



OUR MISSION

We, the men and women of the Norfolk Police Department, shall provide protection and police service responsive to the needs of the people of Norfolk.

OUR VISION

Our vision is to provide a safe environment for communities, businesses, and visitors to the City of Norfolk.

OUR VALUES

We, the men and women of the Norfolk Police Department, value:

- ◇ Courage
- ◇ Honor
- ◇ Integrity
- ◇ Professionalism
- ◇ Vision

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N. P. D.

CHALLENGE—DIVERSITY—OPPORTUNITY

The Norfolk Police Department has a long, prestigious history with the City of Norfolk and its community members. The safety of our citizens is paramount as we encourage you to live, work, and play in our urban, waterfront community.





MESSAGE FROM THE CHIEF

Greetings,

Providing a safe environment for our communities, businesses, and visitors continues to be the Norfolk Police Department's top priority, and I am proud of my officers who are dedicated toward this commitment each and every day. Building community connections and developing partnerships is vital to making Norfolk a place where people can feel welcomed, connected and fulfilled.

The collaboration we have with our communities is the cornerstone in making Norfolk one of the premier urban, waterfront cities in America. I am pleased to announce that our department is becoming as culturally diverse as the citizens that live, work, and play in our city, and our enhanced recruitment efforts are ensuring we continue to forge new relationships with every neighborhood and community member. Throughout the past year, we have continued to build bridges and work toward our common interests, while providing Norfolk the quality of service that has become the hallmark of our department.

I would like to extend my gratitude to the men and women of the Norfolk Police Department, as well as the Norfolk community, for its continued input, support, and dedication. In recognition of our commitment to keep our city safe, informed, and engaged, it is with great pride that I present to you the 2014 annual report.

A handwritten signature in black ink, appearing to read "Michael G. Goldsmith".

