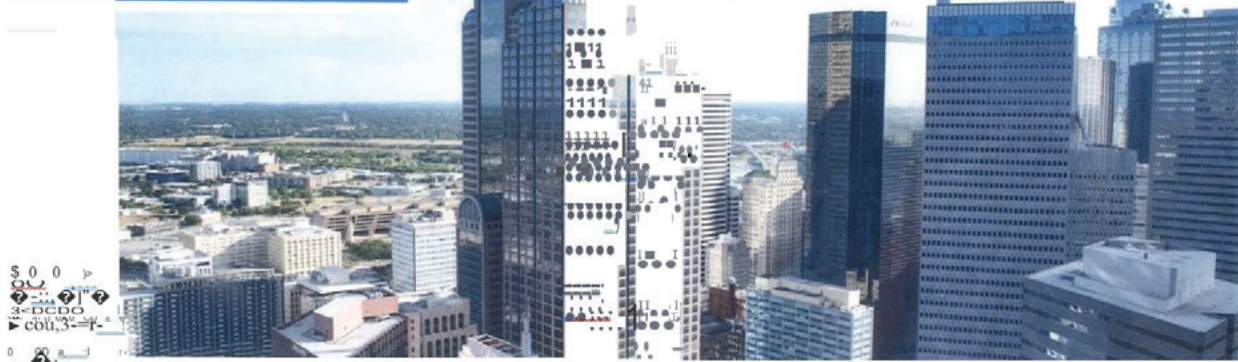
The CAC has been working on the CAC-MDT Onboarding manual. It will be in a physical binder and electronic link as well. It will be scanned in and sent to you for review prior to being finalized.

Jenelle sent the code of conduct around last meeting but had no feedback. Everyone agreed that it looks good, so approved. - **Jenelle will send out in the next week for time you receive the minutes.** -::

Crimes Against Children Training Conference (Dallas, Texas)

37th Annual Crimes Against Children Conference

REGISTER NOW →



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Join us in Dallas, TX August 3-7, 2025 for the 37th Annual Crimes Against Children Conference.

Henrico County Victim's Rights Week Walk



Core 11. Youth Delinquency Prevention

Goals and Objectives

Goal

The primary goal for this task force is to decrease the dropout rate through school-based interventions and alternatives to the comprehensive high school setting.

Objectives:

- Maintain or reduce the 2021 dropout rate below its current 5.6% rate.
- Utilize Student Re-engagement Case Manager assistance to maintain accurate data records to support lowering the dropout rate. Case Managers will reduce the number of unconfirmed students to 20 or less for each cohort year.
- Continue to meet as a Dropout Prevention Task Force and communicate monthly with high school principals about our efforts.
- Continue to support students through Alternative Programs by maintaining 75 seats in Academy 360 and providing space for at least 300 students in Night School for the year.

Program Accomplishments

The Chesterfield County Public School's (CCPS) remains focused on engaging at-risk students to reduce the dropout rate (Table 1). The 2024 on-time graduation rate in Chesterfield County increased 0.4 percent, year-over-year, to 91.2 percent. According to data from Virginia Department of Education, the state average for the 2024 cohort is 92.8 percent. The dropout rate for CCPS improved from 6.8% in 2022, 2023, and 2024, to 6.2% in the 2025 cohort.

Table 1

Cohort Year	Cohort Size	Dropouts	Dropout Rate	Graduation Rate
2022	5071	345	6.8%	91.5
2023	4,783	355	6.8%	90.8%
2024	4895	355	6.8%	91.2%
2025	4,935	306	6.2%	

Unfortunately, there is no definitive 'why' for the reduction in the dropout rate not being met. CCPS is working with human beings, and everyone is unique in his or her needs. CCPS will continue to utilize researched-based best practices to mitigate the circumstances our students face outside of school to ensure they connect to the school environment and find a sense of belonging in our schools.

CCPS continues to offer secondary students an alternative pathway through the Individual Student Alternative Education Plan (ISAEP) GED program, which is held at Carver College and Career Academy. Each of the two dedicated teachers has a morning and an afternoon class. Once students complete their three-day pre-assessment to determine baseline skills, students are placed in the GED courses aligned with their skill set. An additional teacher facilitates a night class for students to work towards passing their GED tests.

The Office of Alternative Programs continues to support the [Night High School](#) (Exhibit 1). At the Night High School, students attend core classes to catch up in order to graduate on time, there is no cost to students to participate. Over three hundred students take classes at Night School. During the 2024-2025 school year, 395 students earned 390 high school credits. The Night High School is a valuable tool to ensure students remain on track to graduate on-time.

Chesterfield's Office of Alternative Programs continues to support Academy 360, a one-year, Tier 3 intervention for up to 75 over-aged middle school students (Exhibit 2). A Tier 3 Intervention is used to support a small percentage of the total student population. At Academy 360, a student can earn five high school credits that can allow a student to graduate within three years of leaving Academy 360. The Dropout Prevention team previously identified over-age and under credit as factors that limit student connections to school. Thus, Academy 360 is committed to addressing dropout prevention by targeting this specific group of students.

In addition to Academy 360, CCPS also has an alternative high school. The goal of Carver College and Career Academy is to prepare every student for transition into post-secondary life whether that means higher education, the military or a good paying job. Students receive a personalized education plan that emphasizes academic rigor, character development, career and technical education and workplace readiness. The school provides an education that is relevant while meeting all graduation requirements for either a Standard or Advanced Studies Diploma, through:

- Small class sizes in all of our courses including honors, college-level dual enrollment and Advanced Placement courses
- Mentoring programs supported by CCPS and external organizations.
- Unique electives only found at the Carver Academy
- A personalized learning plan based on employment, enlistment or educational goals
- Certifications that verify competence and readiness for a career in demand by business and industry

Starting in the 2021-2022 school year, using ESSR funds coming out of COVID, five Student Re-engagement Case Managers were hired to re-engage students who have dropped out of high school. These case managers were to encourage students to return to school and complete their diploma or GED credentials. Sadly, these ESSR funds ran out at the end of the 2023-2024 school year, so the previously established goal was not met. These efforts continue, but now this responsibility has been placed upon the CCPS High School counselors.

Program Evaluation

The CCPS Office of Student Conduct (OSC) continues to work directly with the Virginia Department of Education to identify best practices to reduce punitive consequences at the school level and explore restorative practices for mediating/resolving conflicts. OSC data continues to show numerous interventions that are used before a student is removed from the school setting. Once a student reaches the highest level of discipline OSC places them at the Connections program. While at Connections, a student remains enrolled in their home school classes and works with a facilitator to complete daily assignments. This program is showing positive results. Students are completing work and returning to their home school after their suspension on track academically, and 90% of students are not returning to Connections a second time.

The Dropout Prevention Task Force, which continues to meet regularly and communicate monthly with principals, found a lack of school-community connection and cultural barriers were the two main reasons students drop out of school. The CCPS Office of Family and Community Engagement (FACE) is dedicated to boldly transforming traditional education by fostering partnerships and providing guidance-based solutions that engage families, schools, communities and businesses to support and affect excellence in public education. The office supports the belief and vision that:

- Excellence in education begins with strong relationships and partnerships within our academic and social communities.

- All families have the capacity and desire to actualize the very best outcomes for their child.
- Families and schools should be equal partners.
- The responsibility for building and sustaining partnerships between school, home and community rests primarily within the school system.

Addressing chronic absenteeism continues to be a focus for CCPS. Statistics pulled from the VDOE School Quality Profiles for the 2024-2025 school year show that 16.1% students were identified as being chronically absent. A student is considered to be chronically absent when they miss 10% or more of the school year for any reason, excused or unexcused. This measure is down 4.7% from the 2022-2023 school year when it was 20.8%. Whether excused or unexcused, chronic absenteeism means missed instructional minutes. Being chronically absent can also be described as missing just two days every month (or 18 days over the school year), this equates to missing 1,386 instructional minutes per class. Missing this much instruction puts students at risk of falling behind in their academic pursuits.

At the 11th unexcused absence, CCPS refers a family to the Community Attendance Team (CAT). The Community Attendance Team (CAT) is an interagency group that meets with families, students, and school staff to develop a plan in partnership with families to increase participation in a learning environment (Exhibit 3). The team is composed of representatives from the school system and county agencies to include Chesterfield Mental Health, the 12th District Court Services Unit, Comprehensive Services Act Office, Chesterfield Department of Social Services and Chesterfield County Public Schools.

The team meets with families monthly upon school referral and parental permission. School staff refer families to the CAT when all school resources have been exhausted, including a school attendance meeting, and unexcused absences for unknown reasons or school refusal to continue. The primary purpose of CAT is to increase engagement in learning and provide community support referrals to families and students.

New Goal and Objectives

Goal

The primary goal for this task force is to decrease the dropout rate through school-based interventions and alternatives to the comprehensive high school setting.

Objectives:

- Provide additional alternative programs options for students. Currently, the Office of Alternative Programs does not have enough available seats to serve the existing needs of students. We are currently in discussions with CCPS leadership to find space and resources within Chesterfield to expand our offerings.
- Expand efforts of the Community Attendance Team to keep student and families with the school system.
- Begin engaging elementary students, even as early as with early childhood education. In CCPS's experience, decreasing the chronic absenteeism rate in elementary schools will decrease behavioral and academic issues in middle and high school students. Students need to learn skills such as healthy relationships, healthy communication skills, stress management, self-regulation, self-awareness, and empathy. Additionally, just as secondary students are benefiting from the supports provided by small class sizes, there is a population of elementary students that would also benefit. Through small class sizes and teaching personal skills, we can address the needs of students at a much earlier age. The Office of Alternative Programs is also researching ways to expand its offerings to elementary aged students.

NIGHT SCHOOL

Night School provides high school students the opportunity to earn credits at no cost in the evening. Students engage in intense traditional yearlong course in a single semester. Night School in-person and virtual classes take place 5-9 p.m. two days each week at Carver College and Career Academy (12400 Branders Bridge Road). Contact your school counselor to register for Night School.

COURSES

Fall 2025 classes

Aug. 25, 2025, is the starting date for these classes that meet Mondays and Wednesdays:

- Algebra functions & data analysis (hybrid: virtual Monday, in person Wednesday)
- Economics and personal finance
- Economics (virtual class)
- English 11
- English 12
- English 12 (virtual class)
- Government
- Government (virtual class)
- Graphic design
- Health and PE 1
- Health and PE 2 and driver's ed
- Health and PE 2 only (Sept. 29-Dec. 17, 5-9 p.m. (students can only have four absences)
- Drivers education only (Aug. 25-Sept. 24, 5-9 p.m. (students can only have one absence)
- Virginia and U.S. History

Aug. 26, 2025, is the starting date for these classes that meet Tuesdays and Thursdays:

- Art 1 or 2 or Art 2 Honors (hybrid: in person Tuesday, virtual Thursday)
- Drivers Education only (Aug. 26-Sept. 23, 5-9 p.m. (students can only have one absence)
- Ecology (virtual class)
- Economics and personal finance
- English 11
- English 12
- English 12 (virtual class)
- Geometry
- Government (virtual class)
- Principles of business and marketing (virtual class)
- Virginia and U.S. History

Attendance Matters

- Students with good attendance experience less stress, develop meaningful relationships, and communication skills.
- Good attendance allows students to receive consistent instruction which leads to better grades and academic achievement

	DAILY BELL SCHEDULE
BLOCK 1	8:20-9:30 (70)
BLOCK 2	9:32-10:58 (86)
BLOCK 3	11:00-11:17 (17)
LUNCH	11:17-11:37 (20)
BLOCK 3	11:39-12:49 (70)
BLOCK 4	12:51-2:19 (88)

Jasmine Bess: School Counseling

Our school counselor is here to support and advise your student as they build the knowledge, skills, and attitudes needed for academic success as well as social/emotional development

Jasmine_bess@ccpsnet.net
Call or Text (804) 382-4600

Our Administration



Dr. Scott Males
Principal



Missy Radtke
Assistant Principal

Supportive Environment

Our faculty is here to help. Contact them any time you have questions

Mr. Eiker
English 8



Ms. Comer
Science 8



Ms. Moody
English 9



Mr. Burch
Health & PE 9



Mr. Murphy
Algebra I



Mr. Anderson
World History I



Mrs. Sakponou
Success



Ms. Berge
Special Education



Ms. Hagen
ESL



Mrs. Bowman
Instructional Assistant

Instruction

Students are expected to:

- Report to school on time daily with a charged Chromebook
- Have cell phones locked in their Yondr Pouch. They are not allowed during the school day
- **SLANT** in classrooms: **Sit up**, **Lean** forward as the lesson is taught, **Ask** meaningful questions, **Nod** your head to show your interest in the lesson, and **Talk to the teacher**
- Track their assignments in Canvas, turn them in on time, and check their grades weekly on StudentVue



About Us

Our Mission



A360 provides a safe learning environment and a non-traditional option for middle school students to enhance their social and study skills and achieve academic success.

Our Values



At A360, we believe in all of our students and staff keeping it REAL:

- R - Respect
- E - Effort
- A - Academics
- L - Leadership



Skills for Success



Important Dates

- August 19-First day of school
- August 29-Labor Day Holiday
- September 1-Labor Day Holiday
- September 19-3 hour Early Release
- October 2-Holiday
- **October 22- End of 1st 9 weeks**
3 hour Early Release
- **November 3-Parent Teacher Conference; Student Holiday**
- November 4-Student Holiday
- November 14-3 Hour Early Release
- November 26-28-Thanksgiving Holiday
- December 22-31-Winter Break
- January 1-2-Winter Break
- **January 13-End of 2nd 9 weeks; 3 hour Early Release**
- January 19-Holiday
- February 6-3 Hour Early Release
- February 16-Holiday
- **March 19-End of 3rd 9 weeks; 3 hour Early Release**
- March 20 Holiday (Subject to Change)
- March 30-31- Spring Break
- April 1-3-Spring Break
- April 17-3 Hour Early Release
- May 25-Holiday
- May 27 -Last Day of School

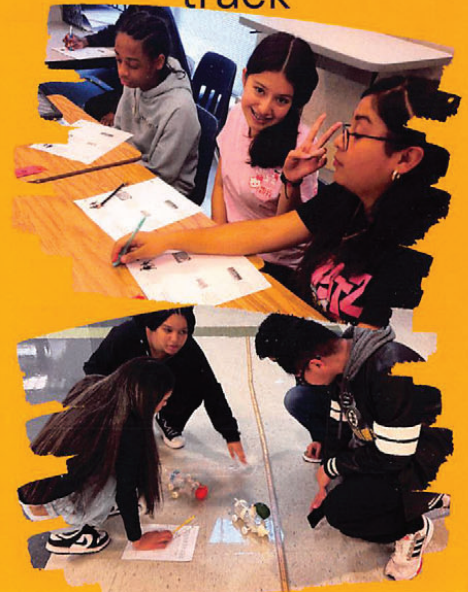
More Information

www.one.ccps.org/page/alternative-education
 (804) 768-6165
 Chesterfield Technical Center
 Courthouse
 10101 Courthouse Rd. Chesterfield, VA 23832



Academy 360

Helping students get on the right track





Chesterfield County Public Schools

Innovative. Engaging. Relevant.

Chesterfield County Community Attendance Team

The Community Attendance Team (CAT) is an interagency group that meets with families, students, and school staff to develop a plan in partnership with families to increase participation in a learning environment. The team is composed of representatives from the school system and county agencies to include; Chesterfield Mental Health, the 12th District Court Services Unit, Comprehensive Services Act Office, Chesterfield Department of Social Services and Chesterfield County Public Schools.

The team meets with families monthly upon school referral and parental permission. School staff refer families to the CAT when all school resources have been exhausted, including a school attendance meeting, and unexcused absences for unknown reasons or school refusal continue. The primary purpose of CAT is to increase engagement in learning and provide community support referrals to families and students.

Please note:

1. Meetings will be held virtually with CAT team members, parents, students, and school staff.
2. If a child/family has services through a government agency or private providers, invite the assigned provider to the meeting.

School Social Work Services
Chesterfield Technical Center @Hull
13900 Hull Street Road
Midlothian, VA 23112
(804) 639-2755 * FAX (804) 739-6237*
Equal Opportunity Employer

Core 12. Police Agency Accreditation, CALEA

Goals and Objectives

Goal

Continue being a leader in public safety by maintaining our CALEA Law Enforcement Accreditation, as well as pursue the CALEA Training Academy Accreditation. This accomplishment, along with the Emergency Communications Center's continuous CALEA accreditation, will avail us the opportunity to receive CALEA's Tri-Arc Award, which recognizes agencies who maintain three accreditation awards concurrently.

Objectives

- The accreditation manager will evaluate policies, training, operations, and procedures continuously to ensure the needs of the department and the requirements to maintain our current CALEA Law Enforcement Accreditation Program
- Successfully navigate the Department's third CALEA Law Enforcement Assessment in November 2024 to achieve its second re-accreditation (third award).
- The accreditation manager will evaluate policies and procedures in preparation for an initial accreditation for the Training Academy Accreditation program.
- Arrange for a mock assessment of Training Academy accreditation files by June 2023.
- Successfully navigate the Department's assessment by CALEA Assessors and achieve the Public Safety Training Academy Accreditation by November 2024.

Program Accomplishments

The Chesterfield County Police Department has proven its dedication to professionalism and service delivery by maintaining its accredited status with CALEA, having been most recently assessed in December 2024 for the Law Enforcement Program and receiving our 3rd award on March 25, 2025.

The initial web-based file review for the Training Academy Accreditation was conducted June 6-14, 2025, and the on-site assessment was completed on July 30th, 2025. The Department's status will be determined when representatives appear before the CALEA Commission during the November 2025 Conference.

Program Evaluation

Accreditation is an on-going process, so following our last assessment in 2020, the Chesterfield County Police Department continued maintenance of their CALEA Law Enforcement Accreditation program through continuous review and collection of proofs of compliance and monthly policy reviews. In addition, annual file reviews and interviews with department members by CALEA validated our commitment to continuous compliance. During September 20-28, 2024, a CALEA Compliance Service Member conducted a web-based assessment to determine our department's compliance with standards through file review, interviews and interactions with agency personnel. CALEA Site-Based Assessors arrived in December 2024 to assess and verify compliance of our processes and facilities, as well as interview external stakeholders/community members and numerous department members.

As the final report (Exhibit 1) to the Commission indicates, the Department continues to be a leader in law enforcement accreditation by maintaining all files, directives, and compliance proofs, as required over the past four-year period. On March 22, 2025, the Commission granted the Chesterfield County Police Department its third CALEA Accreditation Award for Law Enforcement (Exhibit 2).

The Department made the decision to pursue CALEA's Public Safety Training Academy Accreditation, which focuses on training curriculums, instructional techniques, facilities management, student safety, records integrity, and other areas to promote professional delivery of training within public safety. A mock review was conducted by fellow CALEA Training Academy accreditation managers in June 2025, followed by an initial web-based review by CALEA Compliance Service Members from June 6-14, 2025, during which policies and proofs of compliance were evaluated for 159 standards. The on-site assessment took place from July 28th until July 30th, where it concluded with an exit interview with Colonel Frank Carpenter and staff. At the time of this writing, the final report has not been received or reviewed by the Commission. However, there was nothing expressed during the process nor the exit interview that would preclude our agency from attaining this award for our Training Academy. We look forward to receiving the final report as well as going before the Commission in November 2025 where the outcome of the assessment and the accredited status of the Training Academy will be determined.

The Department remains committed to sending its accreditation team for annual training. The information obtained during these conferences is invaluable, as they provide a forum in which agencies can collectively share ideas, clarify standards, and remain informed and abreast of new or changing standards. In addition, the availability and guidance from the program manager and members of CALEA have proven beneficial to the Department's success and are greatly appreciated.

New Goal and Objectives

Goal

Continue being a leader in public safety by achieving Tri-Arc status by maintaining our CALEA Law Enforcement Accreditation and obtaining the CALEA Public Safety Training Accreditation, along with the Emergency Communications Center, who must also maintain their accredited status, as well as pursue the CALEA Training Academy Accreditation. The CALEA Tri-Arc award is recognition for agencies who maintain three accreditation awards concurrently.

Objectives

- The accreditation manager will continuously evaluate policies, training, operations, and procedures to ensure the department is in alignment with the standards, as well as collect proofs of compliance, required for annual review and the four-year on-site assessment to maintain our current CALEA Law Enforcement Accreditation.
- Achieve the initial accreditation for the Public Safety Training Academy.
- Achieve CALEA Tri-Arc Award which is a prestigious award bestowed upon governing bodies/agencies that have three concurrent CALEA accreditations. CCPD currently has the Public Safety Law Enforcement and Public Safety Communications accreditations, so once the Department receives its Public Safety Training Academy accreditation, it will be the fifth agency in Virginia and the 41st agency, internationally, to achieve this award.
- Utilize social media channels to inform Chesterfield County residents of the Police Department's accreditation achievements and what that means for them.



LAW ENFORCEMENT ACCREDITATION

Chesterfield County (VA) Police Department

Agency

Chesterfield County (VA) Police
Department
10001 Iron Bridge Road
Chesterfield, VA 23832

Chief Executive Officer

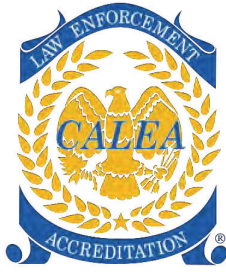
Colonel
Edward F. Carpenter, Jr.

Methodology Overview

CALEA serves as the premier credentialing association for public safety agencies and provides accreditation services for law enforcement organizations, public safety communication centers, public safety training academies, and campus security agencies. The standards are promulgated by a board of 21 commissioners, representing a full spectrum of public safety leadership. The assessment process includes extensive self-assessment, annual remote web-based assessments, and quadrennial site-based assessments. Additionally candidate agencies are presented to the Commission for final consideration and credentialing.

CALEA Accreditation is a voluntary process and participating public safety agencies, by involvement, have demonstrated a commitment to professionalism. The program is intended to enhance organization service capacities and effectiveness, serve as a tool for policy decisions and management, promote transparency and community trust, and establish a platform for continuous review.

CALEA Accreditation is the Gold Standard for Public Safety Agencies and represents a commitment to excellence.



Law Enforcement Accreditation

CALEA standards reflect the current thinking and experience of Law Enforcement practitioners and researchers. Major Law Enforcement associations, leading educational and training institutions, governmental agencies, as well as Law Enforcement executives internationally, acknowledge CALEA's Standards for Law Enforcement Agencies© and its Accreditation Programs as benchmarks for professional law enforcement agencies.

CALEA's Founding Organizations:

- **International Association of Chiefs of Police (IACP)**
- **Police Executive Research Forum (PERF)**
- **National Sheriffs Association (NSA)**
- **National Organization of Black Law Enforcement Executives (NOBLE)**

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EXECUTIVE SUMMARY

Overview:

The Chesterfield County (VA) Police Department is currently commanded by Edward F. Carpenter, Jr.. The agency participated in a remote assessment(s), as well as site-based assessment activities as components of the accreditation process. The executive summary serves as a synopsis of key findings, with greater details found in the body of the report.

Compliance Services Review:

CALEA Compliance Services Member(s) Mike Dickey remotely reviewed 41 standards for the agency on 3/9/2022 using Law Enforcement Manual 6.11. These standards included specific time-sensitive issues, as well as all standards applicable to the agency by size and function. If standard issues are found they are listed below.

- 1.2.10 – Duty to Intervene (LE1) (MMMM) – ISSUE: The directives do not address the second part of the standard, i.e., "and notify appropriate supervisory authority if they observe another agency employee or public safety associate engage in any unreasonable use of force or if they become aware of any violation of departmental policy, state/provincial or federal law, or local ordinance." AGENCY ACTION NEEDED: It is suggested that the agency include in the appropriate directive language that comports with the requirement of the standard as quoted above. AGENCY ACTION TAKEN: The directive was amended to comply with the requirements of the standard. It is recommended that this standard be reviewed again in future assessments to verify continued compliance.

CALEA Compliance Services Member(s) Danny Messimer remotely reviewed 75 standards for the agency on 5/8/2023 using Law Enforcement Manual 6.15. These standards included specific time-sensitive issues, as well as all standards applicable to the agency by size and function. If standard issues are found they are listed below.

- 1.2.8 – Strip/Body Cavity Search (LE1) (MMMM) – ISSUE: - The agency's directive did not address the provisions pertaining to gender identity/expression. It only addressed gender. AGENCY ACTION NEEDED: - It is recommended that the agency include in its directives provisions pertaining to gender identity/expression in relation to strip and body cavity searches. AGENCY ACTION TAKEN: The agency revised its directive during the assessment to provide provisions for officers to follow in conducting strip or body cavity searches in instances involving gender identity/expression. Guidance is provided on how to conduct the searches.
- 44.2.3 – Custodial Interrogation and Interviews (LE1) – ISSUE: - The agency's policy was vague on the procedures for non-custodial interviews for juveniles (bullet b). It stated that there are no legal requirements for non-custodial interviews but there were no procedures on how to conduct this type of interview with juveniles. AGENCY ACTION NEEDED: - It is recommended that the agency include in its directives procedures for the non-custodial interview of juveniles. AGENCY ACTION TAKEN: The agency revised its directive during the assessment to include more specific procedures on how to address and conduct non-custodial interviews with juveniles.

CALEA Compliance Services Member(s) William Buckbee (CSM) remotely reviewed 81 standards for the agency on 3/21/2024 using Law Enforcement Manual 6.17. These standards included specific time-sensitive issues, as well as all standards applicable to the agency by size and function. If standard issues are found they are listed below.

- 1.2.8 – Strip/Body Cavity Search (LE1) (MMMM) – FOLLOW UP: The agency's written directives continue to be in compliance with this standard. There were no instances of strip/body cavity searches the past year and so no proofs were available.
- 44.2.3 – Custodial Interrogation and Interviews (LE1) – FOLLOW UP: The agency's written directive continues to be compliant with the standard and proof of non-custodial interviews of juvenile were provided for this review year.

- 46.1.9 – All Hazard Plan Training* (LE1) – ISSUE: This standard requires a written directive that provides for documented biennial training consisting of a tabletop or full-scale exercise to assess the agency's capabilities with the All Hazards Plan and the Incident Command System. AGENCY ACTION NEEDED: The agency provided proof of conducting a full scale exercise with the ICS and all hazards elements included, but the written directive does not have language requiring such an exercise. The agency should provide a written directive compliant with the standard or revise an existing policy to be compliant. AGENCY ACTION TAKEN: The agency revised their existing policy, 2.2.11 - Major Incidents/Events and ICS, to add the required language.
- 71.2.1 – Training of Personnel* (LE1) – ISSUE: The agency has a DUI testing room for individuals arrested for driving under the influence. This standard requires that "personnel charged with monitoring temporarily detained individuals in the facility are provided initial training on the use of the temporary detention room(s) or area(s) and in-service training at least once every four years." The agency provided some proof of training in detainee transportation for initial training that was not applicable to this standard but nothing for the four year requirement. AGENCY ACTION NEEDED: The agency should provide proof of initial and four year training applicable to this standard and the operation of their DUI testing area. AGENCY ACTION TAKEN: The CSM met with the accreditation manager and training personnel to discuss the needed training. The agency indicated that it would develop this training but it was still pending upon close of the assessment period.

CALEA Compliance Services Member(s) Jay Murphy (CSM) remotely reviewed 69 standards for the agency on 10/23/2024 using Law Enforcement Manual 6.19. These standards included specific time-sensitive issues, as well as all standards applicable to the agency by size and function. If standard issues are found they are listed below.

- 46.1.9 – All Hazard Plan Training* (LE1) – FOLLOW-UP: Prior amendments remain in place. Tabletop was conducted in 2023 with the next one scheduled for 2025.
- 71.2.1 – Training of Personnel* (LE1) – FOLLOW-UP: The agency modified its Arrest/Prisoner Transport policy to include this training. Training was provided as required.

Site-Based Assessment Review:

From 12/2/2024 to 12/4/2024, John Farrell (Assessor), Matthew Smalley (Assessor) visited the agency following a consultation with the chief executive officer regarding critical issues impacting the organization since the last assessment.

Findings:

During the Site-Based Assessment Review, the assessment team conducted 34 interviews regarding the topical areas previously defined. The interviews were with agency members and members of the community. The approach not only further confirmed standards adherence, but also considered effectiveness measures, process management and intended outcomes.

CHIEF EXECUTIVE OFFICER PROFILE

Edward F. Carpenter, Jr.

(October 31, 2024 - Present)

The Chesterfield Board of Supervisors has selected Lt. Col. Edward F. “Frank” Carpenter Jr. to serve as chief of the Chesterfield County Police Department (CCPD), effective Oct. 31.

Carpenter, who has worked for CCPD for nearly 25 years, was appointed deputy chief of operations in July 2023. In that role, he oversees performance, planning and budgeting for Patrol Services, the Investigations Bureau, and the Special Operations and Tactical Operations divisions.

He will be Chesterfield’s ninth chief since the department was established in 1914.

Carpenter holds bachelor’s degrees in sociology and criminal justice, and a master’s in public safety. He also is a graduate of the FBI National Academy in Quantico.

Among his many contributions as a member of the department’s command staff, Carpenter served as project manager for development of the Richmond region’s most advanced Analytic and Strategic Operations Center (ASOC), which fuses agency analytics and intelligence resources to inform operations and enhance situational awareness.

He also assisted with the implementation of an automated customer service survey that consistently records a 90% satisfaction rate from those who contact the police department for services. The program is the first of its kind in the commonwealth.

Since 2023, he has served as chair of the Central Virginia Regional Narcotics Task Force, providing operational support, strategic planning, coordination, and resource allocation to the investigative agents assigned by an array of regional partner agencies to combat overdose deaths and the exploitation of vulnerable populations struggling with substance abuse disorders.

(Interim Chief May 2024 - October 2024)

Lt. Colonel Badgerow is the acting Chief of Police. We anticipate hiring a new police chief before the end of 2024.

(January 2, 2018 - May, 2024)

Colonel Jeffrey S. Katz, who will serve as the Chesterfield County Police Department’s eighth chief since its formation in 1914, was sworn in on January 2, 2018.

He started his law enforcement career in 1989 as a police cadet with the Plantation, Florida, Police Department. Katz was later hired by Plantation as a community service officer. In 1994, he joined the City of Parkland, Florida, Public Safety Department as both a full-time police officer and professional firefighter.

He joined the Boynton Beach, Florida, Police Department in 1998. He was promoted to the rank of sergeant in 2001, and earned the rank of lieutenant in 2004. Katz assumed his role as chief of the Boynton Beach Police Department on an interim basis in July 2013. He was permanently appointed as the 32nd chief of the Boynton Beach Police Department in September 2013.

After graduating with a bachelor’s degree in criminal justice from St. Leo University, Katz earned a master’s degree in business leadership from Nova Southeastern University. In 2016, Katz completed his doctoral level coursework in Organizational Psychology where his specific research emphasis focused on the effects of malicious rumoring on the leadership/followership relationship. During his studies, Katz has conducted extensive research on the “dark side of organizational behavior” (e.g. destructive leadership behavior, organizational incivility, bullying / mobbing, and

corporate psychopathy).

Katz is a graduate of the 35th Session of the Southern Police Institute's Command Officer Development Course, the 264th Session of the FBI National Academy, and has completed several executive level courses in leadership and management through Harvard University and the University of Notre Dame.

COMMUNITY PROFILE

In the 2020 U.S. Census, the population of Chesterfield County was 364,548. The population of Chesterfield County grew by 48,312 or 15.3% since the 2010 U.S. Census.

Chesterfield is the largest locality in the Richmond, Virginia MSA and the fourth largest county in the Commonwealth of Virginia. Only the counties of Fairfax, Prince William and Loudoun, and the city of Virginia Beach have larger populations.

The estimated population for Chesterfield was 387,703 on July 1, 2023. And the population estimate for the Richmond metropolitan area was 1,354,620 on July 1, 2023.

From 2022 to 2023, Chesterfield County registered the largest nominal increase among all 133 jurisdictions throughout Virginia. Fifty-eight percent of all the population the growth in the Richmond MSA occurred in Chesterfield during that period.

The economy of Chesterfield County, VA employs 183k people. The largest industries in Chesterfield County, VA are Health Care & Social Assistance (26,978 people), Retail Trade (19,456 people), and Educational Services (17,042 people), and the highest paying industries are Utilities (\$102,679), Mining, Quarrying, & Oil & Gas Extraction (\$102,009), and Professional, Scientific, & Technical Services (\$72,849).

Males in Virginia have an average income that is 1.33 times higher than the average income of females, which is \$63,894. The income inequality in Virginia (measured using the Gini index) is 0.476, which is lower than the national average.

Chesterfield County, VA is home to a population of 360k people, from which 95.6% are citizens. As of 2021, 8.68% of Chesterfield County, VA residents were born outside of the country (31.2k people).

In 2021, there were 2.62 times more White (Non-Hispanic) residents (216k people) in Chesterfield County, VA than any other race or ethnicity. There were 82.5k Black or African American (Non-Hispanic) and 14.4k Other (Hispanic) residents, the second and third most common ethnic groups.

The median property value in Chesterfield County, VA was \$269,500 in 2021, which is 1.1 times larger than the national average of \$244,900. Between 2020 and 2021 the median property value increased from \$252,600 to \$269,500, a 6.69% increase. The homeownership rate in Chesterfield County, VA is 76.6%, which is approximately the same as the national average of 64.6%.

People in Chesterfield County, VA have an average commute time of 26.4 minutes, and they drove alone to work. Car ownership in Chesterfield County, VA is approximately the same as the national average, with an average of 2 cars per household.

Median household income in Chesterfield County, VA is \$88,315. In 2021, the tract with the highest Median Household Income in Chesterfield County, VA was Census Tract 1009.26 with a value of \$195,150, followed by Census Tract 1009.35 and Census Tract 1009.36, with respective values of \$174,191 and \$148,458.

In 2022, 11.2% of the population was living with severe housing problems in Chesterfield County, VA. From 2014 to 2022, the indicator grew 0.139%.

92.5% of the population of Chesterfield County, VA has health coverage, with 55.9% on employee plans, 9.31% on Medicaid, 11% on Medicare, 13.7% on non-group plans, and 2.56% on military or VA plans.

Primary care physicians in Chesterfield County, VA see 1176 patients per year on average, which represents a 0.17% decrease from the previous year (1178 patients). Compare this to dentists who see 1307 patients per year, and mental health providers who see 505 patients per year.

By gender, of the total number of insured persons, 47.7% were men and 52.3% were women.

In 2021, universities in Chesterfield County, VA awarded 2,569 degrees. The student population of Chesterfield

County, VA in 2021 is skewed towards women, with 5,324 male students and 7,903 female students.

Most students graduating from Universities in Chesterfield County, VA are Black or African American (1,099 and 43.4%), followed by White (987 and 39%), Hispanic or Latino (209 and 8.26%), and Two or More Races (94 and 3.71%).

The largest universities in Chesterfield County, VA by number of degrees awarded are Brightpoint Community College (1,607 and 62.6%), Virginia State University (726 and 28.3%), and Centura College-Richmond Main (108 and 4.2%).

AGENCY HISTORY

The Chesterfield County Police Department was established on November 9, 1914, through a resolution passed by the Chesterfield County Board of Supervisors. Alonza Thomas "A.T." Traylor was appointed chief of police with authority to supervise 6 officers, including one part-time, and to direct operations over the villages of Ettrick and Matoaca, the area from Bishop's Bridge along the Petersburg Turnpike to Swift Creek, the area from South Richmond along the Petersburg Turnpike and Richmond Petersburg Electric Railway South to Swift Creek, the Midlothian District and the mining town of Winterpock.

The department obtained its first police car in 1916 to curb complaints of speeding vehicles on the Richmond-Petersburg Turnpike. During the 1930s officers found themselves raiding moonshine stills which were the result of a newly imposed federal tax on alcoholic beverages. Prior to this time, there was no formal uniform. In November 1930 the green uniform was introduced. The uniform color was chosen specifically as a camouflage for officers covertly approaching moonshine operations.

During the intervening years the county grew and changed, and the agency added personnel, formed specialized units and obtained specialized equipment. Today the Chesterfield County Police Department is organized into four bureaus and the Office of the Chief. Within the Chief's Office is the Deputy Chief of Operations, Lt. Colonel Chris Hensley, and the Deputy Chief of Support, Lt. Colonel Dan Kelly. The bureaus consist of the Uniform Operations Bureau commanded by Major David Shand, the Investigations Bureau commanded by Major E. Frank Carpenter, the Administrative Support Bureau commanded by Major R. Mike Louth, and the Operational Support Bureau commanded by Major Brad Badgerow.

The agency's mission statement reflects its commitment to serving the community:

To serve the people of Chesterfield County with integrity and professionalism.

To protect the quality of life, safety, and security of our diverse community through proactive enforcement efforts and effective crime prevention strategies.

To lead the community in solving problems and building partnerships.

The agency's core values are: Integrity, Service, Professionalism, Innovation, Responsibility, and Excellence.

AGENCY STRUCTURE AND FUNCTION

In June, 2023, a reorganization of the department was completed. The purpose was to flatten the organizational structure, improve communication, consolidate operational, administrative and strategic workflows, and better deliver on our reasons for existing. A new deputy chief of police position was the only position created. No positions or work functions were eliminated.

The chief of police is commander and chief executive officer of the department and is the highest level in the chain of command. Command and control authority moves downward from the chief (colonel) to the deputy chiefs of police by order of seniority (lieutenant colonels), to bureau commanders (majors), to division commanders (captains), to unit commanders (lieutenants), and finally to section supervisors (sergeants).

The department is comprised of over 600 members, 558 full-time sworn, 138 full-time professional and 57 authorized part-time employees.

AGENCY SUCCESSES

- A strong organizational culture defined by: Chesterfield Police Executive Team Playbook: Why do we exist? (Preserve Life, Protect the Vulnerable, Problem-Solving Partnerships, Personnel: Recruit, Retain & Develop Top-Tier Talent) How do we behave? (Humble, Hungry, Smart) What do we do? Serve, Protect, & Lead) How will we succeed? (Together) What's most important right now? (Smart Goals) Who must do what? (We must be dependable and depend on one another)
 - Public Safety Pay Plan: This clearly defined market competitive pay plan eliminates compression and values proven experience, knowledge, and performance.
- Analytic and Strategic Operations Center (ASOC): ASOC leverages available and emerging technology to help reduce violent crime while minimizing the impact of police activity among the general public. ASOC enhances community safety and increases our department's ability to respond to crime and disasters in real-time.
- An emphasis on employee wellness, peer support, fitness, and financial wellness.
- Agency Recognition: Second-consecutive NLEOMF Destination Zero Officer Safety and Wellness Award and two NACo Achievement Awards: In Memory of Campaign and Human Traffic Enforcement

FUTURE ISSUES FOR AGENCY

- Staffing. Our agency is no different than most in this country who struggle to recruit and retain personnel. This is compounded by the robust growth of the county and the increased complexity of responding to a range of social maladies which often manifest as criminal justice issues such as: mental health, addiction, abusive relationships, diminished civility, hunger, unemployment, poverty, and a breakdown of support once afforded through supportive family and civic structures.
- Technology. While we have made noteworthy strides in this area over the past year, the department continues to limp along with legacy technological systems which are often siloed and antiquated. Many of these programs are in queue to be replaced but the transition will be time intensive, disruptive, and expensive. Policing in an increasing polarized society. Our legitimacy as a function of government dictates that our actions reflect the will the citizens we serve. When there is deep incongruence in this will, we will be heralded as heroes to some (under certain circumstances) and villainized as a force for evil by others. This has provided a platform by which some with political (or merely relevance) aspirations have sought to make a name for themselves by spreading misinformation under the guise of virtuous advocacy.
- Social media messaging. A recent MIT study posits that a lie spreads six times faster than the truth on social media platforms. The polarization of society - coupled with the speed by which mis-information spreads worldwide - provides unique challenges ranging from agency branding to recruitment.
- Systemic legacy inefficiencies. Many years ago, the department transitioned to 12-hour shifts due to personnel shortages. This provided three problems: (1) patrol resources are deployed evenly irrespective of anticipated need or concentration of call volume, (2) personnel numbers have not grown over the years to accommodate more directed deployment of resources, and (3) current research strongly suggests that 12-hour shifts are potentially detrimental to the long-term wellness of our personnel.
- Loss of institutional knowledge. The department hired many officers 20 – 30 years ago when the county was growing robustly. As these officers become eligible for retirement, each loss represents a sizeable diminishment of our collective experience.
- Other challenges include: The Opioid epidemic, cybersecurity, human trafficking, legalization of drugs, potential consequences associated with well-intended efforts toward criminal justice reform, diminished empathy, increased levels of narcissism, and a general lack of critical thinking competencies.
- Mental health system and the drain on our resources in response to increasing consumer calls.

YEAR 1 REMOTE WEB-BASED ASSESSMENT

Compliance Services Member: Mike Dickey

On 3/9/2022, the Year 1 Remote Web-based Assessment of Chesterfield County (VA) Police Department was conducted. The review was conducted remotely and included 41 standards from the CALEA® Standards for Law Enforcement Manual. The following standards were reviewed and the findings are denoted:

Standards	Findings
1 Law Enforcement Role and Authority	
1.2.9 Biased Policing* (LE1) (MMMM)	Compliance Verified
1.2.10 Duty to Intervene (LE1) (MMMM)	Compliance Verified
<p>Notes: ISSUE: The directives do not address the second part of the standard, i.e., "and notify appropriate supervisory authority if they observe another agency employee or public safety associate engage in any unreasonable use of force or if they become aware of any violation of departmental policy, state/provincial or federal law, or local ordinance." AGENCY ACTION NEEDED: It is suggested that the agency include in the appropriate directive language that comports with the requirement of the standard as quoted above. AGENCY ACTION TAKEN: The directive was amended to comply with the requirements of the standard. It is recommended that this standard be reviewed again in future assessments to verify continued compliance.</p>	
4 Use of Force	
4.1.1 Use of Reasonable Force (LE1) (MMMM)	Compliance Verified
4.1.2 Use of Deadly Force (LE1) (MMMM)	Compliance Verified
4.1.3 Warning Shots (LE1) (MMMM)	Compliance Verified
4.1.4 Use of Authorized Less Lethal Weapons (LE1) (MMMM)	Compliance Verified
4.1.5 Rendering Medical Aid Following Police Actions (LE1) (MMMM)	Compliance Verified
4.1.6 Vascular Neck Restrictions (LE1) (MMMM)	Not Applicable by Function
4.1.7 Choke Holds (LE1) (MMMM)	Compliance Verified
4.2.1 Reporting Uses of Force* (LE1) (MMMM)	Compliance Verified
4.2.2 Written Use of Force Reports and Administrative Review* (LE1) (MMMM)	Compliance Verified
4.2.3 Removal from Line of Duty Assignment (LE1) (MMMM)	Compliance Verified
4.2.4 Analyze Reports* (LE1) (MMMM)	Compliance Verified
4.3.1 Authorization: Weapons and Ammunition (LE1) (MMMM)	Compliance Verified
4.3.2 Demonstrating Proficiency with Weapons (LE1) (MMMM)	Compliance Verified
4.3.3 Annual/Biennial Proficiency Training* (LE1) (MMMM)	Compliance Verified
4.3.4 Prerequisite to Carrying Lethal/Less Lethal Weapons (LE1) (MMMM)	Compliance Verified
11 Organization and Administration	
11.3.3 Notify CEO of Incident with Liability (LE1)	Compliance Verified

Standards	Findings
12 Direction	
12.1.1 CEO Authority and Responsibility (LE1)	Compliance Verified
12.1.3 Obey Lawful Orders (LE1)	Compliance Verified
15 Planning and Research, Goals and Objectives, and Crime Analysis	
15.2.1 Annual Updating/Goals and Objectives* (LE1)	Compliance Verified
17 Fiscal Management and Agency Property	
17.4.2 Cash Fund/Accounts Maintenance* (LE1)	Compliance Verified
17.5.2 Operational Readiness (LE1)	Compliance Verified
21 Classification and Delineation of Duties and Responsibilities	
21.2.2 Job Description Maintenance and Availability* (LE1) (M M M M)	Compliance Verified
22 Personnel Management System	
22.1.5 Victim Witness Services/Line of Duty Death (LE1)	Compliance Verified
22.4.1 Grievance Procedures (LE1)	Compliance Verified
26 Disciplinary Procedures and Internal Investigations	
26.1.1 Code of Conduct (LE1)	Compliance Verified
26.1.3 Harassment (LE1)	Compliance Verified
26.2.1 Complaint Investigation (LE1)	Compliance Verified
26.2.2 Records, Maintenance and Security (LE1)	Compliance Verified
31 Recruitment and Selection	
31.4.1 Selection Process Described (LE1)	Compliance Verified
31.4.7 Selection Criteria (LE1) (MMMM)	Compliance Verified
31.5.1 Background Investigations (LE1)	Compliance Verified
33 Training and Career Development	
33.4.2 Recruit Training Program (LE1)	Compliance Verified
34 Promotion	
34.1.1 Agency Role, Authority and Responsibility (LE1)	Compliance Verified
35 Performance Evaluation	
35.1.9 Personnel Early Intervention System* (LE1)	Compliance Verified
41 Patrol	
41.1.5 Police Service Canines (LE1)	Compliance Verified
42 Criminal Investigation	
42.2.8 Interview Rooms (LE1)	Compliance Verified

Standards	Findings
46 Critical Incidents, Special Operations, and Homeland Security	
46.1.2 All Hazard Plan (LE1)	Compliance Verified
46.1.9 All Hazard Plan Training* (LE1)	Compliance Verified
71 Processing and Temporary Detention	
71.1.1 Designate Rooms or Areas (LE1)	Compliance Verified

Comments:

No report comments provided.