MICHAEL G. GOLDSMITH

Chief of Police

NORFOLK CITY COUNCIL AND CITY ADMINISTRATION



Paul D. Fraim
Mayor



Andy A. Protopgyrou
Ward 1



Theresa W. Whibley
Ward 2



Mamie Johnson
Ward 3



Paul R. Riddick
Ward 4



Thomas R. Smigiel, Jr.
Ward 5



Barclay Winn
Super Ward 6



Angelia Williams Graves
Vice Mayor/Super Ward 7



Marcus D. Jones
City Manager



Ron Williams, Jr.
Deputy City Manager



Sabrina Joy-Hogg
Deputy City Manager



Peter Chapman
Deputy City Manager



Wynter Benda
Deputy City Manager

NORFOLK POLICE DEPARTMENT

EXECUTIVE STAFF



Chief of Police
Michael G. Goldsmith



Assistant
Chief of Police
Edward J. Ryan

Administrative Services Bureau



Assistant
Chief of Police
Joseph N. Clark

Investigative Services Bureau

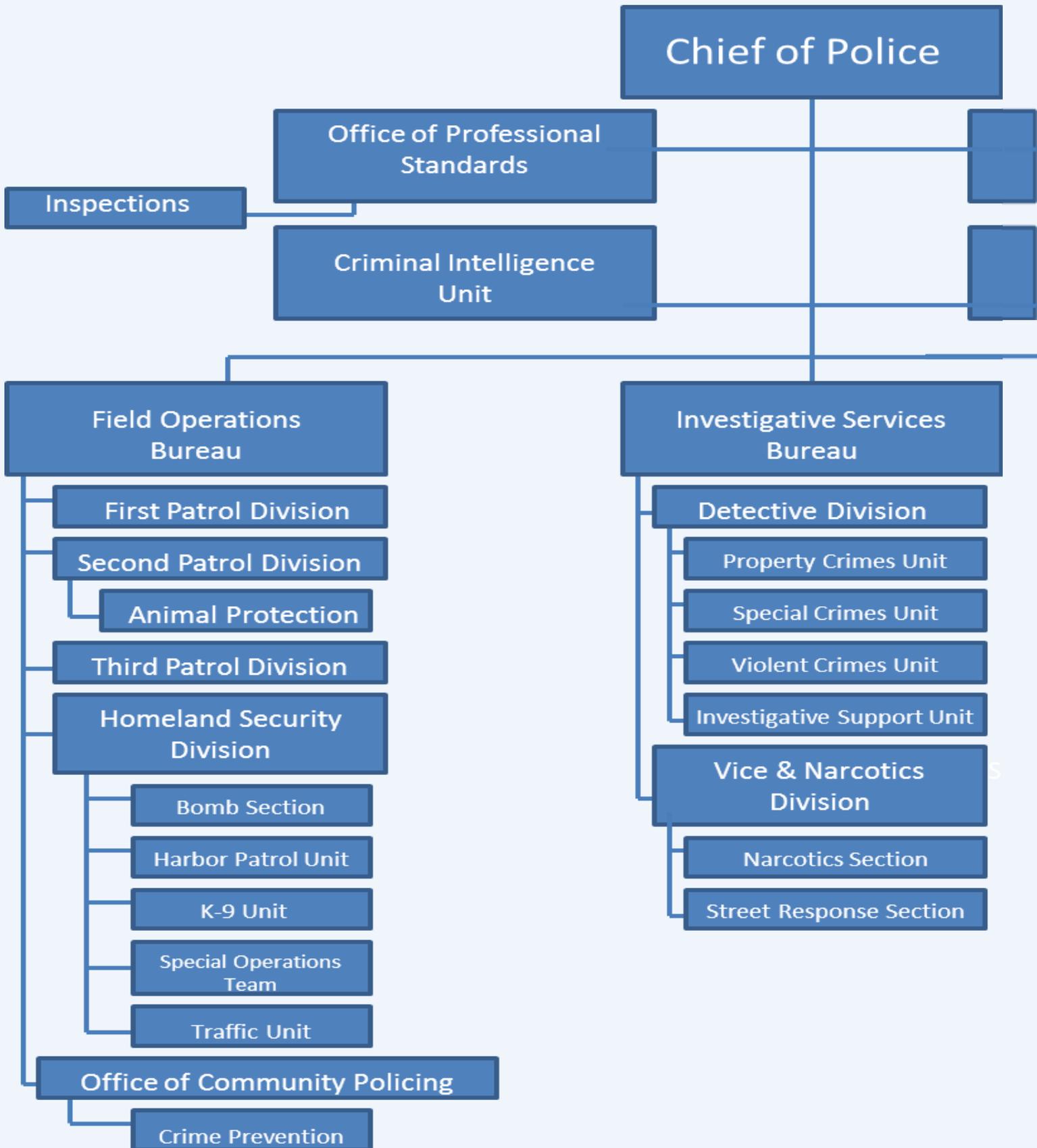


Assistant
Chief of Police
Lawrence D. Boone

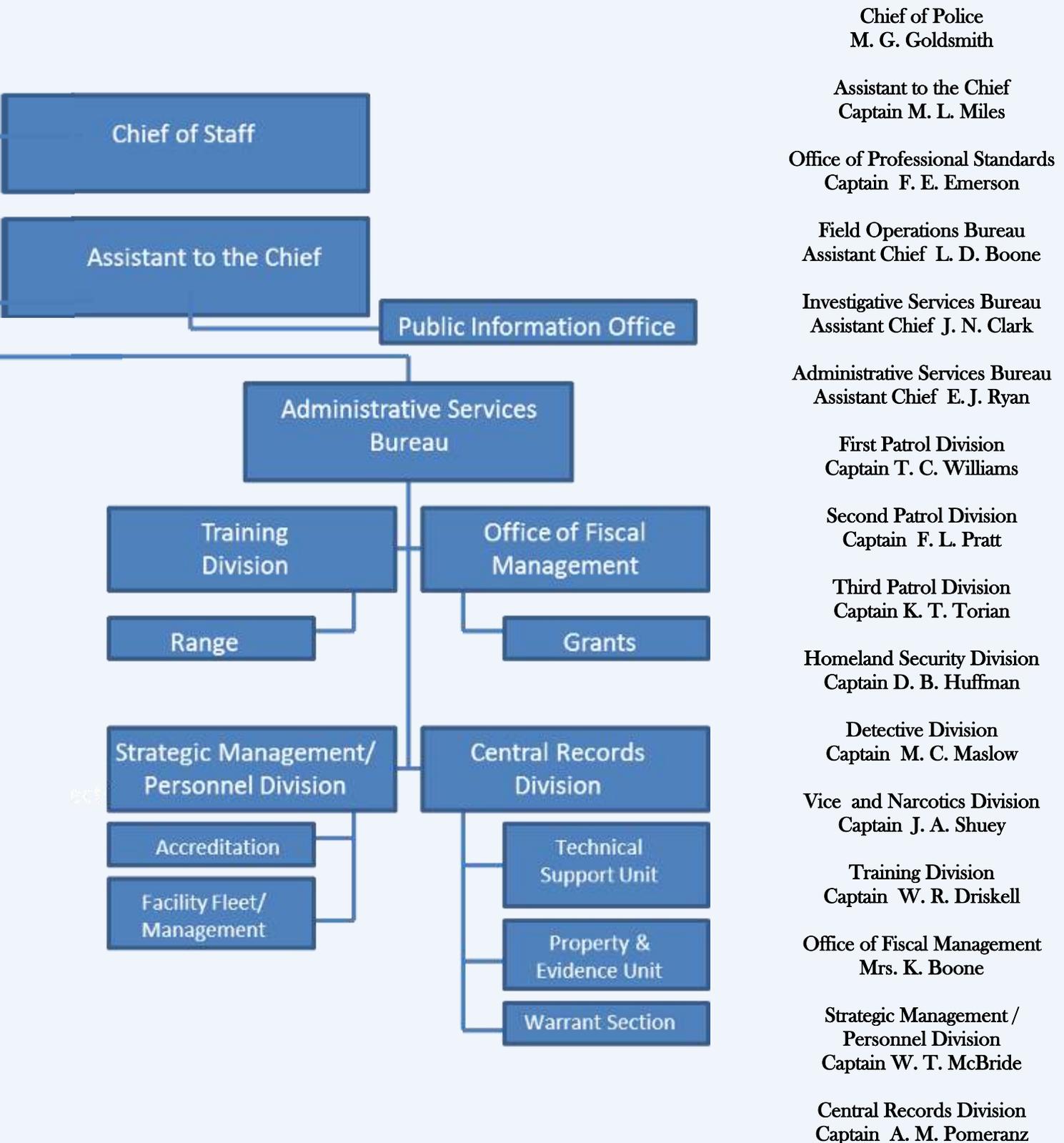
Field Operations Bureau

2014

NORFOLK POLICE DEPARTMENT



OPERATIONAL STRUCTURE





Lieutenant A. Epstein

Commanding Officer

The Criminal Intelligence Unit's (CIU) function within the Norfolk Police Department involves the collection, organization, analysis, maintenance and dissemination of data concerning specific crimes, criminal activities and/or threats to the community. In 2014, the unit disseminated 87 information bulletins. The disseminations provided important and timely information, which enhanced investigations and helped ensure the safety of officers and the community.

As part of the intelligence function, CIU is responsible for investigating Suspicious Activity Reports (SAR), terrorist individuals/groups, organized crime, hate groups, human trafficking, disruptive criminal enterprises, threats to public officials and judges, and for ensuring the rights governing free speech are protected. Additionally, CIU acts as the liaison unit with federal law enforcement agencies and has one officer assigned to the Federal Bureau of Investigation's Violent Crime Task Force and one officer assigned to the Alcohol, Tobacco, Firearms, and Explosives' Project Exile Task Force.

The Criminal Intelligence Unit also coordinated First Amendment events with Precinct Commanders and conducted Department-wide training on issues of free speech and hate crimes. Additionally, CIU provides annual training to members of the Citizens Police Academy Alumni Association.

**Terrorist
Groups**

**Organized
Crime**

Hate Groups

**Human
Trafficking**

**Disruptive
Criminal
Enterprises
Free Speech**

**Threats to
Public Officials
S.A.R.
Disseminations**



Captain Frances E. Emerson
Commanding Officer



The Norfolk Police Department encourages citizens and Department personnel to report complaints about police service or police misconduct. The Office of Professional Standards (OPS) is committed to maintaining the integrity of the Norfolk Police Department by administering an internal system in which objectivity, fairness, and justice are assured through intensive, impartial investigations and review of all issues brought forth.

OPS reports directly to the Chief of Police and is comprised of one captain, five sergeants, and two administrative assistants. OPS is responsible for conducting investigations involving accusations of misconduct by Police Department personnel. Once OPS has concluded an administrative investigation into the allegation, the findings are turned over to the appropriate commanding officer for review, determination if a violation of Departmental policies and procedures has occurred, and recommendation as to appropriate discipline. The final disposition of the complaint is determined by the Chief of Police.

In 2014, the Office of Professional Standards launched the implementation of Blue Team, a web-based application used to document uses of force, police pursuits, police accidents, firearm discharges, and Conducted Energy Devices (CED) uses. This software will streamline the incident reporting process for such incidents, enhance accountability and reduce the amount of paperwork to be processed. Usage of this program will allow the Department to capture valuable information and statistics by quickly identifying and addressing trends and patterns in these critical areas.

COMPLAINTS RECEIVED			
	2013	2014	% Change from 2013
Citizen Complaints	160	159	-.06
Internal Complaints	220	151	-31.3
Criminal Misconduct	1	3	200
Total Complaints	381	313	-17.8

2014





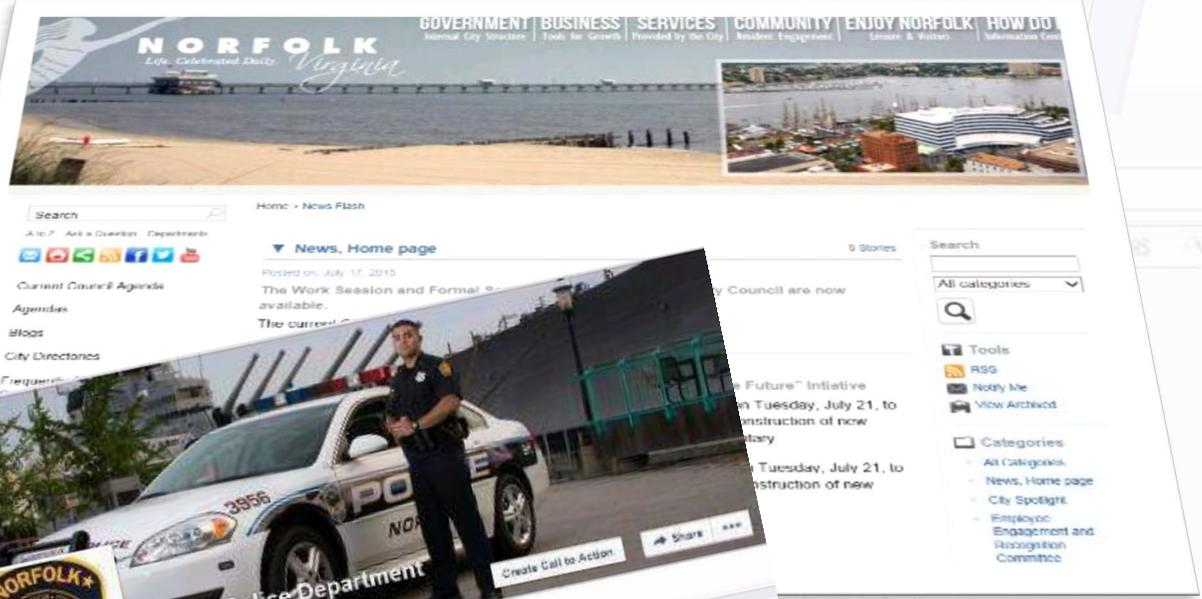
Captain Marion L. Miles
Commanding Officer

The Public Information Office (PIO) is located in the Police Administration Building, also known as the “Chief’s Office”, in the heart of Downtown Norfolk. In addition to responding to local and national media inquiries, the PIO is also responsible for responding to major crime scenes, organizing and holding press conferences, the release of breaking news and emergency notifications, and administering the Department’s social media outlets. Social media engagement and viewership continues to multiply as PIO focuses on community outreach efforts and providing officers and citizens recognition for excellence in service.

In 2014, the Public Information Office was staffed by 1 captain, 1 corporal, and 2 officers. The team responded to thousands of requests for information regarding incidents and Department policies. In an effort to become more effective and more efficient, the PIO took the initiative to create a publically accessible news forum, which provided breaking news and up-to-date information directly to the media and community members. The news flash eliminated the need to spend countless hours sending emails and scheduling interviews to release time-sensitive information, and provided the Public Information Officers more time to focus on community engagement, expediting Freedom of Information Requests, and respond more quickly to local and national inquiries.

The Norfolk Police Chaplaincy Program is also run through the Public Information Office. The chaplains are available to assist with a number of police ceremonies and functions, to include police academy graduations, memorials, awards programs, and next of kin notifications. When requested, the chaplains also provide council and support to officers and civilian employees.





@NorfolkPD

Facebook.com/NorfolkPD



FIELD OPERATIONS BUREAU

FIRST PATROL DIVISION



Captain Todd C. Williams
Commanding Officer

The First Patrol Division has an authorized strength of 1 captain, 4 lieutenants, 19 sergeants, 3 corporals, 129 sworn officers, 2 operations officer, and 1 civilian staff member who work in close partnership with community residents, various organizations and businesses in order to better address community concerns. By developing and maintaining close working relationships with community members based on trust and mutual respect, officers were better positioned to respond quickly to community concerns and issues.