Response from Agency Regarding Findings:

CEO Feedback not provided.

YEAR 2 REMOTE WEB-BASED ASSESSMENT

Compliance Services Member: Danny Messimer

On 5/8/2023, the Year 2 Remote Web-based Assessment of Chesterfield County (VA) Police Department was conducted. The review was conducted remotely and included 75 standards from the CALEA® Standards for Law Enforcement Manual. The following standards were reviewed and the findings are denoted:

Standards	Findings
1 Law Enforcement Role and Authority	
1.1.1 Oath of Office (LE1) (MMMM)	Compliance Verified
1.1.2 Code of Ethics* (LE1) (MMMM)	Compliance Verified
1.2.8 Strip/Body Cavity Search (LE1) (MMMM)	Standard Issue
<p>Notes: ISSUE: - The agency's directive did not address the provisions pertaining to gender identity/expression. It only addressed gender. AGENCY ACTION NEEDED: - It is recommended that the agency include in its directives provisions pertaining to gender identity/expression in relation to strip and body cavity searches. AGENCY ACTION TAKEN: The agency revised its directive during the assessment to provide provisions for officers to follow in conducting strip or body cavity searches in instances involving gender identity/expression. Guidance is provided on how to conduct the searches.</p>	
1.2.9 Biased Policing* (LE1) (MMMM)	Compliance Verified
22 Personnel Management System	
22.1.8 Employee Identification (LE1)	Compliance Verified
22.1.9 Military Deployment and Reintegration (LE1)	Compliance Verified
26 Disciplinary Procedures and Internal Investigations	
26.2.4 Complaint/Commendation Registering Procedures (LE1)	Compliance Verified
26.3.2 CEO, Notification (LE1)	Compliance Verified
26.3.3 Investigation Time Limits (LE1)	Compliance Verified
26.3.5 Notification of Allegations and Rights (LE1)	Compliance Verified
31 Recruitment and Selection	
31.2.1 Recruitment Plan (LE1)	Compliance Verified
33 Training and Career Development	
33.1.5 Remedial Training (LE1)	Compliance Verified
33.1.6 Employee Training Record Maintenance (LE1)	Compliance Verified
33.5.1 Annual In-Service Training Program* (LE1) (M M M M)	Compliance Verified
33.5.3 Accreditation Process Orientation (LE1)	Compliance Verified
33.8.2 Skill Development Training Upon Promotion (LE1)	Compliance Verified
35 Performance Evaluation	

Standards	Findings
35.1.2 Annual Evaluation* (LE1)	Compliance Verified
41 Patrol	
41.2.2 Pursuit of Motor Vehicles* (LE1)	Compliance Verified
41.2.3 Roadblocks and Forcible Stopping* (LE1)	Compliance Verified
41.2.7 Mental Health Issues* (LE1)	Compliance Verified
41.3.2 Equipment Specification/Replenishment (LE1)	Compliance Verified
41.3.5 Protective Vests (LE1)	Compliance Verified
41.3.6 Protective Vests/Pre-Planned, High Risk Situations (LE1)	Compliance Verified
41.3.8 In-Car Audio/Video/Body-Worn (LE1)	Compliance Verified
43 Vice, Drugs, and Organized Crime	
43.1.1 Complaint Management (LE1)	Compliance Verified
44 Juvenile Operations	
44.2.2 Procedures for Custody (LE1)	Compliance Verified
44.2.3 Custodial Interrogation and Interviews (LE1)	Standard Issue
<p>Notes: ISSUE: - The agency's policy was vague on the procedures for non-custodial interviews for juveniles (bullet b). It stated that there are no legal requirements for non-custodial interviews but there were no procedures on how to conduct this type of interview with juveniles. AGENCY ACTION NEEDED: - It is recommended that the agency include in its directives procedures for the non-custodial interview of juveniles. AGENCY ACTION TAKEN: The agency revised its directive during the assessment to include more specific procedures on how to address and conduct non-custodial interviews with juveniles.</p>	
45 Crime Prevention and Community Involvement	
45.2.3 Accreditation Public Comment (LE1) (M M M M)	Compliance Verified
46 Critical Incidents, Special Operations, and Homeland Security	
46.1.1 Planning Responsibility (LE1)	Compliance Verified
46.1.10 Active Threats* (LE1)	Compliance Verified
46.2.7 Special Events Plan (LE1)	Compliance Verified
46.3.2 Hazmat Awareness (LE1)	Compliance Verified
54 Public Information	
54.1.3 Media Access (LE1)	Compliance Verified
61 Traffic	

Standards	Findings
61.1.4 Informing The Violator (LE1)	Compliance Verified
61.1.7 Stopping/Approaching (LE1)	Compliance Verified
61.3.3 Escorts (LE1)	Compliance Verified
61.4.1 Motorist Assistance (LE1)	Compliance Verified
61.4.2 Hazardous Roadway Conditions (LE1)	Compliance Verified
61.4.3 Towing (LE1)	Compliance Verified
70 Detainee Transportation	
70.1.1 Pre-Transport Prisoner Searches (LE1)	Compliance Verified
70.1.7 Procedures, Escape* (LE1)	Compliance Verified
71 Processing and Temporary Detention	
71.2.1 Training of Personnel* (LE1)	Not Applicable by Function
71.3.1 Procedures (LE1)	Not Applicable by Function
71.3.3 Security in Designated Temporary Detention Processing and Testing Rooms/Areas (LE1)	Not Applicable by Function
71.4.1 Physical Conditions (LE1)	Not Applicable by Function
71.4.2 Fire Prevention/Suppression (LE1)	Not Applicable by Function
71.4.3 Inspections* (LE1)	Not Applicable by Function
72 Holding Facility	
72.1.1 Training User Personnel* (LE1)	Not Applicable by Function
72.4.1 Securing Weapons (LE1)	Not Applicable by Function
72.5.3 Sight and Sound Separation (LE1)	Not Applicable by Function
73 Court Security	
73.1.1 Role, Authority, Policies* (LE1)	Not Applicable by Function
73.3.1 Weapon Lockboxes (LE1)	Not Applicable by Function
73.5.12 Securing Weapons (LE1)	Not Applicable by Function
73.5.18 Designated Control Point (LE1)	Not Applicable by Function
82 Central Records	
82.2.3 Case Numbering System (LE1)	Compliance Verified
82.3.4 Traffic Citation Maintenance (LE1)	Compliance Verified
83 Collection and Preservation of Evidence	
83.1.1 24-Hour Availability (LE1)	Compliance Verified
83.2.4 Equipment and Supplies (LE1)	Compliance Verified
83.2.6 Report Preparation (LE1)	Compliance Verified

Standards	Findings
84 Property and Evidence Control	
84.1.2 Storage and Security (LE1)	Compliance Verified
84.1.3 Temporary Security (LE1)	Compliance Verified
84.1.4 Security of Controlled Substances, Weapons for Training (LE1)	Compliance Verified
84.1.5 Records, Status of Property (LE1)	Compliance Verified
84.1.6 Inspections and Reports* (LE1)	Compliance Verified
91 Campus Law Enforcement	
91.1.1 Risk Assessment and Analysis* (LE1)	Not Applicable by Function
91.1.3 Campus Background Investigation (LE1)	Not Applicable by Function
91.1.4 Campus Security Escort Service (LE1)	Not Applicable by Function
91.1.5 Emergency Notification System (LE1)	Not Applicable by Function
91.1.6 Behavioral Threat Assessment (LE1)	Not Applicable by Function
91.1.7 Security Camera Responsibilities* (LE1)	Not Applicable by Function
91.1.8 Emergency Only Phones and Devices* (LE1)	Not Applicable by Function
91.1.9 Administrative Investigation Procedures (LE1)	Not Applicable by Function
91.2.1 Agency Role and Responsibilities (LE1)	Not Applicable by Function
91.3.1 Agency Role and Responsibilities* (LE1)	Not Applicable by Function
91.4.1 Position Responsible for Clery Act* (LE1)	Not Applicable by Function

Comments:

Area of Interest: Community Engagement

This area of interest is a critical area of performance and was suggested as an area to review by the agency and agreed upon by the Compliance Services Member. An interview was conducted with Lt. David Samuels. The agency's community engagement process is a problem-solving partnership with the community for the purpose of crime prevention. The agency's directives identify the need for officers to establish effective contacts with the community members for the purpose of educating the public in the programs, strategies, and practices of the agency in their efforts to affect crime within the county. The processes established by the agency direct the Community Engagement Unit to establish partnerships through various programs to not only to affect crime but to assist in resolving community issues and identify problems that are concerning to the community.

There are currently fourteen sworn officers, two Sergeants, and two Civilians assigned to the Community Engagement Unit who coordinate the various programs and associations within the county to include approximately 500 neighborhood watch communities. The unit currently is working on improving the participation in the watch program because priorities within the community have shifted and people are not stepping into the roles needed for the neighborhood watch programs. The agency has evaluated programs and does not wish to eliminate them but to revitalize the programs and repurpose them to fit the current needs of the residents within the neighborhoods. The agency conducts several citizen academies and has expanded the academies to locations outside of the police building. The agency recently conducted a Hispanic citizens academy which was the largest academy attendance they have had with this program. The academy was sponsored and held at a local church. Other programs utilized by the agency

include Senior day, National Night Out, and project lifesaver. The agency operates with multi-family housing communities to reduce and prevent crime. Apartment managers have the opportunity to complete on-line crime prevention classes and can have unit members come to their complexes to conduct CPTED surveys. If these two actions are completed along with meeting with the assigned officer to their area, the apartment complex can receive a crime prevention certification from the police department.

Supervisors have the responsibility of analyzing the effectiveness of the program in relation to the reduction of crime in a specific area. A supervisor is required to be present at all events held by the agency. Supervisors review all daily reports of the agency pertaining to crime reporting to talk to the different communities to determine what can be accomplished to affect the reported crime. Training for unit members is conducted through on the job training by partnering new members with existing unit members to provide guidance and mentoring on the responsibilities of the unit.

The unit does conduct community surveys, but that process is being replaced by a program called SPIDR which is operated by the Real Time Crime Unit. The program is a survey tool which is sent to citizens cellphones after the officers have handled their reported need. It allows the citizens to provide comment on the services provided and allows for the citizen to arrange follow-ups if necessary. The system also allows communications to the citizens if the officer is delayed to their call. The process has about a 21% participation rate and approximately 92% satisfaction rate with the services provided by the agency.

Area of Interest: Internal Affairs

Summary of Review

This area of interest is a critical area of performance and was suggested as an area to review by the agency and agreed upon by the Compliance Services Member. An interview was conducted with Captain Randy Horowitz and Lt. Jessica Sidell. The internal affairs function is important for the maintenance of professional conduct in a law enforcement agency. The processes deployed by the agency ensure the integrity of its operations and personnel and are based on best practices. The agency investigates all allegations of misconduct. The agency's written directive allows the agency to respond to allegations of improper actions and violations of policy to determine if agency members are adhering to their code of conduct and behavior. The agency's investigative process is effective in supporting and controlling investigations. The inspector of Internal Affairs will prepare a weekly report to keep the Chief of Police and the command staff apprised of all internal investigations. If the complaint involves a criminal allegation, the inspector will notify the Chief of Police immediately upon receipt.

The agency makes available to the public various methods of filing a complaint with the agency. Complaints can be filed on-line, email, at central headquarters, or through road supervisors. Supervisors have the responsibility of when receiving complaints, to enter them into the agency's online platform for complaints, documentation, and oversight. All complaints, whether internal or external, are reviewed by the Lieutenant in Internal Affairs for review and then assigned to an investigator after preliminary data gathering for the case. Investigators have two weeks to complete investigations and upon completion, complete a report detailing the investigation and its conclusion. The report is reviewed by the Lieutenant and Major and if in agreement with the findings, the results of the investigation are forwarded to the officer's Captain who along with the Inspector of Internal Affairs determine the level of disciplinary action. Personnel who are subject to an Internal Affairs investigation are called into the Office of Professional Standards (OPS) and notified of the alleged violations and advised of their rights relative to the investigation. In the State of Virginia, personnel are not permitted to have counsel present during any questioning. Garrity rights are provided at the time of the notification of the investigation.

Training on the agency's internal investigation process is provided to all sworn personnel in the basic law enforcement training by members from OPS. Refresher training is provided to supervisors in their first line supervisor course. Additional training has been provided to agency members on the agency's procedures and processes involving officer

involved shootings. The Police Emergency Response Team, which includes both SWAT and Hostage Negotiators, have received additional training on the processes involving internal investigations as they pertain to officer involved shootings. An annual analysis is conducted on the agency's internal affairs process and is provided to the agency and the public through their department's annual report.

Area of Interest: Information Systems (Real Time Crime Center)

Summary of Review

This area of interest is an area of performance and was suggested as an area to review by the agency and agreed upon by the Compliance Services Member. An interview was conducted with Captain Mark Haynes. The agency's Real Time Crime Center is a unit that has been under development since October 2022. The agency is developing their process and procedures while exploring operational activities involving technology to provide real time intelligence to responding officers and in the investigations of criminal activity. This process is also capable of being utilized during critical incidents. A written directive has been composed and is in the approval process.

The need for this system is the result of a combination of factors. The agency was seeking a more efficient way to police, modernize their approach, and leverage technology as a force multiplier to preserve life and protect the vulnerable which is part of their goals. The agency realized that if someone brought a stolen vehicle into the county's jurisdiction it is likely that the vehicle would be used in the commission of a crime. The agency wanted to conduct police operations surgically, without undo impact on the community and prevent the over policing of the community.

The process is designed to function utilizing video feeds from various private and law enforcement camera systems to capture information as it occurs that can be relayed to officers or investigators who are on active scenes or responding to the commission of a criminal act. Fixed position License Plate Readers (LPR) have been placed throughout the jurisdiction and are monitored by analysts in the Real Time Crime Center. Though a final analysis of the data has not been completed, preliminary results have been positive in which 114 stolen vehicles have been identified and recovered and the center has been able to assist in 10 homicides utilizing LPR technology. The information obtained through the Real Time Center has resulted in over 300 felony charges being placed against individuals.

All access to private business camera systems has been accomplished through the agency's program on connectchesterfield.com. Businesses can register and grant live feed access to their camera systems. This has been a positive influence within the business community. Private residents can register their camera systems which allows them to send to the police department data captured by their personnel cameras. There are no live feeds on the cameras belonging to private residents. Training has been provided to all personnel through roll call and in-service training sessions. Additional training is provided to individuals who need access to the LPR systems. The unit is not fully staffed at this time and is only currently operating during the test period Monday through Friday 8:00 am to 4:30 pm. The unit will be expanded once it is fully operational when their building remodel is complete. The unit will consist of eight analysts, four officers, and one Sergeant who will have the responsibility of conducting the day-to-day operations of the unit. Additional responsibilities for the Sergeant's position involve the deployment of cameras and connections to the center and their approval, maintenance of the systems, and audits of the camera system.

Area of Interest: Property and Evidence

Summary of Review

This area of interest is a critical area of performance and was suggested as an area to review by the agency and agreed upon by the Compliance Services Member. An interview was conducted with Michelle Mason the property administrator. The processes deployed by the agency clearly define the agency's operations in developing and maintaining strict measures for the receipt, handling, security, and disposition of property. The agency's written directives are based on best practices of property and evidence procedures and provide a process and guidelines which

are effective in supporting and controlling all property coming into its control and custody. These guidelines protect the integrity of the evidence, the chain of custody, and all personnel and the agency. No supervisory action is required by the agency when evidence is submitted but is required during the process involving the final disposition of property.

All property and evidence are to be recorded and placed under the control of the property and evidence function by the end of the officer's shift. The collected evidence is packaged by the officers in the designated workrooms and placed in a temporary evidence locker which empties into the evidence room. Evidence is tracked and accounted for through a bar coding system and assigned a storage location within the evidence room to reflect the status of the property. Once received by the property function, the property is checked for proper labeling and packaging. If an error is detected in the recording or packaging of evidence, an email is sent to an officer describing the error committed and what is needed to rectify the error. Property designated as being high risk is placed in separate locations within the evidence room. There are separate rooms for both guns and drugs. Cash and jewelry are kept secure in a different system. Whenever money is deposited into evidence, the agency's process requires a two person signature. If cash deposits are a large amount, evidence personnel are available to be called in by the officer's supervisor. Evidence is tracked and documented each time the evidence is moved from its storage location whether it is for court, destruction, or the lab. Any evidence needing additional examination will be taken to the crime lab on either Tuesday or Thursday of each week. The appropriate documentation accompanies the evidence to the crime lab. Annually, the evidence administrator sends officers notices of all evidence they have entered to verify the disposition of the property on whether it is to be held, returned to owner, or destroyed. The agency has to obtain approval for destruction from the Commonwealth Attorney for all felony cases. Misdemeanor cases can be destroyed upon approval by the command staff. Training is provided to all personnel during their recruit training phase on the collection, labeling, packaging, and recording of property into evidence by the property administrator and the forensic technicians.

The agency conducts all the required audits, inspections, and inventories on the items under the control of the evidence function to ensure the integrity of the property system and for accountability of property. The property room is inspected to ensure it is being maintained in a clean and orderly fashion, and that agency orders or directives concerning the property management system are being followed. Inspections also ensure that property is being protected from damage or deterioration, that proper accountability procedures are being maintained, and that property having no further evidentiary value is being disposed of within the required time periods. No discrepancies have been discovered in the evidence inspections or audits.

Findings:

The agency is in compliance with all standards pertaining to their selected areas of interest for this assessment. The agency utilized several processes within their directives that meet accreditation standards. The agency has developed effective systems that are supportive of agency policy to train personnel, enable operations, manage performance of personnel in accomplishing tasks, review conditions to ensure compliance with policies and standards, and report findings through the chain of command that allows for data collection and analysis of the data for review.

The agency's effort in providing law enforcement services to their community exceeds the level of accreditation that they are required to meet. Each member interviewed during the year two annual assessment demonstrated a knowledgeable understanding of the agency's policies and processes as they apply to their area of operation and responsibility. Multiple standards pertaining to the areas of focus were reviewed during the assessment and were all found to be in compliance with the standards.

The agency had two standards that required revisions to their directives in order to meet the standard.

Summary of Public Information Portal Feedback

The Public Information Portal was set up by the agency after being made available by CALEA. At the end of year two annual assessment, the agency received one comment pertaining to use of force reporting not being completed by the

agency. The agency has shown compliance with the use of force reporting standards.

A review of agency provided statistical tables to account for accuracy and variations in reporting:

The data tables provided by the agency are complete and consistent with the established reporting parameters. There were no noted anomalies in the data tables.

Compliance Data Summary:

Statistical data on compliance with applicable standards to ensure that the agency complies within the identified limits:

Number of Interviews Conducted: 5

Compliance Services Member Name: Danny Messimer

Assessment Start and End Dates: 04/28/23-05/06/23

Mandatory (M) Compliance: 147

Other-Than-Mandatory (O) Compliance: N/A

Standards Issues: 2

Waiver: 0

(O) Elect 20%: N/A

Not Applicable: 34

Total: 183

Percentage of applicable other-than-mandatory standards: N/A

Notes: The agency has in compliance 49 standards that were reviewed during year two assessment. The agency categorized 34 standards as not applicable by function. Twenty-four of the not applicable by function standards were verified during this assessment. The agency is a Tier 1 Law Enforcement agency.

Findings

Public Portal Summary

Statistical Data Tables

Response from Agency Regarding Findings:

CEO Feedback not provided.

YEAR 3 REMOTE WEB-BASED ASSESSMENT

Compliance Services Member: William Buckbee (CSM)

On 3/21/2024, the Year 3 Remote Web-based Assessment of Chesterfield County (VA) Police Department was conducted. The review was conducted remotely and included 81 standards from the CALEA® Standards for Law Enforcement Manual. The following standards were reviewed and the findings are denoted:

Standards	Findings
1 Law Enforcement Role and Authority	
1.2.1 Legal Authority Defined (LE1) (MMMM)	Compliance Verified
1.2.3 Compliance with Constitutional Requirements (LE1) (MMMM)	Compliance Verified
1.2.4 Search and Seizure (LE1) (MMMM)	Compliance Verified
1.2.5 Arrest with/without Warrant (LE1) (MMMM)	Compliance Verified
1.2.8 Strip/Body Cavity Search (LE1) (MMMM)	Compliance Verified
Notes: FOLLOW UP: The agency's written directives continue to be in compliance with this standard. There were no instances of strip/body cavity searches the past year and so no proofs were available.	
3 Contractual Agreements for Law Enforcement Services	
3.1.1 Written Agreement for Services Provided (LE1) (MMMM)	Compliance Verified
4 Use of Force	
4.1.6 Vascular Neck Restrictions (LE1) (MMMM)	Not Applicable by Function
4.2.2 Written Use of Force Reports and Administrative Review* (LE1) (MMMM)	Compliance Verified
4.2.4 Analyze Reports* (LE1) (MMMM)	Compliance Verified
4.3.3 Annual/Biennial Proficiency Training* (LE1) (MMMM)	Compliance Verified
11 Organization and Administration	
11.1.1 Description of Organization (LE1) (MMMM)	Compliance Verified
11.3.1 Responsibility/Authority (LE1)	Compliance Verified
12 Direction	
12.1.2 Command Protocol (LE1)	Compliance Verified
12.2.1 The Written Directive System (LE1)	Compliance Verified
15 Planning and Research, Goals and Objectives, and Crime Analysis	
15.2.1 Annual Updating/Goals and Objectives* (LE1)	Compliance Verified
22 Personnel Management System	
22.1.3 Benefits Program (LE1)	Compliance Verified
22.2.2 General Health and Physical Fitness (LE1)	Compliance Verified
22.2.5 Extra-Duty Employment (LE1)	Compliance Verified

Standards	Findings
26 Disciplinary Procedures and Internal Investigations	
26.1.4 Disciplinary System (LE1)	Compliance Verified
33 Training and Career Development	
33.4.1 Recruit Training Required (LE1)	Compliance Verified
33.4.3 Field Training Program (LE1) (M M M M)	Compliance Verified
33.4.4 Limited Function Alternate Training Requirements (LE1) (M M M M)	Compliance Verified
33.6.2 Tactical Team Training Program (LE1)	Compliance Verified
41 Patrol	
41.2.1 Responding Procedures (LE1)	Compliance Verified
41.2.5 Missing Persons (LE1)	Compliance Verified
41.2.6 Missing Children (LE1)	Compliance Verified
41.2.8 Administration of Pharmaceuticals (LE1)	Compliance Verified
43 Vice, Drugs, and Organized Crime	
43.1.5 Covert Operations (LE1)	Compliance Verified
44 Juvenile Operations	
44.1.1 Juvenile Operations Policy (LE1)	Compliance Verified
44.2.3 Custodial Interrogation and Interviews (LE1)	Compliance Verified
<p>Notes: FOLLOW UP: The agency's written directive continues to be compliant with the standard and proof of non-custodial interviews of juvenile were provided for this review year.</p>	
45 Crime Prevention and Community Involvement	
45.2.3 Accreditation Public Comment (LE1) (M M M M)	Compliance Verified
46 Critical Incidents, Special Operations, and Homeland Security	
46.1.2 All Hazard Plan (LE1)	Compliance Verified
46.1.3 Command Function* (LE1)	Compliance Verified
46.1.4 Operations Function (LE1)	Compliance Verified
46.1.5 Planning Function (LE1)	Compliance Verified
46.1.6 Logistics Function (LE1)	Compliance Verified

Standards	Findings
<p>46.1.9 All Hazard Plan Training* (LE1)</p> <p>Notes: ISSUE: This standard requires a written directive that provides for documented biennial training consisting of a tabletop or full-scale exercise to assess the agency's capabilities with the All Hazards Plan and the Incident Command System. AGENCY ACTION NEEDED: The agency provided proof of conducting a full scale exercise with the ICS and all hazards elements included, but the written directive does not have language requiring such an exercise. The agency should provide a written directive compliant with the standard or revise an existing policy to be compliant. AGENCY ACTION TAKEN: The agency revised their existing policy, 2.2.11 - Major Incidents/Events and ICS, to add the required language.</p>	<p>Standard Issue</p>
<p>46.1.13 Continuity of Operations Plan (LE1) (M M M M)</p>	<p>Compliance Verified</p>
<p>61 Traffic</p>	
<p>61.1.10 DUI Procedures (LE1)</p>	<p>Compliance Verified</p>
<p>70 Detainee Transportation</p>	
<p>70.1.2 Searching Transport Vehicles (LE1)</p>	<p>Compliance Verified</p>
<p>70.1.8 Notify Court of Security Risk (LE1)</p>	<p>Compliance Verified</p>
<p>70.2.1 Detainee Restraint Methods (LE1)</p>	<p>Compliance Verified</p>
<p>71 Processing and Temporary Detention</p>	
<p>71.1.1 Designate Rooms or Areas (LE1)</p>	<p>Compliance Verified</p>
<p>71.2.1 Training of Personnel* (LE1)</p> <p>Notes: ISSUE: The agency has a DUI testing room for individuals arrested for driving under the influence. This standard requires that "personnel charged with monitoring temporarily detained individuals in the facility are provided initial training on the use of the temporary detention room(s) or area(s) and in-service training at least once every four years." The agency provided some proof of training in detainee transportation for initial training that was not applicable to this standard but nothing for the four year requirement. AGENCY ACTION NEEDED: The agency should provide proof of initial and four year training applicable to this standard and the operation of their DUI testing area. AGENCY ACTION TAKEN: The CSM met with the accreditation manager and training personnel to discuss the needed training. The agency indicated that it would develop this training but it was still pending upon close of the assessment period.</p>	<p>Standard Issue</p>
<p>71.3.3 Security in Designated Temporary Detention Processing and Testing Rooms/Areas (LE1)</p>	<p>Compliance Verified</p>
<p>71.4.1 Physical Conditions (LE1)</p>	<p>Not Applicable by Function</p>
<p>71.4.2 Fire Prevention/Suppression (LE1)</p>	<p>Not Applicable by Function</p>
<p>71.4.3 Inspections* (LE1)</p>	<p>Not Applicable by Function</p>
<p>72 Holding Facility</p>	
<p>72.1.1 Training User Personnel* (LE1)</p>	<p>Not Applicable by Function</p>
<p>72.4.1 Securing Weapons (LE1)</p>	<p>Not Applicable by Function</p>
<p>72.5.3 Sight and Sound Separation (LE1)</p>	<p>Not Applicable by Function</p>
<p>73 Court Security</p>	

Standards	Findings
73.1.1 Role, Authority, Policies* (LE1)	Not Applicable by Function
73.3.1 Weapon Lockboxes (LE1)	Not Applicable by Function
73.4.2 External Communications (LE1)	Not Applicable by Function
73.5.12 Securing Weapons (LE1)	Not Applicable by Function
73.5.18 Designated Control Point (LE1)	Not Applicable by Function
74 Legal Process	
74.1.1 Information, Recording (LE1)	Compliance Verified
81 Communications	
81.2.1 24 Hour, Toll-Free Service (LE1)	Compliance Verified
81.2.2 Continuous, Two-Way Capability (LE1)	Compliance Verified
81.2.3 Recording Information (LE1)	Compliance Verified
81.2.4 Radio Communications Procedures (LE1)	Compliance Verified
81.2.5 Access to Resources (LE1)	Compliance Verified
81.2.6 Calls for Service Information Victim/Witness Calls (LE1)	Compliance Verified
81.2.7 Recording and Playback (LE1)	Compliance Verified
81.2.10 Emergency Messages (LE1)	Compliance Verified
81.2.11 Misdirected Emergency Calls (LE1)	Compliance Verified
81.2.13 First Aid Over Phone (LE1)	Compliance Verified
81.3.1 Communications Center Security (LE1)	Compliance Verified
81.3.2 Alternate Power Source* (LE1)	Compliance Verified
82 Central Records	
82.1.6 Computer File Backup and Storage* (LE1)	Compliance Verified
91 Campus Law Enforcement	
91.1.1 Risk Assessment and Analysis* (LE1)	Not Applicable by Function
91.1.3 Campus Background Investigation (LE1)	Not Applicable by Function
91.1.4 Campus Security Escort Service (LE1)	Not Applicable by Function
91.1.5 Emergency Notification System (LE1)	Not Applicable by Function
91.1.6 Behavioral Threat Assessment (LE1)	Not Applicable by Function
91.1.7 Security Camera Responsibilities* (LE1)	Not Applicable by Function
91.1.8 Emergency Only Phones and Devices* (LE1)	Not Applicable by Function
91.1.9 Administrative Investigation Procedures (LE1)	Not Applicable by Function
91.2.1 Agency Role and Responsibilities (LE1)	Not Applicable by Function

Standards	Findings
91.3.1 Agency Role and Responsibilities* (LE1)	Not Applicable by Function
91.4.1 Position Responsible for Clery Act* (LE1)	Not Applicable by Function

Comments:

No report comments provided.

Area of Interest: Recruit Training

Captain Brad Connor was interviewed for this area of interest. He has been with the agency for 24 years and was assigned to the training academy as Academy Director in June 2023. The agency rotates the assignment of captains every two to three years to broaden their knowledge of the different operational and administrative components and to bring a “fresh set of eyes” to the divisions.

The agency's written directive pertinent to this area of interest and related standards is the Training Division standard operating procedure (SOP). The 47 pages long directive was last revised February 14, 2023, and references standards throughout wherever they are applicable to the described topic. The agency has five employees assigned full-time to the academy and uses a variety of other employees with certifications as subject matter experts in a variety of disciplines. The agency does use some subject matter experts contracted from outside the agency when required. The agency conducts three basic academies a year for agency recruits only.

The state’s training authority, the Virginia Department of Criminal Justice Services establishes training objectives and currently requires the academies to develop curriculum to achieve them. The final exam requires recruits to pass with correctly identifying 100% of the student objectives. Developing their own lesson plans permits the agency to expand on the state objectives and instruct on additional material that serves the agency’s mission, such as policies and procedures. The agency provides about 1300 hours of instruction, which is three times the amount required to just teach the state required material. The academy also manages the field training officer (FTO) program which is an additional 400 hours of on-the-job instruction. Each academy averages 12-20 recruits, the current academy has 15. The operation of an academy is expensive so the agency must evaluate the cost effectiveness of scheduling one with few recruits.

The agency has hired a retired officer to serve in a position specifically responsible for reviewing and updating lesson plans. Part of his job is to ensure that state objectives are met, the plan is compliant with agency policies and procedures, law, and best practices. He reaches out to the instructors before each academy to see if they desire any changes to lesson plans. He revises lesson plans as needed and forwards them to Captain Connor for approval. Captain Connor meets with staff weekly to assess academy conduct, and the size of the staff is convenient for frequent informal discussion about activities.

The combination of the FTO program with the recruit academy also permits more robust feedback on the effectiveness of the basic academy curriculum vis-à-vis actual performance on the job. If policy and procedure require revision, that would come from the cadre's consultation with Captain Connor with recommendations referred to the chain of command for approval.

Area of Interest: Use of Force

Lt. Russ Granderson and Sgt. Sean Michaux were interviewed for this area of interest.

The agency’s applicable written directive is 2.2.02 - Use of Force was last reviewed January 12, 2023. The policy references Chapter 4 standards. The agency had 680 uses of force contrasted with 106,388 total calls for service.

The agency provides thorough training on force issues, emphasizing practical training that practices decision-making and de-escalation. Sgt. Michaux said that there was a decrease in electronic control weapons (ECW) applications and a commensurate increase in OC aerosol application that they believe demonstrates that officers have improved decision-making on the proper application of force techniques to a given situation and the level of resistance encountered.

The academy director, several commanders, the accreditation manager, lead instructors, and a representative from the county's attorney's office meet annually to ensure consistency between the basic academy and in-service training related to use of force.

The agency uses a software application to report uses of force. Use of Force Reports are sent to their direct supervisor even if they are working an assignment different than the usual chain of command. Each officer who uses force on the same suspect or multiple suspects submits their own Use of Force Report referencing the same incident number. Officers also submit an incident report detailing the circumstances of the force incident but are cautioned not to copy and paste narratives. Officers shall also place markers on their body worn camera (BWC) footage to facilitate review of the force incident. Use of Force reports are reviewed by three levels of supervision before the Office of Professional Standards conducts a final review. An internal affairs investigation is conducted if necessary.

Force incidents are reviewed per incident, weekly, quarterly, and annually. This comprehensive level of review and evaluation permits the agency to react quickly to address employee conduct, policy, and procedures relevant to the proper use of force. The annual analysis required by standards is distributed to command staff, supervisors, and the training academy. The quarterly evaluation is sent to the academy and used in curriculum on force topics. This data is also part of the agenda of the Chief's weekly meetings. All these activities facilitate a consistent review, and revision, when necessary, of policies and procedures concerning the use of force.

Area of Interest: Missing Persons and Juveniles

The interviewees for this area of interest was Sgt. Rod Brown and Sergeant Winfred Lewis, members of the agency's Criminal Investigation Division (CID). Their unit in the CID focuses on vulnerable populations including missing persons and juveniles (hereafter called missing persons). The unit also includes two community outreach officers and a domestic violence coordinator.

The agency's written directive for this area of interest is 2.3.06 - Missing Persons and Runaway Investigations last reviewed December 4, 2021. The agency requires their officers to receive training from the National Center for Missing & Exploited Children (NCMEC).

When a missing person is reported the call-taker begins the initial investigation by requesting information from a battery of questions developed in part to assess risk factors. The preliminary investigation by the responding officer includes additional inquiries. If the child is 13 years of age or younger the immediate supervisor is notified. Other risk factors are included with age. The supervisor will refer such cases to the CID. If a child is suspected of being a runaway, Form SP (State Police)183 is completed and sent to the state police. The agency transmits a be-on-the-lookout (BOLO) message to all agency MDTs, If the child is school-aged then the specific school resource officer (SRO) is contacted and may be assigned the follow-up due to their familiarity with the person and their friends. Patrol officers and SROs continue follow-up activities. Absent elevated risk factors the CID will assume investigative responsibilities if the child is not identified in 14 days. Similar procedures are used for adults and for special needs victims, like those suffering from Alzheimer's disease. The agency has about 500 missing persons reports a year, with about half comprising juvenile runaways that return home within 48 hours. Ninety-five percent of the remaining cases are assigned to the CID.

If a missing person is assessed to be in danger 3-4 detectives will be assigned with additional resources to elevate the investigation. Detectives have travelled out-of-state to retrieve missing juveniles and it is not uncommon to travel in-state for that purpose. In situations where protocols do not call for additional resources to be deployed the agency will re-evaluate because they feel accountable to public opinion and concerns.

The two sergeants review policy and procedure often and have made recommendations for revision to meet changing best practices. Every case is treated with “due diligence” and a desire to bring closure to families affected by a missing person, preferably in a positive way. Although the agency uses good practices recommended by NCMEC they recognize every case has its own circumstances and unique risks and are willing to adapt to meet challenges and change to be effective and compassionate.

Area of Interest: SWAT Team

Lt. Gary McGregor was interviewed about this area of interest. He has been with the agency for 24 years and has been the team commander for seven years.

The written directive pertinent to this area of interest is SOP Swat Team, last revised July 25, 2023. The policy references the applicable standards in chapters 33, 41, and 46. The team has an authorized strength of 30 officers. There are two squads designated Green and Gold. The team is not full-time and relies upon the staff size to assemble the necessary officers when deployment is required. The team also responds to support special events, civil disturbances, and VIP security.

The agency has a selection process for adding new members that includes a physical fitness test, a range qualification session, and an assessment of a candidate's mental and physical qualifications, and decision-making. An oral board follows comprised of Lt. McGregor, and the two squad leaders. The agency conducts its own SWAT basic school with in-house instructors. New members are assigned a mentor to assist them in acclimating to the team and adjusting to its activities and expectations. This mentoring process includes an “FTO” booklet that must be completed within eight months. SWAT members must complete 16 hours of training a month and 192 hours a year. The team participates in large scenario-based training in April and October. The team also has 18 tactical medics to provide medical support to the team and the public. The team also trains with the State Police, Chesterfield Fire Department, and the Sheriff's Office.

Every call requires an operations plan with an after-action report (AAR) upon its conclusion. The AAR is useful in assessing the SWAT team's deployments, evaluating performance, and contributing to improvements. Besides the AAR, the team conducts a debrief at the conclusion of a deployment that permits all members to voice their opinions on the conduct of the operation. Equipment, practices, and procedures are evaluated monthly during scheduled training. Lt. McGregor reports to a captain and meets with him frequently to discuss the needs of the team. Any revision to policy and procedure, or additional expenses needed to support the team, would channel through the captain up the chain of command for approval.

Findings

The agency promulgates a variety of written directives in the form of policies, standard operating procedures, and manuals as suitable for their function. These written directives specifically reference standards throughout where they are pertinent to the topic discussed. The agency reviews written directives frequently, with intent and during other processes like force reviews, training, and after-action reports. The catalyst for reviewing policy or procedure can and does come from any level of the organization and recommended revisions are vetted, approved, and authorized by the chain of command. The agency ensures that they have well-trained staff, many of whom could be considered subject matter experts, and they include such personnel in their review and evaluation processes.

The agency demonstrates effective management and supervision. The agency has specialized units, such as the criminal investigation division, which is organized into sub-units, such as the one addressing vulnerable populations, or the training academy cadre, and the SWAT team. Each unit receives training to support its function and is supervised by experienced employees with an effective span of control. The span of control allows for effective feedback on the efficacy of training, policy, and procedure for the activities involved. This feedback is provided formally by meetings, and ad hoc after events and incidents have concluded.

The interviewees discussed engaging in debriefs after SWAT mobilizations, academy classes, and missing persons investigations. The intent of these various evaluations and analyses is continuous improvement to performance with outcomes that necessarily include the revision of policy and processes.

Public Portal Summary

The Public Information Portal was set up by the agency after being made available by CALEA. At the end of the third year assessment the agency received one comment from the public portal. The commenter made a complaint with no factual details that accused the agency of “weaponizing against” them. The agency responded to the email provided with no response and did a review of their records and activities and could find nothing that would correlate with the allegation.

Statistical Data Tables

The data tables provided by the agency are complete and consistent with the established reporting parameters. There were no noted anomalies in the data tables. However the agency reports that their Automation Unit has experienced discrepancies when reporting gender custodial arrest information due to recently transitioning from one report management system to another. This technical issue had not been resolved by the conclusion of the third year review. Custodial arrest information is not available.

Summary:

Number of Interviews Conducted: 6

Compliance Services Member(s): William Buckbee (CSM)

Web-Based Assessment Start Date: 03/08/2024

Web-Based Assessment End Date: 03/16/2024

Standards Issues	2
Waiver	0
Applicable Mandatory (M)	160
Applicable Other-Than-Mandatory (O)	0
Not Applicable	23
Total:	183
Elect 20% (O)	0

Percentage of applicable other-than-mandatory standards: %

Response from Agency Regarding Findings:

CEO Feedback not provided.