Community Resource Officers (CROs) have teamed with area schools and conducted two six-week Youth Leadership Academy programs in 2014. Those youth academies were held with students from Chesterfield Academy and Tidewater Park Elementary. Seventy-five youth participated in the academies. Classroom topics included bullying and gang education.

If only child is reached, we have succeeded!

Building Partnerships and Bridging the Gaps in 2014

- ◇ The Ingleside neighborhood partnered with police to host a community picnic intended to foster better relations between officers and residents.
- ◇ Community Resource Officers teamed with area churches to address homelessness.
- ◇ The Elizabeth Park Community Cookout provided officers and neighbors a day filled with food and great conversation
- ◇ The First Patrol Division joined with the Ingleside Community over the holiday season for the annual Ingleside Christmas Dinner event.
- ◇ Officers joined with local neighborhoods to host reunions, neighborhood clean-ups, and various community days.
- ◇ The First Patrol Division celebrated the establishment of a new civic league in Bruce's Park neighborhood.



Halloween Heroes

The Community Resource Officers organized a Pre-Halloween “Trunk or Treat” Children’s Safety Event which was held on October 25, 2014 at Target located at 1245 N. Military Highway. More than 500 children participated and the officers were able to bond with the children. A number of community partners participated in the event, to include: Civic Leagues, Newtown South, Middle Towne Arch, Ingleside, Elizabeth Park, and Poplar Hall. Each group showed off their best costumes and decorated vehicles. Members of the Norfolk Neighborhood Development Office, the Norfolk Sheriff’s Office, and Norfolk Fire-Rescue also participated making the event a true success.

Youth Outreach Efforts

- ◇ Broad Creek “Dress Up” Dinner: the youth participants dressed up and showed off their proper dinner etiquette they learned under the direction of the Broad Creek Staff
- ◇ Safety Walk at Richard Bowling Elementary School: kids walked with Norfolk Public Schools staff and police officers to build better bonds with Norfolk’s youth
- ◇ Ingleside Christmas Dinner: officers enjoyed dinner and casual conversation with the residents and children of the Ingleside neighborhood
- ◇ CAKE: “Cops and Kids Eating” events took place throughout the year to foster better police/community relations and one-on-one conversations with officers and community members
- ◇ The Norfolk Redevelopment and Housing Authority CROs united with Wesleyan University to sponsor and host a basketball clinic for the youth in public housing.
- ◇ Criminal Justice Explorer’s Academy - The CROs in partnership with Norfolk Public Schools instruct two groups of high school students as they progress through a Criminal Justice curriculum at the NPS Technical Center.



TRUNK-OR-TREAT

The Norfolk Redevelopment and Housing Authority (NRHA) CRO’s aligned with Tidewater Gardens Elementary School for a Trunk-Or-Treat event to provide area children and the families with a safe environment for Halloween.



FIRST PATROL DIVISION

- ◇ NPD officers facilitated the re-emergence of “Night Vision Alliance” which is an effort to bring together city departments (City Attorney, Police, Codes & Zoning, Waste Management, etc.) with businesses and non-city agencies (Virginia Department of Alcoholic Beverage Control (ABC) board). The meetings are intended to train business owners, managers, and employees on the laws and ordinances that regulate their businesses. Topics discussed include: permits and licenses, personnel, security, floor plans and layout, customer service, food and bar service and trash disposal. This initiative is very effective in educating and networking with business owners and helps to develop a spirit of cooperation and understanding among the various groups. This initiative will continue in 2015 with additional training anticipated in the first quarter of the year.



- ◇ Community Resource Officers (CROs) teamed with the Downtown Property Manager’s Coalition to coordinate efforts to reduce crime and encourage business owners to take advantage of crime prevention surveys in order to minimize the risk of victimization.
- ◇ CROs partnered with apartment managers and condo associations in the downtown area to discuss security within their parking garages. This proactive initiative was undertaken to increase awareness among management and residents alike, as to what measures can be taken to reduce the likelihood of victimization within their facilities and to their vehicles specifically.





- ◇ Bike Patrol Officers Zavros and Amos (above) provided service with a smile, while Officer Horan (right) ensured our pedestrian traffic stayed safe during the 38th Annual Norfolk Harborfest event in Town Point Park.
- ◇ Harborfest is the largest, longest-running, free maritime festival in the nation! The City of Norfolk's urban, waterfront community provides three explosive days of tall ship visits, local entertainment, electrifying fireworks shows, and the biggest outdoor dock party in Hampton Roads.
- ◇ Each year, we encourage residents and visitors to bring their family and friends to enjoy Norfolk's annual maritime event!



2014

CHALLENGE—DIVERSITY—OPPORTUNITY

SECOND PATROL DIVISION



Captain Fred L. Pratt, III

Commanding Officer

The Second Patrol Division has an authorized strength of 1 Captain, 3 Lieutenants, 15 Sergeants, 3 Corporals, 111 sworn officers, 1 operations officer, and 1 civilian staff member. In fulfilling the Department's mission to provide police services to meet the needs of the community and the people of Norfolk, Second Patrol Division personnel continually strive to identify problems and community concerns, and then allocate resources to prevent, reduce, or resolve issues.

Building Bridges and Joining Our Community

The concept of "Building Bridges", adopted by the Norfolk Police Department as a constant theme for their actions in the community in 2014, is an ongoing process of not only reaching out to the Community, but establishing a "bridge" or joining the community to establish a permanent, continuing relationship so the police department and the city residents comprise the "community". This "community" includes the police department, residents, civic leagues, churches, businesses, and a multitude of other equally important organizations. All these groups are dedicated to achieving the same end: safer communities in our City. The dated text below details examples of the efforts of the Second Patrol Division to reach this goal in 2014:

- ◇ As part of our Building Bridges initiative, the Second Patrol Division hosted a Youth Citizens Academy to introduce local youth to citizenship issues as well as the mission and role of the police in the community. In March of 2014, three Youth Citizens Academy sessions were held at Larrymore Elementary School, Mary Calcott Elementary, and Little Creek Elementary School, where approximately 60 children graduated from the program.
- ◇ Also in March of 2014, Community Resource Officers (CROs) from the Second Patrol Division participated in a neighborhood outreach event. Officers and members of various civic leagues walked around the neighborhoods passing out brochures pertaining to crime prevention initiatives, community policing practices, and other neighborhood resources. Most importantly, our officers were able to engage one-on-one with our neighborhood residents.