YEAR 4 REMOTE WEB-BASED ASSESSMENT

Compliance Services Member: Jay Murphy (CSM)

On 10/23/2024, the Year 4 Remote Web-based Assessment of Chesterfield County (VA) Police Department was conducted. The review was conducted remotely and included 69 standards from the CALEA® Standards for Law Enforcement Manual. The following standards were reviewed and the findings are denoted:

Standards	Findings
1 Law Enforcement Role and Authority	
1.1.2 Code of Ethics* (LE1) (MMMM)	Compliance Verified
1.2.9 Biased Policing* (LE1) (MMMM)	Compliance Verified
1.2.10 Duty to Intervene (LE1) (MMMM)	Compliance Verified
4 Use of Force	
4.1.1 Use of Reasonable Force (LE1) (MMMM)	Compliance Verified
4.1.2 Use of Deadly Force (LE1) (MMMM)	Compliance Verified
4.1.4 Use of Authorized Less Lethal Weapons (LE1) (MMMM)	Compliance Verified
4.1.5 Rendering Medical Aid Following Police Actions (LE1) (MMMM)	Compliance Verified
4.1.6 Vascular Neck Restrictions (LE1) (MMMM)	Not Applicable by Function
4.1.7 Choke Holds (LE1) (MMMM)	Compliance Verified
4.2.1 Reporting Uses of Force* (LE1) (MMMM)	Compliance Verified
4.2.3 Removal from Line of Duty Assignment (LE1) (MMMM)	Compliance Verified
4.3.1 Authorization: Weapons and Ammunition (LE1) (MMMM)	Compliance Verified
4.3.2 Demonstrating Proficiency with Weapons (LE1) (MMMM)	Compliance Verified
4.3.4 Prerequisite to Carrying Lethal/Less Lethal Weapons (LE1) (MMMM)	Compliance Verified
11 Organization and Administration	
11.3.3 Notify CEO of Incident with Liability (LE1)	Compliance Verified
12 Direction	
12.2.2 Dissemination and Storage (LE1)	Compliance Verified
15 Planning and Research, Goals and Objectives, and Crime Analysis	
15.2.1 Annual Updating/Goals and Objectives* (LE1)	Compliance Verified
21 Classification and Delineation of Duties and Responsibilities	
21.2.2 Job Description Maintenance and Availability* (LE1) (M M M M)	Compliance Verified
22 Personnel Management System	
22.1.5 Victim Witness Services/Line of Duty Death (LE1)	Compliance Verified

Standards	Findings
26 Disciplinary Procedures and Internal Investigations	
26.1.3 Harassment (LE1)	Compliance Verified
26.2.1 Complaint Investigation (LE1)	Compliance Verified
31 Recruitment and Selection	
31.2.1 Recruitment Plan (LE1)	Compliance Verified
31.5.7 Emotional Stability/Psychological Fitness Examinations (LE1)	Compliance Verified
33 Training and Career Development	
33.1.5 Remedial Training (LE1)	Compliance Verified
33.4.2 Recruit Training Program (LE1)	Compliance Verified
33.5.1 Annual In-Service Training Program* (LE1) (M M M M)	Compliance Verified
35 Performance Evaluation	
35.1.2 Annual Evaluation* (LE1)	Compliance Verified
35.1.9 Personnel Early Intervention System* (LE1)	Compliance Verified
40 Crime Analysis and Intelligence	
40.2.3 Criminal Intelligence Procedures* (LE1)	Compliance Verified
41 Patrol	
41.1.5 Police Service Canines (LE1)	Compliance Verified
41.2.2 Pursuit of Motor Vehicles* (LE1)	Compliance Verified
41.2.3 Roadblocks and Forcible Stopping* (LE1)	Compliance Verified
41.2.7 Mental Health Issues* (LE1)	Compliance Verified
42 Criminal Investigation	
42.1.3 Case File Management (LE1)	Compliance Verified
42.1.6 Exculpatory Evidence (LE1) (M M M M)	Compliance Verified
42.2.1 Preliminary Investigations Steps (LE1)	Compliance Verified
42.2.6 Informants (LE1)	Compliance Verified
42.2.8 Interview Rooms (LE1)	Compliance Verified
44 Juvenile Operations	
44.2.1 Handling Offenders (LE1)	Compliance Verified
44.2.2 Procedures for Custody (LE1)	Compliance Verified
45 Crime Prevention and Community Involvement	
45.2.3 Accreditation Public Comment (LE1) (M M M M)	Compliance Verified
46 Critical Incidents, Special Operations, and Homeland Security	

Standards	Findings
46.1.1 Planning Responsibility (LE1)	Compliance Verified
46.1.7 Finance/Administration Function (LE1)	Compliance Verified
46.1.9 All Hazard Plan Training* (LE1) Notes: FOLLOW-UP: Prior amendments remain in place. Tabletop was conducted in 2023 with the next one scheduled for 2025.	Compliance Verified
46.1.10 Active Threats* (LE1)	Compliance Verified
46.2.7 Special Events Plan (LE1)	Compliance Verified
46.3.2 Hazmat Awareness (LE1)	Compliance Verified
61 Traffic	
61.1.2 Uniform Enforcement Procedures (LE1)	Compliance Verified
61.1.5 Uniform Enforcement Policies (LE1)	Compliance Verified
61.3.2 Direction/Control Procedures (LE1)	Compliance Verified
70 Detainee Transportation	
70.1.1 Pre-Transport Prisoner Searches (LE1)	Compliance Verified
70.1.6 Procedures, Transport Destination (LE1)	Compliance Verified
70.1.7 Procedures, Escape* (LE1)	Compliance Verified
70.4.2 Rear Compartment Modifications (LE1)	Compliance Verified
71 Processing and Temporary Detention	
71.2.1 Training of Personnel* (LE1) Notes: FOLLOW-UP: The agency modified its Arrest/Prisoner Transport policy to include this training. Training was provided as required.	Compliance Verified
81 Communications	
81.3.2 Alternate Power Source* (LE1)	Compliance Verified
82 Central Records	
82.1.1 Privacy and Security (LE1)	Compliance Verified
82.1.2 Juvenile Records (LE1)	Compliance Verified
82.2.1 Field Reporting System (LE1)	Compliance Verified
83 Collection and Preservation of Evidence	
83.1.1 24-Hour Availability (LE1)	Compliance Verified
83.2.1 Guidelines and Procedures (LE1)	Compliance Verified
83.2.6 Report Preparation (LE1)	Compliance Verified
83.3.2 Evidence, Laboratory Submission (LE1)	Compliance Verified
84 Property and Evidence Control	

Standards	Findings
84.1.1 Evidence/Property Control System (LE1)	Compliance Verified
84.1.2 Storage and Security (LE1)	Compliance Verified
84.1.3 Temporary Security (LE1)	Compliance Verified
84.1.4 Security of Controlled Substances, Weapons for Training (LE1)	Compliance Verified
84.1.5 Records, Status of Property (LE1)	Compliance Verified
84.1.6 Inspections and Reports* (LE1)	Compliance Verified

Comments:

No report comments provided.

Findings

Public Portal Summary

The portal has been properly advertised and is readily available to the public. The agency received one comment about the agency from a person who was unsatisfied with his interaction with the agency. The agency reviewed the comment and responded appropriately.

Statistical Data Tables

The statistical tables are complete and conform to accepted reporting practices for this data, thus allowing management to make informed decisions based on data.

Summary:

Number of Interviews Conducted: 0

Compliance Services Member(s): Jay Murphy (CSM)

Web-Based Assessment Start Date: 09/20/2024

Web-Based Assessment End Date: 09/24/2024

Standards Issues	0
Waiver	0
Applicable Mandatory (M)	161
Applicable Other-Than-Mandatory (O)	0
Not Applicable	23
Total:	184
Elect 20% (O)	0

Percentage of applicable other-than-mandatory standards: %

Response from Agency Regarding Findings:

CEO Feedback not provided.

SITE-BASED ASSESSMENT

12/4/2024

Observable Standards Review

During this onsite, all applicable observable standards were examined for compliance. The agency was found to be in full compliance with all applicable accreditation standards and expectations.

Summary of Agency Adjustments to Standards Issues

There was no follow up standard issues required to be reviewed during the onsite assessment by the site-based assessment team.

Summary Public Access Portal

The Chesterfield County Police Department utilized the CALEA Public Access Portal. Relevant information was posted on the agency's website and notice of the agency's participation in the process was also posted on the agency's Facebook page. There were no comments received between the 4th year review and the site based assessment.

Area of Interest: Wellness Program

The Chesterfield County Police Department has a robust wellness program incorporating a whole-person approach, including but not limited to programs dedicated to mental, physical, spiritual, and financial well-being. The department maintains written directives formally establishing policies and procedures for a Peer Support Program, a Critical Incident Stress Management Program, support by qualified mental health professionals, and a Police Chaplain program. The department has implemented numerous policy changes during the assessment period to provide improved consistency and effectiveness in delivering these services; this work is ongoing.

The department provides wellness services to all members, including both sworn staff and non-sworn professional staff. Significant efforts have been made to inform all employees about the availability of these services, including the distribution of newsletters, email communications, attendance by team leaders/members at roll calls, informational television monitors within the facilities, and mailing information. An emphasis is placed on introducing these programs early, with one example being the introduction of wellness programs and resources to new recruits attending the department's police academy. As a result, injuries sustained during academy training have decreased. Written directives allow department supervision or the Peer Support Coordinator to mandate debriefings with qualified mental health professionals and peer supporters after a critical incident.

Extensive training is provided for Peer Support Team members and the team maintains professional accreditation through the Virginia Department of Health. Police chaplains of various denominations are available on-call at all times and are provided with training on scene etiquette, death notifications, and applicable written directives. The wellness program leader maintains certifications as a personal trainer and special training in nutrition. A Human Performance Specialist with a degree in sports medicine was brought on staff in 2024. He is able to provide health services and make referrals to physical therapists and physicians as needed. The agency is consistently seeking to identify department or external personnel who are well-suited to share their expertise or become trained in these areas.

Training on wellness topics is provided to all employees regularly. New initiatives include the introduction of yoga instruction during in-service training. The department is also introducing Active Bystandership for Law Enforcement (ABLE) program training. The ABLE program encourages employees to intervene and accept intervention to prevent misconduct, avoid mistakes, and promote wellness. The Struggle Well program, designed to assist employees with recovering after traumatic events, is mandatory for all Peer Support Team members but is available for others. The

department is proposing furthering the expansion of this program by making its attendance mandatory for all leaders within the agency.

Different components of the wellness program are interconnected. For example, 4 of the department's twelve police chaplains are also members of the Peer Support Team and receive the same training. The peer support commander also leads the department's wellness program, providing consistency in oversight.

The County Attorney's Office is invested in the health and well-being of police employees, not only from a risk management and liability perspective but also with genuine concern for the wellness of sworn and professional staff. The Senior Deputy County Attorney was interviewed; she explained how developing a rapport with officers involved in civil litigation led to a change in focus from not only how to manage crises experienced by members of the public, but also how to provide programs for police employees to manage their own trauma. As a result, the County Attorney's Office assists with the development and implementation of wellness programs.

The department is invested in providing new equipment dedicated to health needs as well as seeking out new solutions to better identify department trends and staffing needs. The department is currently working on improving its ability to identify officers who may need support due to frequent responses to critical incidents. While monthly surveys are used for this purpose currently, a software solution that integrates with the computer-aided dispatch system is in the research phase. This software would also provide improved data collection on the types of stressors that are being faced by employees, allowing the department to implement or focus programs on specific topics.

External partner agencies have also participated or expressed interest in participating in the department's wellness program, including the Commonwealth Attorney's Office and the Child Advocacy Center staff. The department's program serves as a model for other law enforcement agencies and public organizations that have a commitment to the wellness of their employees.

Area of Interest: Response To Active Threats/Critical Incidents

Considering recent high profile active threats and incidents, the training for and response to active shooter/critical incidents was selected as an area of interest. Several interviews were conducted with officers, patrol supervisors, the Tactical Operations Division Captain, the Analytic and Strategic Operations Center (AOSC) Lieutenant, and command staff members.

All Chesterfield County Police Department personnel are trained in Active Threat/Shooter response and have an Immediate action response deployment. Circumstances may exist that prevent the initial responding officer from waiting for additional units to arrive. The initial responding officers must assess the situation and respond appropriately to save lives. Officers have the responsibility to immediately engage any active threat, with the intent to confront the shooter without waiting for command staff or for the arrival of additional officers or contact teams.

Patrol officers in the academy receive single officer response, and team entry training, training on equipment and room clearing procedures, shield tactics, and a Sim house. The sim house is also for refresher training, which is portable to bring to locations to have all officers conduct training at various hours throughout the year.

Training also includes the National Incident Management System (NIMS) Incident Command System (ICS) training. New officers receive the ICS 100 and 200 and Supervisors receive ICS 300, and 400. Other NIMS ICS classes are available. Tabletop and full-scale training exercises occur. Active threats training exercises have been conducted with workplace violence shooting.

The Analytic and Strategic Operations Center (ASOC) opened in October of 2022. The department tracks a number of stats and successes through a bi-weekly report to command staff. The Analytic and Strategic Operations Center (ASOC), is a real time crime center, that assists officers in the field with coordinated response and intelligence. The

Analytic and Strategic Operations Center (ASOC) in Chesterfield County, Virginia is a central location that combines critical information streams to help the police respond faster and more precisely to emergencies. The ASOC can receive live camera feeds, license plate reader images, and data from other integrated technologies where specially trained analysts and police officers monitor the information and provide real-time updates to officers. The ASOC helps officers respond faster and more precisely to unfolding incidents. ASOC helps the department determine where officers are needed most and make the best use of resources. Data and Analysis for reporting are being finalized to identify areas of improvement and tracking of resources, and to identify any policy corrections needed for the future.

There are 67 schools located with Chesterfield County with about 64,000 students. There are currently School Resource Officers at every High school and almost every Middle School in Chesterfield County. The School Board has a good relationship with the Executive Staff and the SROs at each school and will participate in exercises together. Training with Schools has been a consideration and the School Board member as well as the officers at the school have discussions about what to expect if an active threat and lockdowns occur at a school.

Written Directives are in place and include annual training on all hazards plan as well as documented tabletop exercises. Some of these exercises have been Schools, active shootings, workplace violence, and assisting in a National Disaster Medical System exercise, to name a few.

Area of Interest: Police Service Aides

The Chesterfield County Police Department has begun a Police Service Aide position in 2020, that offers a valuable opportunity for individuals aspiring to become police officers in Chesterfield County. Responsibilities include responding to non-emergency calls, conducting victim and witness interviews, processing evidence, and preparing police reports, interacting with community members and performing other duties in a field assignment as assigned and needed.

Applicants must meet specific qualifications, including age (18 at time of application), high school diploma or a General Education Diploma, U.S. citizen or have been a lawful resident of the U.S. for the past ten consecutive years and pass an extensive background investigation, which includes a polygraph, psychological, medical and drug screening, and will undergo a paid training academy before starting their duties. The position offers a competitive salary and the chance to serve the community.

Training of the Police Service Aide is a ten-to-twelve-week academy including a one-week ride along. Training subjects are the same courses in the police academy including, Drivers Training, ID Tech (property and evidence) training, traffic direction, CPR First Aid, Report writing and self-defense training to include pepper spray. While PSA's are not to be assigned to in progress calls, or those where a suspect is involved the preparation is key for the safety of the PSA's, and to free up the Police Officers on the road to be available for high priority calls for service.

PSA's have different colored uniforms and different patches on their uniforms clearly identifying themselves as a PSA and not as a Police Officer. The vehicles are not equipped with emergency lights, but yellow hazard lights. The Site Based Assessment team attended the PSA weekly briefing where almost all of the PSA's were in attendance. A group briefing was conducted on their task and duties for the week and preparing them for their participation in the road closures for the annual Christmas parade for the next weekend. Some of the PSA's said this was the best decision of their life. Some of the PSA's have gone on to civilian roles within the agency (Forensics unit) while the majority have joined the department or another police agency as a police officer.

The PSA's have a reporting system in place to track calls for service and the activity of their assigned calls. The Lieutenant collects the data to review the productivity of the PSA's performance and has determined that the PSA's were responsible for taking over 11% of all report calls for the department in the previous months. This is especially significant since the department only has 17 PSA's with a total authorized of 26. While the Site based assessment was occurring 2 PSA's were notified they will be entering the next Police Academy to begin their transition to a sworn officer of the Chesterfield County Police Department.

With recruiting issues for police officers in a heightened awareness, the program the Chesterfield County Police Department has for PSA's is a tremendous resource to recruit qualified individuals. This program was described by the Lieutenant as a feeder program into the academy so young individuals can become a police officer. Currently there have been about 8 PSA's that have attended the academy to transition into a Police Officer for Chesterfield County.

Area of Interest: Property and Evidence Operations

The Property and Evidence Unit at the Chesterfield County Police Department is headquartered in a stand-alone facility housing the evidence, fleet, receiving, and quartermaster functions. Clear written directives are in place outlining a structured system for collecting, receiving, recording, storing, tracking, and disposing of items acquired by department members that are categorized as found, recovered, or evidentiary items. All recruits receive training in property and evidence procedures in the basic police academy. Property and Evidence Unit personnel receive additional training to effectively manage these processes. Off-site evidence drop locations are also provided by the department, such as a charging room at police headquarters for cell phones and other electronic devices that must remain powered on pending further forensic analysis.

During the site-based assessment, the department's Property Administrator and other staff hosted a tour of the property and evidence facility for the assessors. After signing in as required, assessors observed the impound lot area designed for the storage of vehicles and other items able to be stored outdoors as well as the interior evidence vault. Clear access controls were observed during the tour. All sworn personnel have trackable keycard access to the facility to drop off vehicles and other evidentiary items requiring temporary storage during their tour of duty. Access to interior storage areas is limited to authorized Property and Evidence Unit personnel.

Clear guidelines for property and evidence packaging are provided by the department's written directives and these were observed during the tour of the evidence vault. During the tour, assessors observed general property items in appropriate storage containers and firearms stored in weapons storage boxes. Drugs and narcotics were stored in a separate secured drug storage room, consistent with policy. Valuable items such as currency and jewelry were stored in a secured location within the evidence vault, separate from other evidence. An isolated secure storage area for controlled substances used for K9 training was also observed. It was evident that sufficient administrative and physical security procedures were in place to prevent the alteration, unauthorized removal, theft, or other compromise of property stored by the agency and to maintain the chain of custody.

The department's written directives require regular audits and inspections of the property and evidence function. These audits and inspections are conducted by the Audits and Inspections Specialist within the Internal Affairs Division. In speaking with the Audits and Inspections Specialist, it was confirmed that required semi-annual inspections and annual audits have revealed no issues of concern during the assessment period. Additionally, the department exceeds the applicable CALEA standard by conducting two unannounced inspections annually instead of one; these inspections have also revealed no issues. All Property and Evidence Unit staff were able to answer all questions posed by the assessors regarding policies, procedures, and applicable CALEA standards.

Findings

The Chesterfield County (VA) Police Department provides full-service policing for the fifth most populous county in the State of Virginia. Over 600 members, civilian and sworn provide the professional and continual service necessary for this growing community. The department was initially accredited as an LE1 CALEA agency in 2017. The department has a culture clearly permeates with the best practice, best policy foundation that the accreditation blueprint provides. Collaborative discussions were identified between levels of the organization, with a significant focus on the collection and analysis of data. Personnel were polite, professional, and service oriented, not only focusing on the symptoms of the situation, but collaborative about solutions.

The areas of interest were Police Service Aide's, officer wellness, property & evidence and response to active threats / critical incidents. Through observations, interviews, analysis of data, and a focused process study as it relates to outcomes, the department was impressive. Quality written directives appear to be the foundation, and the culture was clear from the Colonel (Chief of Police) to the newest member interviewed of expectation with accountability.

The department is in compliance with all standards related to the four areas. The department has developed structured systems in terms of written directives and procedures that are supportive of the department's priority to train personnel, enable its operations, manage department employee performance during operations. The department's written directives are of high quality and demonstrate the department's frequent and thorough review of standard language changes, new trends/patterns, and new best practices.

Chesterfield County (VA) Police Department is an agency with pride and professionalism at the forefront, with the culture and leadership to continue to face the challenges of an ever-changing environment. A commitment to the accreditation process as a foundational blueprint to provide success to its mission and community was clear from the first interview. Department files were managed very well with nothing awaiting onsite assessor adjustment. Personnel assigned to the onsite were knowledgeable and immediate in response with any question or direction. In conclusion, from this site-base assessment, it is evident that this department has incorporated the culture of CALEA Accreditation practices into its everyday operations.

Interview: Agency

Chesterfield County Police Department Colonel Edward F. Carpenter, Jr. along with approximately 34 scheduled interviews with members of the agency during the site-based assessment about the four focus areas: Wellness Program, Response To Active Threats/Critical Incidents, Police Service Aides and Property and Evidence Operations.

During some of the interviews several agency members not on the roster were available. Mostly on tours at the Property and Evidence Room (4 people), the Analytic and Strategic Operations Center (8 people) and during the Police Service Aides (28 people) Roll Call briefing.

Interviews included the agency Command and Supervisory staff, a Chaplain, a Master Officer, Professional Staff (civilians) and Police Service Aides. Interviews also included visiting numerous portions of the agency and interacting with approximately and additional 50 members of the agency, not on the agenda as a formal interview. All personnel encountered were polite, professional, and service oriented. Members were very open and willing to discuss the agency at length. It was clear the membership was proud of the work they do, and of the organization and community itself.

Interview: Parent/Partner Agencies

Four interviews (5 people) were conducted with Parent/Partner Agencies. The interviews were with two Chesterfield County Commonwealth Attorneys (Criminal), a Chesterfield School Board Member, a Chesterfield Board of Supervisors (Matoaca District) member, and the Chesterfield County Attorney (Civil and Litigation). All people interviewed discussed the Chesterfield County Police Department's strive for excellence in following best practices and support to all agencies throughout Chesterfield County.

Interview: Community

Several members of the community were interviewed. 2 interviews were scheduled. 1 interview was with a media representative and the other interview included 10 people representing "Latinas en Virginia Empowerment Center (LIVE)" a bilingual and bicultural trained advocate support group. Both interviews were supportive with the agency's commitment to all citizens in Chesterfield County.

Ad-hoc interviews were conducted while the assessment team visited local restaurants and businesses. All the people interviewed were complimentary towards the Chesterfield County Police Department and were supportive of the

agency.

Summary:

Number of Interviews Conducted: 34

Assessors' Names: John Farrell (Assessor), Matthew Smalley (Assessor)

Site-Based Assessment Start Date: 12/02/2024

Site-Based Assessment End Date: 12/04/2024

STATISTICS AND DATA TABLES

Overview

The following information reflects empirical data submitted by the candidate agency specifically related to CALEA Standards. Although the data does not confirm compliance with the respective standards, they are indicators of the impact of the agency’s use of standards to address the standards’ intent

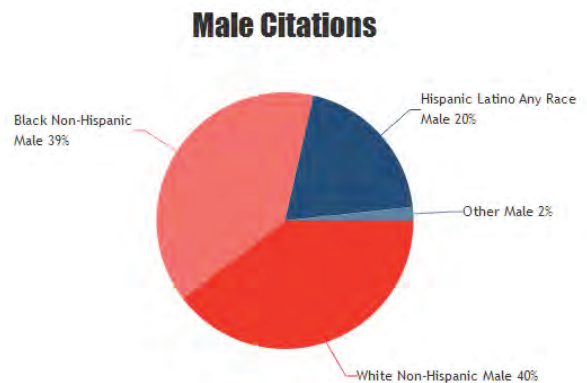
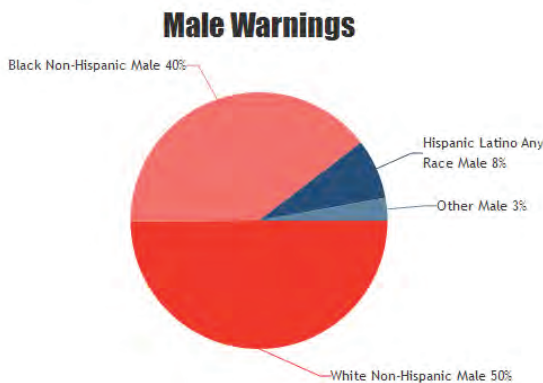
Traffic Warnings & Citations - Reaccreditation Year 1

Data Collection Period: 1/1/2020 - 12/31/2020

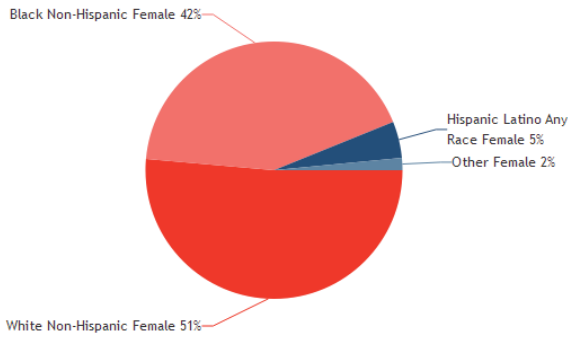
Race/Sex	Warnings	Citations	Total
White Non-Hispanic Male	3778	6370	10148
Black Non-Hispanic Male	3005	6258	9263
Hispanic Latino Any Race Male	574	3173	3747
Other Male	215	273	488
White Non-Hispanic Female	2797	4080	6877
Black Non-Hispanic Female	2313	3886	6199
Hispanic Latino Any Race Female	250	1073	1323
Other Female	83	124	207
TOTAL	13015	25237	38252

Reaccreditation Year 1 Notes:

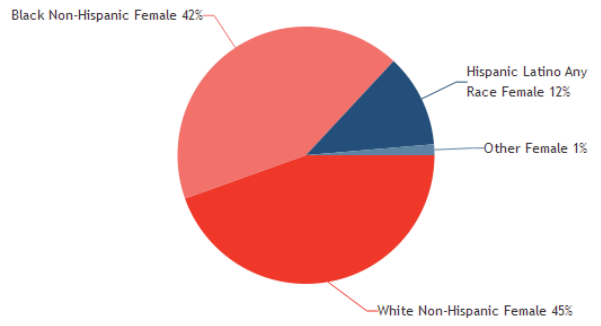
There were four females and two males of unknown race/ethnicity, that received written warnings, who were added to the "Other" category. There were also two females and three males of unknown race/ethnicity, that received citations, who were added tot the "Other" category.






Female Warnings



Female Citations



Legend

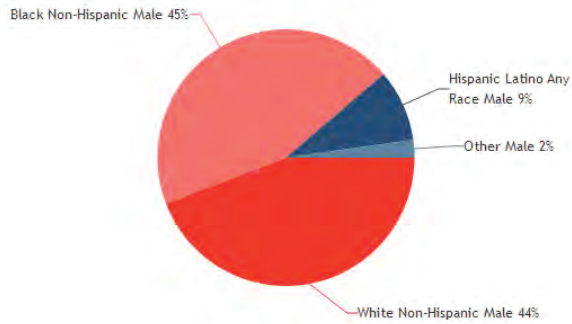
White Non-Hispanic Male	
Black Non-Hispanic Male	
Hispanic Latino Any Race Male	
Other Male	

Traffic Warnings & Citations - Reaccreditation Year 2

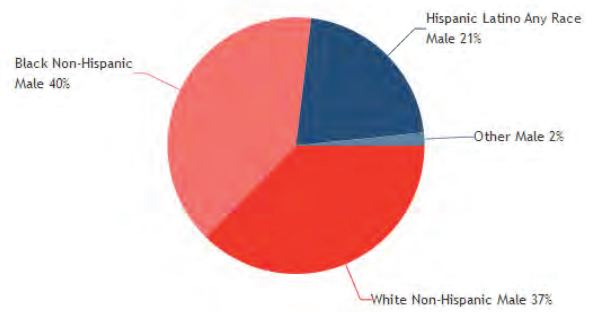
Data Collection Period: 1/1/2021 - 12/31/2021

Race/Sex	Warnings	Citations	Total
White Non-Hispanic Male	3059	5992	9051
Black Non-Hispanic Male	3085	6329	9414
Hispanic Latino Any Race Male	629	3441	4070
Other Male	153	261	414
White Non-Hispanic Female	2557	4447	7004
Black Non-Hispanic Female	2480	4318	6798
Hispanic Latino Any Race Female	352	1185	1537
Other Female	90	146	236
TOTAL	12405	26119	38524

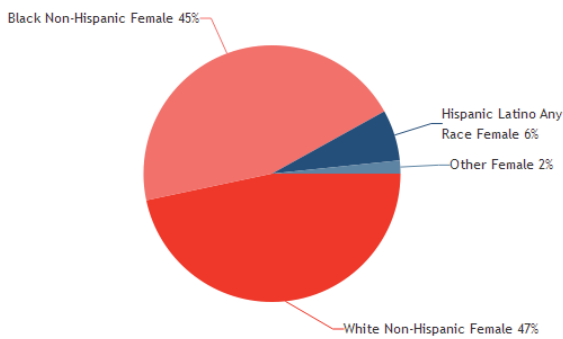
Male Warnings



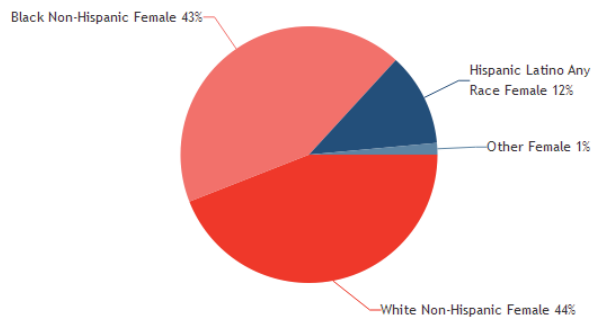
Male Citations



Female Warnings



Female Citations



Legend

White Non-Hispanic Male	
Black Non-Hispanic Male	
Hispanic Latino Any Race Male	
Other Male	

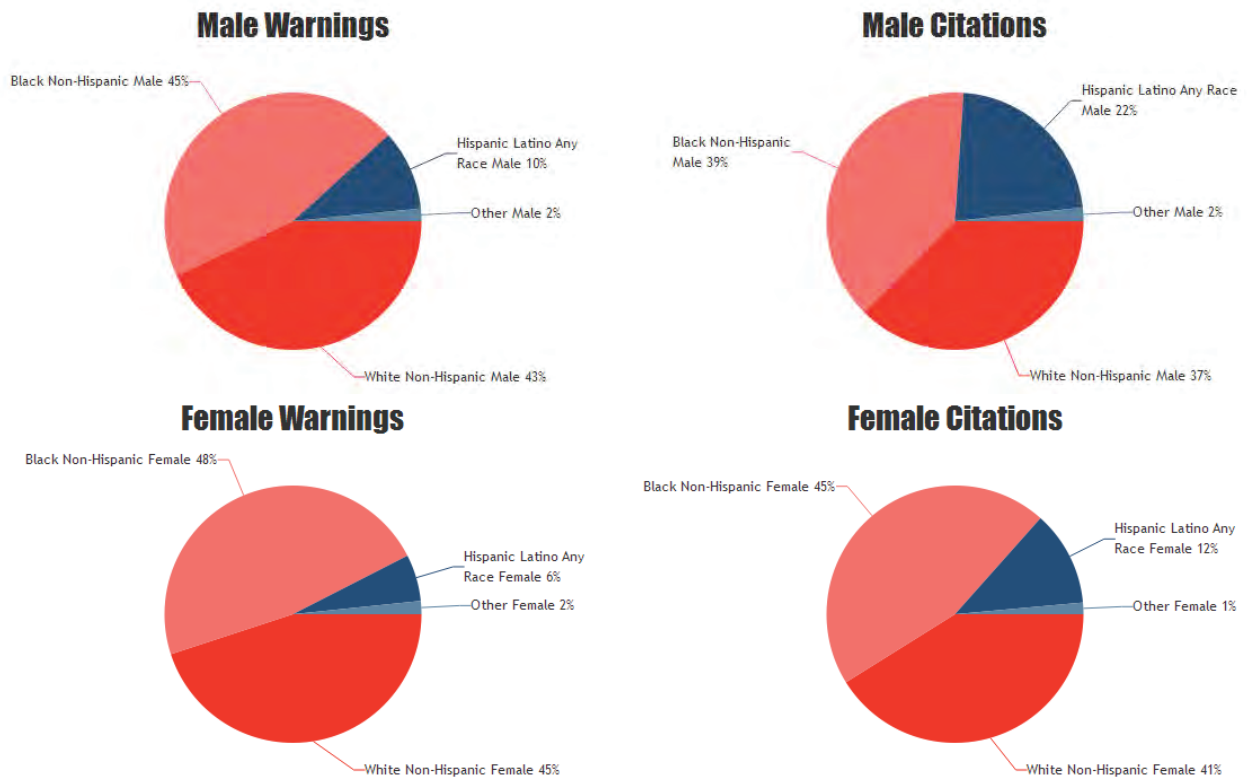
Traffic Warnings & Citations - Reaccreditation Year 3

Data Collection Period: 1/1/2022 - 12/31/2022

Race/Sex	Warnings	Citations	Total
White Non-Hispanic Male	3144	6351	9495
Black Non-Hispanic Male	3304	6544	9848
Hispanic Latino Any Race Male	738	3772	4510
Other Male	115	285	400
White Non-Hispanic Female	2551	4249	6800
Black Non-Hispanic Female	2696	4699	7395
Hispanic Latino Any Race Female	333	1237	1570
Other Female	93	149	242
TOTAL	12974	27286	40260

Reaccreditation Year 3 Notes:

In addition to the above, there were 17 females of unspecified race, 16 males of unspecified race, and 10 people with an unspecified gender who were issued written warnings. There were also 56 females and 36 males with unspecified races, as well as 16 individuals with an unspecified gender who were issued citations.



Legend

White Non-Hispanic Male	
Black Non-Hispanic Male	
Hispanic Latino Any Race Male	
Other Male	

Traffic Warnings & Citations - Reaccreditation Year 4

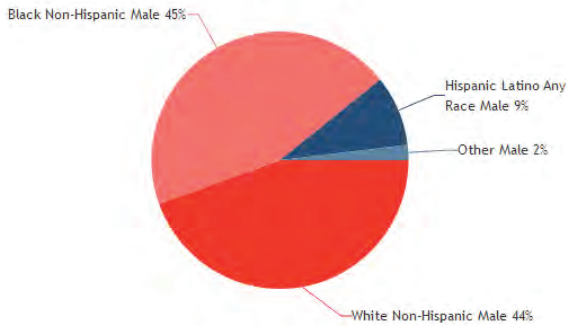
Data Collection Period: 1/1/2023 - 12/31/2023

Race/Sex	Warnings	Citations	Total
White Non-Hispanic Male	3683	5766	9449
Black Non-Hispanic Male	3704	5070	8774
Hispanic Latino Any Race Male	735	2683	3418
Other Male	157	219	376
White Non-Hispanic Female	3001	3700	6701
Black Non-Hispanic Female	2998	3488	6486
Hispanic Latino Any Race Female	344	973	1317
Other Female	94	107	201
TOTAL	14716	22006	36722

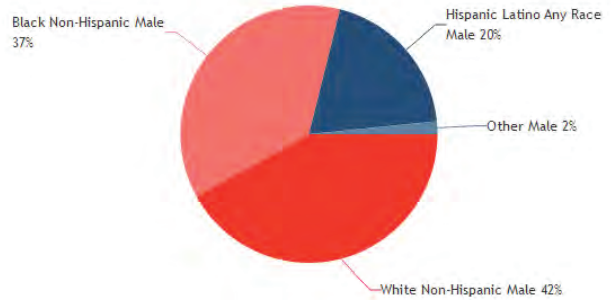
Reaccreditation Year 4 Notes:

In 2023, there were 29 written warnings without a gender assignment. One was Black/African American, two were Caucasian and the remaining 26 did not specify race or ethnicity. There were also 67 males and 46 females with an unknown race or ethnicity. There were also 30 traffic citations without a gender assignment. One was Caucasian and the remaining 29 did not specify race or ethnicity. In addition, there were 95 males and 93 females with an unknown race or ethnicity.

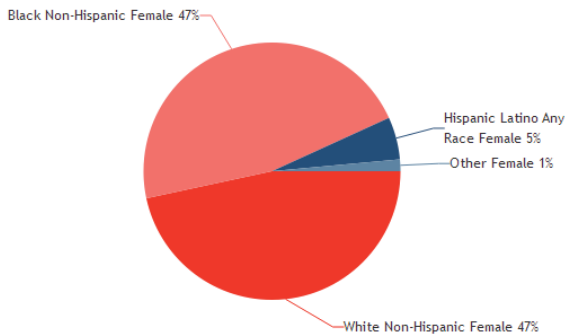
Male Warnings



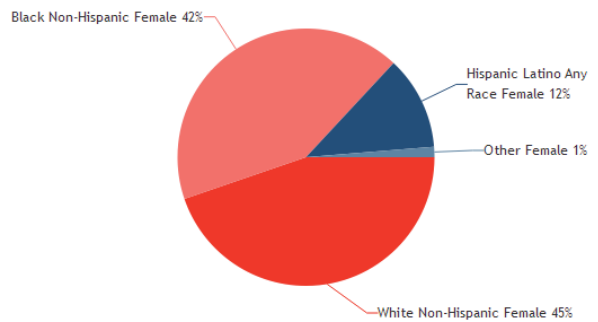
Male Citations







Female Warnings



Female Citations



Legend

White Non-Hispanic Male	
Black Non-Hispanic Male	
Hispanic Latino Any Race Male	
Other Male	

Biased Based Profiling

Year 1 Data Collection Period: 1/1/2020-12/31/2020

Year 2 Data Collection Period: 1/1/2021-12/31/2021

Year 3 Data Collection Period: 1/1/2022-12/31/2022

Year 4 Data Collection Period: 1/1/2023-12/31/2023

Complaints from:	Year 1	Year 2	Year 3	Year 4
Traffic Contacts	6	12	7	1
Field Contacts	3	1	6	2
Asset Forfeiture	0	0	0	0

Reaccreditation Year 1 Notes:

In 2020, the Office of Professional Standards investigated nine allegations pertaining to bias based policing. All nine were external complaints (EC2020-001, EC2020-031, EC2020-034, EC2020-040, EC2020-044, EC2020-048, EC2020-054, EC2020-056, and EC2020-063). After a thorough investigation, each case was deemed to be unfounded. The unfounded designation for one of the allegations was corroborated by Body Worn Camera (EC2020-034).

Reaccreditation Year 2 Notes:

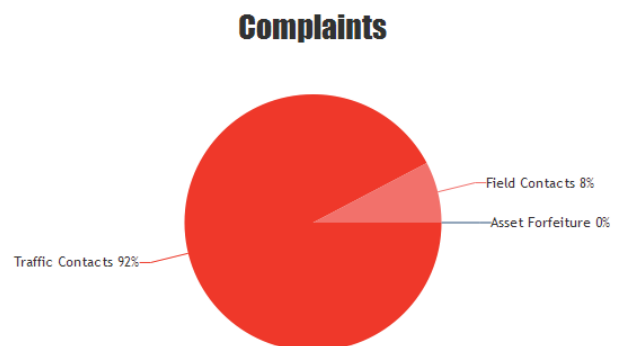
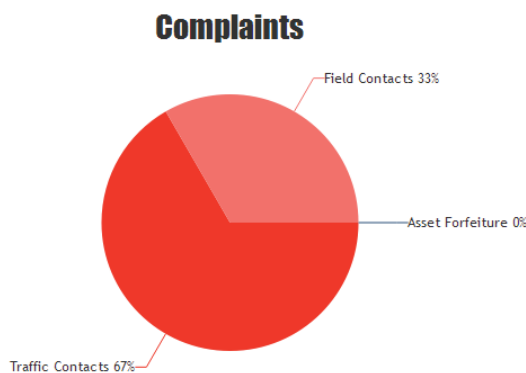
In 2021, the Office of Professional Standards investigated 15 allegations of bias-based policing/racial profiling. Fourteen were citizen complaints and one was initiated internally. All of the allegations were disposed of as Unfounded, four of which were cleared as a result of body worn camera footage.

Reaccreditation Year 3 Notes:

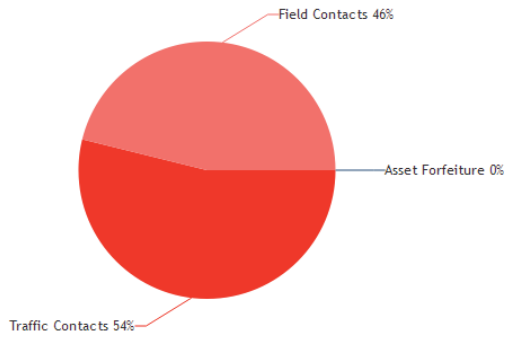
In 2022, the Office of Professional Standards investigated 13 Racial Bias or Bias-Based Policing external complaints; there were no internal complaints. Two of the 13 complaints alleged more than one officer was engaged in the racial bias or bias-based policing behavior for a year-end total of 16 allegations. After a thorough investigation, each case was deemed unfounded or, unfounded – cleared by BWC. Body Worn Camera (BWC) footage has been helpful in clearing officers from several of these allegations.

Reaccreditation Year 4 Notes:

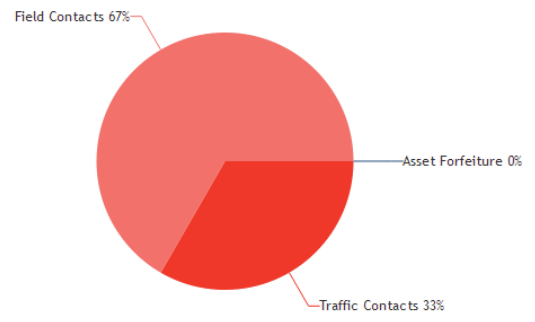
There were three external complaints of bias policing. All were investigated by Internal Affairs Division where two were disposed of as exonerated and the other not sustained.






Complaints



Complaints



Legend

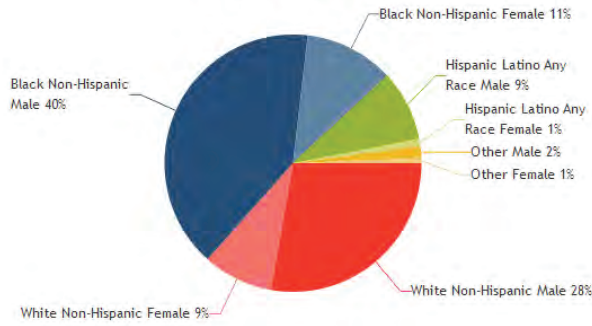
Traffic Contacts	
Field Contacts	
Asset Forfeiture	

Use Of Force - Recreditation Year 1

Data Collection Period: 1/1/2020 - 12/31/2020

	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Firearm									328
Discharge	0	0	1	0	0	0	0	0	1
Display Only	91	29	131	37	29	3	5	2	327
ECW									16
Discharge Only	4	0	7	2	3	0	0	0	16
Display Only	0	0	0	0	0	0	0	0	0
Baton	0	0	1	1	0	0	0	0	2
Chemical/OC	3	1	0	1	0	0	0	0	5
Weaponless	57	17	54	17	21	3	0	0	169
Canine									7
Release Only	0	0	0	0	0	0	0	0	0
Release and Bite	2	0	4	1	0	0	0	0	7
Total Uses of Force	157	47	198	59	53	6	5	2	527
Total Number of Incidents Resulting In Officer Injury or Death	56	3	5	1	1	0	3	1	70
Total Use of Force Arrests	137	2	123	12	30	6	6	0	316
Total Number of Suspects Receiving Non-Fatal Injuries	29	4	32	2	14	3	0	1	85
Total Number of Suspects Receiving Fatal Injuries	0	0	0	0	0	0	0	0	0
Total Agency Custodial Arrests	1219	494	1117	281	601	53	45	6	3816
Total Use of Force Complaints	0	2	2	2	0	1	1	1	9

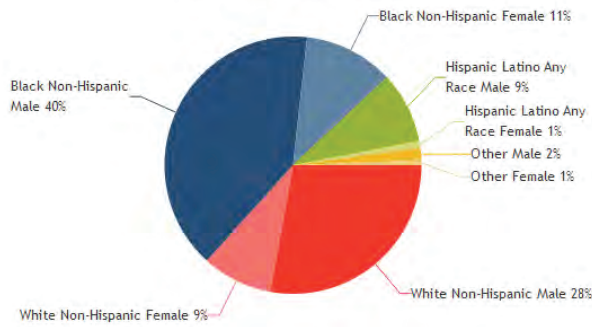
Total Firearm



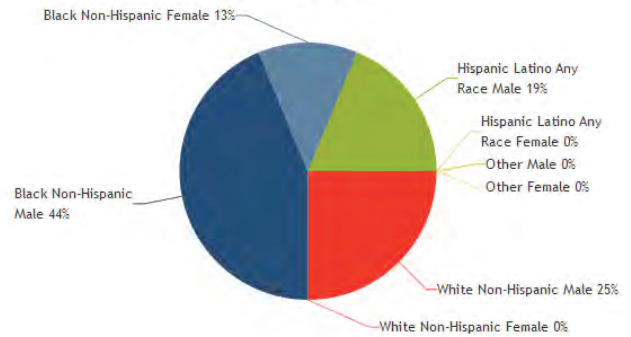
Firearm Discharge



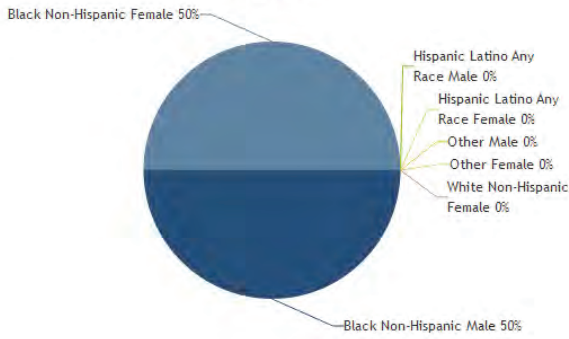
Firearm Display



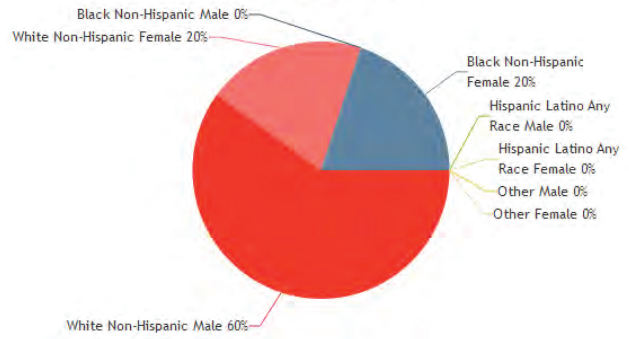
ECW Discharge



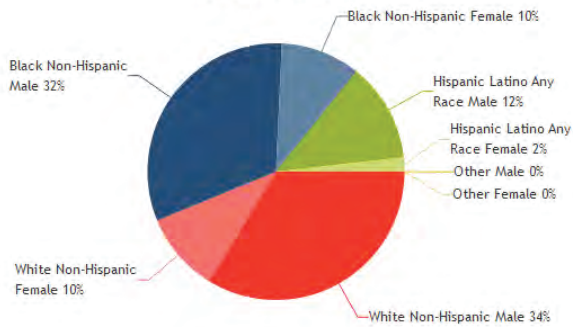
Baton



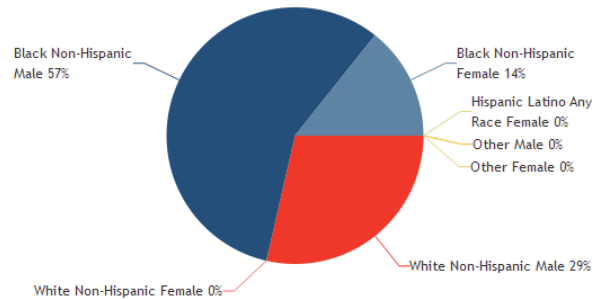
Chemical/OC



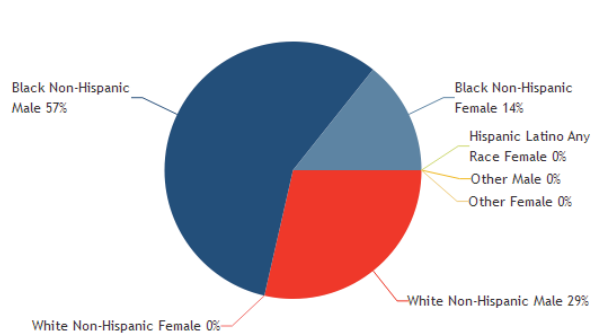
Weaponless



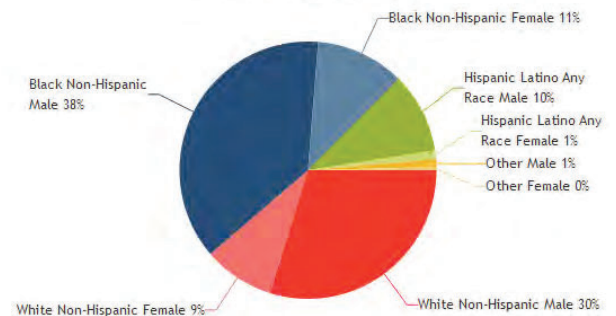
Total Canine



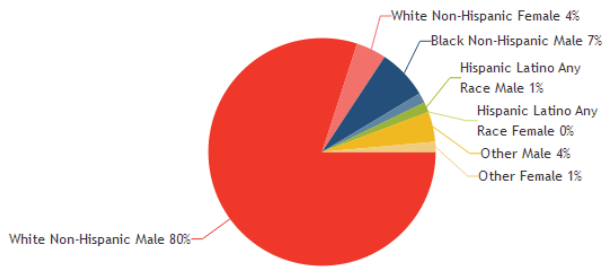
Canine: Release and Bite



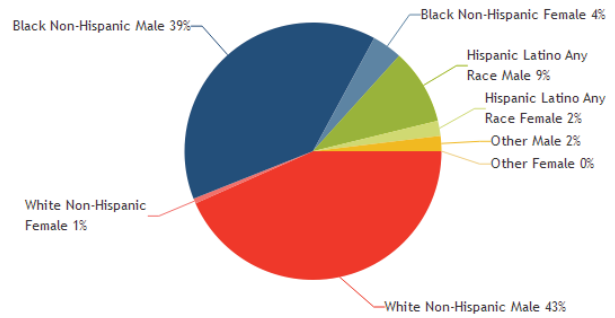
Total Uses of Force



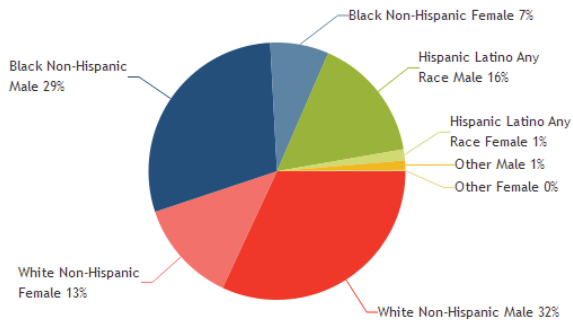
Total Number of Incidents Resulting in Officer Injury or Death



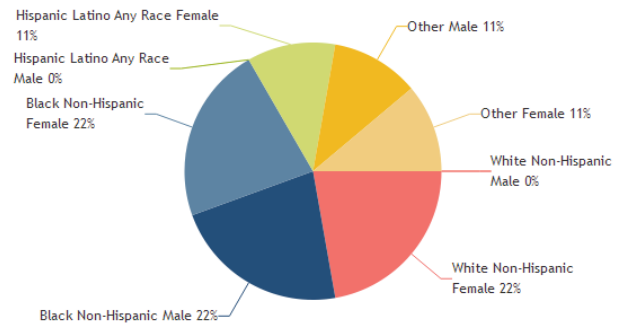
Total Use of Force Arrests



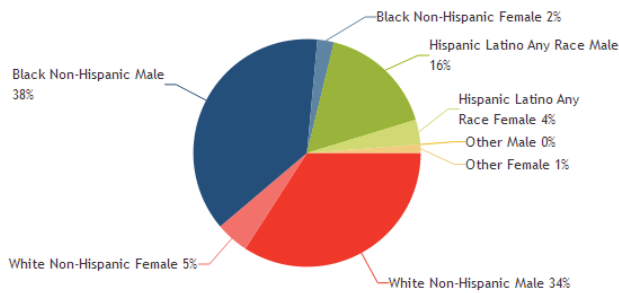
Total Agency Custodial Arrests



Total Use of Force Complaints



Total Number of Suspects Receiving Non-Fatal Injuries



Legend

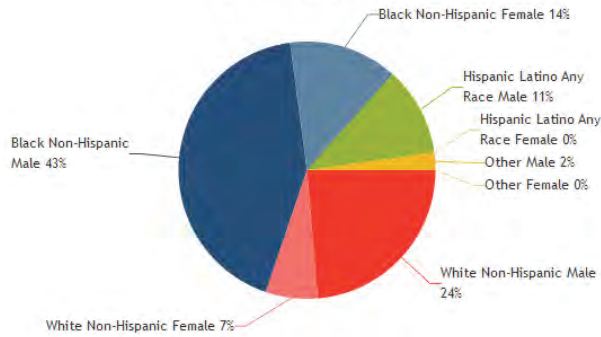
White Non-Hispanic Male	
White Non-Hispanic Female	
Black Non-Hispanic Male	
Black Non-Hispanic Female	
Hispanic Latino Any Race Male	
Hispanic Latino Any Race Female	
Other Male	
Other Female	

Use Of Force - Reaccreditation Year 2

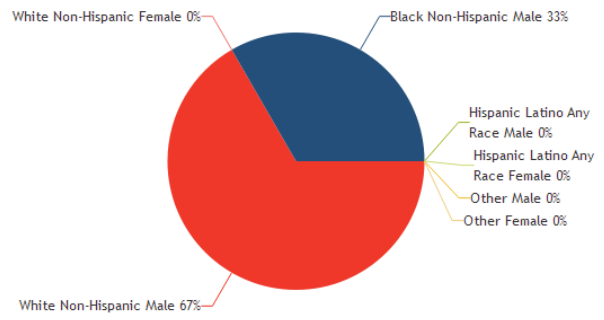
Data Collection Period: 1/1/2021 - 12/31/2021

	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Firearm									321
Discharge	2	0	1	0	0	0	0	0	3
Display Only	74	21	136	44	36	0	7	0	318
ECW									32
Discharge Only	5	2	3	0	1	0	0	0	11
Display Only	10	1	6	1	3				21
Baton	0	0	1	0	0	0	0	0	1
Chemical/OC	2	0	4	1	0	0	0	0	7
Weaponless	53	21	58	17	18	5	2	0	174
Canine									8
Release Only	0	0	0	0	0	0	0	0	0
Release and Bite	2	0	4	1	1	0	0	0	8
Total Uses of Force	148	45	213	64	59	5	9	0	543
Total Number of Incidents Resulting In Officer Injury or Death	92	5	2	0	0	0	1	1	101
Total Use of Force Arrests	77	29	103	41	31	2	4	0	287
Total Number of Suspects Receiving Non-Fatal Injuries	21	5	32	6	8	3	0	0	75
Total Number of Suspects Receiving Fatal Injuries	1	0	0	0	0	0	0	0	1
Total Agency Custodial Arrests	3124	1383	3663	1004	755	141	87	15	10172
Total Use of Force Complaints	0	2	5	0	2	0	1	1	11

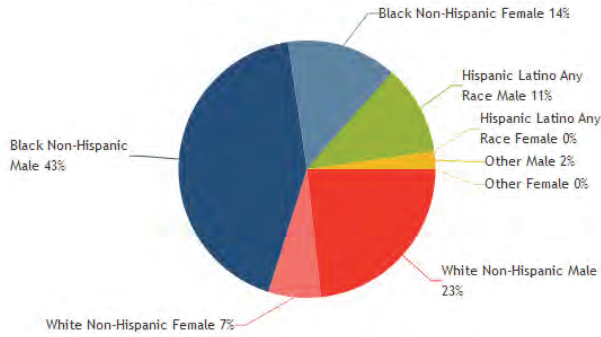
Total Firearm



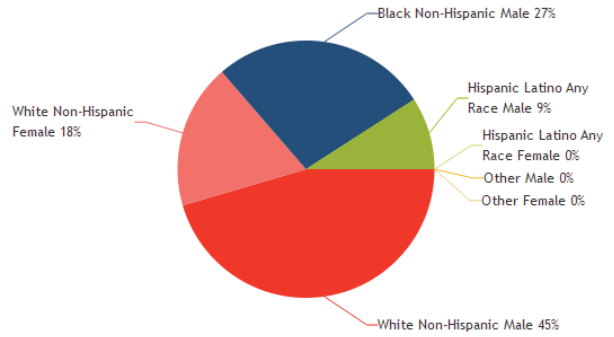
Firearm Discharge



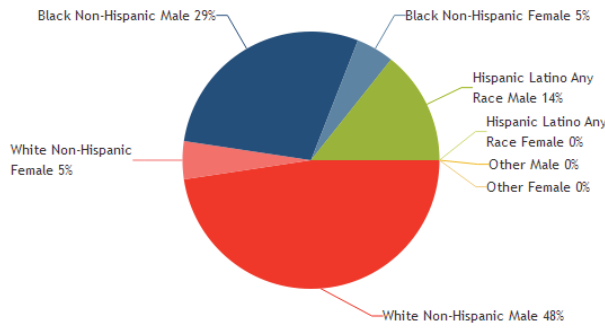
Firearm Display



ECW Discharge



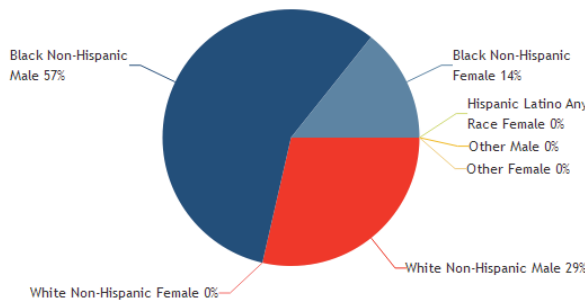
ECW Display



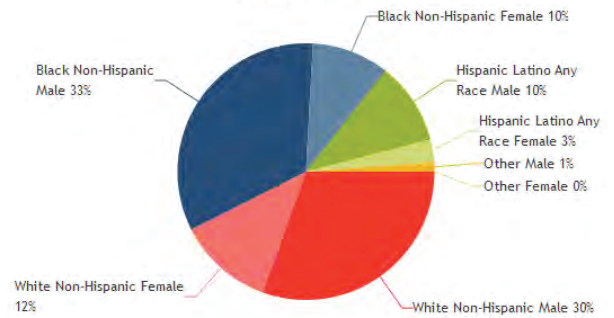
Baton



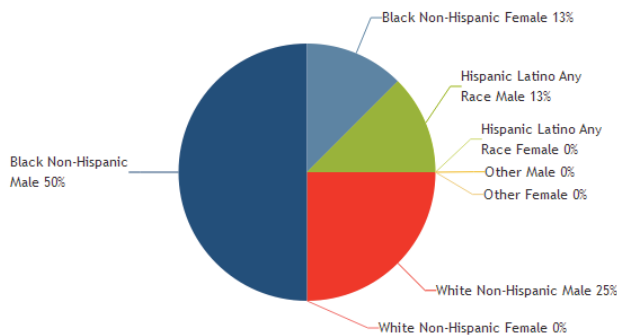
Chemical/OC



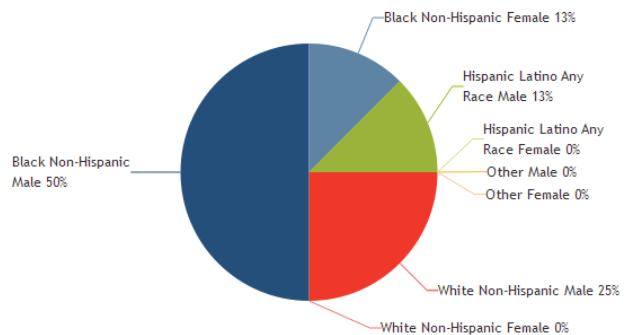
Weaponless



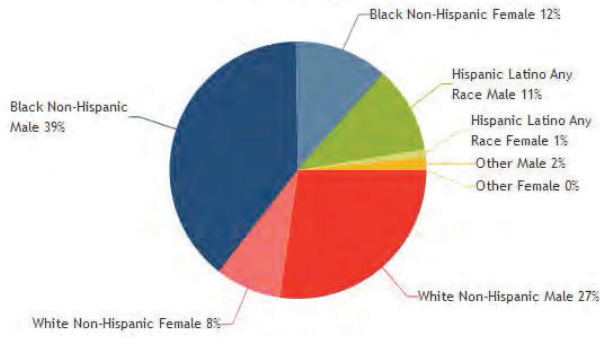
Total Canine



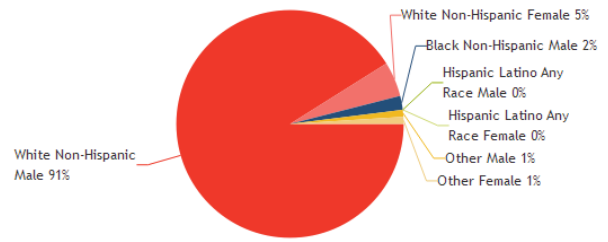
Canine: Release and Bite



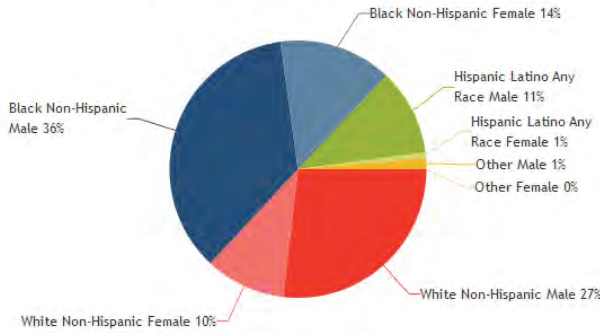
Total Uses of Force



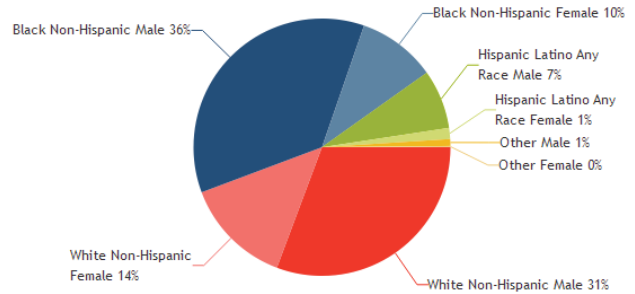
Total Number of Incidents Resulting in Officer Injury or Death



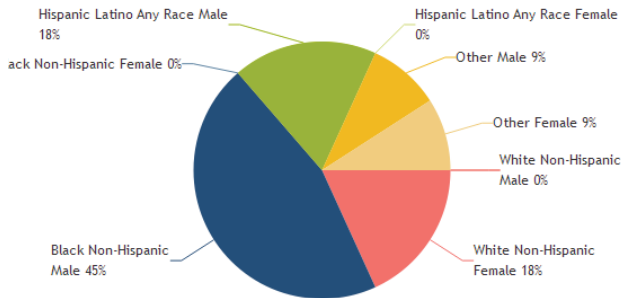
Total Use of Force Arrests



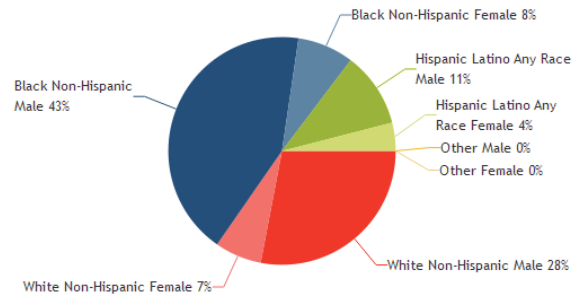
Total Agency Custodial Arrests



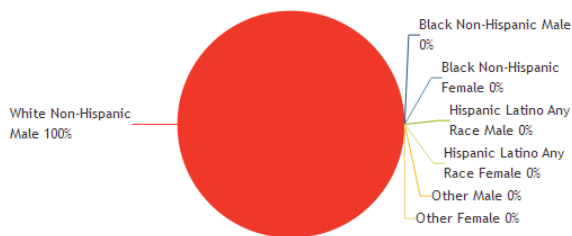
Total Use of Force Complaints



Total Number of Suspects Receiving Non-Fatal Injuries



Total Number of Suspects Receiving Fatal Injuries



Legend

White Non-Hispanic Male	
White Non-Hispanic Female	
Black Non-Hispanic Male	
Black Non-Hispanic Female	
Hispanic Latino Any Race Male	
Hispanic Latino Any Race Female	
Other Male	
Other Female	

Use Of Force - Reaccreditation Year 3

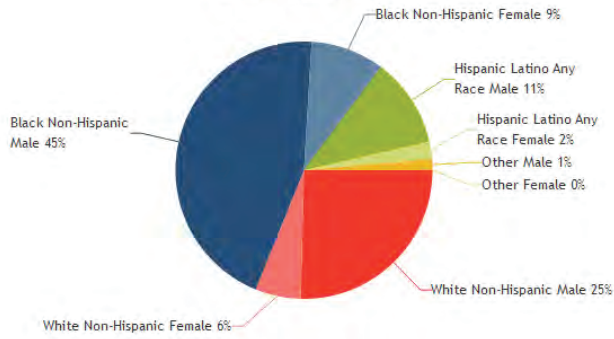
Data Collection Period: 1/1/2022 - 12/31/2022

	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Firearm									366
Discharge	0	0	1	0	0	0	0	0	1
Display Only	93	21	163	34	41	8	5	0	365
ECW									95
Discharge Only	5	1	16	2	0	0	0	0	24
Display Only	20	2	36	7	4	1	0	1	71
Baton	1	0	0	0	1	0	0	0	2
Chemical/OC	4	1	9	1	1	0	2	0	18
Weaponless	56	18	67	18	21	4	2	0	186
Canine									13
Release Only	0	0	0	0	0	0	0	0	0
Release and Bite	2	1	8	0	2	0	0	0	13
Total Uses of Force	181	44	300	62	70	13	9	1	680
Total Number of Incidents Resulting In Officer Injury or Death	35	3	1	0	1	0	0	0	40
Total Use of Force Arrests	53	10	94	15	21	5	2	0	200
Total Number of Suspects Receiving Non-Fatal Injuries	32	7	34	5	10	0	2	0	90
Total Number of Suspects Receiving Fatal Injuries	0	0	0	0	0	0	0	0	0
Total Agency Custodial Arrests									
Total Use of Force Complaints	1	0	2	6	0	1	0	1	11

Reaccreditation Year 3 Notes:

According to our Automation Unit, there are some unresolved discrepancies when reporting gender Custodial Arrest information from the old legacy data. They are working to resolve the issue, but it could not be accurately reported at this time. All other information is generated from our IAPro database.

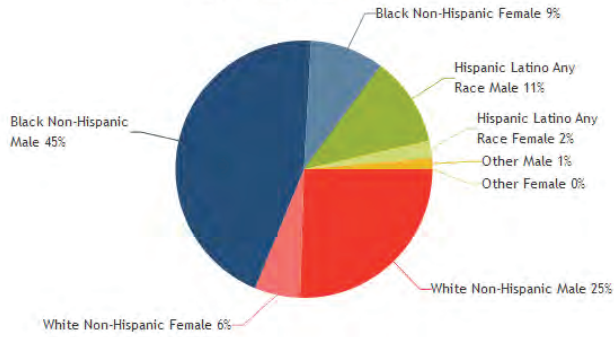
Total Firearm



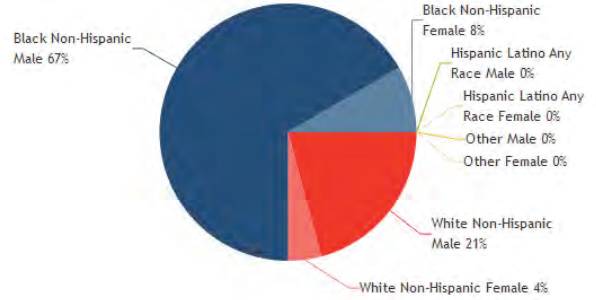
Firearm Discharge



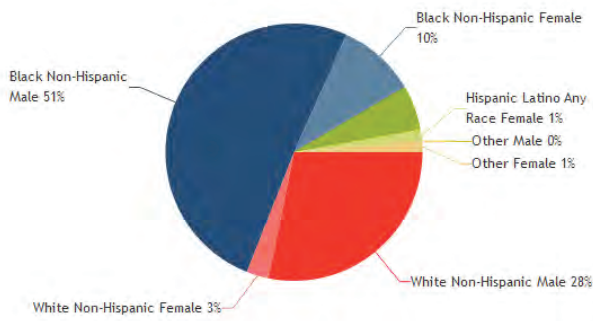
Firearm Display



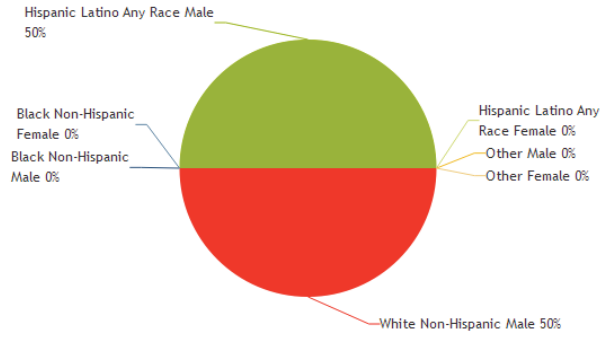
ECW Discharge



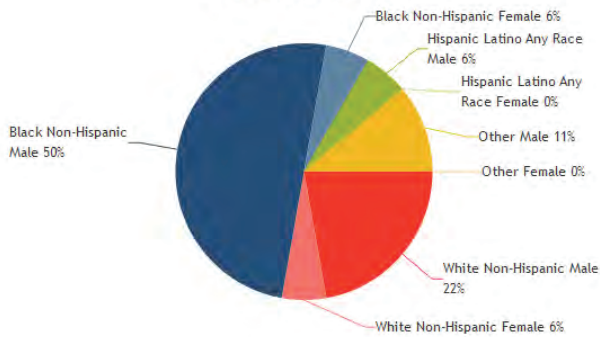
ECW Display



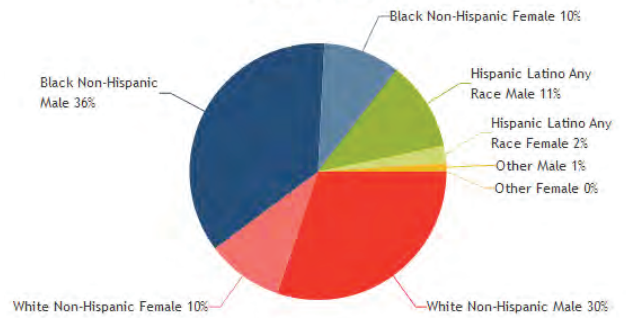
Baton



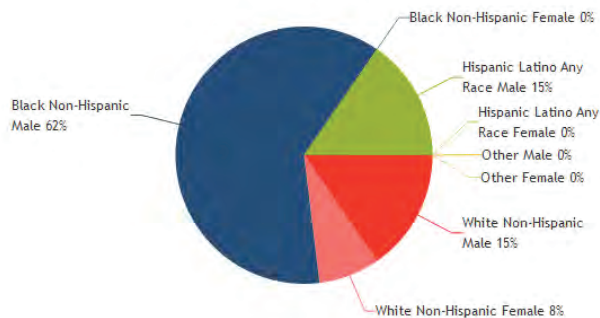
Chemical/OC



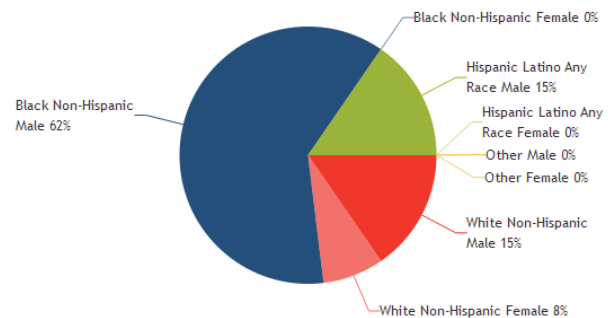
Weaponless



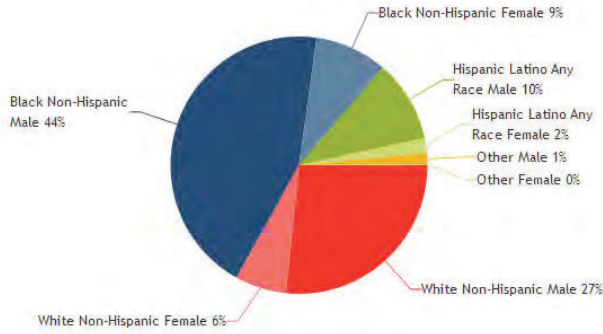
Total Canine



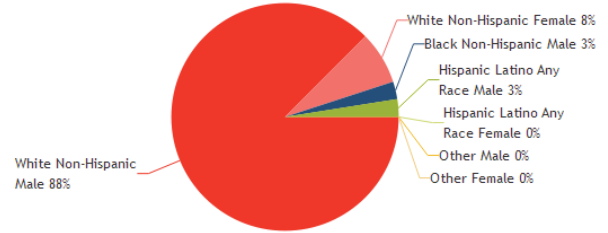
Canine: Release and Bite



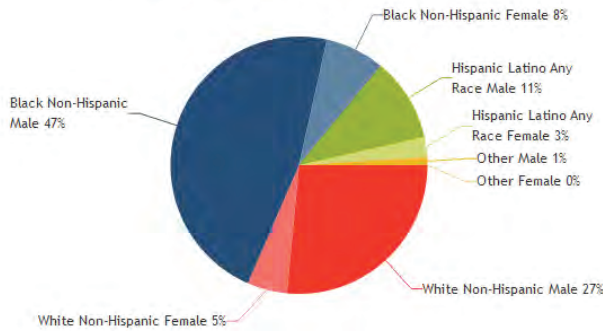
Total Uses of Force



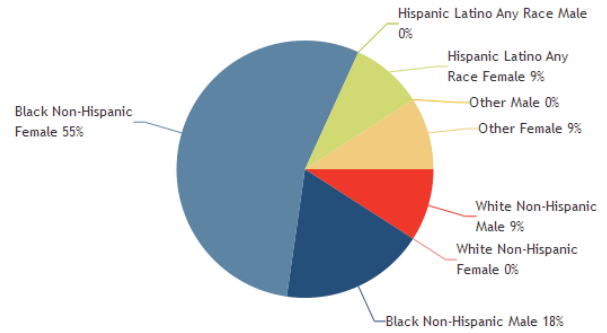
Total Number of Incidents Resulting in Officer Injury or Death



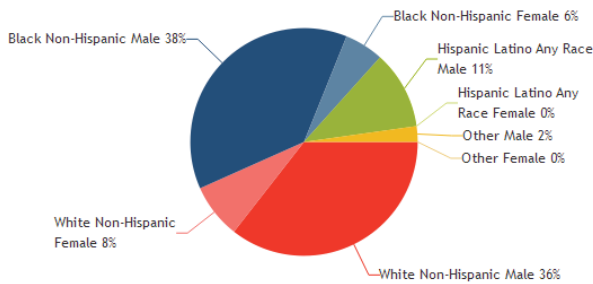
Total Use of Force Arrests



Total Use of Force Complaints



Total Number of Suspects Receiving Non-Fatal Injuries



Legend

White Non-Hispanic Male	
White Non-Hispanic Female	
Black Non-Hispanic Male	
Black Non-Hispanic Female	
Hispanic Latino Any Race Male	
Hispanic Latino Any Race Female	
Other Male	
Other Female	

Use Of Force - Recreditation Year 4

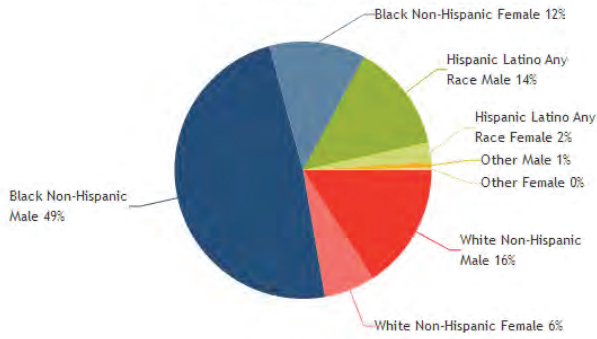
Data Collection Period: 1/1/2023 - 12/31/2023

	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Firearm									404
Discharge	1	0	1	0	0	0	0	0	2
Display Only	63	26	195	49	55	10	3	1	402
ECW									82
Discharge Only	4	1	13	0	1	0	0	0	19
Display Only	20	2	28	7	6	0	0	0	63
Baton	0	0	0	1	0	0	0	0	1
Chemical/OC	6	0	14	7	0	0	0	0	27
Weaponless	56	14	74	29	20	5	4	1	203
Canine									14
Release Only	0	0	0	0	0	0	0	0	0
Release and Bite	5	0	9	0	0	0	0	0	14
Total Uses of Force	155	43	334	93	82	15	7	2	731
Total Number of Incidents Resulting In Officer Injury or Death	55	3	3	0	0	1	0	0	62
Total Use of Force Arrests	68	10	97	23	24	6	2	1	231
Total Number of Suspects Receiving Non-Fatal Injuries	28	5	29	6	5	1	2	0	76
Total Number of Suspects Receiving Fatal Injuries	1	0	0	0	0	0	0	0	1
Total Agency Custodial Arrests	142	44	195	39	76	14	7	0	517
Total Use of Force Complaints	4	2	6	3	0	0	0	0	15

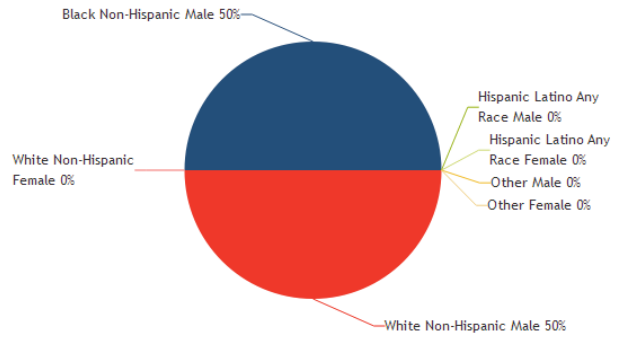
Recreditation Year 4 Notes:

Currently, our use of force data on canines are solely for release and bite. We will be capturing utilization data in the near future.

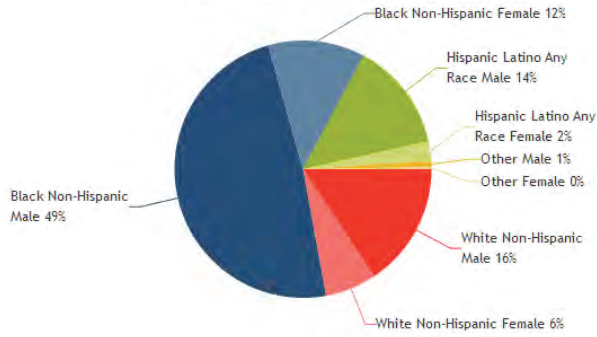
Total Firearm



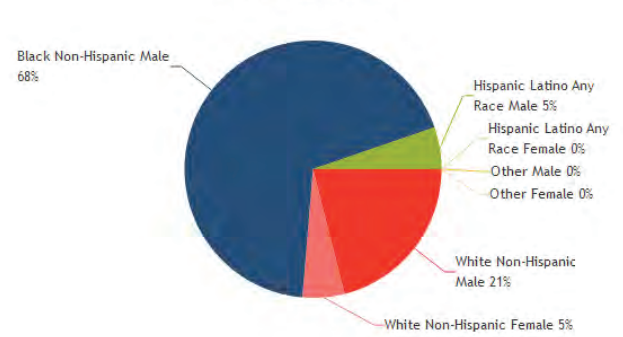
Firearm Discharge



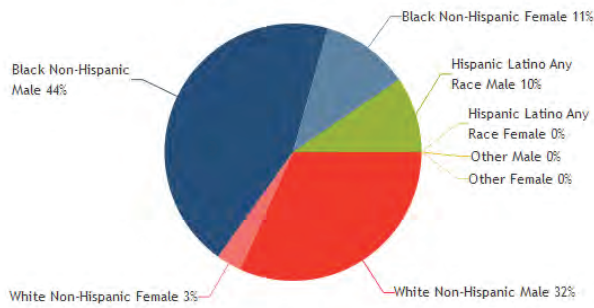
Firearm Display



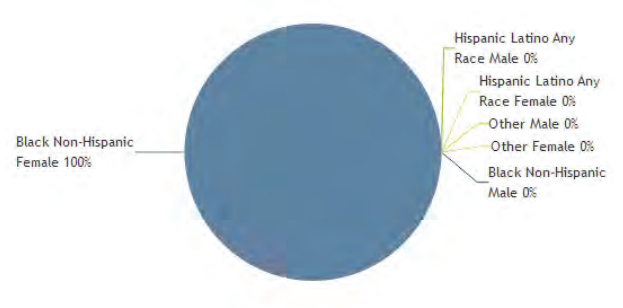
ECW Discharge



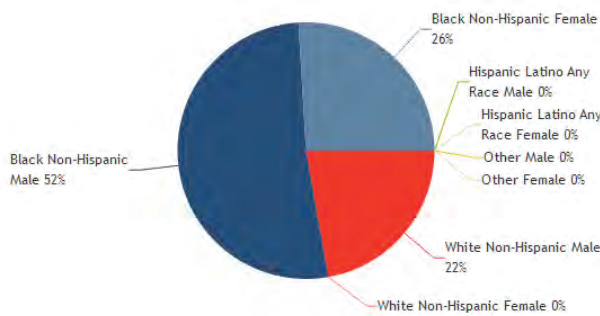
ECW Display



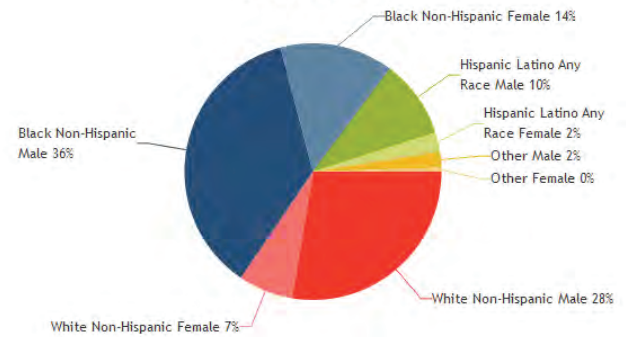
Baton



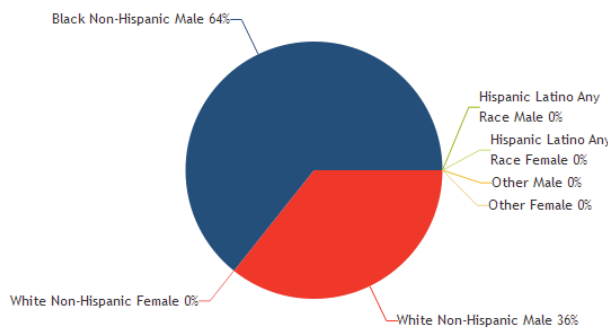
Chemical/OC



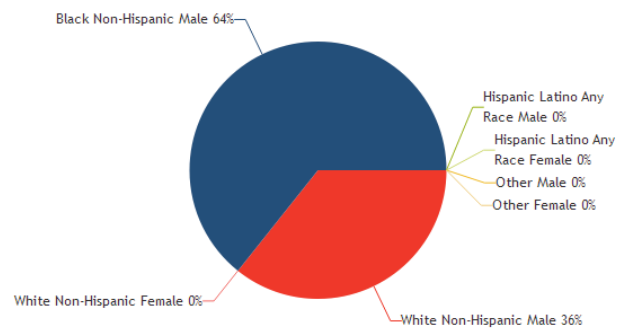
Weaponless



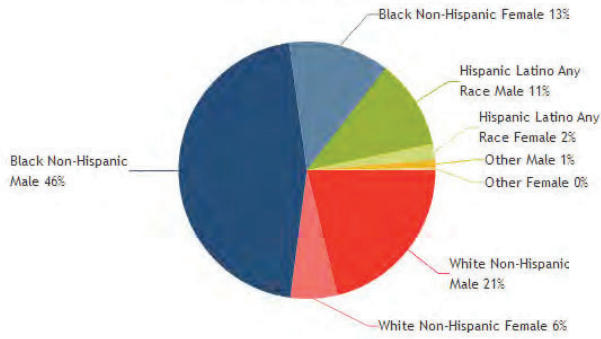
Total Canine



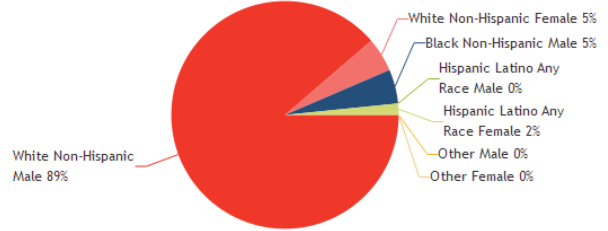
Canine: Release and Bite



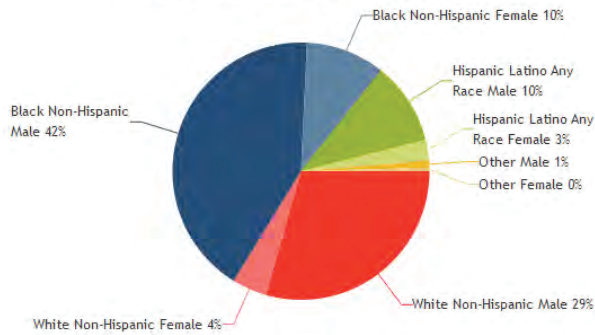
Total Uses of Force



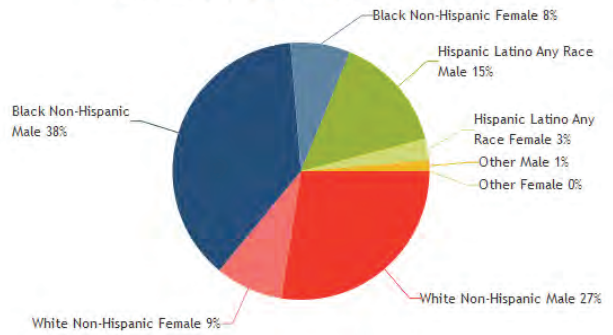
Total Number of Incidents Resulting in Officer Injury or Death



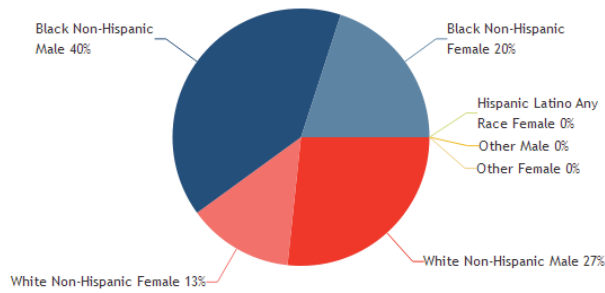
Total Use of Force Arrests



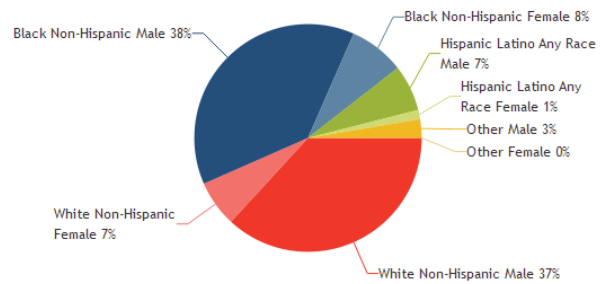
Total Agency Custodial Arrests



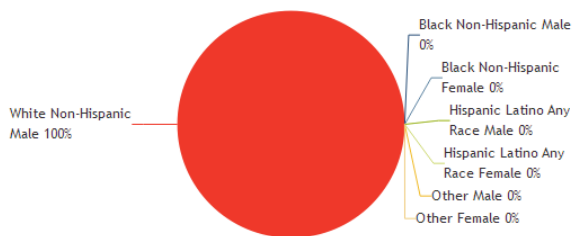
Total Use of Force Complaints



Total Number of Suspects Receiving Non-Fatal Injuries



Total Number of Suspects Receiving Fatal Injuries



Legend

White Non-Hispanic Male	
White Non-Hispanic Female	
Black Non-Hispanic Male	
Black Non-Hispanic Female	
Hispanic Latino Any Race Male	
Hispanic Latino Any Race Female	
Other Male	
Other Female	

Grievances

Year 1 Data Collection Period: 1/1/2020-12/31/2020

Year 2 Data Collection Period: 1/1/2021-12/31/2021

Year 3 Data Collection Period: 1/1/2022-12/31/2022

Year 4 Data Collection Period: 1/1/2023-12/31/2023

Grievances	Year 1	Year 2	Year 3	Year 4
Number	3	3	1	2

Reaccreditation Year 1 Notes:

There were three total grievances as a result of two Internal Complaint investigations. All were concluded at Step II of the grievance process.