◇ On May 17, 2014, members of the Second Patrol Division took part in the Norwegian National Day parade, in the East Beach section of Ocean View. They assisted with the overall event, as well as serving as escorts for the parade in that neighborhood. This parade drew in people from as far as Florida, Georgia, and Delaware.



◇ In a personal effort, Officer D.B. Conley, a School Resource Officer, began a mentoring program at Norview High School, where he

is assigned as a School Resource Officer (SRO). Drawing upon life experiences, Officer Conley began a dialogue with a small group of students, outlining a program for them to build on. With the four cornerstones of respect, accountability, consequences and attitude, Officer Conley has made progress in building a positive relationship with high school students and the police department.

◇ In July of 2014, citizens of the Denby Park neighborhood organized a “Stop the Violence” march, during which they marched throughout the entire neighborhood, on both the south and north sides of E. Little Creek Road. Second Patrol Division personnel participated in this march by assisting civic league leaders in helping to bring awareness of this event, as well as providing an escort for event participants.

◇ On the weekend of October 11, 2014, officers of the Second Patrol Division coordinated with the K-Mart at 6101 N. Military Hwy, and participated in their National Safety Month. Officers were on hand throughout the weekend to assist K-Mart in spreading the word to citizens regarding various safety issues and concerns.

◇ In December of 2014, Community Resource Officers collaborated with a guidance counselor at Willoughby Elementary School, and participated in a Christmas Reading event. This event fostered relationships with kids from grades kindergarten through 4th grade. The program last approximately 3 days, and dozens of children participated in the readings.



SECOND PATROL DIVISION



C.A.K.E.

Cops And Kids Eating

In partnership with the Southeastern Virginia Boys and Girls Club, officers and Norfolk's youth met monthly to enjoy an afternoon meal together at the Norview Unit of the Boys and Girls Club. The kids were treated to demonstrations and displays from various specialty police units during each meeting. Officers at the Second Patrol Division were active in the C.A.K.E. initiative during the months of October through December. This initiative was effective in brokering relationship building, mutual trust, and youth recognition of police as their

friends and mentors. The monthly meetings provided a positive engagement for both the police and the attending children, and assisting in building the bridge between the department and our local youth.

Second Patrol Division and Civic Leagues

Currently, there are 40 civic leagues that meet monthly or as scheduled, and represent a large majority of residential neighborhoods. The sector Lieutenants and Community Resource Officers attend these meetings regularly, and work closely with the residents of these areas to identify their concerns and share information. Officers that attend these meetings review crime statistics for that geographic area, discuss crime patterns and offer tips and suggestions on ways citizens can help to prevent crime. In an effort to establish the teamwork concept, officers assigned to the Second Patrol Division strive to develop meaningful partnerships with concerned citizens, as well as other City agencies and businesses, striving to ensure that community issues are properly identified. Once issues are properly identified, effective resolutions can be developed and implemented in a timely manner.



Norfolk Citizens Police Academy

Members of the Second Patrol Division organize and host the Norfolk Citizen's Police Academy, and in 2014 held two academy sessions. This training gives citizens a unique introduction to law enforcement and offers them the opportunity to learn about the many facets of police work. Much of the time is spent in the classroom learning about topics such as narcotics and gangs. Some time is spent on field trips with "behind the scenes access" to areas like the Norfolk City Jail. Graduates of the Citizen's Police Academy are then able to join the Citizen's Police Academy Alumni Association of Norfolk (CPAAAN), which is a support organization for the Department. Approximately 75 attendees graduated from these last two sessions in 2014.

Citizens Police Academy



**Alumni
Association
of Norfolk**



THIRD PATROL DIVISION



Captain Keith T. Torian

Commanding Officer

The Third Patrol Division provides police services to the diverse neighborhoods that make up the west side of the City of Norfolk. The Division is staffed by 1 captain, 3 lieutenants, 13 sergeants, 3 corporals, 109 officers, 2 operations officers and 1 civilian.

The Third Patrol Division embraces the philosophy of teamwork both within our division and through our partnerships with other divisions of the Norfolk Police Department, other law enforcement and government agencies, the private sector, and various community organizations. The Third Patrol Division accomplishes this teamwork through the use of various police resources including patrol officers, community resource officers, school resource officers, and bicycle patrol officers. The following bullets provide a glimpse of the various partnerships and team building events that occurred in 2014.

Teamwork Guides Our Philosophy When Building Community Partners

- ◇ Participation in several task forces (including Ward's Corner, Ghent, Ghent Business Association, Park Place, and Fairmont Park) that consist of city employees, elected officials, civic league members, and the business community. These groups work together to resolve problems ranging from crime to environmental issues, and also to plan for future success through the deployment of prevention strategies
- ◇ Partnering with United States Navy personnel, public safety and housing managers to improve the quality of life on and off military installations, including Naval Station Norfolk, Naval Support Activity Norfolk and Camp Allen

Special Events for a Special Cause

- ◇ C.A.K.E.—Cops And Kids Eating
- ◇ N.I.C.E.—Norfolk Initiative for Chess Excellence
- ◇ Law Enforcement Torch Run for Special Olympics
- ◇ Park Place's Take Back the Streets campaign and Better Block event
- ◇ "Light It Up, Lock It Up" campaign
- ◇ Camp Allen's National Night Out
- ◇ Lambert's Point basketball game with area youth