Reaccreditation Year 2 Notes:

Two internal complaints and one citizen complaint resulted in sustained findings and were subsequently grieved by the involved officers. Each grievance concluded at the Department Director level with discipline upheld in two of the three cases.

Reaccreditation Year 3 Notes:

There was one grievance as a result of a Motor Vehicle Accident. The grievance was concluded at Step II of the grievance process with the discipline upheld.

Reaccreditation Year 4 Notes:

There was two complaints, one external and one internal, which resulted to officer grievance. in both cases, discipline was upheld.

Personnel Actions

Year 1 Data Collection Period: 1/1/2020-12/31/2020

Year 2 Data Collection Period: 1/1/2021-12/31/2021

Year 3 Data Collection Period: 1/1/2022-12/31/2022

Year 4 Data Collection Period: 1/1/2023-12/31/2023

	Year 1	Year 2	Year 3	Year 4
Suspension	1	1	2	
Demotion	0	0	0	3
Resign In Lieu of Termination	1	1	6	3
Termination	1	2	2	1
Other	4	6	1	1
Total	7	10	11	8
Commendations	232	193	235	200

Reaccreditation Year 1 Notes:

There were four additional resignations that occurred while under disciplinary investigation.

Reaccreditation Year 2 Notes:

There were 6 additional resignations while under disciplinary investigation.

Reaccreditation Year 3 Notes:

There was 1 Retirement in Lieu of Termination

Reaccreditation Year 4 Notes:

There was one additional resignation while under investigation.

Complaints and Internal Affairs - Reaccreditation Year 4

Data Collection Period: 1/1/2020 - 12/31/2023

	Year 1	Year 2	Year 3	Year 4
External/Citizen Complaint				
Citizen Complaint	68	60	87	81
Sustained	18	13	20	23
Not Sustained	11	5	5	10
Unfounded	30	35	51	17
Exonerated	8	7	9	29
Internal/Directed Complaint				
Directed Complaint	71	61	56	38
Sustained	63	53	49	23
Not Sustained	3	3	2	11
Unfounded	3	5	5	3
Exonerated	1	0	0	1

Reaccreditation Year 4 Notes:

Data is based on the number of investigative incidents, not the number of involved officers or allegations within an incident. Twenty four of the Exonerated or Unfounded external complaints were cleared as a result of body worn camera footage.

Calls For Service / Crime Data - Reaccreditation Year 4

Data Collection Period: 1/1/2020 - 12/31/2022

	Year 1	Year 2	Year 3	Year 4
Calls for Service				
Calls for Service	99959	101309	106388	111398
Crime Data				
Murder	15	12	19	7
Forcible Rape	93	84	77	89
Robbery	130	122	105	102
Aggravated Assault	125	326	421	443
Burglary	556	511	447	535
Larceny-Theft	3937	3931	4197	4699
Motor Vehicle Theft	305	330	294	519
Arson	17	18	20	28

Motor Vehicle Pursuit

Year 1 Data Collection Period: 1/1/2020-12/31/2020

Year 2 Data Collection Period: 1/1/2021-12/31/2021

Year 3 Data Collection Period: 1/1/2022-12/31/2022

Year 4 Data Collection Period: 1/1/2023-12/31/2023

	Year 1	Year 2	Year 3	Year 4
Pursuits				
Total Pursuits	124	130	191	155
Forcible stopping techniques used	4	7	9	5
Terminated by Agency	30	38	56	50
Policy Compliant	120	117		154
Policy Non-Compliant	4	13		1
Collisions				
Injuries				
Total Collisions	33	37	54	58
Officer	3	4	4	4
Suspect	5	5	10	17
ThirdParty	4	5	3	6
Reason Initiated				
Traffic	79	86	122	74
Felony	19	20	38	59
Misdemeanor	14	9	15	20

Reaccreditation Year 1

In calendar year 2020, Chesterfield County Police Department officers were involved in 124 pursuits, which is a 77.1% increase when compared to calendar year 2019. Of the 124 pursuits, 123 were initiated by Chesterfield County Police Department officers. One was initiated by Richmond Police Department.

The number of pursuits for 2020 is based on the number of pursuits entered in IA Pro Blue Team. All data and figures are obtained from knowledge-based questions in the completed offense section and the officer's narrative in the Records Management System.

Reaccreditation Year 2

When a comparison was conducted of the 127 Chesterfield Police officer-initiated pursuits in 2021 to the previous year, a 3.25% increase was found.

Reaccreditation Year 3

In 2022, Chesterfield officers pursued 187 vehicles when drivers, in violation of Virginia law, refused to stop pursuant to a lawful request. Additionally, our personnel participated in four other attempts to capture suspects fleeing in a vehicle that entered our county from another jurisdiction. In total, 191 vehicle operators made the decision to flee from police within our jurisdiction; this represents a 46.9 percent increase from 2021. Supervisors and officers

made the decision to either not chase or stop chasing 56 fleeing motorists since it was believed that the danger of allowing the pursuit to continue outweighed the danger to the public should the suspect remain at large based on the information known at the time.

Successful efforts to capture fleeing motorists resulted in a total of 595 criminal/traffic charges. Of pursuits initiated as a result of criminal violations, 50.9 percent were for stolen vehicles, which was the most common criminal violation. Notably, the second-most common reason for pursuit initiation was DUI, which accounted for 13.2 percent.

Notwithstanding these dominant numbers, the department brought charges against fleeing drivers for an array of offenses including but not limited to: abduction, arson, burglary, hit and run, robbery, shooting(s). A total of 19 illegal firearms were seized from suspects following pursuits last year within the county.

Officers and supervisors are given guidance and apprised of best practices post-pursuit, as each pursuit prompts an extensive review that is assessed by four levels of the chain of command. Furthermore, upon reviewing the policy for this analysis, it was determined there are no substantive policy changes being recommend at this time. However, by continuously reviewing our practices as it pertains to police pursuits, we can regularly identify and employ best practice strategies and tactics that help us balance our duty to apprehend criminals while simultaneously safeguarding the lives of those in our community. Protecting the vulnerable and the preservation of life are two of the major pillars of why we exist as a police department. It is our best judgement that motorists flee before they are being chased and weighing risks on a case-by-case basis is our best route to ensure criminals do not operate with impunity within our county.

Reaccreditation Year 4

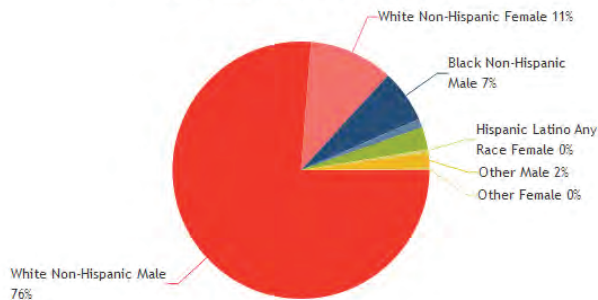
Reasons Initiated : There were 2 listed as Other-Non Criminal

Agency Breakdown Report - Reaccreditation Year 1

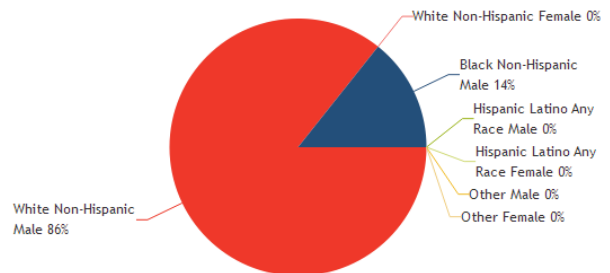
Data Collection Period: 1/1/2020 - 12/31/2020

	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Sworn Personnel									
Executive	6	0	1	0	0	0	0	0	7
Command	27	3	2	0	2	0	1	0	35
Supervisory Positions	46	3	9	0	1	0	1	0	60
Non-Supervisory Positions	332	51	24	6	12	2	9	1	437
Sub Total									539
Non Sworn Personnel									
Executive	0	0	0	0	0	0	0	0	0
Managerial	1	4	0	1	0	1	0	0	7
Supervisory Positions	1	9	0	3	0	0	0	0	13
Non-Supervisory Positions	17	62	4	6	3	7	2	1	102
Sub Total									122
Total									661

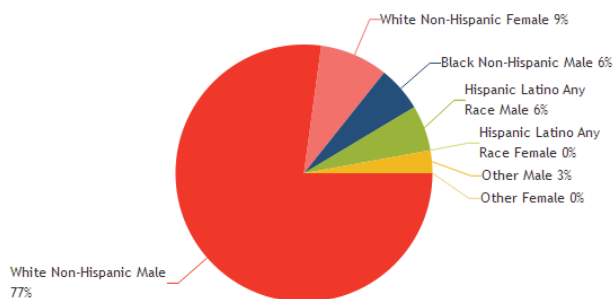
Total Sworn Personnel



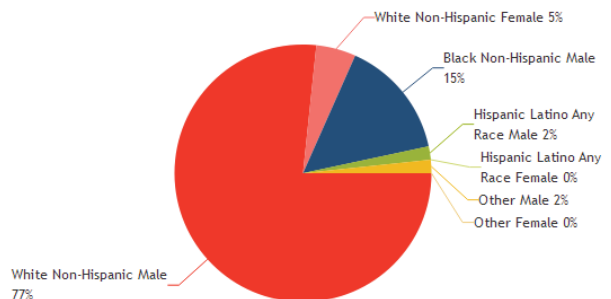
Sworn Personnel: Executive



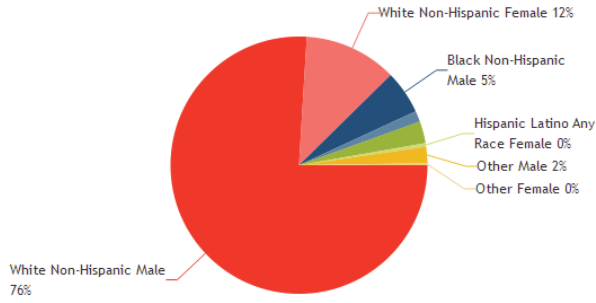
Sworn Personnel: Command



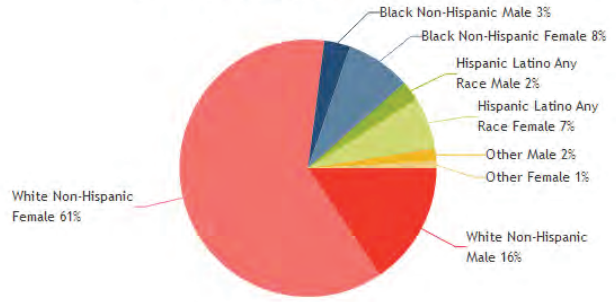
Sworn Personnel: Supervisory Positions



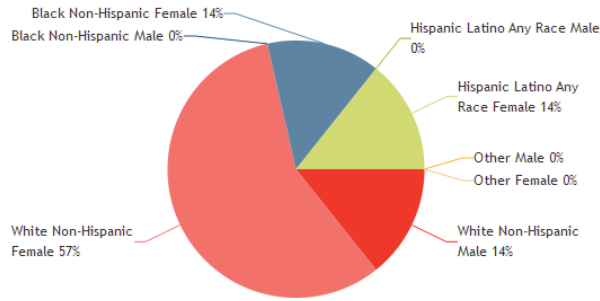
Sworn Personnel: Non-Supervisory Positions



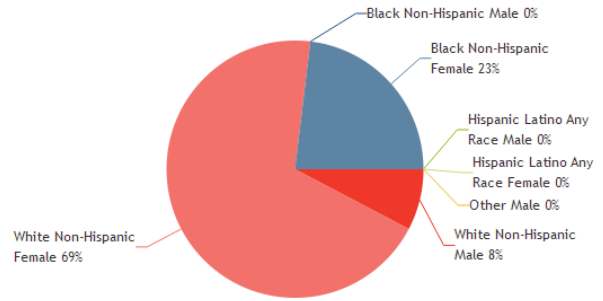
Total Non-Sworn Personnel



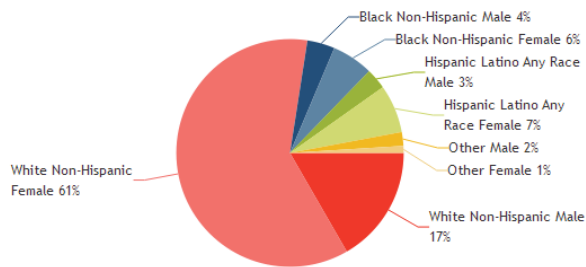
Non-Sworn Personnel: Managerial



Non-Sworn Personnel: Supervisory Positions



Non-Sworn Personnel: Non-Supervisory Positions



Legend

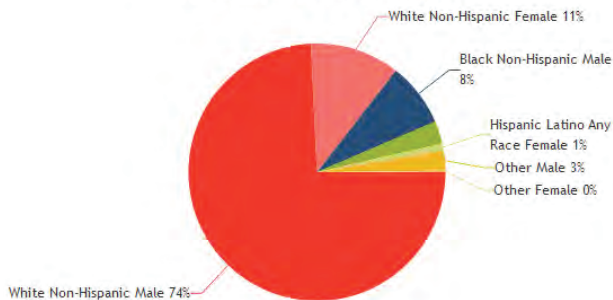
White Non-Hispanic Male	
White Non-Hispanic Female	
Black Non-Hispanic Male	
Black Non-Hispanic Female	
Hispanic Latino Any Race Male	
Hispanic Latino Any Race Female	
Other Male	
Other Female	

Agency Breakdown Report - Reaccreditation Year 2

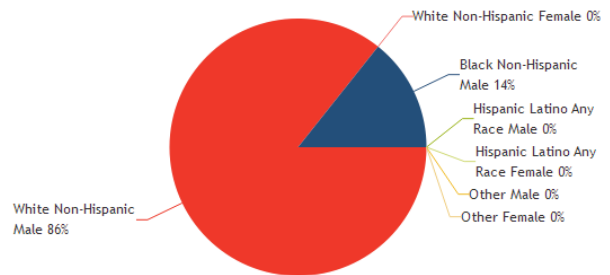
Data Collection Period: 1/1/2021 - 12/31/2021

	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Sworn Personnel									
Executive	6	0	1	0	0	0	0	0	7
Command	30	3	3	0	2	0	1	0	39
Supervisory Positions	53	3	8	0	1	0	1	0	66
Non-Supervisory Positions	326	57	33	0	13	5	12	1	447
Sub Total									559
Non Sworn Personnel									
Executive	0	0	0	0	0	0	0	0	0
Managerial	1	5	0	1	0	1	0	0	8
Supervisory Positions	2	12	0	3	0	0	0	0	17
Non-Supervisory Positions	17	70	2	7	1	3	2	1	103
Sub Total									128
Total									687

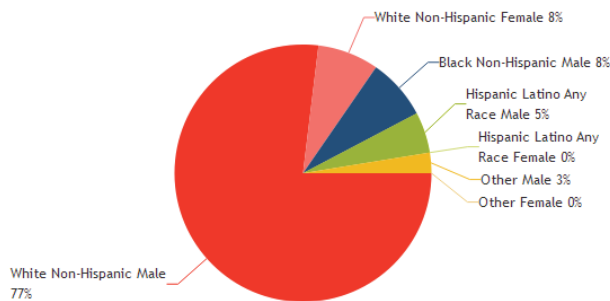
Total Sworn Personnel



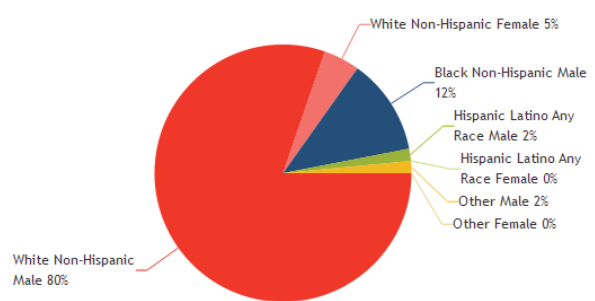
Sworn Personnel: Executive



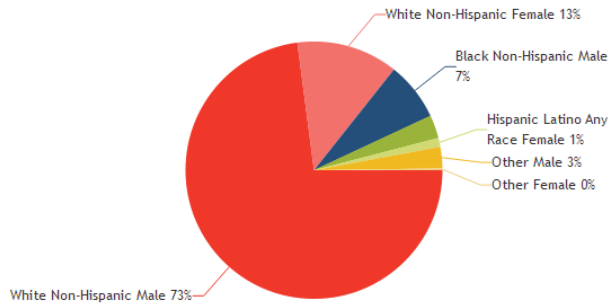
Sworn Personnel: Command



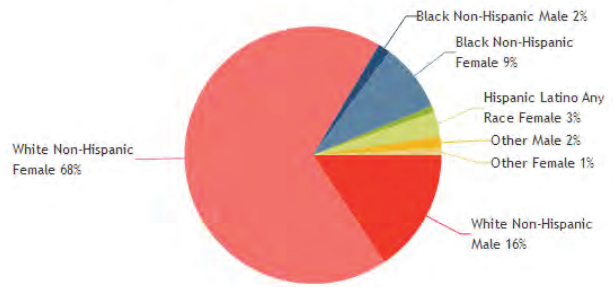
Sworn Personnel: Supervisory Positions



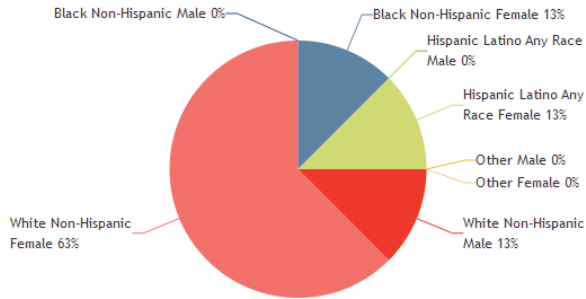
Sworn Personnel: Non-Supervisory Positions



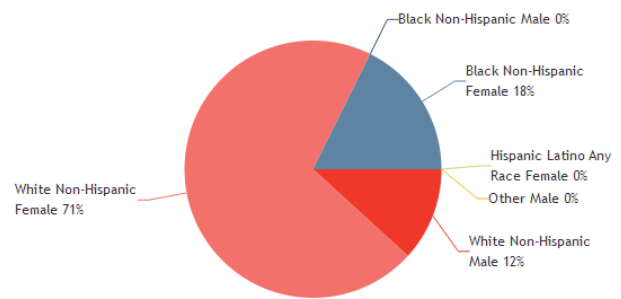
Total Non-Sworn Personnel



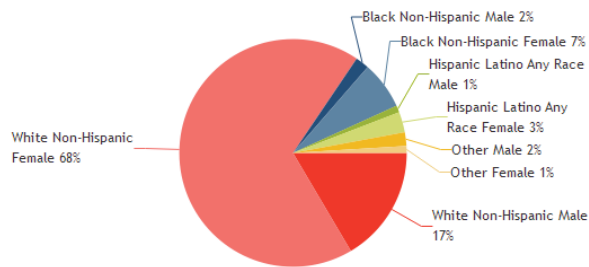
Non-Sworn Personnel: Managerial



Non-Sworn Personnel: Supervisory Positions



Non-Sworn Personnel: Non-Supervisory Positions



Legend

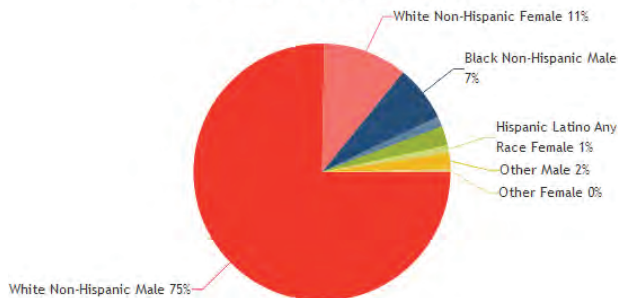
White Non-Hispanic Male	
White Non-Hispanic Female	
Black Non-Hispanic Male	
Black Non-Hispanic Female	
Hispanic Latino Any Race Male	
Hispanic Latino Any Race Female	
Other Male	
Other Female	

Agency Breakdown Report - Reaccreditation Year 3

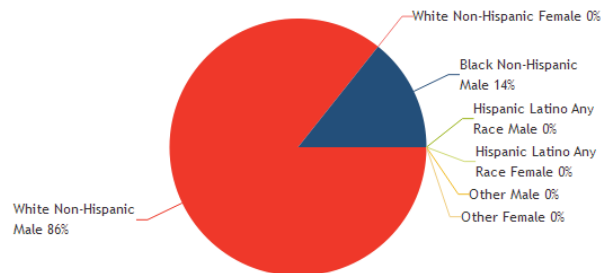
Data Collection Period: 1/1/2022 - 12/31/2022

	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Sworn Personnel									
Executive	6	0	1	0	0	0	0	0	7
Command	32	3	2	0	1	0	1	0	39
Supervisory Positions	55	3	7	0	1	0	1	0	67
Non-Supervisory Positions	312	51	28	7	11	5	9	2	425
Sub Total									538
Non Sworn Personnel									
Executive	0	0	0	0	0	0	0	0	0
Managerial	2	5	0	1	0	1	0	0	9
Supervisory Positions	2	11	0	3	0	0	0	0	16
Non-Supervisory Positions	18	73	4	2	2	4	2	2	107
Sub Total									132
Total									670

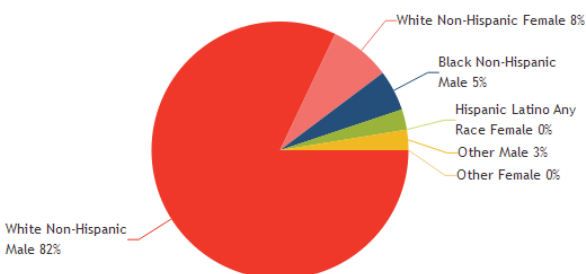
Total Sworn Personnel



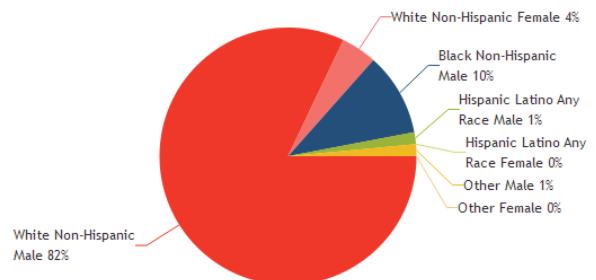
Sworn Personnel: Executive



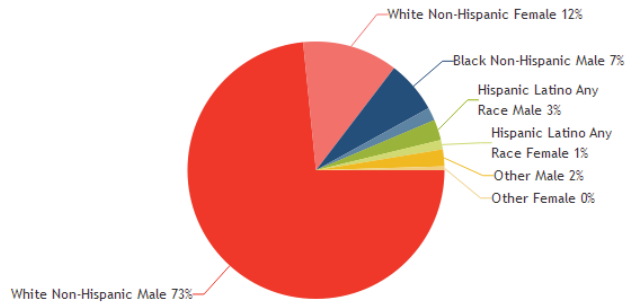
Sworn Personnel: Command



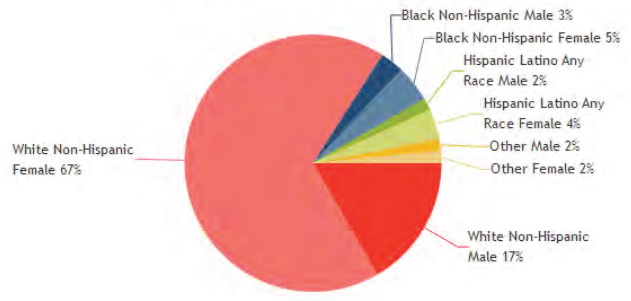
Sworn Personnel: Supervisory Positions



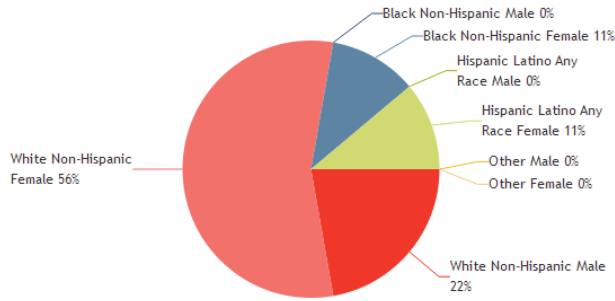
Sworn Personnel: Non-Supervisory Positions



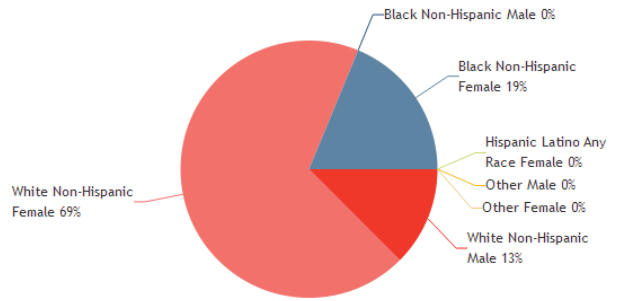
Total Non-Sworn Personnel



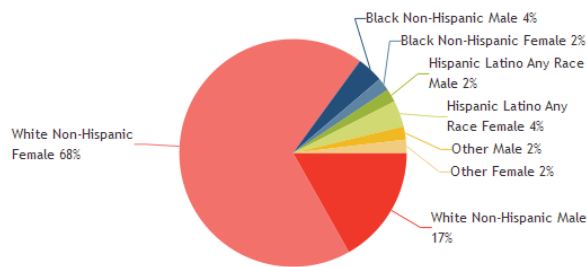
Non-Sworn Personnel: Managerial



Non-Sworn Personnel: Supervisory Positions



Non-Sworn Personnel: Non-Supervisory Positions



Legend

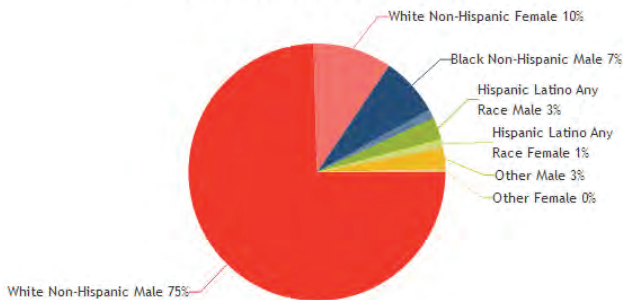
White Non-Hispanic Male	
White Non-Hispanic Female	
Black Non-Hispanic Male	
Black Non-Hispanic Female	
Hispanic Latino Any Race Male	
Hispanic Latino Any Race Female	
Other Male	
Other Female	

Agency Breakdown Report - Reaccreditation Year 4

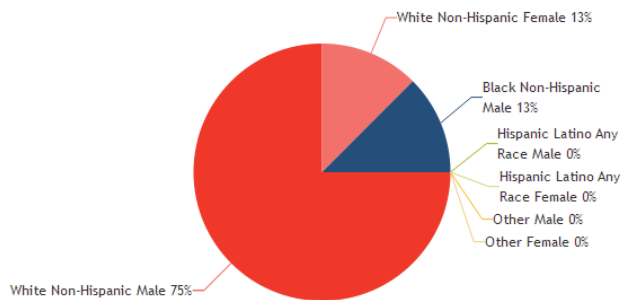
Data Collection Period: 1/1/2023 - 12/31/2023

	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Sworn Personnel									
Executive	6	1	1						8
Command	32	3	2		1		1		39
Supervisory Positions	55	4	7		1		1		68
Non-Supervisory Positions	306	45	30	6	13	6	12	2	420
Sub Total									535
Non Sworn Personnel									
Executive									
Managerial	3	7				1			11
Supervisory Positions	3	10		3					16
Non-Supervisory Positions	14	70	2	3	5	4	3	3	104
Sub Total									131
Total									666

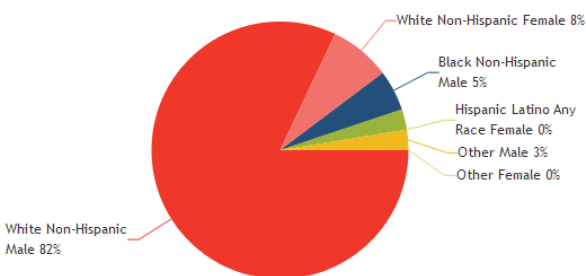
Total Sworn Personnel



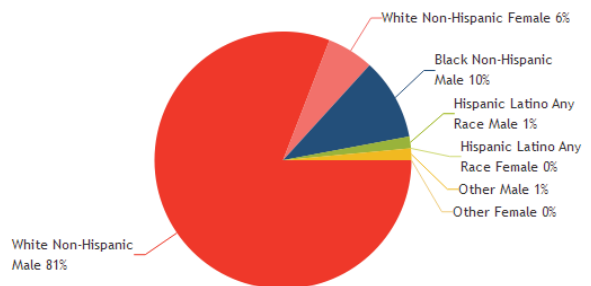
Sworn Personnel: Executive



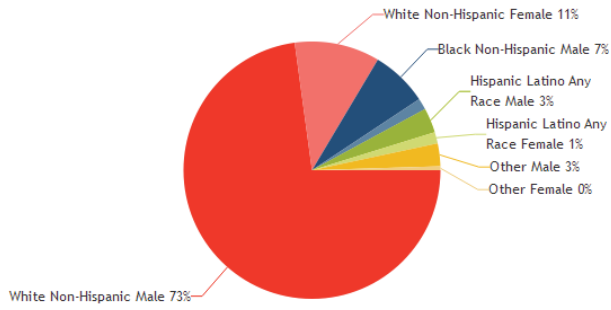
Sworn Personnel: Command



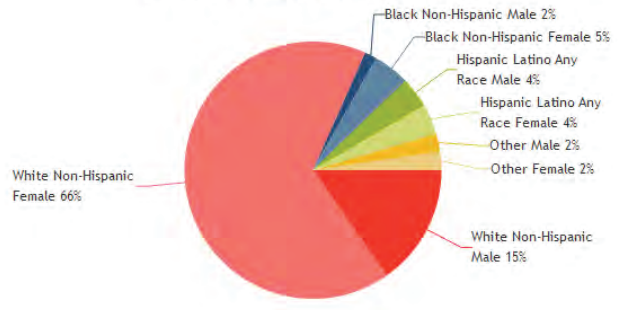
Sworn Personnel: Supervisory Positions



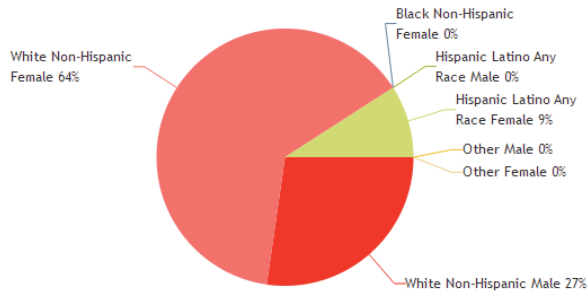
Sworn Personnel: Non-Supervisory Positions



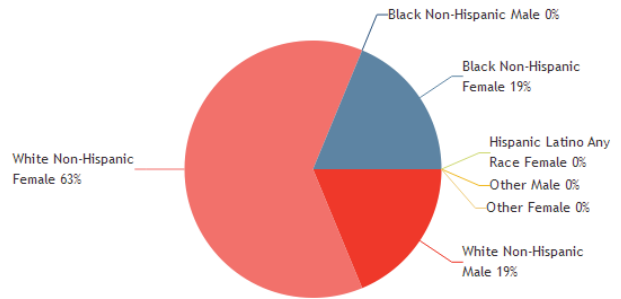
Total Non-Sworn Personnel



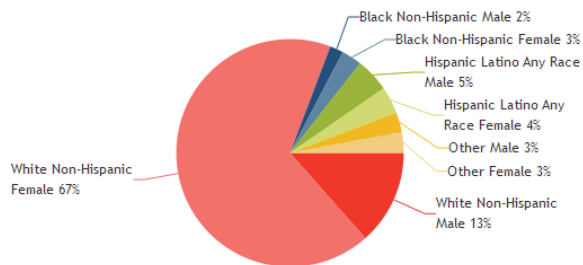
Non-Sworn Personnel: Managerial



Non-Sworn Personnel: Supervisory Positions



Non-Sworn Personnel: Non-Supervisory Positions



Legend

White Non-Hispanic Male	
White Non-Hispanic Female	
Black Non-Hispanic Male	
Black Non-Hispanic Female	
Hispanic Latino Any Race Male	
Hispanic Latino Any Race Female	
Other Male	
Other Female	

Agency Demographics Report - Reaccreditation Year 1

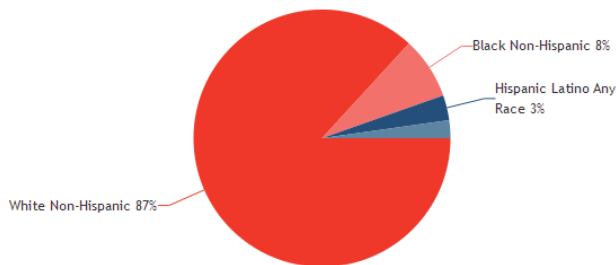
Data Collection Period: 1/1/2020 - 12/31/2020

	Service Population		Available Workforce		Current Sworn Officers		Current Female Sworn Officers		Prior Sworn Officers		Prior Female Sworn Officers	
	#	%	#	%	#	%	#	%	#	%	#	%
White Non-Hispanic	0	0%	0	0%	468	87%	58	11%	389	87%	43	10%
Black Non-Hispanic	0	0%	0	0%	42	8%	5	1%	36	8%	4	1%
Hispanic Latino Any Race	0	0%	0	0%	17	3%	2	0%	12	3%	1	0%
Other	0	0%	0	0%	12	2%	1	0%	8	2%	1	0%
Total	0		0		539		66		445		49	

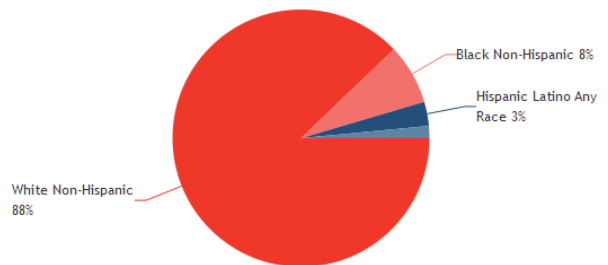
Reaccreditation Year 1 Notes:

2020 Service Population and Available Workforce Data not available.

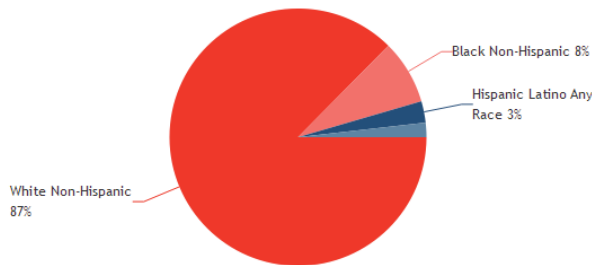
Current Sworn Officers



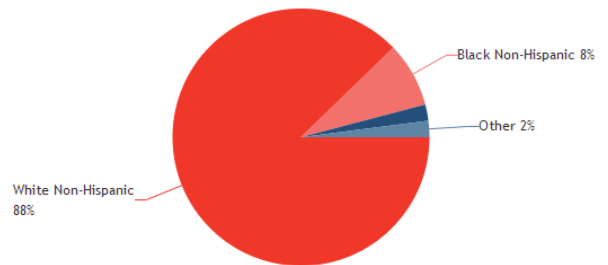
Current Sworn Female Officers



Prior Sworn Officers



Prior Sworn Female Officers



Agency Demographics Report - Reaccreditation Year 2

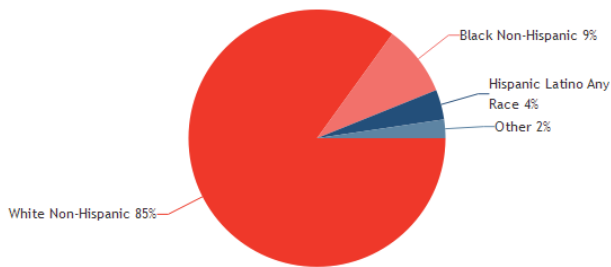
Data Collection Period: 1/1/2021 - 12/31/2021

	Service Population		Available Workforce		Current Sworn Officers		Current Female Sworn Officers		Prior Sworn Officers		Prior Female Sworn Officers	
	#	%	#	%	#	%	#	%	#	%	#	%
White Non-Hispanic	0	0%	0	0%	475	85%	60	11%	468	87%	58	11%
Black Non-Hispanic	0	0%	0	0%	50	9%	5	1%	42	8%	5	1%
Hispanic Latino Any Race	0	0%	0	0%	21	4%	5	1%	17	3%	2	0%
Other	0	0%	0	0%	13	2%	1	0%	12	2%	1	0%
Total	0		0		559		71		539		66	

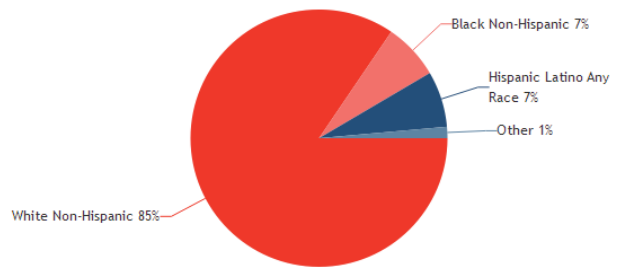
Reaccreditation Year 2 Notes:

Note: 2021 Service Population and Available Workforce Data not available.

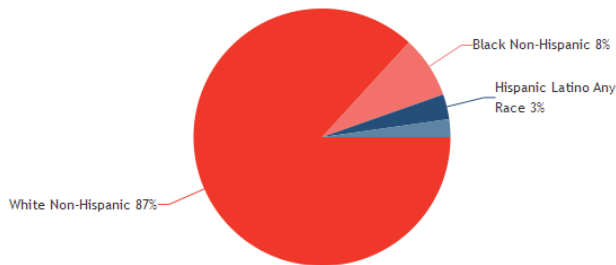
Current Sworn Officers



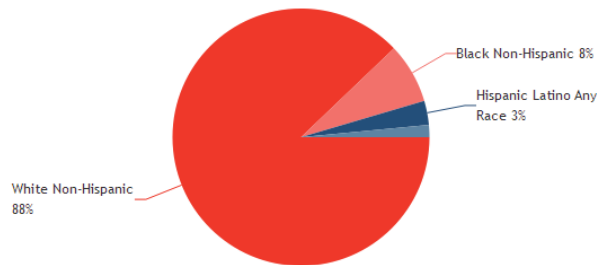
Current Sworn Female Officers



Prior Sworn Officers



Prior Sworn Female Officers

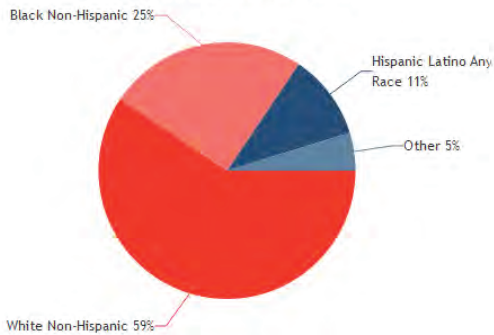


Agency Demographics Report - Reaccreditation Year 3

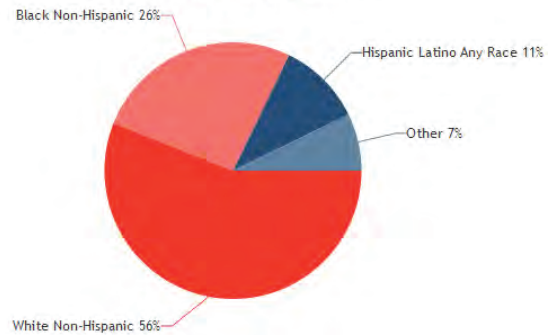
Data Collection Period: 1/1/2022 - 12/31/2022

	Service Population		Available Workforce		Current Sworn Officers		Current Female Sworn Officers		Prior Sworn Officers		Prior Female Sworn Officers	
	#	%	#	%	#	%	#	%	#	%	#	%
White Non-Hispanic	222317	59%	127815	56%	405	87%	57	12%	475	85%	60	11%
Black Non-Hispanic	93814	25%	59676	26%	38	8%	7	1%	50	9%	5	1%
Hispanic Latino Any Race	40442	11%	24207	11%	13	3%	5	1%	21	4%	5	1%
Other	17835	5%	16408	7%	11	2%	2	0%	13	2%	1	0%
Total	374408		228106		467		71		559		71	

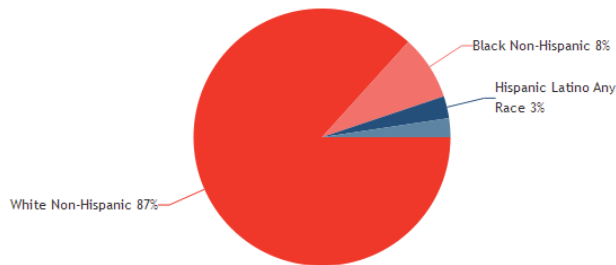
Service Population



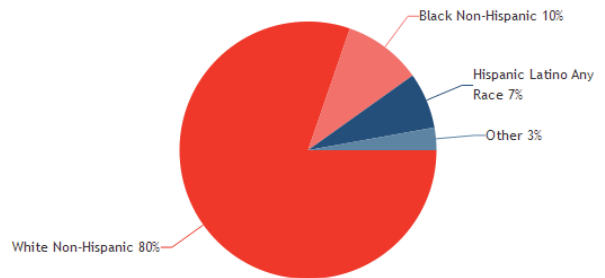
Available Workforce



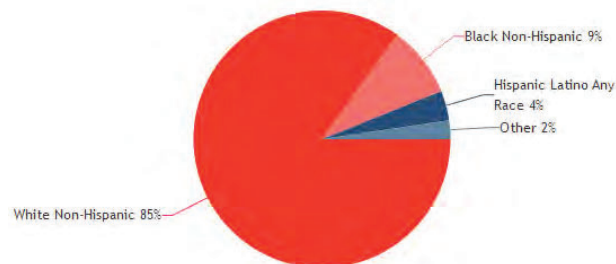
Current Sworn Officers



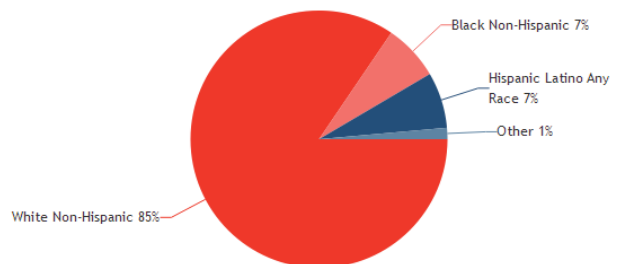
Current Sworn Female Officers



Prior Sworn Officers



Prior Sworn Female Officers



Agency Demographics Report - Reaccreditation Year 4

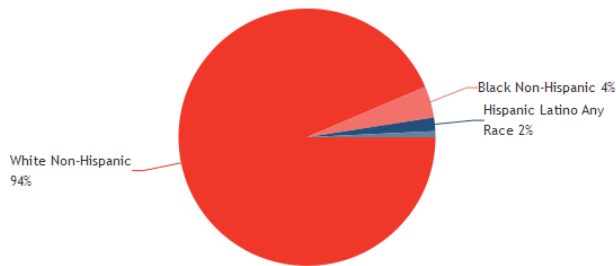
Data Collection Period: 1/1/2023 - 12/31/2023

	Service Population		Available Workforce		Current Sworn Officers		Current Female Sworn Officers		Prior Sworn Officers		Prior Female Sworn Officers	
	#	%	#	%	#	%	#	%	#	%	#	%
White Non-Hispanic	2222317	94%	127815	56%	397	85%	53	11%	405	87%	57	12%
Black Non-Hispanic	93814	4%	59676	26%	39	8%	6	1%	38	8%	7	1%
Hispanic Latino Any Race	40442	2%	24207	11%	15	3%	6	1%	13	3%	5	1%
Other	17835	1%	16408	7%	14	3%	2	0%	11	2%	2	0%
Total	2374408		228106		465		67		467		71	

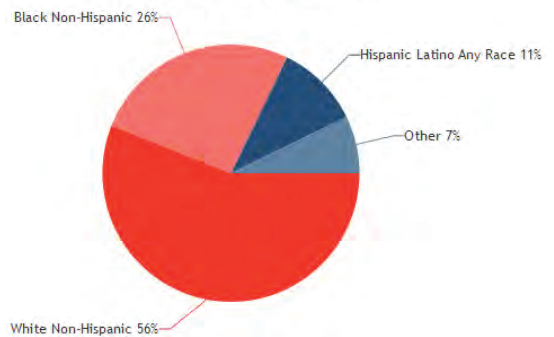
Reaccreditation Year 4 Notes:

At the time of collection, 2023 Service Population and Available Workforce were not available, so 2022 information was put in its place.