2014



- ◇ Enhancing safety in the Old Dominion University community by working closely with Old Dominion University Police and community groups in the neighborhoods surrounding the campus
- ◇ Working closely with apartment managers and senior citizen residential managers to enhance safety in the many multi-dwelling complexes throughout the Third Patrol Division
- ◇ “Community Policing Talk” with The Old Dominion University Master’s Program students
- ◇ Officers conducted safety talks with various scholastic and neighborhood groups including Cub Scouts, Boy Scouts, Eagle Scouts, Benia Israel School, nursing home residents and staff, Ghent Montessori School, and several groups associated with Old Dominion University
- ◇ Officers and command staff read to students at elementary schools throughout the Third Patrol Division
- ◇ Participated in Taylor Elementary School’s annual “Fun Run and Carnival”
- ◇ Third Patrol Division officers participated in and helped conduct multiple youth and citizen academies
- ◇ Iowa Estates invited officers to attend their open house for military members and their dependents. During the event, officers provided safety and emergency information to new military residents.
- ◇ Senior Neighborhood development specialist Carlton Ransome and Councilman Andrew Protogyrou met with officers and the command staff to discuss expanding boundaries for crime statistics and police community involvement.
- ◇ Officers attended the Sherwood Forest “Ice Cream Social” and met one-on-one with community members



Community
Meetings

Educational
Programs

Safety
Talks

Youth
Engagement



Captain David B. Huffman *Commanding Officer*

The K-9 Unit, Special Operations Team, Bomb Squad, Harbor Patrol and Traffic Unit comprise the everyday operations of the Homeland Security Division (HSD). Additionally, the Hostage/Crisis Negotiation Team falls under the charge of Homeland Security. In 2014, HSD continued the ongoing efforts of teamwork and community outreach by “Building Bridges” with various internal City and external local, state and Federal agencies as well as numerous citizens and private organizations.

Notable Events in 2014

HSD began 2014 by assisting Norfolk Public Schools (NPS) with a familiarization course in active threat. Several hundred NPS staffers were put into mock scenarios involving armed suspects including both classrooms and school buses. These scenarios helped to foster a better understanding of a police response to a critical incident such as a school shooting.

HSD personnel also participated in a regional Citizens Emergency Response Team exercise in the City of Portsmouth. This event involved a mock bomb detonation at an amphitheater during a concert. As a result of the “blast” numerous local agencies along with citizen volunteers were called into action to render aid.

Our bridge with the United States Navy is as strong as ever and HSD supported numerous initiatives on the Norfolk Naval Base including training exercises and Fleet Fest in 2014.

HSD officers worked with area hospitals and shopping malls in 2014 providing training exercises, lectures and information in dealing with potential critical incidents. A large scale exercise was conducted in May at MacArthur Mall by HSD and the Federal Bureau of Investigation.

The incident involved a “terrorist” takeover of the Light Rail as well as a “bombing” and mall “shooting” that was based on the similar real life incident that occurred in Africa. In addition to NPD and FBI members, participants from the NPD Citizens Academy, FBI Citizens Academy, MacArthur Mall, Hampton Roads Transit, area hospitals, Tidewater Community College, Norfolk Fire Department, Chesapeake Police, Virginia State Police, Newport News Bomb Squad and the United States Navy all took part in the exercise with the Norfolk Police and FBI.

HSD continues to support all major events in the City with security such as dignitary escorts, sporting events, festivals and parades. Working in coordination with other internal and external agencies makes for both enjoyable and safe events for all to attend.



K-9 Unit

In 2014, the K-9 unit continued to be a leader in the state for the training and deployment of police work dogs. The unit trained 3 dog teams from 2 different outside agencies along with 5 NPD handler and dog teams. This extensive training allowed the unit to prepare Officer J.L. Augustin to move from being a certified K-9 Trainer to future certification as a Master K-9 Trainer with the Virginia Police Work Dog Association.

The K-9 Unit handled over 4000 Calls for service in 2014 and also conducted over 40 K-9 demonstrations. The bulk of these, as part of our outreach to the community, were conducted at schools, recreation centers, civic leagues and other community based events.

The K-9 unit continues to support the department's outreach efforts by participating in the "Cops and Kids Eating" program and continued participation with the training of our residents while in the Citizens Police Academy.

The K-9 Unit hosted and competed in the annual Virginia Police Work Dog Association "IRON DOG" Competition. This event brought over 50 K-9 handler teams to the City to compete. NPD K-9 also had 17 handler and dog teams participate in the event. The K-9 officers worked tirelessly both before and after they competed to assist, along with countless others, including many volunteer family members, to make this a successful event.



K-9 Officer of the Year

Officer R.J. McNiff was chosen as the 2014 K-9 Officer of the Year. The officer that receives this award is chosen by his peers based upon hard work, teamwork and dedication to the K-9 Unit. This year, the award was presented by Assistant Chief L.D. Boone. As a former Officer in Charge of the K-9 Unit, and a K-9 handler for several years, Assistant Chief Boone knows what an honor it is to be chosen by your peers and earn this award. Congratulations, Officer McNiff!

2014 IRON DOG Results

Officer J.P. Torres 2nd Place Heavy Weight Division

Officer J.S. Matyjasik 3rd Place Heavy Weight Division



HOMELAND SECURITY DIVISION

Special Operations Team

The Special Operations Team (SOT), provides a rapid and ready response to emergency and critical incident situations beyond the weapons and training capabilities of uniformed police personnel. The SOT is a full time tactical team capable of handling a myriad of tactical and homeland security missions which include: barricaded suspects, hostage rescue, high-risk search warrants, undercover security operations, WMD / CBRNE (Weapons of Mass Destruction and Chemical, Biological, Radiological, Nuclear, and Explosive), maritime operations, dignitary protection, and major event security. Most of the members of the unit are certified Department of Criminal Justice Services (DCJS) General and Firearm Instructors and routinely assist the Training Academy with the training of police recruits.

Due to the many responsibilities of SOT, equipment and training is mission critical and members of SOT are constantly seeking ways to improve.

SOT has conducted numerous planning, surveillance, and warrant execution operations in support of other Department Divisions to include the Detective and Vice and Narcotics Divisions. Numerous dangerous persons to include robbery, homicide, and narcotics distribution suspects have been taken into custody by or with the assistance of SOT members.

In an effort to maintain positive working relations with military and law enforcement communities in the Tidewater area, SOT participated in two multi-jurisdiction training events at US Navy bases involving base police officers, military units, and Norfolk Police Patrol Division personnel. SOT members assisted with a multi-jurisdictional training event in the City of Portsmouth involving a mock terrorist attack and mass casualties. SOT and members of various Norfolk Police Department commands worked



with Federal law enforcement agencies, local law enforcement agencies, Norfolk Fire/Rescue, HRT, and MacArthur Mall employees to successfully conduct a large scale mock terrorist attack exercise. Additionally, SOT members joined with members of SWAT teams from surrounding jurisdictions to exchange debriefs and ideas for training, familiarize themselves with one another and work together should a large event occur in which more than one city's resources would be required.

SOT continues to participate in numerous community policing initiatives which included the Latino community soccer tournament, the Citizens Police Academy, civic league static displays, in-school static displays, as well as Cops and Kids Eating program and partnerships with the Norfolk Public School System.



Bomb Squad

During the 2014 calendar year, the Norfolk Bomb Squad responded to 14 calls for service involving suspicious package investigations, explosives recovery and explosive devices. The Bomb Squad also assisted the Norfolk Vice and Narcotics Division with 2 methamphetamine lab investigations.

The Norfolk Bomb Squad provided resources for 6 special events to include the Harbor Fest and OP Sail 2014 as well as the Grand Illumination Parade. In addition to dignitary protective details and security sweeps, the Bomb Squad also provided assistance to the Transportation Security Administration Visible Intermodal Prevention and Response (VIPR) operations. The Norfolk Bomb Squad participated in 19 community service demonstrations, and 28 training events with various outside agencies including youth groups, schools, citizen's academies, other Norfolk Police Department sponsored events, and assisted in the annual Polar Plunge along with the Norfolk Harbor Patrol as safety divers in the City of Virginia Beach.

Additionally, the Bomb Squad has continued to build an integrated response capability along with the Harbor Patrol to prepare for and respond to water borne explosive related incidents. These efforts allow the unit to continue working towards meeting its goal of forming a Regional Underwater Hazardous Devices Response Team under the Federal Bureau of Investigation's new Bomb Tech/Diver initiative.

Integrated training with the Special Operations Team remains a priority and training sessions have involved robotic operations and Light Rail suspicious package and assault training.

The Bomb Squad spent numerous hours involved in unit level, regional, state and federal level training during the year. This training covered several areas such as improvised explosives, advanced explosive disposal, hazardous materials, Rail and Surface Highway Hazardous Material Incident Response, Large Vehicle Post Blast Investigations, Critical Incident Response, and several evolutions in dive operations.



SAFETY FIRST

The Norfolk Police Bomb Squad deploys equipment during a call-out operation, involving the combined efforts of the Special Operations Team, Hostage/Crisis Negotiation Team, and the Field Operations Bureau.



HOMELAND SECURITY DIVISION

Harbor Patrol Unit

The Harbor Patrol Unit works closely with the United States Coast Guard and local law enforcement marine units to provide security for tankers, cruise lines and military ships that navigate through Norfolk waterways. In the past year, Harbor Patrol has provided both moving and stationary security zones for thirty-six (36) military vessels. The unit also provided marine safety / security zones for the following:

- ◇ Governors Gala at the Half Moon Terminal
- ◇ Fleet Fest security from pier 14 to Willoughby Bay
- ◇ Naval exercise “SWARM” in the James River and Hog Island areas
- ◇ Duct Tape Regatta
- ◇ Lifeguard Challenge
- ◇ Wine Fest waterfront security
- ◇ HAZMAT spills in the vicinity of the Campostella Bridge
- ◇ Tractor trailer incidents at the Monitor Merrimac Bridge Tunnel
- ◇ Virginia Beach Greek Fest—assisting the Virginia Beach Marine Patrol Units



The unit also assisted the US Coast Guard with operations Logan’s Charge and Dry Water. The two operations helped promote boater safety awareness and Boating Under the Influence (BUI) prevention.

The Harbor Patrol Unit partnered with the Virginia Beach Police Department Marine Unit, Special Olympics Virginia, and other local law enforcement marine units to provide safety divers / swimmers for the Polar Plunge Winter Festival.

The Harbor Patrol Unit responded to 29 water rescue calls, 9 abandoned or derelict vessel calls, and 6 vessels in distress calls during 2014.

The Police Dive Team is an integral part of the Harbor Patrol Unit. During operations conducted this year, the dive team recovered two bodies, responded on three full team callouts and also participated in one side-scan sonar operation.



The Dive Team works well with local, state, and local maritime units. For example, on May 7, 2014 the dive team responded to the City of Richmond and assisted the Richmond Fire and Police Department in recovering a body from the old lock river. They also conducted Didson hand held sonar training with the Richmond Fire department.

The Dive Team conducted 38 training dive operations to include both side training and full-team training. The training included, but was not limited to:



- ◇ Didson Hand Held Sonar
- ◇ ERDi Redundant Air Procedures
- ◇ Dry Suit Certifications
- ◇ Diver to Diver Rescue Drills
- ◇ Body and Evidence Recovery
- ◇ Dive Search Patterns

The Dive Team works well with local, state, and local maritime units. For example, on May 7, 2014 the dive team responded to the City of Richmond and assisted the Richmond Fire and Police Department in recovering a body from the Old Lock River. They also conducted Didson hand held sonar training with the Richmond Fire Department.

The Harbor Patrol Unit worked hand in hand with the rest of the Homeland Security Division to provide waterborne and land based security for a few of the following festivals and events:

- ◇ Harborfest
- ◇ Grand Illumination Parade of Lights
- ◇ Harbor Lights Blue Moon Half-Marathon
- ◇ MEAC Basketball Tournament
- ◇ National Maritime Memorial Day

The Harbor Patrol Unit conducts numerous community static displays every year to help promote police-community relations, boater safety education, and an understanding of police maritime operations.