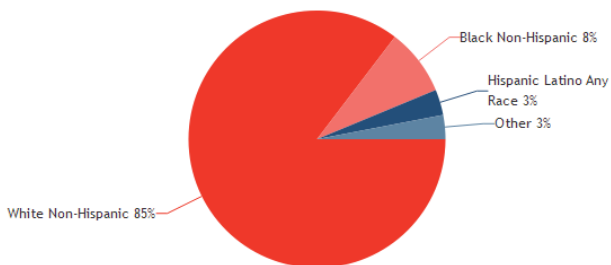
Service Population



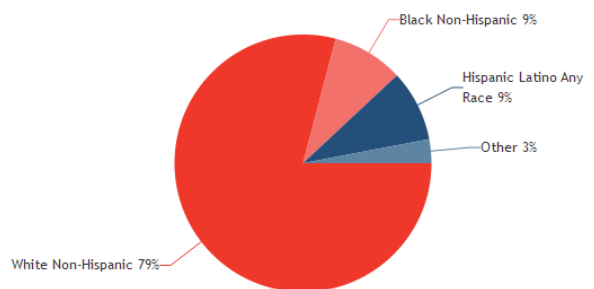
Available Workforce



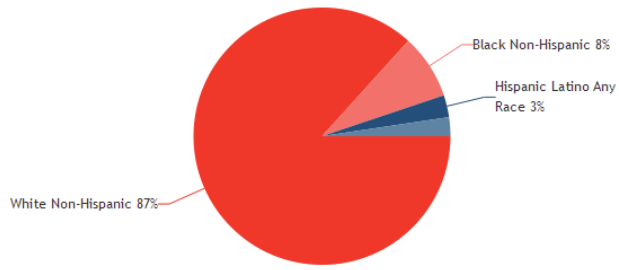
Current Sworn Officers



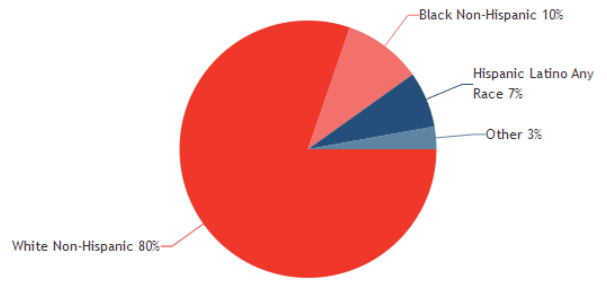
Current Sworn Female Officers



Prior Sworn Officers



Prior Sworn Female Officers



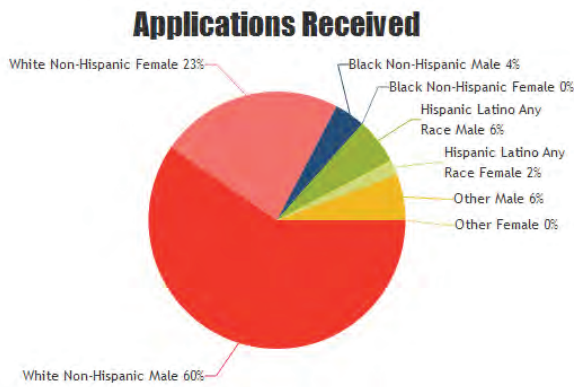
Sworn Officer Selection - Reaccreditation Year 1

Data Collection Period: 1/1/2020 - 12/31/2020

	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Applications Received	31	12	2	0	3	1	3	0	52
Applicants Hired									
Percent Hired	0%	0%	0%	0%	0%	0%	0%	0%	N/A
Percent of Workforce Population	0%		0%		0%		0%		N/A

Reaccreditation Year 1 Notes:

Race and Gender are not collected during the application process.



Applicants Hired

Percent Hired

Percent of Workforce Population

Legend

White Non-Hispanic Male	
White Non-Hispanic Female	
Black Non-Hispanic Male	
Black Non-Hispanic Female	
Hispanic Latino Any Race Male	
Hispanic Latino Any Race Female	
Other Male	
Other Female	

Sworn Officer Selection - Reaccreditation Year 2

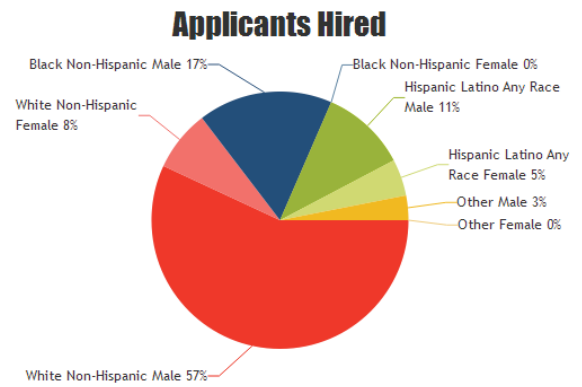
Data Collection Period: 1/1/2021 - 12/31/2021

	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Applications Received									
Applicants Hired	37	5	11	0	7	3	2		65
Percent Hired	%	%	%	%	%	%	%	%	N/A
Percent of Workforce Population	8%		2%		2%		0%		N/A

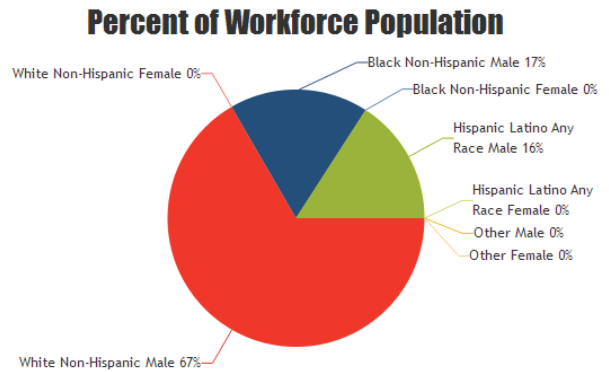
Reaccreditation Year 2 Notes:

Race and gender information are not collected during the application process.

Applications Received



Percent Hired



Legend

White Non-Hispanic Male	
White Non-Hispanic Female	
Black Non-Hispanic Male	
Black Non-Hispanic Female	
Hispanic Latino Any Race Male	
Hispanic Latino Any Race Female	
Other Male	
Other Female	

Sworn Officer Selection - Reaccreditation Year 3

Data Collection Period: 1/1/2022 - 12/31/2022

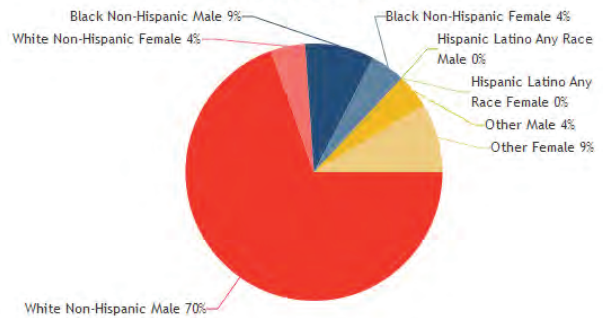
	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Applications Received	0	0	0	0	0	0	0	0	0
Applicants Hired	16	1	2	1	0	0	1	2	23
Percent Hired	%	%	%	%	%	%	%	%	N/A
Percent of Workforce Population	4%		1%		0%		1%		N/A

Reaccreditation Year 3 Notes:

Race and gender information are not collected during the application process.

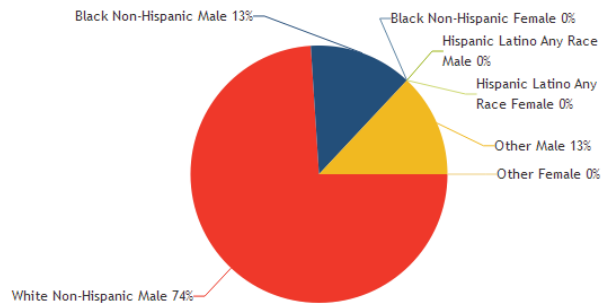
Applications Received

Applicants Hired



Percent Hired

Percent of Workforce Population



Legend

White Non-Hispanic Male	
White Non-Hispanic Female	
Black Non-Hispanic Male	
Black Non-Hispanic Female	
Hispanic Latino Any Race Male	
Hispanic Latino Any Race Female	
Other Male	
Other Female	

Sworn Officer Selection - Reaccreditation Year 4

Data Collection Period: 1/1/2023 - 12/31/2023

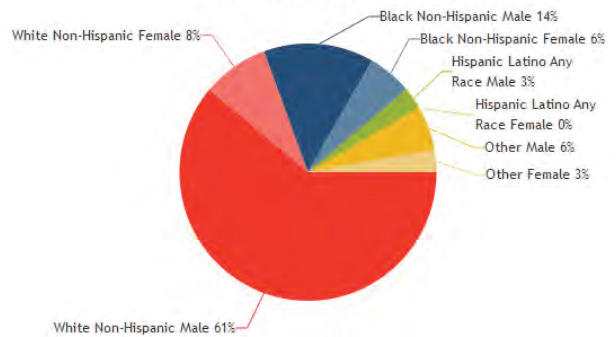
	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Applications Received									
Applicants Hired	22	3	5	2	1	0	2	1	36
Percent Hired	%	%	%	%	%	%	%	%	N/A
Percent of Workforce Population	5%		2%		0%		1%		N/A

Reaccreditation Year 4 Notes:

Race and gender information are not collected during the application process.

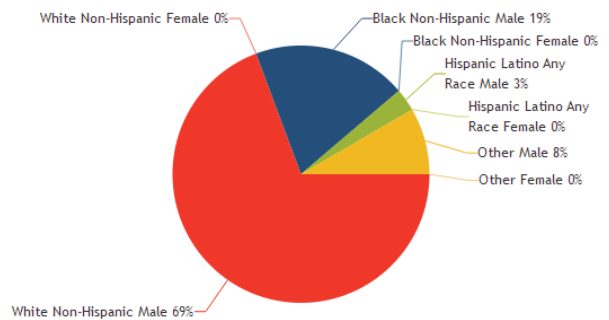
Applications Received

Applicants Hired



Percent Hired

Percent of Workforce Population



Legend

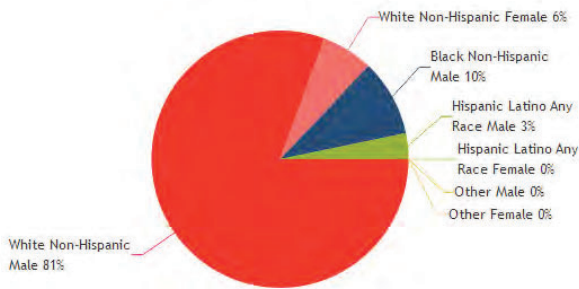
White Non-Hispanic Male	
White Non-Hispanic Female	
Black Non-Hispanic Male	
Black Non-Hispanic Female	
Hispanic Latino Any Race Male	
Hispanic Latino Any Race Female	
Other Male	
Other Female	

Sworn Officer Promotions - Reaccreditation Year 1

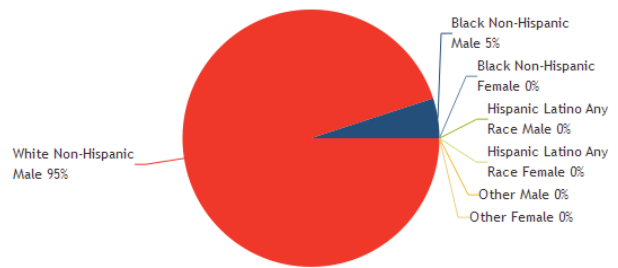
Data Collection Period: 1/1/2020 - 12/31/2020

	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Tested	25	2	3	0	1				31
Eligible After Testing	19		1						20
Promoted	2								2
Percent Promoted	8 %	0 %	0 %	%	0 %	%	%	%	N/A

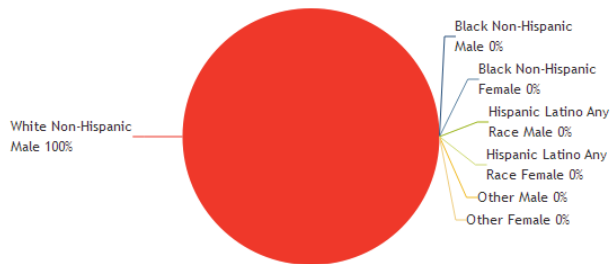
Tested



Eligible After Testing



Promoted



Percent Promoted



Legend

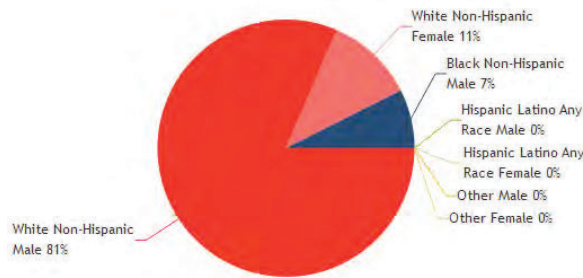
White Non-Hispanic Male	
White Non-Hispanic Female	
Black Non-Hispanic Male	
Black Non-Hispanic Female	
Hispanic Latino Any Race Male	
Hispanic Latino Any Race Female	
Other Male	
Other Female	

Sworn Officer Promotions - Reaccreditation Year 2

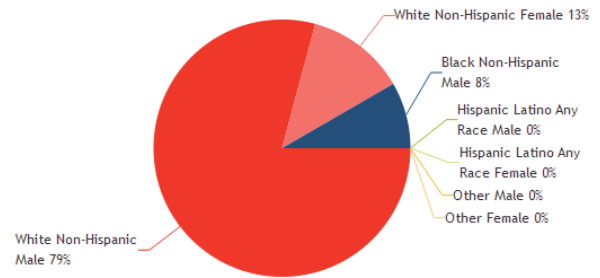
Data Collection Period: 1/1/2021 - 12/31/2021

	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Tested	22	3	2	0	0	0	0	0	27
Eligible After Testing	19	3	2	0	0	0	0	0	24
Promoted	8	0	0	0	0	0	0	0	8
Percent Promoted	36 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	N/A

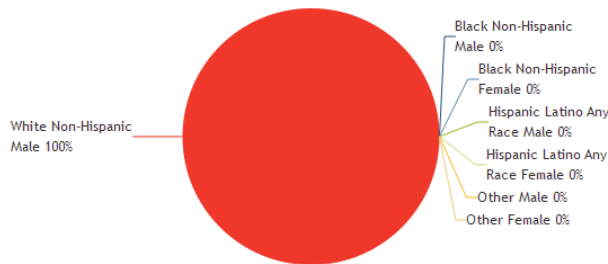
Tested



Eligible After Testing



Promoted



Percent Promoted



Legend

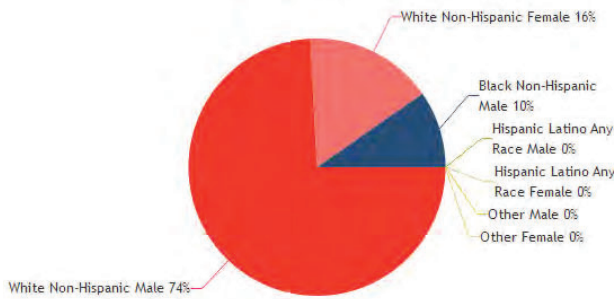
White Non-Hispanic Male	
White Non-Hispanic Female	
Black Non-Hispanic Male	
Black Non-Hispanic Female	
Hispanic Latino Any Race Male	
Hispanic Latino Any Race Female	
Other Male	
Other Female	

Sworn Officer Promotions - Reaccreditation Year 3

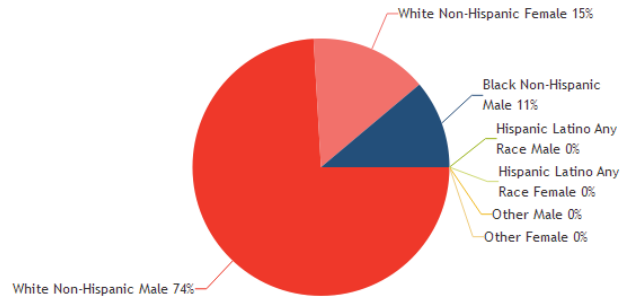
Data Collection Period: 1/1/2022 - 12/31/2022

	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Tested	23	5	3	0	0	0	0	0	31
Eligible After Testing	20	4	3						27
Promoted	10								10
Percent Promoted	43 %	0 %	0 %	%	%	%	%	%	N/A

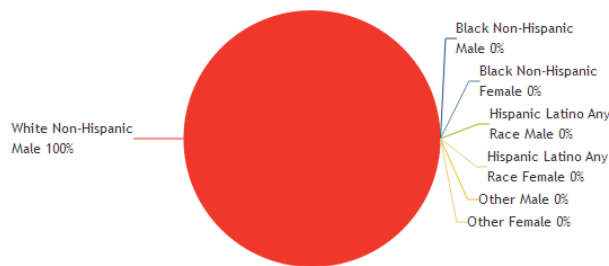
Tested



Eligible After Testing



Promoted



Percent Promoted



Legend

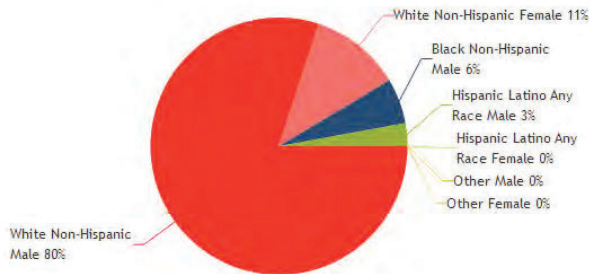
White Non-Hispanic Male	
White Non-Hispanic Female	
Black Non-Hispanic Male	
Black Non-Hispanic Female	
Hispanic Latino Any Race Male	
Hispanic Latino Any Race Female	
Other Male	
Other Female	

Sworn Officer Promotions - Reaccreditation Year 4

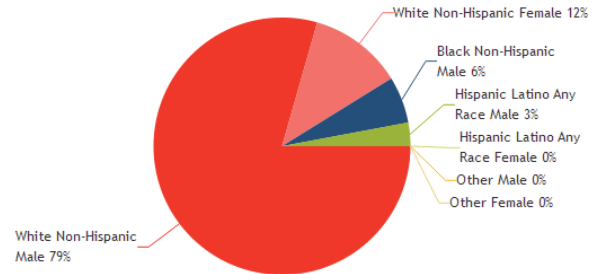
Data Collection Period: 1/1/2023 - 12/31/2023

	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Tested	28	4	2		1				35
Eligible After Testing	27	4	2		1				34
Promoted	8	6	1						15
Percent Promoted	29 %	150 %	50 %	%	0 %	%	%	%	N/A

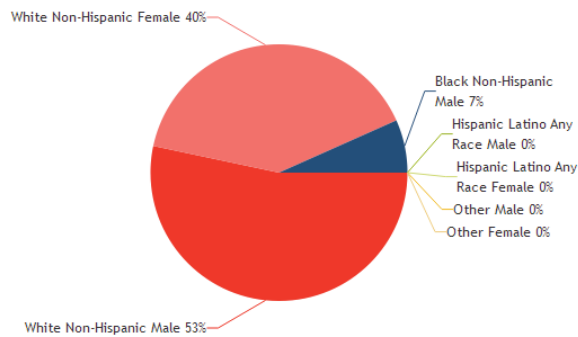
Tested



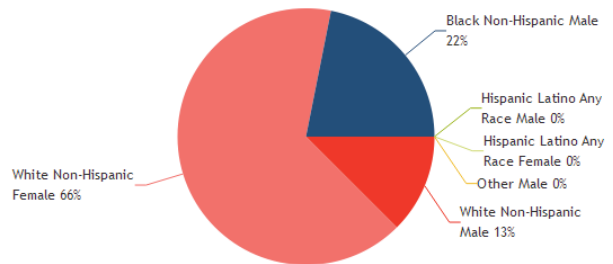
Eligible After Testing



Promoted



Percent Promoted



Legend

White Non-Hispanic Male	
White Non-Hispanic Female	
Black Non-Hispanic Male	
Black Non-Hispanic Female	
Hispanic Latino Any Race Male	
Hispanic Latino Any Race Female	
Other Male	
Other Female	

Optional 1. TRIAD

Goals and Objectives

Goal 1

To maintain a Seniors and Law Enforcement Together (SALT) Council. SALT, the governing body of Chesterfield TRIAD, consists of representatives from the Chesterfield County Sheriff's Office, the Chesterfield County Police Department, Chesterfield County Fire and EMS, the Senior Advocates Office, AARP groups in Chesterfield, local service agencies, and older adults that address safety issues in the community.

Objectives:

- To meet monthly at an agreed location to conduct business that addresses its mission.
- To continue to meet regularly with TRIAD's regional groups, including the Virginia Attorney General's Office to work on regional projects that promote TRIAD's mission.

Goal 2

To establish working committees within the SALT Council that will enable Chesterfield TRIAD to educate and broaden its mission as it works in the community.

Objectives

- To maintain an Executive Committee composed of the Officers of TRIAD. This committee is responsible for overseeing the implementation of Chesterfield TRIAD bylaws, identifying TRIAD's long-term goals and objectives, determining the best approach for achieving these goals and objectives, and presenting them to the membership for discussion and approval.
- To fill the vacancies of the Legislative, Membership, Program, Public Relations and Safety Committees.

Goal 3

To continue to provide resources to the senior population by holding the Senior Day event in 2023 and 2024.

Objectives

- To provide 10 new vendors (for a total of 40) to participate in Senior Day.

- To increase attendance to 450 attendees.

Program Accomplishments

In 2024, Chesterfield TRIAD received an award from Virginia’s Attorney General’s Office for TRIAD Senior Day “Event of the Year.” Tom Gelozin, Chesterfield TRIAD Treasurer, attended the conference 2024 TRIAD Conference in Williamsburg, Virginia to accept this award.

Chesterfield Triad received \$5,000 grant funds from The SPAN Center in August of 2024. The Span Center serves as the Capital Area Agency on Aging for Central Virginia. These funds were used to support printing/promoting File of Life and Yellow Dot programs, a new TRIAD tent, TRIAD seatbelt cutter/window smasher keychains, TRIAD Door Grabbers, the Staying Strong at Stonebridge Health and Wellness Fair at the Stonebridge Senior Center. The funds allowed the addition of food for participants, Chair Volleyball, flu shots, and a CarFit at this event. 140 participants attended the Health and Wellness Fair. All grant funds must be used by August of 2025.

Program Evaluation

Chesterfield TRIAD continues to meet once a month on the third Thursday and has an average attendance of 15 to 20 individuals. (Exhibit 1). The meetings typically consist of an introduction of all attendees, followed by a brief report from each executive board member on any areas of interest. Presentations on such topics as how to respond during an active shooter, medication safety, frauds and scams, aging in place and maintain a safe home environment, updates to the Medicare system, and programs and resources available at local libraries are provided by guest speakers. The presentations are usually followed by short question-and-answer sessions. Generally, police, fire, and sheriff’s office representatives remain on scene to speak with attendees regarding individual, more personal concerns.

In addition to the regularly scheduled monthly meetings, the TRIAD Executive Committee meets on the second Monday of each month. During these meetings, the Executive Committee discusses current TRIAD finances, any major new business or points of order, and receives reports on progress. Overall, the groups share the mission of growing and attracting new members to TRIAD, distributing information to all members regarding issues of personal safety. The committees also attempt to develop strategies on the best ways to utilize current trends in technology, society, and public safety to help spread their message. Information such as upcoming events, membership opportunities, and safety alerts are now released much more frequently over sites such as Twitter, Facebook, or Instagram.

The annual Senior Day program took place again in 2024 and 2025 (Exhibits 2-5). In 2024 there were 50 vendors and approximately 300 attendees. In 2025 the vendors increased to 54 but attendees decreased to 230 individuals. TRIAD did not meet the 2022 CCPC goal of 450 Senior Day attendees, and this may be attributed to the event time and location being changed. As usual, the Chesterfield County Police Department attended and provided crime prevention resources.

TRIAD relies on seniors within the community to participate and sit on the different committees such as the legislative, membership, program, public relations and safety committees. At this time, there have not been any seniors who have volunteered to fill these roles. TRIAD continues to actively search for members of the community to volunteer to fill these vacant positions.

Chesterfield's TRIAD has changed over the last three years. Staffing is currently as follows:

- Deputy Adrian Navarro has assumed duties for the Chesterfield County Sheriff's Office.
- Corporal Matt Rogers is the Chesterfield County Police Department's representative.
- Mary Kate represents the Commonwealth Attorney's Office.
- Kim Rideout represents Chesterfield Fire and EMS.
- Tonya Leabough attends for Chesterfield Parks and Recreation.
- Margie Macdonald represents the county Libraries.
- Tom Gelozin is the Treasurer.
- Randy Davis from the Virginia Office of the Attorney General continues to serve as a member of Chesterfield TRIAD. He provides updates on TRIAD activities from around the Commonwealth, and he relays information regarding prosecution of individuals abusing senior services.
- Also from the Attorney General's office, Benjamin Bickel attends monthly board and TRIAD membership meetings.
- The new manager for Office of Aging and Disability Resources is Kim Graves.

New Goals and Objectives

Goal 1

To maintain a Seniors and Law Enforcement Together (SALT) Council. SALT, the governing body of Chesterfield TRIAD, consists of representatives from the Chesterfield County Sheriff's Office, the Chesterfield County Police Department, Chesterfield County Fire and EMS, Chesterfield Aging and Disability Resources office, Chesterfield County Commonwealth Attorney's Office, Chesterfield County Libraries, Chesterfield County Parks and Recreation, local service agencies, and older adults that address safety issues in the community.

Objectives

- To continue to meet monthly at an agreed location to conduct business that addresses its mission.
- To create a leadership roundtable meeting for TRIAD members to provide feedback on TRIAD.
- To fill vacant TRIAD Board citizen positions by 2027.

Goal 2

To continue to grow the TRIAD board, diversify and increase active citizen membership.

Objectives

- To increase the 90 active citizen membership by 15%
- To continue to recruit members for Legislative, Membership, Program, Public Relations and Safety Committees.
- Provide new speakers and topics at each membership meeting for the year 2026.

Goal 3

To continue to provide resources to the senior population by holding the Senior Day event in 2026 and 2027.

Objectives

- Through advertising and marketing efforts, increase Senior Day attendance to 400 attendees.
- Bring in new and different vendors to the upcoming Senior Day events.
- Use the TRIAD website and social media pages to promote and bring in the younger generation of seniors to attend the Senior Day event.



Chesterfield Triad, a partner of Chesterfield Partnership for Successful Living
Enhancing the quality of life and reducing crime against senior citizens.

Attendees: 20 (including speaker/staff)

Triad Council Meeting September 19, 2024

Call to Order: 10AM

Treasurer's Report – Tom Gelozin – balance north of 19

Chair's Report – vacant

Vice Chair's Report – vacant OAG – Randy Davis & Benjamin Bickel –

Committee Reports

Crime Prevention –

Medication Takeback Oct 26, 10am-2pm, Wegmans Midlothian, No Sharps

Sherriff's Office – Dep. Navarro –

CVS – Midlothian Tpke. Has as box.

Fire & Life Safety – Kim Rideout –

9/25 Fire Safety – 6pm LaPrade Library (Call library to sign up – [\(804\) 751-2275](tel:8047512275))

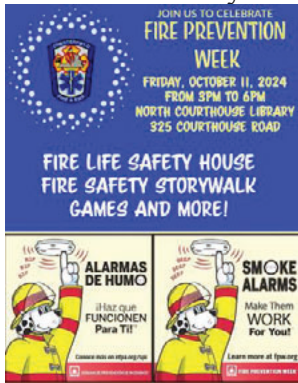
10/1 Staying Strong at Stonebridge 11am 1pm

10/3 Fire Safety Facts, Stonebridge 1pm (Sign up through Parks & Rec)

10/3 Fall Prevention Bingo – Lions Club 6:30pm (Members-Only)

10/11 Fire Prevention Week Event – North Courthouse Library 4pm-6pm

10/14 Hands-Only CPR at North Courthouse Library



Parks & Recreation – Tonya Leabough –

Upcoming trips and Active Lifestyles Catalog out

10/8, \$6 1pm-2:30pm, Virtual Reality Class at Chesterfield Baptist Church

Aging & Disability – Alexa van Aartrijk –

10/1: Staying Strong at Stonebridge at Stonebridge Rec Center, 11am-1pm

11/20: Caregiver Roundtable for Family Caregivers at Stonebridge Rec Center, 4pm-6pm

Optional 1 - Exhibit 1

OAG – Randy Davis & Benjamin Bickel – not in attendance

Unfinished Business

n/a

New Business

TWO CALLS FOR VOLUNTEERS:

- 1) We received a grant from Senior Connections to put on a fall event – we will collaborate with Active Aging Week to provide food and refreshments to the senior attendees at Staying Strong at Stonebridge on Tuesday, October 1. **We need volunteers!** Volunteer roles will be greeter, raffle support, food serving, or set up/clean up.
- 2) Senior Day – recruiting volunteers for our 2025 Senior Day

Program for today- Lindsey Cunningham, MSW who is the outreach coordinator for SAFE (Substance Abuse Free Environment) and Sarah Gagnon, the Chesterfield Health District MRC Coordinator.

ATTACHMENTS FROM PROGRAM IN EMAIL

Announcements

The next Triad membership meeting will be on Thursday, October 17 from 10:00am-11:00 am at Beulah Rec Center. The program will be from the Senior Medicare Patrol. Senior Medicare Patrols (SMP's) empower and assist Medicare beneficiaries, their families and caregivers to prevent, detect and report healthcare fraud, errors and abuse.

Adjourn: 11:08

Descriptions of Triad leadership positions available.

Chesterfield Triad volunteer opportunities available.

Leadership roles include Chesterfield Triad/Seniors and Law Enforcement Together (SALT) Council Standing Committee positions:

Executive Committee (also known as the Triad Board)

1. The Chairperson who presides at all meetings of the Council, appoints committee chairs as needed, and serve as an ex-officio member for all committees.
2. The Vice Chairperson who presides in the absence of the Chairperson and assume other duties as needed.
3. The Secretary who ensures that meeting minutes are recorded and distributed to the membership prior to and subsequently approved at each meeting. The Secretary also sends notification to each member one week prior to any meeting. Sends general correspondence as appropriate with the assistance of the Aging and Disabilities Services Office. Maintains an official Chesterfield Triad database to include minutes, agendas, Financial Liaison reports, membership rosters, letters of correspondence, and other documents, as necessary.

4. The Financial Liaison who presents an accurate record of all Chesterfield Triad funds under the jurisdiction of the Chesterfield Partnership for Successful Living. Works with Triad Board to create yearly budget and tracks actual expenditures.

Legislative Committee

1. The Legislative Committee Chairperson ensures Triad members are aware of legislative actions in the Commonwealth of Virginia and the United States legislature dealing with issues pertaining to Older Adults. The chairperson plans and prepares legislative forums and events with local and state level candidates/representatives.

Programs Committee

1. The Program Committee Chairperson works to schedule programs for the organization. Coordinates speakers for special events and specific meetings. The program committee may also be asked to introduce the speaker at events and read the biography of speaker.

Triad Representation on CPSL Board – Member of the Triad Board/SALT Council who represents Triad on the Chesterfield Partnership for Successful Living Board. The Representative will bring back information to the rest of the Triad Board. This representative should be a Chesterfield Resident/Triad Volunteer Member. CPSL meetings are virtual 4th Tuesday of the month from 2 pm - 4 pm Zoom.

In addition to the regular Triad membership meeting the Chesterfield Triad Board members meet monthly on the Second Monday of the month from 9am until 10:30am.

Chesterfield Triad Senior Day

"Live to Thrive in 2025"

Wednesday, April 30, 2025

Southside Church
6851 Courthouse Rd
Chesterfield, VA 23832
Time: 1PM - 4PM

12:30PM Doors OPEN

1:00PM Program

1:45PM Resource Fair Opens

- 50 Vendors
- Door Prizes
- Music



*Speaker: John Childrey, Chief Section
Counsel for the Medicaid Fraud Control
Unit, VA Attorney General's Office*

Questions email: AgingResources@Chesterfield.gov



CHESTERFIELD
TRIAD

Chesterfield Triad strives to educate seniors and caregivers about programs, services techniques and systems that helps to prevent crime against seniors and improve their quality of life.

Optional 1 - Exhibit 3-5



Optional 2. Crime Solvers

Goals and Objectives

Goal 1

The primary goal of Crime Solvers is to encourage the reporting of unsolved crimes, the location of fugitives, and related information from witnesses by (a) providing an anonymous means to the public to report such information, and (b) offering cash rewards for tips used by law-enforcement to help solve cases and/or apprehend fugitives.

Objectives

- Profile a new unsolved crime weekly through local media venues.
- Profile a new unsolved crime through social media avenues weekly.
- Crime Solvers coordinators will broadcast breaking news from the crime scene to show a sense of urgency in solving crime.

Goal 2

A key element of Crime Solvers is to spread awareness of our program to our residents. Crime Solvers will continue to spread awareness through all public forums.

- Achieve a 25% increase in (2022) followers and persons reached across Crime Solvers Facebook/Twitter platforms.
- Increase awareness and promote CCCH Crime Solvers new \$5,000 maximum reward payout via marketing and advertisement on flyers, billboards, weekly crime and fugitive of the week social/news media disseminations, and crimesolvers.net website.
- Create a robust Crime Solvers Club in both Chesterfield County and Colonial Heights Public School Systems that educates students on ways they can assist law enforcement with keeping their schools and communities safe.

Program Accomplishments

The Chesterfield County/Colonial Heights Crime Solvers program (Crime Solvers) has been in existence since 1984. This program's successful 41-year history has proven that Crime Solvers is relevant, useful and pertinent to the success of our law enforcement agencies. Crime Solvers is

currently and consistently the standard for similar programs throughout the Commonwealth of Virginia and is a regular feature at the Virginia Crime Stoppers Association yearly symposium.

Program statistics from December 2022 through December 2024 are as follows:

Tips Received:	1,344
Crimes Solved:	279
Suspects Arrested:	122
Stolen Property Recovered:	\$63,237
Illegal Drugs Seized:	\$7,300
Cash Rewards Requested:	92
Rewards Approved:	\$26,420

Program statistics from inception (1984) through April 2025 are as follows:

Tips Received:	35,771
Crimes Solved:	8,656
Suspects Arrested (Since 2010):	1,143
Stolen Property Recovered:	\$2,503,517
Illegal Drugs Seized:	\$1,089,171
Cash Rewards Requested:	9,153
Rewards Approved:	\$678,490

A Crime Solvers tip received in 2024 helped investigators solve a homicide. No exhibit can be provided due to the Program’s promise of tipster anonymity.

Program Evaluation

We recognize that it is difficult to measure program success as there are no specific industry-standard numbers for such a comparison. “Success” will vary across the Commonwealth since, in many cases, one program covers multiple jurisdictions. Crime Solvers continually demonstrates its operational success by consistently meeting and exceeding its objectives. Our past objectives have been:

- Increase awareness and promote CCCH Crime Solvers new \$5,000 maximum reward payout via marketing and advertisement on flyers, billboards, weekly crime and fugitive of the week social/news media disseminations, and crimesolvers.net website.
 - Objective Achieved: Over the past three years, Crime Solvers has promoted the new up to \$5,000 reward payout for tips through flyers, billboards, all weekly crime and fugitive of the week social media releases, and on our crimesolvers.net website.

- Create a robust Crime Solvers Club in both Chesterfield County and Colonial Heights Public School Systems that educate students in ways they can assist law enforcement with keeping their schools and communities safe.
 - Objective Achieved: The Chesterfield County Colonial Heights Crime Solvers Scholastic Program Club has reached capacity over the last three years consisting of 10 schools: four High Schools and six Middle Schools across both jurisdictions (Exhibit 1). The program educates students about law enforcement, civic duty, and how students also have a vital role in keeping safe schools and communities.

- Profile a new unsolved crime weekly through local media venues.
 - Objective Achieved: Over the past three years, Crime Solvers has highlighted one unsolved crime through media venues on a weekly basis (Exhibit 2). This accounts for 156 profiled crimes.
 - Exhibit 1: <https://www.crimesolvers.net/copy-of-case-archives>

- Profile new unsolved crime through social media avenues weekly.
 - Objective Achieved: Crime Solvers has released a new unsolved crime weekly through its social media avenues of Twitter and Facebook (Exhibit 3). This accounts for 156 profiled crimes over the past 3 years.
 - Exhibit 2: Facebook & Instagram: @crimesolverscch, Instagram-cchcrimesolvers

- Crime Solvers coordinators will broadcast breaking news from the crime scene to show a sense of urgency in solving crime.
 - Objective Unmet: Due to changes in staffing and department resources the Crime Solvers program and unit have been impacted and does not have the means or opportunity to broadcast crimes from the scene. Furthermore, there are other investigative complications (such as recording a crime scene) that could arise with this practice making this goal impractical. There was not a replacement objective.

- Maintain a steady increase of social media followers and show an increase in persons reached.
 - Objective Not Achieved: Crime Solvers social media following continues to show growth in new followers, persons reached, post engagements, likes and shares of content. Crime Solvers currently has 1,056 Twitter and 6,800 Facebook followers. However, the 25% increase in FB and Twitter/X followers was not obtained. This goal should be adjusted to a more reasonable amount of 10% due to the content shared on Crime Solvers social media platforms. Furthermore, Crime Solvers does not place great emphasis on gaining a social media following compared to sharing criminal and fugitive investigation information with the public in an expeditious manner to aid police in solving crimes or locating fugitives.

- Exhibit 3: Facebook & Twitter/X handles: @crimesolverscch and Instagram-cchcrimesolvers

Because Crime Solvers has achieved these goals, we consider this a successful program. Due to Crime Solvers not being a "Crime Prevention" program, there are no specific industry-standard numbers and/or statistics to assist in gaging program efficacy. As previously stated, the Chesterfield County Colonial Heights Crime Solvers Program is used consistently as a standard for other Crime Solvers/Stoppers programs throughout the Commonwealth of Virginia. Crime Solvers has been asked to help review several local programs such as Metro Richmond Crime Stoppers (City of Richmond, Hanover, Henrico, Charles City, New Kent, Goochland and Caroline County) and the Hopewell Prince George Crime Solvers and has assisted them to achieve legal and ethical standards.

Crime Solvers continues to enjoy an excellent working relationship with its Board of Directors, the Chesterfield County and Colonial Heights Police Departments, the Chesterfield County and Colonial Heights Public School systems and the local Richmond-Petersburg media market.

New Goals and Objectives

Goal 1

The primary goal of Crime Solvers is to encourage the reporting of unsolved crimes, the location of fugitives, and related information from witnesses by (a) providing an anonymous means to the public to report such information, and (b) offering cash rewards for tips used by law-enforcement to help solve cases and/or apprehend fugitives.

Objectives

- To inform and generate (anonymous) public assistance, post one Crime of the Week weekly on Chesterfield County's social media pages (Facebook, X, Instagram), on www.crimesolvers.net, and send the same information to the four local news stations and newspaper.
- To inform and generate (anonymous) public assistance, post one Fugitive of the Week weekly on Chesterfield County's social media pages (Facebook, X, Instagram), on www.crimesolvers.net, and send the same information to the four local news stations and newspaper.
- Pay one cash reward each month for providing information that helps solve a crime.

Goal 2

Maintain/Grow the Crime Solvers Club in both Chesterfield County and Colonial Heights Public School Systems to educate students on ways they can assist law enforcement with keeping

their schools and communities safe. The Crime Solvers Club has approximately 225 students participating from 10 schools which is at or near Chesterfield County Crime Solvers capacity due to CCPD resources and staffing. Crime Solvers seeks to maintain, and possibly grow the number of students participating, although this is not a direct goal for the program.

Objectives

- Reach student member capacity at the 10 participating Crime Solvers school clubs for the 2026-2028 school years.
- Have a total of 200 student members across all Chesterfield County schools by 2027.
- Provide one annual scholarship to a senior student club member.

Goal 3

A key element of Crime Solvers is to spread awareness of our program to our residents. Crime Solvers will continue to spread awareness through all public forums.

- Achieve a 10% increase in followers and persons reached across Crime Solvers Facebook/X/Instagram platforms (over 2025 statistics) to further increase Crime Solvers awareness and reach throughout Chesterfield County and Colonial Heights Communities.
- Six times a year, advertise the Crime Solvers \$5,000 reward payout on the Chesterfield-owned media billboard and on Lamar-owned billboards within the County as space permits.
- Have all local media television programs promote CCCCH Crime Solvers at the end of segments reporting on crime stories.



| CRIME SOLVERS CLUB

Name of Club/Activity

[Back to Clubs](#)

Crime Solvers Club

Overview

The Crime Solvers Scholastic Program seeks to foster positive interactions and relationships between law enforcement and students.

Highlights

It is a club that introduces the Crime Solvers Program to students along with multiple aspects of the Chesterfield County Police Department. Students will have the opportunity to experience and physically interact with the Chesterfield County Police Department's forensic, Police K-9, investigations, traffic, and police emergency response units and vehicles.

Time Commitment

The Crime Solvers Club is held one day a month during the 30 minute Tribe block from 10:20 a.m. to 10:50 a.m. The club begins in October and ends in March with an end of the year party in May for regularly attending club members.

How to Sign Up

Signups will be done via a Google Doc.

Sponsor

Tanner Daniels
tanner_daniels@ccpsnet.net

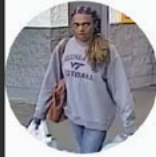


CRIME SOLVERS

CHESTERFIELD/COLONIAL HEIGHTS

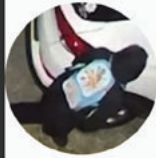
Home Case Archives Police Most Wanted We are Crime Solvers Fundraisers Our Sponsors Submit A Tip Report It Contact Us Donate Here

Previous Crimes of the Week



UNSOLVED

[Case 2141 Credit Card Fraud at the Chattanooga Walmart in Chesterfield County.](#)



UNSOLVED

[Case 2140 Multiple Larcenies in Courthouse Rd Area in Chesterfield County.](#)



Chesterfield County/Colonial Heights Crime Solvers

6.4K likes • 6.9K followers

Posts About Photos Videos

Intro

Crime Solvers provides citizens anonymous means for reporting info on unsolved crimes and fugitives. Cash rewards awarded for helpful information!

Page • Nonprofit organization

Chesterfield, VA, United States, Virginia

(804) 748-1278

crimesolvers@chesterfield.gov

crimesolvers.net

Always open ▾

Photos

[See all photos](#)



Chesterfield County/Colonial Heights Crime Solvers

5d ·

Crime Solvers needs your help to identify this suspect involved in a larceny at the ABC Store in [Colonial Heights](#).

On July 11, 2025, at approximately 02:00 p.m. this suspect entered the ABC Store located at 3071 Boulevard, picked up a pint of Horinos Tequila, tucked it into his waistband and left the store without paying.

If you can help identify this suspect, call Crime Solvers at 804-748-0660 or click p3tips.com/699 to submit your tip. You will remain anonymous and you co... [See more](#)



Optional 3. National Night Out

Goals and Objectives

Goal

To continue to expand crime prevention awareness activities and increase the number of registered block parties for National Night Out by finding new neighborhoods and businesses to participate.

Objectives

- Reach out to local television, radio, and print media to promote National Night Out.
- Increase vendor participation at the National Night Out Kick-Off through outreach to vendors and other Chesterfield County departments.
- Increase community participation by advertising on at least two Chesterfield Police social media platforms.

Program Accomplishments

Chesterfield County continued to be a Top Ten level competitor in the National Night Out program. In 2022, the department hosted 102 block parties and finished in sixth place in the country for jurisdictions over 300,000 citizens. In 2023, 121 parties were held, and the department moved up to the fourth place slot, nationally. 2024 turned out to be the banner year for the Chesterfield County Police Department and its participation in the National Night Out program. While only holding 96 parties, the presentation format to NNO's governing body, the National Association of Town Watches (NATW), was streamlined and revamped, allowing the department to better showcase its NNO program and involvement with the community. As a result, the department placed third in the nation – an all-time best placing - for jurisdictions over 300,000 citizens. (Exhibits 1 & 2)

Program Evaluation

The Department's Media and Messaging (M&M) team continued to promote the National Night Out and National Night Out Kick-Off through its social media channels (Exhibit 3) such as

Facebook, Twitter, and Nextdoor. M&M generally posts NNO promotion/messaging (internally and externally) two to three times in July and August prior to the NNO event. The social media promotion and quality of the Chesterfield County's National Night Out event (Exhibits 4 - 7) has continued to improve over the last three years as evidenced by community enthusiasm and buy-in, new business participation (e.g., La Milpa restaurant and Launch Trampoline Park), and CCPD's high national ranking (4th place in 2023 and 3rd place in 2024). Although the number of parties hosted by the County either remained steady or decreased slightly over this time, the department's efforts and presentation of new ideas and efforts to the NATW resulted in movement from sixth to fourth to third place.

Wegman's grocery store continues to be our primary partner in putting together the yearly National Night Out event. Their assistance ranges from providing reusable shopping bags (usually 125 bags, but the number provided to the block party captains varies based on how many block parties there are each year) used to create "care packages" for participating neighborhoods to supporting Chesterfield County Police Department personnel and Chesterfield dignitaries/guests by catering the pre-National Night Out meeting and the post-block party get-together with pizza, snacks, cookies, and much needed hydration for those returning from their assigned community parties.

In 2022 and 2023 the Department's yearly National Night Out Kick-Off event (Exhibits 8 - 11) was held at the Chesterfield County Fairgrounds. While vendor participation remained strong, the location was less than ideal, resulting in lower turnout from citizens than anticipated. Vendors in 2022 included returning favorites such as the Drug Enforcement Administration with their snow cone machines, Eagle Towing who displayed their fleet of different tow trucks, and Animal Control. In 2023 the Department added new attractions such as our SWAT and Special Response Unit vehicles as well. Both proved incredibly popular.

2023 saw the highest number of vendors participate (48) in the Kick-Off event. In 2024, the Department's Kick-Off returned to the Westchester Commons Shopping Center which is busier and more of a destination location than Chesterfield's fairgrounds. The event time was moved earlier in the day to try and capture the lunch crowd. Live music was featured again, and the Kick-Off event hosted 45 vendors.

The 2025 Kick-Off is currently in the planning stages and will once again take place at Westchester Commons, however it will take place in the evening as that timeframe traditionally yields better results for participant turnout. The goal this year is to once again have over 40 vendors and reach approximately 1,000 attendees.

New Goal and Objectives

Goal

To continue to increase awareness of crime prevention activities by reaching out to new communities, businesses, and organizations.

Objectives

- Continue to promote National Night Out through Chesterfield County Police's social media channels and local television and radio stations. Directly send a media release to local news and radio stations (annually) informing the outlets about National Night Out and the NNO Coordinator's availability for interviews. Post three social media posts to the County's Facebook, Nextdoor, and Instagram channels in the two months leading up to the National Night Out Kick-Off and the National Night Out events.

- Increase resident attendance and vendor participation at the National Night Out Kick-Off event by 10 percent over the previous three years' attendance average of 450 individuals.

- Maintain or improve the Chesterfield County Police Department's national ranking in the National Night Out competition each year, preferably by remaining in the top three places.

National Ranking



[About](#) [Registration](#) [Membership](#) [Awards](#) [Contact](#) [Shop](#)

1 For areas with 300,000+ population.
[View 2024 Winners](#) ▾

2 For areas with 100,000-300,000 population.
[View 2024 Winners](#) ▸

3 For areas with 50,000-100,000 population.
[View 2024 Winners](#) ▸

4 For areas with 15,000-50,000 population.
[View 2024 Winners](#) ▸

1 Arlington, TX

2 Orlando, FL

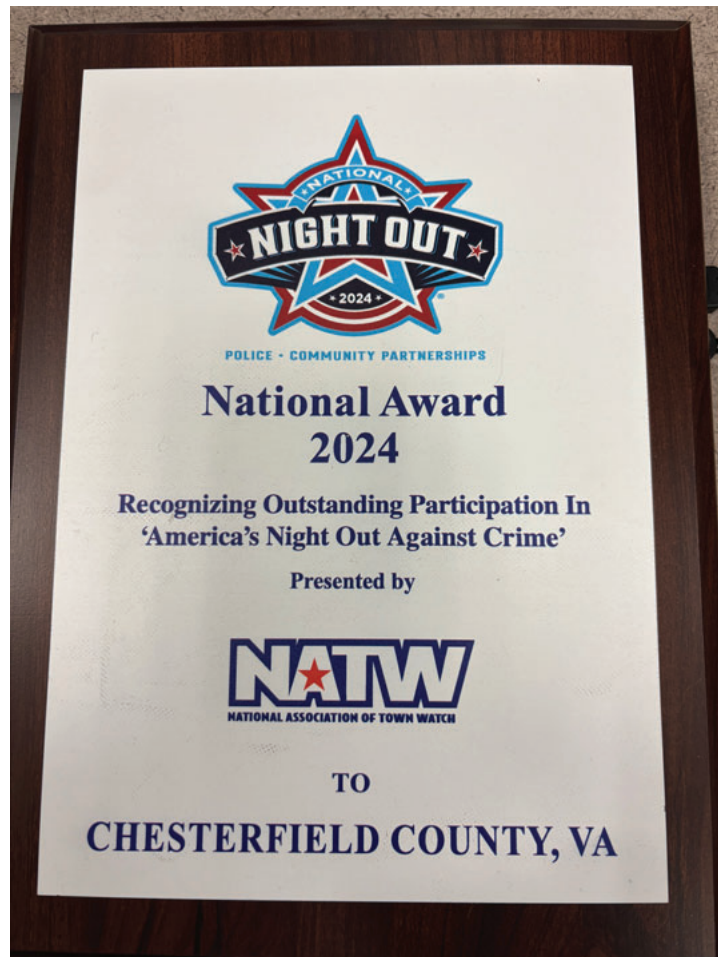
3 Chesterfield County, VA

4 Minneapolis, MN

5 Columbus, OH

6 St. Paul, MN

7 Louisville-Jefferson County Metro, KY





Chesterfield County Police

Published by Bee Toms



April 10, 2020

Our latest Crime Prevention Newsletter contains information on COVID-19 scams along with contact information for our Neighborhood Watch program and much more. Stay safe and stay well!



Issue No. 61

Mar./Apr. 2020

STUCK AT HOME? EMBRACE NEW OPPORTUNITIES

As the current situation unfolds across the globe, now, more than ever, we need to practice being good friends and neighbors to those around us. While we are being implored to practice social distancing, we are also being given an opportunity to discover the untapped strength that we, as a community, have within us.

The police department will continue to do its part in the community by answering calls, investigating crime and arresting criminals. However, this is a time for residents to truly step up as community partners. Keep an eye on your neighbors to make sure that they have the assistance they need to make it through this difficult time. Whether you have a "virtual" coffee break with them, drop off needed groceries at their front door, or go for a neighborhood walk with (but not within six feet of) them, find a way to connect. This is a time in which everyone shares the responsibility of keeping people safe by staying connected through means outside of physical contact.

If your neighborhood is on social media, you can get your entire neighborhood involved in activities that can benefit everyone's children. For example, ask your neighbors to put a stuffed animal in their front window and then take your child on a "safari" to see how many animals they can discover.

Older neighbors may need some assistance with yardwork, which can be an effective way to engage children and to help them understand that everyone can contribute during this unusual time.

Most families have said at some point that they just don't have the time to sit down and have a family dinner. Now you do! Seize the time you have been given to set an example by prioritizing your family and its safety by staying home and staying safe.

Technology in today's world has taken us far beyond anything our great grandparents could have imagined. Countless online learning sites have come to the forefront during this pandemic, providing limitless possibilities for new adventures and creative forms of expression. These learning opportunities aren't just for the children, either. Many are available for the adults. Set an example for the young people in your home by letting them know that learning does not have an age limit.

Finally, don't permit current dark events in the world to monopolize the time you have with your family. Stay informed, but information is a good thing, but young people can often be negatively impacted by information overload during this type of crisis. Mr. Rogers probably said it best when he said, "When I was a boy and I would see scary things in the news, my mother would say to me, 'Look for the helpers. You will always find people who are helping.'"

Join us by becoming a community helper during this unprecedented event.

Section titled 'CORONAVIRUS SCAM ALERT!' with various scam warnings like 'Treatment scams', 'Supply chain', 'Preorder', 'Charity', 'Phishing', 'App', 'Investment', and 'Price gouging'.

Social Media



This Edition

Coronavirus Scams 2

Through Our Lens 3

Recognitions 3

Neighborhood Watch 3

Important Update

National Night Out Events

Join us for National Night Out to COVID-19, National Night

Section titled 'Coming Soon' with a magnifying glass icon and text about a new section in the newsletter.



School Resource Officer Recognized: Two Thomas Dale SROs were recently recognized for their school administration.

DO YOU HAVE A NEIGHBORHOOD WATCH PROGRAM WHERE YOU LIVE? Welcome to a new section of the Crime Prevention Newsletter, the Neighborhood Watch Corner.









Optional 4. Gun Safety Program

Goals and Objectives

Goal

To reach the entire community with the message of safe gun storage and use through educational opportunities, community events, and hunter safety programs.

Objectives

- Post quarterly gun safety messages to the Sheriff's Office social media pages.
- The sheriff's office will increase its Eddie Eagle/Firearms safety events annually by 10%, with a total objective of 50 events conducted by 2029.
- Begin offering the Hunter Safety Class again (post-pandemic).
- Purchase 500 Gun Locks to handout to county residents who need to keep their firearm secured and safe from children.

Program Accomplishments

The Chesterfield Sheriff's Office HARP (Helping Addicts Recover Progressively) program began in 2016 when Sheriff Karl Leonard noticed the growing heroin epidemic, and the associated fatalities, in Chesterfield County. The program's goal is to save lives and return productive members back into the Chesterfield community.

Since that time, the program has grown into an internationally recognized recovery program. As evidence of its success, singer-songwriter Jelly Roll – a vocal advocate for mental health and addiction recovery – visited HARP participants at the Chesterfield County Jail in 2024 (Exhibit 1) to share his story and surprise four lucky inmates with the opportunity to perform with him at his Charlottesville, VA concert that night.

Sheriff Leonard remains a staunch supporter of Special Olympics, and each year he finds a new way to raise money for Special Olympics Virginia.

In 2025 the Sheriff “stepped” his game up. He vowed to walk on fire barefoot, if \$15,000 was raised. Not only did Sheriff Leonard and Chesterfield County Sheriff's Office meet their fundraising goal, they exceeded it. \$17,000 was raised, and as a result, Leonard walked across

burning coal in front of the Special Olympics Virginia headquarters in Richmond. (Exhibits 2 & 3).

The Sheriff's Office continues to offer the Concealed Carry and Handgun Safety Course on the fourth Wednesday of every odd-numbered month. This course is provided at no monetary cost; attendees are simply asked to bring a food donation for the Chesterfield Food Bank. In 2023, the program educated 175 participants and collected nearly 1,900 pounds of food for local families in need. In 2024, there were 190 participants who donated over 2,000 pounds of food.

Program Evaluation

Quarterly gun safety messages were not posted to the Sheriff's Office social media pages as frequently as anticipated (in the 2025 objective). With the number of online and phone-based scams, the Sheriff's Office's focus was on providing information to help keep Chesterfield residents – and their personal and financial information – safe from scammers. This type of “attack” is on the rise, so the Sheriff's Office pivots, when necessary, to address the most current criminal concerns (Exhibit 4).

The Sheriff's Office did not hold any dedicated Eddie Eagle/Firearms safety events. Eddie Eagle is dedicated toward young children, and the Sheriff's Office did not have any youth centers reach out about coming in and speaking with children. The Sheriff's Office attends larger county events (e.g., the National Night Out Kick-Off and the Chesterfield County Fair) where it distributes firearms safety information/publications to requestors. Sheriff's Office Summer Camp attendees receive the same information/publications, also. The summer camp is an annual event that has 60 middle school age campers along with six to eight high school volunteers. All attendees receive this information. More schools and programs are asking for firearms information/publications to hand out to their students and attendees, so future educational growth is expected.

As part of its ongoing commitment to firearm safety, the Sheriff's Office has resumed offering Hunter Safety Classes. These classes, supported by the Virginia Department of Wildlife Resources (VA DWR), are free two-night courses designed to educate participants on safe hunting practices in wooded environments. The classes cover hunter safety and gun laws and are instructed by deputy personnel with support from trained citizen volunteers and local conservation police officers. The Sheriff's Office and VA DWR partnership is in its 33rd year.

Two sessions are held each year, in advance of the general firearms season in October and November. Since its reopening, the program has served 40 community members.

Firearms gun locks continue to be handed out at every event that the Sheriff's Office attends. Major Chesterfield events such as the County Fair and the National Night Out Kick-Off are

where the most locks are handed out. Because they are an ask-and-receive item, the quantity given away is driven by demand. Approximately 100-gun locks were given out, versus the goal of 500 (due to the limited amount of gun locks the Sheriff's Office had).

New Goal and Objectives

Goal

To reach the entire community with the message of safe gun storage and use through educational opportunities, community events, and hunter safety programs.

Objectives

- Raise the average annual number Concealed Carry Class attendees from 190 to 200 for the 2025-2028 timeframe.
- Post quarterly firearm safety information on all social media platforms.
- Over the next three years, continue to inform the public about jury and other relevant scams on social media and at in-person county events such as the Chesterfield County Fair and the annual National Night Out event.



VIRGINIA SHERIFFS' ASSOCIATION

–The Voice of Virginia's Sheriffs & Deputies–

From TikTok Tapping Tuesdays to the Big Stage: Jelly Roll and Inmates from Chesterfield County's HARP Program Shine a Spotlight on Recovery

What began as a therapeutic initiative to address the opioid crisis has grown into an internationally recognized recovery program known as [HARP](#) (Helping Addicts Recover Progressively) at the Chesterfield County Jail. On October 30, HARP's journey took an extraordinary turn when singer-songwriter Jelly Roll, a vocal advocate for mental health and addiction recovery, visited with HARP participants and then surprised four of them with an invitation to perform with him at his Charlottesville concert that night.

Founded in 2016 by Chesterfield County Sheriff Karl Leonard, HARP was created out of frustration with the toll the opioid epidemic was taking on the community. He asked one critical question: How many people are we willing to lose before we do something? That day, HARP was born, and eight years later it continues to evolve.

In 2020, Sheriff Leonard partnered with mental health clinician Kerri Rhodes, whose personal loss of her son to an overdose motivated her to find new tools and resources for healing. "I tried traditional talk and cognitive/behavioral therapies, but nothing really worked in addressing the core issues that drive addiction," said Rhodes. "It was only when I explored tapping and other somatic therapies that I started to process my own trauma in a meaningful and healing way. The trauma doesn't go away, but we turn down the emotion attached to it." Moved by HARP's mission and the Sheriff, Rhodes volunteered at the jail and eventually joined the program full time, using innovative approaches like tapping, meditation, havening and polyvagal exercises. Rhodes and HARP participants share the tools they use to support their recovery on social media.

Jelly Roll, captivated by HARP's Tapping Tuesdays and the music used therapeutically in the program, began following and interacting with them on TikTok. "He started commenting on our videos, and we began creating trauma tapping videos specifically for him," Sheriff Leonard shared. The connection blossomed, leading to Jelly Roll's first visit in 2023. During his October 2024 visit, he stayed for two hours – double the scheduled time – as the inmates performed an emotional "Jelly Roll [concert](#)" for the artist himself. "This was the first time Jelly Roll sat through a Jelly Roll concert," joked Leonard.

The screenshot shows the abc 8 NEWS website header with navigation links for NEWS, WEATHER, SPORTS, WATCH, COMMUNITY, and 8 ON YOUR MIND. Below the header is a 'CLOSINGS & DELAYS' section with a link to 'Blue Ridge Area Food Bank'. A Zoro advertisement is displayed, featuring the Zoro logo and the text 'Maximize motor performance with Schneider Electric VFDs.' The main article is titled 'POSITIVELY RICHMOND' and 'Chesterfield sheriff walks through fire after hitting fundraising goal for Special Olympics Virginia'. The byline is 'by: Sara Molina' with a post date of 'Mar 7, 2025 / 10:55 PM EST' and an update date of 'Mar 7, 2025 / 10:55 PM EST'. A small 'Advertisement 0.07' tag is visible in the bottom right corner of the article preview.

SHARE    

RICHMOND, Va. (WRIC) — Chesterfield County Sheriff Karl Leonard walked barefoot across a burning track on Friday after hitting his fundraising goal for Special Olympics Virginia.

“I said, ‘Well, if I make my goal this year, I’ll do a fire walk’ — It sounded good five months ago. Doesn’t sound so good today,” Leonard joked before taking the walk.

The goal was to raise \$15,000 for Special Olympics Virginia. Leonard and the Chesterfield County Sheriff’s Office surpassed that, with more than \$17,000 raised.

So, the night of Friday, March 7, Leonard fulfilled his promise by walking across burning coals outside of the Special Olympics Virginia headquarters in Richmond.



Chesterfield County Sheriff's Office's post



"MISSED JURY DUTY" SCAM IS BACK

Several Chesterfield residents have been contacted by a person identifying themselves as an employee with the Chesterfield County Sheriff's Office. The caller advised the victim a capias had been issued for the person for failure to appear for jury duty. The caller advised the victim they needed to pay using a prepaid card to "to lift the bond".

THIS IS A SCAM.

If you are contacted by someone identifying themselves as a Sheriff's Office employee and are unsure if you are speaking with an actual employee of the Sheriff's Office, advise the caller you will call them back to verify their identity. You can also call the Sheriff's Office at 804-748-1261 to verify the call.

The Chesterfield County Sheriff's Office will NEVER instruct a person to pay money to make a charge "go away". Furthermore, the Chesterfield Sheriff's Office will NEVER ask you to meet a deputy and pay using a pre-paid card. NEVER.

Active warrants can be viewed at Chesterfield.gov by typing "active warrants" in the search field. This will show active warrants and capias in Chesterfield County.

The Sheriff's Office asks if you or someone you know feels you are a victim of a phone scam to contact the Chesterfield County Police Department at 804-748-1251.



SCAM

Jury Duty

Optional 5. School Resource Officer Program

Goals and Objectives

Goal 1

School Resource Officers will work cooperatively with school division to enhance the safety of our students and ensure their future success.

Objectives

- School Resource Officers will meet monthly with school division personnel to identify safety concerns, interventions, and strategic planning.
- Staff will identify a strategy to enhance communication between staff and school division to identify youth that have had recent contact with law enforcement, witnessed a traumatic event, or may need additional social services.
- Continue participation in yearly drills and security audits to maintain facility and staff readiness.

Goal 2

Enhance police and community partnerships through mentoring initiatives with students.

Objectives

- School Resource Officers will assist with the development, logistics, and staffing of Police Activity Camps for youth.
- School Resource Officers will pursue opportunities to instruct the revamped VA Rules curriculum developed by the Office of the Attorney General weekly to middle and high school students.
- School Resource Officers will identify opportunities to utilize Police Cadets/Explorers to assist, promote, and manage police mentoring initiatives.

Program Accomplishments

The protection of human life and protecting the vulnerable are the key priorities of the School Resource Officer program. As a result, the School Resource Program continues to work cooperatively with the 68 schools in the Chesterfield County School System and Brightpoint

Community College to identify and address threats, prevent, and detect criminal activity, and de-escalate conflicts on campus.

The School Resource Officer program which currently has 29 SROs and one Campus Resource Officer, is in place not only to ensure the safety of our students but, when possible, to reduce the number of students who are referred to the juvenile justice system. Therefore, the program has focused its attention on mentoring both in and out of the classroom. In 2018, the Chesterfield County Police Activities League (PAL) was founded with the mission of fostering positive relationships between our youth and the police through educational and recreational activities.

Although the program was slow to gain momentum, in 2021 the School Safety Unit assumed responsibility of the league. Since that time, the program has reached thousands of our students, hosted dozens of events such as a Nerf Night, Pokémon Day, Parent's Night Out, Volleyball and Football Camps, Airport Movie Night, Airport and Superhero 5k, PAL Summer Camps, Skate Night, Princess Day Tea Party, and established a Fall and Winter bowling league for our youth which on average consists of about 20 kids.

School Resource Officers strive to be a positive influence for our students. Officers want to ensure students act appropriately in class, responsibly at home, and are prepared for a future career. In many cases our officers have motivated students to pursue a career serving their community. These officers have fostered participation in the Police Cadet Program and Police Activities League, and through recruitment efforts in the high schools and through the Cadet program, they have been successful with encouraging and supporting young applicants to join police department through its newly established Police Service Aid program.

Program Evaluation

The program was successful meeting the goals and objectives outlined in the Department's previous CCPC submission.

The program continued to engage with student populations during and after school. The PAL liaison successfully led a pilot leadership program at Falling Creek Middle School where he taught 20 instructional periods to students in 6th through 8th grades (See photos). Although the COVID pandemic halted in person instruction, the School Resource Officers were able to instruct the VA Rules curriculum to many of our middle and high school students.

School Resource officers assigned to the two Career Technical Centers (CTC), CTC Hull and Courthouse Road campuses pursued opportunities to enhance the Law Enforcement/Criminal Justice program at these locations. The officers instructed several topics to include DUI, TASER, Traffic Law, and other lessons from the VA Rules.

The program's ongoing objective to identify students who can benefit from mentoring interactions is currently in development. Our officers build relationships with their students daily. They make formal and informal referrals for students in need of additional services and identify children who may benefit by extracurricular activities such as the Police Activities League.

Exhibits: 1a (teaching hours), 1b (instructional hours CTC campuses), 1c (schedule screenshot-CCPS counseling services)

The program enhanced its position as part of the school's administrative team. The communication between the school system and school safety (SRO) has grown stronger. On a yearly basis, an evaluation form is disseminated to administrator's soliciting feedback regarding their assigned SRO and the program. This information is utilized to identify school needs, make staffing decisions, and plan for future challenges. Monthly, SRO staff meet for roll call to exchange information, training, and share experiences. This communication, often daily, is ongoing between supervision and those assigned to the schools.

SRO supervisors participate in a monthly meeting with their regional peers when school is in session to discuss regional trends, incidents of interest and current practices. In Chesterfield, supervision also meets monthly with approximately 15 school division stakeholders . In these meetings discussion topics include SRO allocation, school threat management, technology implementation and other areas of current interest.

Exhibits: 2a (Evaluation Feedback forms and screenshot), 2b (Roll Call Rosters), 2c (SIG Meeting schedule screenshot)

New Goals and Objectives

Goal 1

School Resource Officers will work cooperatively with school division to enhance the safety of our students and ensure their future success.

Objectives

- **Objective 1.1:** SROs will establish an "open door" policy for students to discuss concerns or seek guidance in a confidential and supportive environment, where appropriate and in line with school policy.
- **Objective 1.2:** SROs, in collaboration with school counselors or designated faculty, will deliver selected modules from the Virginia Rules program to targeted student groups

(e.g., specific grade levels, at-risk students) at least once per month. Topics may include bullying, internet safety, teen driving laws, and substance abuse prevention.

- **Objective 1.3:** SROs will guide students in understanding civic responsibility and the legal system, potentially including guest speakers from the local legal profession or law enforcement.

Goal 2

Enhance police and community partnerships through mentoring initiatives with students.

Objectives

- **Objective 2.1:** SROs will actively participate in Chesterfield PAL events or activities, as opportunities and scheduling permit, encouraging student involvement to strengthen community ties and positive engagement.
- **Objective 2.2:** SROs will connect students with relevant Chesterfield PAL programs (e.g., sports leagues, academic support, leadership camps) based on individual student interests and needs.
- **Objective 2.3:** SROs will work with school administration to identify students who may be disengaged or at risk, offering them positive alternatives and support through program activities to improve their connection to the school environment.

PAL Roster

Unit Commander	LT	9901		Stocks, Jason G.		7:00	15:00	8
Appomattox	SGT	0403		Gunn Jr, Curtis R.		7:00	17:00	10
Falling Creek	SGT	1002		Kierson, Joseph E.		7:00	17:00	10
Swift Creek A	SGT	0107		Flynn, Kevin J.		7:00	17:00	10
Swift Creek B	SGT	0054		Collier, Todd M.		7:00	17:00	10
Brightpoint CC								
		0303		Rocklein, John E. (CRO)		7:30	15:30	8
SUMMER SCHOOLS								
			June 24 - July 18					
Manchester MS		1813		Gilmartin, John		7:00	13:30	6.5
Manchester MS		1811		Frye, Kyle		7:00	13:30	6.5
Providence MS		1941		Daniels, Brooke		7:00	13:30	6.5
Matoaca HS		1112		Spivey, Tom		7:00	13:30	6.5
Matoaca HS		1305		Horn, Robbie		7:00	13:30	6.5
Bird HS		0503		Ickes, David		7:00	13:30	6.5
Bird HS		2042		Shore, Christopher L.		7:00	13:30	6.5
Bird HS		1412		Washington, Ryan		7:00	13:30	6.5
Midlothian MS		1225		Labello, Jared		7:00	13:30	6.5
Midlothian MS		1225		Petrini, Angela		7:00	13:30	6.5
P&R Summer Camps								
			June 24 - Aug 1					
Beulah Rec Center		0307		McDonough III, Patrick H. (SRU)		7:00	17:00	10
		1501		Rosenthal, Brandon	Summer School Alt.	7:00	17:00	10
		1302		Barndt, Brandon N.		7:00	17:00	10
		1813		Gilmartin, John	After Summer School	13:30	17:00	3.5
1 TBD		0204		Daniels, Tanner J.		7:00	17:00	10
		1314		Arcenia, Justin	Summer School Alt.	7:00	17:00	10
		0306		Petrini, Angela	After Summer School	13:30	17:00	3.5
		1112		Spivey	After Summer School	13:30	17:00	3.5
2 TBD		0612		Parris, John K.		7:00	17:00	10
		1522		Bowen, Anthony E. (SRU)		7:00	17:00	10
		1305		Horn	After Summer School	13:30	17:00	3.5
		2042		Shore, Christopher L.	After Summer School	13:30	17:00	3.5
3 TBD		1702		Schneider, Jen		7:00	17:00	10
		1416		Gumbs, Meghan J.		7:00	17:00	10
		1412		Washington	After Summer School	13:30	17:00	3.5
4 TBD		0615		Young, Kelly		7:00	17:00	10
		1512		Whitehead, Ashley B.	Summer School Alt.	7:00	17:00	10
		1225		Labello, Jared	After Summer School	13:30	17:00	3.5
PAL Camp								
			June 17 - 21					
		0307		McDonough III, Patrick H. (SRU)		7:00	17:00	10
		1501		Rosenthal, Brandon		7:00	17:00	10
		1302		Barndt, Brandon N.		7:00	17:00	10
		0204		Daniels, Tanner J.		7:00	17:00	10
		1314		Arcenia, Justin		7:00	17:00	10
		0612		Parris, John K.		7:00	17:00	10
		1522		Bowen, Anthony E. (SRU)		7:00	17:00	10
		1702		Schneider, Jen		7:00	17:00	10
		1416		Gumbs, Meghan J.		7:00	17:00	10
		0615		Young, Kelly (<i>Depending on LD</i>)		7:00	17:00	10
		1512		Whitehead, Ashley B.		7:00	17:00	10
		1310		Day, Taylor		7:00	17:00	10
		0503		Ickes		7:00	17:00	10
		0306		Petrini		7:00	17:00	10
PAL Camp								
			July 22 - Aug 2					
		0307		McDonough III, Patrick H. (SRU)		7:00	17:00	10
		1501		Rosenthal, Brandon		7:00	17:00	10
		1302		Barndt, Brandon N.		7:00	17:00	10
		0204		Daniels, Tanner J.		7:00	17:00	10
		1314		Arcenia, Justin		7:00	17:00	10
		0612		Parris, John K.		7:00	17:00	10
		1522		Bowen, Anthony E. (SRU)		7:00	17:00	10
		1702		Schneider, Jen		7:00	17:00	10
		1416		Gumbs, Meghan J.		7:00	17:00	10
		1918		Stephens, Lexus		7:00	17:00	10
		1512		Whitehead, Ashley B.		7:00	17:00	10

Optional 5 - Exhibit 1

	1310		Day, Taylor		7:00	17:00	10
	0503		Ickes		7:00	17:00	10
	2042		Shore, Chris		7:00	0:00	10
	0306		Petrini		7:00	17:00	10
ASOC	1310		Day, Taylor		7:00	17:00	10
	1201		Klimkowski, Ryan C. (SRU)		7:00	17:00	10
SVU/Runaways	0503		Ziege, Joshua		7:00	17:00	10
	1811		Frye, Michael K. (SRU)	After Summer School	14:00	17:00	3
	1817		Swedenborg, Peyton L.		7:00	17:00	10
Project Lifesaver	9308		Holmes, Richard A.		7:00	15:00	8
Tow Inspections	9603		Bailey, Brian S.		7:00	17:00	10
Academy	9601	Driving	Poston, Allen D.		7:00	17:00	10
	9918	Firearms	Becker, Eric		7:00	17:00	10
	0611	Firearms	Nelson, William L. (SRU)		7:00	17:00	10
Light Duty							
PTO / ANN							

Optional 5 - Exhibit 2

VA Rules

P.A.L. Va Rules 2024 Summer Camp Registration.xlsx - Saved

Page Layout Formulas Data Review View Automate Help Table Design

Calibri 11 Font Alignment Number Styles Cells

I have read and I agree with the above statement

Parent Last Name	Zip Code	County	State	Would you like to b	Last Name	T-Shirt Size	Media ReleasePart	Medical Release u
1 Pettaway	23832	Chesterfield	VA	Yes	Coates	Y/M	Yes	I have read and I agree
2 ROUSCH	23838	CHESTERFIELD	VIRGINIA	Yes	MAHOVIAS	A/M	Yes	I have read and I agree
3 Hernandez	23832	Chesterfield	Va	Yes	Hernandez	A/S	Yes	I have read and I agree
4 Hawkes	23112	Chesterfield co	Va	Yes	Hawkes	Y/XL	Yes	I have read and I agree
5 Lewis	23112	Chesterfield	VA	Yes	Wanat	Y/XL	Yes	I have read and I agree
6 Lopes	23113	Chesterfield	VA	Yes	Lopes	Y/XL	Yes	I have read and I agree
7 Foley	23112	Chesterfield	VA	Yes	Foley	Y/XL	Yes	I have read and I agree
8 Acosta	23236	Chesterfield	VA	Yes	Acosta	Y/M	Yes	I have read and I agree
9 Collier	23803	Chesterfield	VIRGINIA	No	Collier	Y/L	Yes	I have read and I agree
0 Long	23113	USA	Virginia	Yes	Long	Y/L	Yes	I have read and I agree
1 Harmon	23838	Chesterfield	VA	Yes	Harmon	A/S	Yes	I have read and I agree
2 Anderson	23838	Chesterfield	VA	Yes	Anderson	Y/L	Yes	I have read and I agree
3 Van Campenhout	23234	North chesterfield	Virginia	Yes	Norman	Y/XL	Yes	I have read and I agree
4 Meyer	23114	Chesterfield	VA	Yes	Hartsch	Y/XL	Yes	I have read and I agree
5 Richardson	23834	Chesterfield	Virginia	Yes	Mitchell	A/S	Yes	I have read and I agree
6 Van Campenhout	23234	Usa	VA	Yes	Norman	Y/XL	Yes	I have read and I agree
7 Smith	23120	Chesterfield County	VA	Yes	Smith	Y/L	Yes	I have read and I agree
8 Woolson	90210	here	va	No	w	Y/S	Yes	I have read and I agree
9 Carver	23236	North chesterfield	Virginia	Yes	Flinn	A/S	Yes	I have read and I agree
0 Wingo	23114	USA	VA	Yes	Adams	A/M	Yes	I have read and I agree
1 pacheco	23120	chesterfield	va	Yes	Pacheco	Y/L	Yes	I have read and I agree
2 Nelson	23235	Chesterfield	Va	Yes	Nelson	Y/M	Yes	I have read and I agree
3 faber	23112	Chesterfield	VA	Yes	Faber	Y/M	Yes	I have read and I agree
4 Lee	23803	chesterfield	va	Yes	Lee	Y/L	Yes	I have read and I agree

CCPD / CCPS Schools Safety & Security Meeting

January 13, 2025 - Hicks Road Facility (1330-1425)

Attendees: J. Thornton, L. Turner, JR Gunn, K. Flynn, K. Pope, J. Kierson, T. Adams

Discussion Points –

1. RAVE to Raptor notifications – The transfer from RAVE to Raptor continues. Raptor has many additional features that will be helpful in the future with regard to notifications, reunification, Identifying students, etc. Significantly more “technical scaffolding” than other systems. It would be beneficial for SRO members to have the Raptor feature on their county issued phones.
2. Weapons detection systems – Beta Testing the “Evolve” system in one or two schools continues. Testing of the “OPEN GATE” system at Robious MS and Meadowbrook HS. This system is more maneuverable and easier to transport and deploy than other systems. Staffing of these systems in a school will require significant scheduling of CCPS staff once in place.
3. High School summer school locations have not been determined yet.
4. K9 sweeps – Offered to provide powder or drug related school/parking lot sweeps; CCPD just needs the invite and a coordinated time to do these.
5. UAS Photo Project – Lt. Turner provided an update, with the possibility of involving Forensics staff for imagery of the exterior areas of the schools to provide additional information on entries, windows, egress, etc. Sgt. Pope is assisting with this.
6. SSOs at Highschool basketball games – The presence of School Security Officers at sporting events is a benefit and has proven effective. Currently they are assisting with basketball games.
7. May 30, 2025, is the last day of student attendance.
8. CCPS / CCPD MOU – coordinating with Shawn Smith for a meeting that brings the attorneys into the same room – goal is providing more Synergy access to SROs per Julie Seyfarth and the exchange of information that took place at the January 9 CCPD/CCPS meeting.
9. Schedule out Table-Top and On-Site coordinated trainings w/ CCPD and CCPS staff. On-site training option – Hanover County facility (per Sgt. Kierson).
10. New Middle School opening in August – Deep Creek MS; will service the Western portion of the county (western Otterdale areas).
11. School Response – Reunification locations and document revisions – Mr. Adams indicated his office will likely be doing a rewrite of those SOPs.
12. SRO scheduling of new cellphone pick up – schedule has been distributed.

Next Meeting: February 3, 2025

Threat Assessment Agenda

Threat Assessment Advisory Committee Meeting
 June 16, 2025
 AGENDA

- ❖ Welcome and Introductions
- ❖ Purpose and Update on [2024 MH Audit](#) recommendations
- ❖ Review of Next steps from November 1, 2024 meeting

Action Step	Notes (Completed, in-progress, etc.)
Collaborative Conversations and Training with SRO and CCPD for staff	<ul style="list-style-type: none"> • Sgt Flynn attended training for TAs to get an idea of training scope and alignment • Action items - closing the gap between services <ul style="list-style-type: none"> ◦ SRO/Officer first responder and need for TA procedures on behalf of CCPS. • Inservice CCPD - August 4th - 8th in August 2025 - Plan to have MHSS visit again this year to present (45 mins presentation and Q&A) <ul style="list-style-type: none"> ◦ Leadership director can be a part of meeting ◦ CCPD will confirm day that work for the schedule • Safety & Security Inservice-

Check in w/HR and the MHSS team about new hires needing training. Note: New SROs to come on board over the next few years.	<ul style="list-style-type: none"> • Limitations with modules and in-person PD in ImpactU • Principals being aware of requirements to encourage completion • Can there be a shell in ImpactU to prompt completion that can be confirmed through the MHSS team.
Need for additional training and revisiting CCPS TA process	<ul style="list-style-type: none"> • Threats presented by staff (adults in the building). • HR protocol related to staff (TA to self/others) <ul style="list-style-type: none"> ◦ Provided in Principal's Toolkit, EAP providers can support with assessment for staff • Response, Documentation, and Referral process is needed for outside CCPS persons threaten self/others on school grounds <ul style="list-style-type: none"> ◦ Team creation of the guidance docs for division. ◦ Timeline for completion?
Expected Meeting: March	Director change occurred Dec/Jan. Follow up meeting held on 6/15/2025

❖ **Threat Assessment Data**

- a. Principals' Meeting in March: [Principals Mtg DESSS Entering Spring Safely March 2025](#)
- b. Year-end data

❖ **Mental Health Support Specialists (MHSS) Update**

- a. School support
 1. Responding to school teams that need additional support.
 2. Creating Building-Based training sessions for staff to work through issues and difficulties.
- b. TA Training Requirements and Training Cycles ([2025-2026 Threat Assessment Training Schedule](#))
 1. Changes in levels or position (ES -> HS, hires as Deans)
 2. Request to add a July date for New Hires (TBD)

Optional 5 - Exhibit 4

- ❖ **CCPS Communications** (division-wide impact)
 1. Continued work on communication threads and looping

- ❖ **Schools Update** (observations, insights, needs)
 - a. Principal(s)
 - b. Director(s)
 1. Request for improved communication when after hours incidents from CCPD and Security

- ❖ **CCPS Safety and Security** (division-wide impact)
 1. Improvements overall for communication and responses.

- ❖ **CCPS HR**
 1. Solid staff protocols and EAP
 2. CI response is going well and a solid process

- ❖ **CCPD**
 1. Communication with PD/Security is strong and monthly check-ins are helpful
 2. Continued need to immediately loop in police when incidents occur to help them respond quickly and in a timely way
 3. Always someone at CCPD on school safety on call around the clock. CCPS mirrors this protocol.
 4. Some turnover with staffing. 2 new Sgts. Will not fill 4th Sgt position. Expect 3 Sgts in place for the SY.
 5. Collab with School Security for games and other large events to provide support to CCPD

- ❖ **Wrap up/Summary of Next Steps**
Next Step/By Whom/By When
 1. July Date for TA Training
 2. Inservice for CCPD (August 4-8th) - Turner will confirm date and time to MHSS Team (Audra)
 3. Inservice for Safety and Security (beginning of August) - T. Adams will provide dates to MHSS Team (Audra)
 4. Principal Feedback on APS and Threat Assessment Data Collection Opportunities (Lottie)

Student Incidents

Turner, George

From: Steger, Sharon
Sent: Thursday, February 27, 2025 10:52 AM
To: PD CCPS Adult Student Arrest Notifications
Subject: School Notification

Good Morning,

a student at Meadowbrook Highschool was arrested for the following charges:

PD2502260217

18.2-91 - BURGLARY: ENTER HOUSE TO COMMIT LARCENY/A and B/ETC - BUR-2213-F9

18.2-137(B)(ii) - MONUMENT: INTENTIONAL DAMAGE, VALUE =\$1000 - VAN-2956-F6

18.2-371(i) - CONTRIBUTE TO DELINQUENCY OF MINOR - FAM-3805-M1

Thank you

Sharon Steger

Administrative Assistant I
Vulnerable Populations Division
Chesterfield County Police Department
804-768-7536

CCPD CHESTERFIELD COUNTY
POLICE DEPARTMENT

VA Rules Instruction

Name	Date of Lesson Taught	Please pick the class taught	Miscellaneous course	Number of students taught
Brian Bailey	7/22/2024	Chesterfield County Police TRUST		60
Brian Bailey	7/22/2024	Chesterfield County Police TRUST		130
Brian Bailey	7/23/2024	Chesterfield County Police TRUST		60
Brian Bailey	7/24/2024	Chesterfield County Police TRUST		112
Brian Bailey	7/26/2024	Chesterfield County Police TRUST		50
Brian Bailey	7/29/2024	Chesterfield County Police TRUST		20
Brian Bailey	7/31/2024	Chesterfield County Police TRUST		57
Brian Bailey	8/2/2024	Chesterfield County Police TRUST		100
Brian Bailey	8/5/2024	Chesterfield County Police TRUST		20
Justin Arcenia	9/13/2024	Miscellaneous (please provide descriptive)	Larceny	30
Robert Horn	9/17/2024	Miscellaneous (please provide descriptive)	Introduction to Policing at	12
Angela Petrini	10/4/2024	DUI *Not included in VA RULES but taught	Drive Smart	200
Angela Petrini	10/7/2024	DUI *Not included in VA RULES but taught	Drive Smart	232
Allen Poston	12/4/2024	Alcohol and Tobacco		31
Allen Poston	12/5/2024	Alcohol and Tobacco		27
Allen Poston	12/11/2024	Alcohol and Tobacco		28
Thomas Spivey	12/11/2024	Drugs--Overview		30
Thomas Spivey	12/12/2024	Drugs--Overview		31
Ryan Klimkowski	3/4/2025	Miscellaneous (please provide descriptive)	Arrest and court proced	3 social studies classes. Approximately 55 students
Ryan Klimkowski	3/5/2025	Miscellaneous (please provide descriptive)	arrest / court process. Q	3 classes - approximately 60 students
Timothy Day	3/20/2025	Introduction to Laws in VA		100
Jennifer Schneider	3/20/2025	Miscellaneous (please provide descriptive)	Falling Creek ES rising 6th	100
Jennifer Schneider	3/5/2025	Give it, Get it: Trust and Respect between Teens and Law Enforcement		8
Timothy Day	3/5/2025	Give it, Get it: Trust and Respect between Teens and Law Enforcement		8
Jennifer Schneider	10/2/2024	Drugs--Overview		60
Timothy Day	10/2/2024	Drugs--Overview		60
Timothy Day	2/18/2025	Drugs--Overview		60
Angela Petrini	4/9/2025	Miscellaneous (please provide descriptive)	Constitutional law class	8
Allen Poston	4/14/2025	Miscellaneous (please provide descriptive)	Intro to Middle School	100
Angela Petrini	5/1/2025	Miscellaneous (please provide descriptive)	question from ESL on role	14
Jared LaBello	5/7/2025	Miscellaneous (please provide descriptive)	4th and 5th amendment	20
Jared LaBello	5/7/2025	Miscellaneous (please provide descriptive)	4th and 5th Amendment	20
Jared LaBello	5/7/2025	Miscellaneous (please provide descriptive)	4th and 5th Amendment	35
Jared LaBello	5/8/2025	Miscellaneous (please provide descriptive)	4th and 5th amendment	20
Jared LaBello	5/8/2025	Miscellaneous (please provide descriptive)	4th and 5th amendment	20
Timothy Day	4/30/2025	Miscellaneous (please provide descriptive)	Introduction of Law enforcement	125
Timothy Day	5/12/2025	Introduction to Laws in VA		80
Allen Poston	5/12/2025	Miscellaneous (please provide descriptive)	STEPP program to the 5th	200
Allen Poston	5/20/2025	Miscellaneous (please provide descriptive)	STEPP program taught	150
Jennifer Schneider	5/12/2025	Miscellaneous (please provide descriptive)	Various different topics;	100
George Turner	12/11/2024	Drugs--Overview		30
George Turner	12/12/2024	Drugs--Overview		25
George Turner	3/25/2025	Gangs		60

Optional 6. Multi-Family Housing

Goals

It is the goal of the Multi-Family Housing Program to continue to resolve issues and encourage resident involvement regarding safety within apartment communities by providing events on the property and encouraging residents to work with the police department.

Objectives

- To create a program that promotes crime prevention concepts among property managers and have 20 managers successfully complete the program before 2024. The program entails six hours of online instruction regarding crime prevention and specifically addresses the multi-family housing community. Upon completing the class work, participants take a test which they must score 70 or above to pass. Upon passing, they will earn the Premier Multi-Family Crime & Safety Certification. This is a certification managers retain even if they change properties.
- To have at least half of the Premier Multi-Family Crime & Safety Certification participants certify their apartment communities through the CPTED evaluation process and the requirements of meeting quarterly with their respective Community Engagement Officers and holding at least two prevention meetings with residents a year.

Accomplishments

Due to the high manager turnover rate in the apartment communities, a new Manager Information Hub was designed. This hub is a PDF document (Exhibit 1), but managers interact with it much like a website with clickable buttons to more easily navigate the available information. The hub contains relevant forms for managers in one-stop-shop efficiency while also giving them access to frequently requested community resources and crime prevention tips for their residents. This hub has proven effective in keeping manager information more accurately updated and permitting rapid resource sharing without the need to send out numerous emails (which managers are already inundated with on a regular basis). This hub was created in-house and is easy to update to accommodate trends or issues.

Quarterly managers' meetings have been re-established and have changed to two in-person and two TEAMS meetings a year (Exhibit 2). This change has increased

participation on both sides and has been well received by managers. While in-person meetings generally include 10-12 attendees, TEAMS meetings are larger and usually have 20-30 participants. The two TEAMS meetings are held at the end of the year and the beginning of the next year, allowing managers to focus on holiday schedules when they have less people in the office and new budget issues facing them at the beginning of the year. Keeping two in-person meetings has been important to keep managers connected to each other and the department. The Apartment Managers Safety Conference has not been held in the past two years as property management companies, at the corporate level, tend to discourage managers from leaving their offices more than necessary, and since virtual meetings and training are now a viable option.

The Department has seen an average of 23 apartment communities participate in National Night Out over the past three years (Exhibit 3). These communities have been a steady presence, and they greatly assist Chesterfield County in bolstering its National Night Out footprint and national profile.

The Chesterfield senior facility outreach that involves apartment residents writing Christmas cards which police officers then pick up and deliver to the senior facilities continues to be very popular with the seniors who receive the cards as well as the apartment residents who write them. Thousands of cards have been collected since the program began, and senior communities continue to find them a source of comfort for residents who may not have loved ones in the area or any family at all.

Program Evaluation

The Premier Partnership Program rolled out to Chesterfield County apartment communities to encourage more managers to engage in crime prevention activities before residents experienced issues on the properties. The Program includes a six-hour online crime prevention training, also, to help managers learn how to view their properties through a crime prevention lens. Since its presentation to the managers, 17 apartment managers have taken advantage of this opportunity to become more crime prevention aware. Of those 17, eight have already left their positions and only two have totally certified their communities by completing the CPTED self-assessment of their properties. Considering the interest in the program from the onset, the Apartment Safety Coordinator for Multi-Family Housing decided to begin tracking manager turnover believing it could be contributing to overall program success. Management turnover did not appear to be an issue prior to 2020 but since that time, there has been a noticeable trend in management changes. In 2024, we tracked, for the first time, manager changes through the properties and discovered that within one year, there were over 50 manager changes throughout the properties with some properties having even two or three changes within the year. As a result of this realization, we have

adjusted our goals in the upcoming years to be more on point by keeping managers informed by creating a Manager Information Hub.

There has not been an effective way to track whether managers are presenting two prevention programs a year (since manager turnover and software changes which can occur during property management changes does not track these types of events) so we are evaluating a better way ensure communication regarding prevention programs is available.

New Goal and Objectives

Goal

It is the goal of the Multi-Family Housing Program to continue to resolve issues and encourage resident involvement regarding safety within apartment communities by providing events on the properties and encouraging residents to work with the Police Department.

Objectives

- To visit the County's member apartment communities at least four times throughout the course of the year to keep all managers well informed and involved in their Chesterfield County Police partnership which has been created over the past 19 years.
- To get minimum 90% apartment community manager compliance in updating their Chesterfield County Emergency Communication Center contact information and keeping it current.
- Strive to have 25% National Night Out participation from apartment communities with on-site management (generally, larger communities that have the resources and a location to hold a neighborhood block party) for 2026, 2027, and 2028.

The Hub PDF (fillable) document



APARTMENT MANAGER INFORMATION HUB



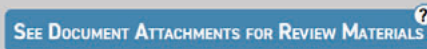
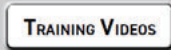
CLICK ICONS ABOVE TO NAVIGATE DOCUMENT

PREMIER LAW ENFORCEMENT PARTNERS

To address the ever-changing landscape of the county, the police department has developed a program to assist apartment managers regarding the best ways to deter issues on their property's while working with police to accomplish safety for all residents. In the first step, managers complete an educational curriculum of crime prevention classes and successfully pass a comprehensive exam, and second, they conduct a Crime Prevention Through Environmental Design (CPTED) evaluation of their property.

The trainings cover a wide variety of topics that can assist with addressing concerns that arise on the property on a day-to-day basis and equip managers to handle critical issues should they arise. After taking these courses, managers must pass an exam to confirm a level of understanding of the concepts and goals related to crime prevention initiatives. Upon completion of this exam, they receive their Premier Multi-Housing Crime and Safety Certification. Once they receive their certification, they can then certify the property with the department by doing a CPTED evaluation in conjunction with law enforcement to discover any weaknesses their property may have that they could address in future budgetary planning. Once they complete this evaluation, their property is considered a Premier Law Enforcement Partner property which requires they will meet quarterly with their Community Engagement Officer and provide at least two crime prevention outreach programs for their residents every year.

This is a great opportunity to partner with the department in addressing issues that may arise with the growing number of multi-family communities within the county. The program does not evaluate crime data since crime can happen at any time or place despite preventative measures and training. Rather, this program acknowledges the efforts managers and properties have taken to assist in providing the appropriate resources for residents should issues come up in their day to day lives. All properties who attain this certification will be listed on the Chesterfield County Police website as a Premier Law Enforcement Partner as well so anyone looking for an apartment community will be able to reference this information or look for the Premier logo on the apartment community's clubhouse door.



No Trespass Authorization letter:

Below is a link to a fillable PDF form for the No Trespass Authorization letter. If you are unable to use the fillable version, you can print the form, complete by hand, then scan and email it back.

This form is optional and only needs to be completed if you want officers to ban individuals from your property after hours who:

- Have been charged with a criminal offense, and
- Do not claim to reside on the property.

Having this letter on file allows officers to act on your behalf to ban individuals after hours.

Please note: Managers can ban individuals directly in accordance with the Landlord/Residential Tenant Act and their company's policies. However, officers require this specific authorization to take action.

**No Trespassing
Authorization**

Ban Letter:

If you need to ban an individual but do not have a company-specific ban letter, you can access and print a letter with the link below. The form includes a space for the subject's signature. If the subject refuses to sign, simply note "Refused to Sign" on the signature line.

The individual you are banning must be given a copy of this letter so they know they are banned. If they are not present when you ban them, you can send them a copy with return receipt requested which provides some evidence that the letter has been received. They cannot be entered into the police database until they have been formally notified.



Ban Letter



Chesterfield County Police Department
P.O. Box 148
Chesterfield, VA 23832

Date of Application

To: Chief of Police, Chesterfield County, Virginia

Subject: Letter of Authorization for "No Trespassing"

I do, hereby, request that the Chesterfield County Police Department (CCPD) arrest anyone found trespassing on the below described real property after normal business hours.* I fully understand that I must post and maintain "No Trespassing" signs in a manner that will be obvious to the normally observant person before action can be taken by the police. I also understand that I agree to come to court or send a representative to court for the purpose of prosecuting trespassers. This letter is authorization for the police to act on our behalf as being the person lawfully in charge pursuant to Code of Virginia 18.2-119 and County Code 14.2-22.1.

This authorization is valid for a period of two years, unless a shorter time is specified. After the specified time period or two (2) years, whichever comes first, the owner or agent may submit a new Letter of Authorization.

*For purposes of this authorization, "after normal business hours" shall mean those times when the owner or his agent(s) are not present.

I give permission for CCPD to ban non-residents from this community when there is reasonable suspicion of criminal behavior.

If unable to fill out electronically, please print legibly.

Name of Business: Business Phone #:
Location/Address:
Operating Hours:
Your Name: Title:
Address: Day Phone #:
Signature: Night Phone #:

Other authorized personnel to contact in the event you are unavailable.

Name: Day Phone #: Night Phone #:
Name: Day Phone #: Night Phone #:

Address location of property to be authorized as "No Trespassing" (if other than above):

Subdivision:
Address:



*Note: For property that may be difficult to locate, please include detailed directions/map or any additional information with this form. Thank you.

SUBMIT

Ban Letter

Community/Property: _____
Address: _____
City, State, Zip: _____

This letter serves as legal notice that you have been notified not to enter onto the private property or properties listed above for any reason, cause or plight. Per Virginia Code 18.2-119 (as described below**) if you are observed on the above listed property you will be subject to immediate arrest or warrant in accordance with Virginia Law. If your vehicle is found on said property, it will be towed by the management at your expense. This notice can and will be enforced by the Chesterfield County Police Department as well as any other governing law enforcement agency that has permission in regards to the above mentioned property.

****18.2-119 Trespass after having been forbidden to do so; penalties;**

“If any person without authority of law goes upon or remains upon the lands, buildings, or premises of another, or any portion thereof, after having been forbidden to do so, either orally or in writing, by the owner, lessee, custodian or other persons or by the holder of any easement...he shall be guilty of a Class 1 Misdemeanor.” Punishment for conviction of a Class 1 Misdemeanor shall be; confinement in jail for not more than twelve (12) months and a fine not to exceed \$2,500.00, either or both.

Name: _____
Address: _____
City: _____ State: _____ Zip: _____
Date of Birth: _____ Race: _____ Height: _____ Weight: _____
Reason: _____

Date: _____
Signature of person being banned
(If person is a minor, parent or legal guardian signature required)

Date: _____
Signature of representative of apartment community

Effective Date: _____





Community Resource Guide



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Apartment Safety Coalition Agenda



Agenda

June 12, 2025 -- 9:00

Introductions

Ban List

- What you have received so far
- How to evaluate banned subjects
- Future ban notifications

Manager Information Hub

- When it was sent
- How it works

Crime Intel Unit

- How to share camera information
- LPRs
- Connecting doorbell cameras with the county

Other information

- Community Engagement Officers
- Future meeting topics
- Miscellaneous questions/concerns

Next Meeting Date

- September 18 at 9:00 am, 2730 Hicks Road Classroom
- November 12 at 3:00 pm, Virtually



Apartment Community National Night Out Photos



Optional 7 Community Initiatives – SAFE

SAFE’S Goal and Objectives in Partnership with CCPD

Goal

The goal of Substance Abuse Free Environment, Inc. (SAFE) is to increase awareness of substance abuse issues and to advocate for effective substance abuse interventions through partnerships with CCPD and numerous other community partners.

Objectives

- Reduce underage drinking in the community by three percent as measured by the 2025 PNA youth survey results as compared to 2023 results.
- Reduce opioid overdoses in Chesterfield County by three percent as measured by Chesterfield County Police data from 2023-2025.
- Decrease targeted Chesterfield County youth’s use of tobacco, nicotine, vaping, and THC by two percent as measured by a data comparison between 2023 SAFE PNA data and 2025 SAFE PNA data.
- Increase the vaping compliance rate of underage buyer laws by two percent as measured by 2025 compliance check results compared to 2023.

Accomplishments

Goal: Reduce underage drinking in the community by three percent as measured by the 2025 PNA youth survey results as compared to 2023 results.

Alcohol-Impaired Driving Trends and Prevention Efforts

Alcohol-impaired driving remains a persistent concern in Chesterfield County. According to data from the Virginia Department of Motor Vehicles (DMV), alcohol-related crashes totaled 329 in 2022, 356 in 2023, and 311 in 2024. Notably, individuals aged 16–25 were involved in a significant proportion of these incidents: 40% in both 2022 and 2024, and 31% in 2023.

DUI arrest data reflect similar trends among the 16–25 age group, with 303 arrests (23%) in 2022, a decline to 209 arrests (19%) in 2023, and a return to 193 arrests (23%) in 2024. It's important to note that the DMV categorizes drivers up to age 25 in this

group. While arrests declined in 2023, the 2024 figures indicate a rebound to 2022 levels.

In contrast, underage alcohol use among middle and high school students appears to be on the decline. Findings from SAFE's 2023 Prevention Needs Assessment (PNA) include:

- Binge drinking among 12th-grade students decreased from 8.9% in 2021 to 6.3% in 2023.
- Lifetime alcohol use declined across all grades, with the largest reduction (4.4 percentage points) observed in 12th grade.
- Past 30-day alcohol use dropped from 10.3% in 2021 to 8.0% in 2023—less than half the national average of 15.6%.

To further examine substance, use behaviors among young adults, SAFE collaborated with community partners to conduct the 2024 Young Adult Survey (YAS), targeting residents aged 16–29. The survey, composed of 17 questions including an evaluation of the Lose PSA campaign, was promoted through social media, flyers, and local events. A total of 3,083 flyers were distributed, resulting in 385 completed surveys (302 in English, 83 in Spanish). This reflects an increase from 2023 (177 total responses), though still below 2022 levels (575 total responses).

Key Findings from the 2024 YAS

Self-Reported Impaired Driving (Past 30 Days):

Driving under the influence of alcohol:

- English: 15.9% (↓ 4.8% from 2023)
- Spanish: 48.2% (↑ 78.3% from 2023)

Driving under the influence of marijuana:

- English: 13.9% (↔ from 2023)
- Spanish: 13.3% (↑ from 0% in 2023)

Driving under the influence of prescription drugs:

- English: 10.9% (↑ 20.7% from 2023)
- Spanish: 1.2% (↑ from 0% in 2023)

Riding with an Impaired Driver (Past 30 Days):

Passenger with alcohol-impaired driver:

- English: 21.9%
- Spanish: 44.6%

Passenger with marijuana-impaired driver:

- English: 16.2%
- Spanish: 9.6%

Perceptions of Risk:

Driving after 1–2 drinks is considered highly risky:

- English: 22.1% (↓ 4% from 2023)
- Spanish: 71.1% (↓ 13.3% from 2023)

Driving after 4–5 drinks:

- English: 73.1% (↑ 2.9%)
- Spanish: 84.3% (↑ 0.4%)

Driving after marijuana use:

- English: 53.3% (↑ 50%)
- Spanish: 98.8% (↑ 11%)

Riding with someone who has been drinking:

- English: 53.6% (↓ 20.9%)
- Spanish: 98.8% (↑ 11%)

Riding with a marijuana-impaired driver:

- English: 45.3%
- Spanish: 96.4%

Awareness of Virginia’s Zero Tolerance Law:

- English: 89.4%
- Spanish: 98.8%

When asked to identify the most pressing substance-related concerns in their communities, survey participants ranked marijuana use (53.3%), impaired driving involving any substance (51.3%), and vaping/e-cigarette use (49.7%) as the top issues. The complete report can be found [here](#). (EXHIBIT 1).

Local Enforcement Data

SAFE also worked with the Chesterfield County Police Department (CCPD) to collect 2024 local DUI enforcement data. From October 1, 2023, through September 30, 2024,

there were 1,121 DUI arrests countywide—down slightly from 1,162 the previous year. For individuals aged 16–25, arrests fell sharply, from 408 in the previous period to 229—a notable 44% decrease.

Collaborative Approaches

In 2024, SAFE partnered with the Chesterfield County Police Department (CCPD) to support the "Drive Sober or Get Pulled Over" (DSOGPO) mass media campaign, which ran from August 14 to September 2. The collaboration focused on organizing and promoting impaired driving saturation patrols. As a result of these efforts, law enforcement recorded 3 felony DUI arrests and 45 misdemeanor DUI arrests. Among officers working overtime during the campaign, there were 2 adult DUI arrests, no juvenile arrests, 1 administration of a Standardized Field Sobriety Test (SFST), and no reported refusals of breath tests.

In June 2024, SAFE staff joined CCPD's Community Policing unit to visit local businesses and distribute educational materials on alcohol-impaired driving prevention. The outreach campaign featured a brochure titled "Before You Take It To-Go, Here Are Some Things You Should Know", aimed at informing consumers about the risks of to-go cocktails. SAFE staff, accompanied by a volunteer from Drive Smart and CCPD representatives, visited 100 establishments throughout Chesterfield County. Each business accepted resource bags containing brochures, the ABC Delivery Guide, and a letter of support from the CCPD Interim Chief. In total, 10,000 brochures were distributed. Additionally, the SAFE Latino Coalition delivered 6,000 prevention materials to 30 Latino-owned businesses.

Insights from the 2024 Young Adult Survey revealed that 22.1% of respondents saw a high risk in driving after consuming 1–2 alcoholic drinks, compared to 23.03% in 2023—a decrease of 4%. Conversely, 73.1% recognized a high risk after 4–5 drinks, reflecting a 2.9% increase from 71.05% in 2023. Significantly, there was a 50% increase in the perceived danger of driving under the influence of marijuana. These results indicate overall progress in raising awareness about drug-impaired driving, despite the slight decline in perceived risk associated with lower levels of alcohol consumption. Overall, SAFE achieved a 3% increase in young adults' awareness of the harms of drug-impaired driving.

These survey findings guided a targeted media campaign developed by SAFE to address misconceptions about impaired driving.

During the 2023–2024 DMV grant fiscal year (October 1, 2023 – September 30, 2024), SAFE delivered drug-impaired driving prevention education to 1,863 individuals through 35 in-person and virtual outreach events. Across these events, 12,672 educational

resources were distributed. Key outreach efforts included participation in six Chesterfield County Driver's License Ceremonies, four National Night Out events, 12 community presentations, and 13 community events. The SAFE Latino Coalition also attended 12 events, engaging 930 individuals and distributing 4,989 resources specifically tailored to the Latino community.

SAFE launched two bilingual campaigns to reinforce its prevention messaging: "Sober Media" and "Unboxing the Hard Facts."

[Sober Media](#) is aimed at adults aged 21 and over and promotes responsible decision-making regarding substance use and driving. Campaign materials include a public service announcement (PSA), social media content, and billboard designs. The English version of the PSA is available [here](#). This campaign is being distributed in both English and Spanish across a wide range of paid media platforms, including TV, streaming services, radio, and social media.

The English version of the Sober Media ad aired on WBTJ and WRXL radio stations, reaching more than 133,300 listeners. It was also boosted on Facebook and Instagram, generating 151,171 views and reaching 114,307 people.

The Spanish version of the ad ran on LaPantera (WBTL) radio from December 2024 to August 2025, with an average monthly audience of 7,832 listeners. LaPantera also promoted the ad on its Facebook page, reaching 107,589 people, and on the Ultra App, reaching 67,648. In addition, the Spanish ad was displayed on three billboards from January 2024 to August 2025, generating 24,435,147 impressions.

[Unboxing the Hard Facts](#) targets youth under the age of 21, with the goal of educating them about the risks of underage drinking and impaired driving. The campaign includes a 30-second PSA and accompanying social media graphics, also available in English and Spanish. The English version of the PSA can be viewed [here](#). Distribution mirrors that of the Sober Media campaign, with messaging present across television, streaming, radio, billboards, and other digital platforms.

The English version of Unboxing the Hard Facts was boosted on Facebook and Instagram, generating 84,466 views and reaching 49,395 people.

The Spanish version aired on Ultra Radio (WULT), which averages 50,783 monthly listeners, from December 2024 through August 2025. Ultra Radio also promoted the ad on its Facebook page, reaching 343,968 people, and it was opened 1,780 times on the Ultra Radio app.

Together, the Sober Media and Unboxing the Hard Facts ads aired 3,701 times on cable networks between December 2024 and August 2025, delivering 85,420 cable impressions and more than 1,257,197 impressions on digital streaming services.

Data from the 2025 Prevention Needs Assessment (PNA) and 2025 Young Adult Survey will become available in January 2026 and will further inform SAFE’s prevention strategies moving forward.

The PNA is a biannual survey of 8, 10, 12 grade students in Chesterfield County. Below is comparison of data from 2023 to 2021 on alcohol, tobacco (cigarettes and vaping), marijuana, and binge drinking.

Substance	2021	2023
Alcohol	2%	0%
Cigarettes	0%	8%
E-Cigarettes	0%	8%
Marijuana	1%	6%
Binge Drinking	2%	2%

Key Takeaways

- Alcohol use dropped from 2% to 0%.
- Cigarette and E-Cigarette use rose sharply from almost none to 8%.
- Marijuana use increased from 1% to 6%.
- Binge drinking stayed steady at 2%.

Key takeaways from the 2024 Young Adult Survey are as followed:

Driving & Substance Use

- Alcohol: A notable percentage of respondents reported riding with someone who drank before driving (67 people) or driving themselves within 1–2 hours of drinking (13 for 1+ drinks, 49 for 4+ drinks).
- Marijuana: 173 respondents admitted driving within 1–2 hours of marijuana use, and 39 had ridden with someone under marijuana’s influence.
- Other drugs: Five admitted driving within 1–2 hours of use; 16 had ridden with someone who had.

Substance Use Behaviors

- Alcohol: 30 reported having at least one drink; 29 reported 4+ drinks.
- Marijuana: 232 reported uses, showing it is the most commonly used substance among respondents.
- Prescription drugs: 28 admitted misuses (taking only for the experience).

- Heroin: Rare use reported (2 individuals).

Goal: Reduce opioid overdoses in Chesterfield County by three percent as measured by Chesterfield County Police data from 2023-2025.

Collaborative Opioid Response

The opioid crisis continues to devastate communities across the United States, with a sharp rise in overdose incidents and fatalities. Combating this epidemic requires a multifaceted, collaborative approach that unites public health agencies, law enforcement, healthcare providers, nonprofit organizations, and community members.

In 2022, fatalities fell sharply to 52 from 158 in 2021—a 67.09% decrease—driven largely by coordinated efforts among multiple organizations and the wider distribution of Narcan. This decline persisted, with deaths dropping further to 27 in 2024. As of May 2024, there were 7 fatalities in Chesterfield County which stands as a 90% decrease from 2022.

Sample outreach included:

The SAFE Opioid and Heroin Prevention Task Force (OHPTF) includes a diverse group of representatives from both the public and private sectors, with strong backing from state agencies and Chesterfield County government. State-level support is provided by the Department of Behavioral Health and Developmental Services, while county representation on the task force includes law enforcement, public safety, Fire/EMS, public schools, mental health and substance use treatment and prevention services, peer support organizations, and the health department.

2023:

In 2023, the SAFE OHPTF embarked on several campaigns aimed at reducing overdose rates in the county. One campaign targeted the African American community through distribution of resource kits to barbershops and beauty salons, containing educational materials and tools to promote safe medication practices. There was also a campaign launched to educate parents about drug-related emoji use on social media, aiming to protect youth from illicit drug access.

For Overdose Awareness Day, the SAFE Opioid & Heroin Prevention Task Force (OHPTF) and Chesterfield County Police Department (CCPD) focused on two key target populations. In response to a growing national trend involving individuals harming pets to obtain prescription drugs, the team provided educational outreach to local veterinary clinics. This effort included the distribution of more than 2,920 English-language resources, such as *Vet Shopping and Drug Diversion – A Guide for Veterinarians*, along with drug disposal bags. See photo here:

https://drive.google.com/file/d/1PksQwTst7L7Co03RhuZoETDjGeLF_UxF/view?usp=sharing (EXHIBIT 2). The second focus group included hotel and motel managers in high-risk areas. More than 7,830 resources were distributed to this group, including an updated *Opioid & Heroin Treatment Resources* card.

In 2023, SAFE also partnered with CCPD for several community outreach events. These included two Drug Take Back Days, during which over 4,000 printed resources were distributed; three National Night Out events, where more than 3,900 resources were shared; and a fentanyl awareness presentation for foster parents in Chesterfield County, where over 450 resources were provided.

2024

In 2024, SAFE OHPTF and CCPD collaborated on several initiatives to reduce overdose fatalities in Chesterfield. One key effort took place in August during the Overdose Awareness Day campaign, which again targeted local hotels and motels in high-risk areas. The campaign distributed educational materials in both English and Spanish, along with harm reduction resources such as naloxone and fentanyl test strips. In total, 5,795 resources were distributed, including 41 naloxone kits—each containing two doses.

Also, in collaboration with the Virginia Department of Health’s Medical Reserve Corps (MRC) the OHPTF launched an educational campaign targeting dental offices. The initiative aimed to raise awareness about the importance of patient education about appropriate medication usage and proper disposal of unused medication. As part of the effort, 60 dental offices in Chesterfield County received education on the importance of counseling their patients and caregivers about opioids.

Also in 2024, SAFE partnered with CCPD for two Drug Take Back Days, during which over 2,800 resources were distributed, and four National Night Out events, where more than 5,900 resources were shared with the community.

2025

As of June 2025, SAFE partnered with CCPD for one Drug Take Back Day, during which over 2,530 resources were distributed, and one National Night Out event, where more than 1,450 resources were shared with the community.

Goal: Decrease targeted Chesterfield County youth’s use of tobacco, nicotine, vaping, and THC by two percent as measured by a data comparison between 2023 SAFE PNA data and 2025 SAFE PNA data.

Marijuana Initiatives

Marijuana use—both lifetime and past 30-day use—declined across all grade levels in 2023 compared to 2021. In Chesterfield County, teen marijuana use rates are approximately one-third of the national average. While local usage rates continue to decline, the perceived risk of drug use has also decreased among 10th and 12th graders. Specifically, the percentage of students who viewed marijuana use as risky dropped from 63.9% to 57.0% for 10th graders, and from 64.2% to 54.8% for 12th graders between 2021 and 2023.

In 2021, 5.9% of students reported using marijuana within 30 days of the survey; by 2023, that number had decreased to 4.2%, reflecting a 1.7 percentage point drop. However, it's difficult to predict future trends. The next set of Prevention Needs Assessment (PNA) data won't be available until January 2026, and some risk factors are on the rise. These include an increase in laws and norms favorable to drug use (from 29.1% in 2021 to 30.6% in 2023) and a rise in parental attitudes supportive of drug use (from 23.6% to 25.0% over the same period). These shifting perceptions may influence future marijuana and other drug use among youth. The complete report of the 2023 SAFE Prevention Needs Assessment Survey can be found [here](#).

SAFE continues to provide the STAY SMART presentation to all 6th grade students in Chesterfield County. Stay SAFE Presentations are designed to educate students about the dangers of substance use, strengthening their decision-making skills, and helping them identify trusted adults.

In 2024, 3,127 students completed the pre-survey, and 2,901 completed the post-survey. Results showed a 4.4% increase in students identifying marijuana as a substance that can lead to a substance use disorder, and a 5% increase for nicotine, from pre- to post-test.

In 2025, the STAY SMART presentation was revised and rebranded as STAY SAFE. That year, 3,784 students completed the pre-survey and 2,853 completed the post-survey. Results showed a 6.4% increase in students recognizing nicotine as a substance that can lead to a substance use disorder, and a 28.6% increase for cannabis. The complete results of the 2025 STAY SAFE program can be found [here](#).

SAFE also launched a drug-impaired driving presentation called *Drive Sober, Drive SAFE*, offered to all 9th grade students in Chesterfield County Public Schools. The program

aims to raise awareness about the dangers of driving under the influence of any substance, encourage students to seek help from trusted adults, and empower them to make safe, responsible decisions.

An essential component of the presentation is educating students about the Zero Tolerance Law, which prohibits individuals under 21 from purchasing, possessing, or consuming alcohol and driving under the influence of alcohol or drugs. *Drive Sober, Drive SAFE* features perspectives from students, community members, and professionals, creating an engaging and informative experience.

All 12 Chesterfield County high schools took part in the Drive Sober, Drive SAFE Toolkit presentation. A total of 3,681 students completed the pre-survey, while 3,110 completed the post-survey. Results indicated a general increase in awareness that various substances can impair driving ability. Notably, there was an 11.8 percentage point increase in students recognizing that cannabis can impair driving, and a 6.1 percentage point increase in those correctly identifying that driving under the influence of cannabis is illegal. The results of the Drive Sober, Drive SAFE toolkit can be found [here](#) (EXHIBIT 3).

SAFE and CCPD are continuing their collaboration to carry out tobacco and vape retailer compliance checks, helping to hold businesses accountable for illegal sales to underage youth. The outcomes of these checks are listed under the goal below.

Goal: Increase the tobacco retailer compliance rate by two percent as measured by 2025 compliance check results compared to 2023 compliance check results.

Tobacco/Vape Compliance Checks

In March 2023, SAFE collaborated with the Chesterfield County Police Department (CCPD) to carry out compliance checks at 65 retailers selling tobacco and vape products throughout Chesterfield County. During these checks, 8 retailers sold tobacco to an underage individual, resulting in a 12.3% retailer violation rate (RVR). Notably, four of the eight violations occurred at specialty vape shops, meaning half of the violators were vape-focused retailers. In response, SAFE decided to concentrate specifically on vape shops during the next round of compliance checks.

In Spring 2023, SAFE conducted educational outreach to 14 vape shops, providing training for sales associates and managers on laws related to the sale of tobacco and cannabis products. The sessions also emphasized the importance of safely storing cannabis items. Each retailer received free customer-facing resources, including an

educational brochure titled "Cannabis Use and Safety in Virginia" and locking pouches designed to securely store cannabis products.

In June 2024, SAFE partnered with the Chesterfield County Police Department (CCPD) to carry out compliance checks at 13 vape shops. The checks revealed a retailer violation rate (RVR) of 45%.

In June 2025, SAFE and the Chesterfield County Police Department (CCPD) expanded the effort, conducting checks at 28 vape shops across the county. Of the 29 vape shop checked, 3 sold a vape product to an underage buyer. This resulted in a retail violation rate of 10.3% compared to 12.3% in 2023. This means that the goal to increase the retailer compliance rate by 2% was met.

New Goal and Objectives in Partnership with CCPD

Goal

The goal of Substance Abuse Free Environment, Inc. (SAFE) is to increase awareness of substance abuse issues and to advocate for effective substance abuse interventions through partnerships with CCPD and numerous other community partners.

Objectives

Impaired Driving

Goal 1: Prevention & Enforcement

- Reduce drug-impaired driving among young people in Chesterfield County through enforcement and education initiatives.

Objectives

1. Conduct two drug-impaired driving (DUID) saturation patrols annually from FY 2025 through FY 2027 in partnership with law enforcement. Progress will be measured through the evaluation of CCPD saturation patrol data reports.
2. Provide drug-impaired driving (DID) prevention education to 100 business owners and distribute 13,000 educational resources annually from FY 2025 through FY 2027. Progress will be measured by the number of business partners engaged, resources distributed, and involvement of project partners.

3. Increase awareness of Virginia’s Zero Tolerance Law among drivers ages 16–20 in Chesterfield County by 15% by FY 2027, as measured by pre- and post-survey results from school-based prevention programs and community outreach events.

Goal 2: Alternative Transportation & Risk Reduction

- Promote safe transportation alternatives to reduce DUI arrest rates among young drivers in Chesterfield County.

Objectives

1. Develop and launch a Sober Ride Program in Chesterfield County by September 30, 2026, aimed at reducing DUI arrest rates. Success will be measured by evaluating the rideshare program and CCPD data, including the number of campaigns conducted, rides provided, educational materials distributed, media engagement analytics, and DUI arrest statistics.
2. Increase the number of sober rides taken in 2027 compared to 2026, as tracked through program data and local partnerships.
3. Collaborate with at least 20 local restaurants and bars by FY 2027 to promote sober ride options and display impaired driving prevention materials, with success measured by the number of venues engaged and materials distributed.

Goal 3: Response & Capacity Building

- Strengthen community response systems and collaborative efforts to reduce opioid overdoses.

Objectives

1. Expand the capacity of the Opioid and Heroin Prevention Task Force, as indicated by the number of new partners engaged between FY 2025 and FY 2027.
2. Expand access to naloxone distribution and training by increasing the number of community members trained each year from FY 2025 through FY 2027.
3. Decrease the number of opioid overdoses in Chesterfield County by 2% between FY 2025 and FY 2027, as measured by Chesterfield County Police Department data.

Retailer Violation Rates

Goal 1: Prevention & Compliance Monitoring

- Ensure consistent monitoring of tobacco and vape sales to reduce underage access in Chesterfield County.

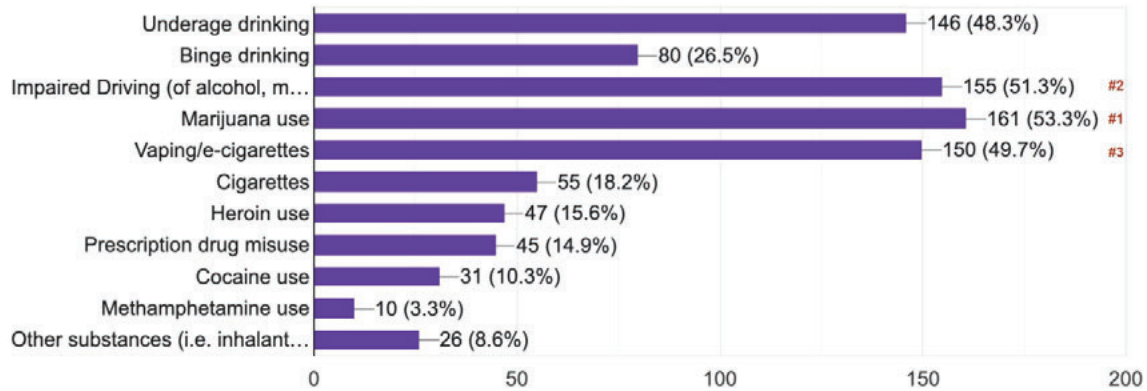
Objectives

1. Carry out annual tobacco and vape compliance checks at over 28 retail locations from FY 2025 through FY 2027, tracking the number of sites visited and the number of retailers that sold products to underage buyers.
2. Decrease retailer violation rates by 1% by FY 2027, as measured by compliance check results compared to FY 2025.
3. Increase the number of follow-up compliance visits for retailers found in violation by at least 10% each year from FY 2025 to FY 2027, ensuring accountability and corrective action.

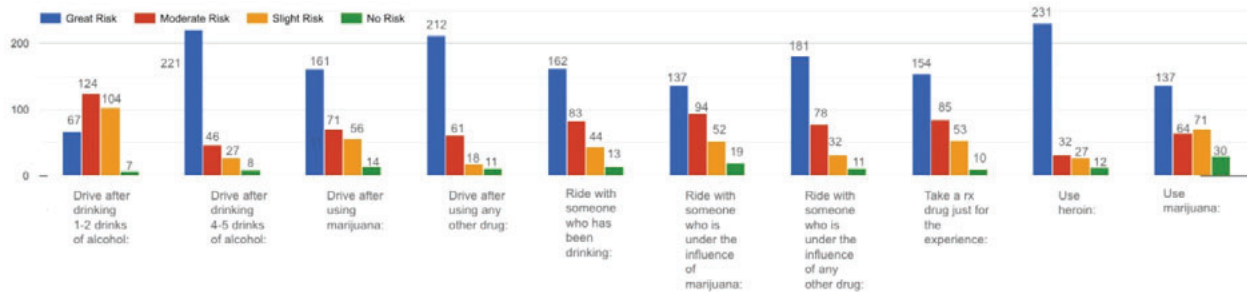
SAFE Exhibit 1: 2025 PNA youth survey results

In your opinion, what are the three highest substance misuse issues in your community for young adults aged 16-25? (Please select three)

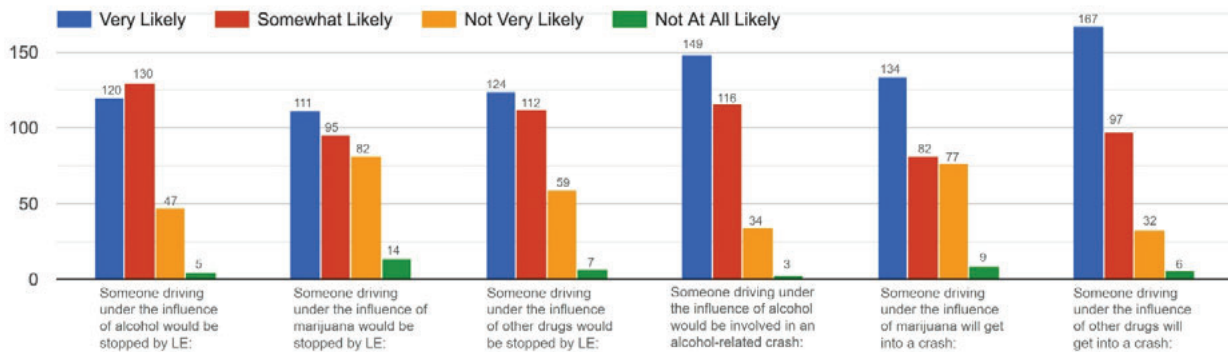
302 responses



How much do you think people risk harming themselves physically or in other ways when they do the following: (Note: 1 drink = 12 oz of beer, 5 oz of wine, 1 oz of hard liquor)



In your community, how likely is it that:



**SAFE Opioid & Heroin Prevention Task Force (OHPTF)
and Chesterfield County Police Department (CCPD)**



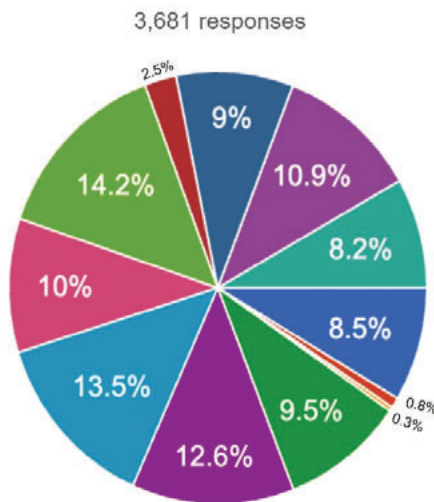
SAFE Exhibit 3: Results of the Drive Sober, Drive SAFE toolkit.



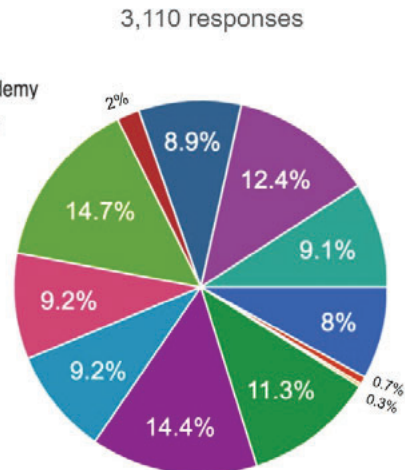
Drive Sober, Drive SAFE Toolkit

Overall Results

Which high school do you currently attend?



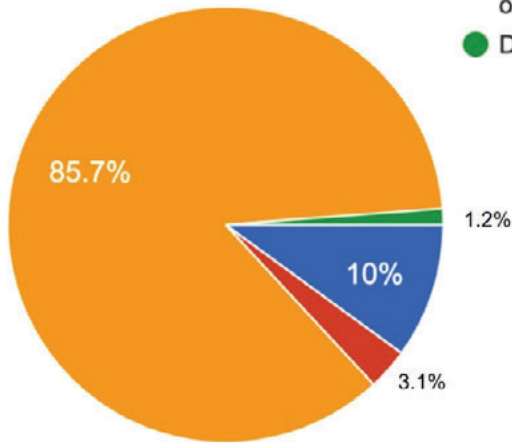
- L.C. Bird
- Carver College and Career Academy
- Chesterfield Recovery Academy
- Clover Hill
- Cosby
- Thomas Dale
- James River
- Manchester
- Matoaca
- Meadowbrook
- Midlothian
- Monacan



Which answer best describes impaired driving?

- Driving under the influence of alcohol
- Riding with someone under the influence of drugs
- Driving under the influence of any substance that causes impairment and is dangerous to drivers, passengers, other motorists, and pedestrians
- Driving under the influence of cannabis

3,681 responses



3,110 responses