During 2014, the Harbor Patrol participated in over 20 displays and community events. Although patrolling our “City by the Sea” is a paramount priority, the Harbor Patrol Unit continues to make new and lasting relations with Norfolk’s residents and visitors!

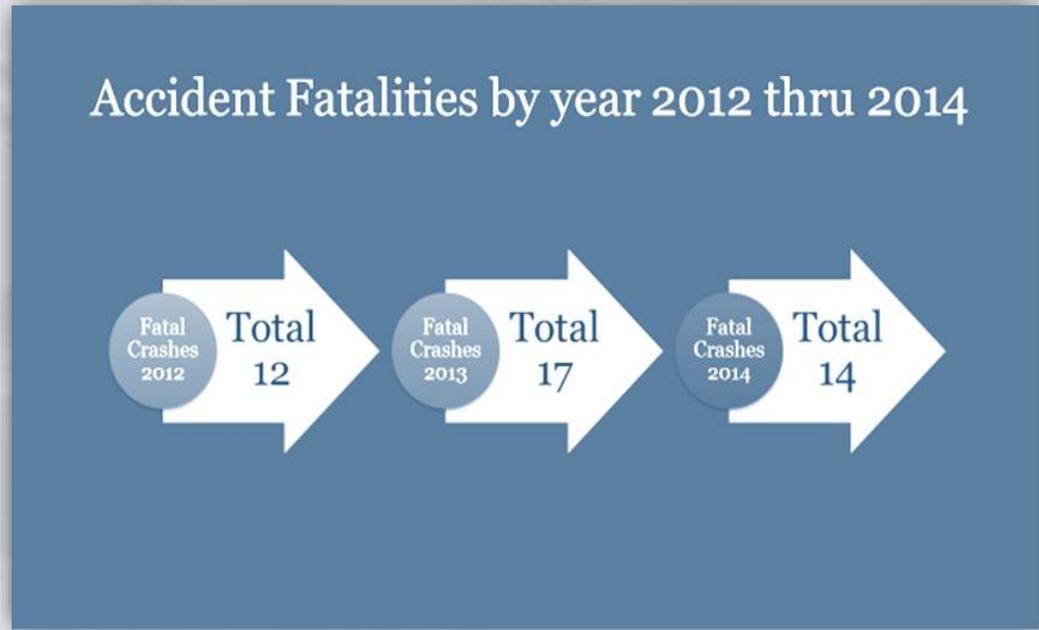


Top 15 Accident Locations in the City of Norfolk

- ◇ E. Brambleton Ave / St. Paul's Blvd
- ◇ 400 N. Military Hwy
- ◇ N. Military Hwy / Poplar Hall Dr
- ◇ N. Military Hwy / Robin Hood Rd
- ◇ Tidewater Dr / Widgeon Rd
- ◇ E. Brambleton Ave / Tidewater Dr
- ◇ Lafayette Blvd / Tidewater Dr
- ◇ Chesapeake Blvd / Sewells Point Rd
- ◇ E. 26th St / Monticello Ave
- ◇ E. Brambleton Ave / Park Ave
- ◇ E. Princess Anne Rd / Tidewater Dr
- ◇ 400 N. Military Hwy
- ◇ 500 N. Military Hwy
- ◇ 1200 N. Military Hwy
- ◇ 2500 N. Military Hwy

Fatal Crashes in 2014

- ◇ 1 Auto/Motorcycle
- ◇ 6 Auto/Pedestrian
- ◇ 4 Single Vehicle
- ◇ 1 Multi-Vehicle
- ◇ 1 Single Motorcycle
- ◇ 1 Auto/Scooter



The Traffic Unit also has the responsibility of managing the Red Light Traffic Safety Program. Shown to the right is the total amount of monthly Red Light Violation Notices issued in 2014.

Red Light Violation Notices:

	2013	2014	2015
Jan		996	354
Feb		690	
Mar		850	
Apr		846	
May		1,098	
Jun		911	
Jul		1,144	
Aug		1,308	
Sep		1,084	
Oct		1,055	
Nov	791	779	
Dec	1,035	763	
Total	1,826	11,524	354

2014

CHALLENGE—DIVERSITY—OPPORTUNITY

HOMELAND SECURITY DIVISION

Hostage/Crisis Negotiation Team

The Norfolk Police Hostage Crisis Negotiation Team (HCNT) holds monthly training on a diverse set of topics. The schools that the team offers to the Norfolk Police Department (Communication in Crisis and the Basic HCNT School) have components that involve dealing with the mentally ill and individuals in crisis.

Communication in Crisis deals specifically with ways to de-escalate volatile and traumatic crisis situations and is being offered to the entire department during a two-day class and during in-service training on a monthly basis.

The Basic HCNT class and the School Resource Officer HCNT class trains negotiators for the department and offers a variety of topics including crisis interventions skills, expressive vs. instrumental hostage situations, negotiating with mentally disturbed individuals, mental illness, post-traumatic stress disorder, suicide intervention, and high risk indicators in negotiations and active listening. Members of the HCNT have attended the Annual National Hostage Negotiations conference. Most of the topics HCNT have trained on over the past two years involve the mentally ill and de-escalation. These topics were trained from a variety of sources including the Veterans Administration Hospital, Community Services Board, Union Mission, National Alliance for Mental Illness, *Applied Suicide Intervention Skills Training (ASIST)* and from members of the Norfolk Police Department.

More Training + More Community Involvement = Better Preparedness

To ensure a challenge for everyone on the team, HCNT has headed up two major scenario projects that have involved the entire department. These scenario projects helped the team work together under pressure to prepare them for an actual call-out. The latest project in August of 2014 included members of HCNT, SOT, Bomb Squad and the FBI. Other scenarios have included marked patrol units in the scenario to allow them to gain the valuable experience in watching a large exercise be put into action. These actions have also involved members of the community who have volunteered to help during the scenarios. These volunteers have included Norfolk Public School High School students and Old Dominion University students.



Streamlining in 2014

HCNT focused on organizational change in 2014 and included changes to the call-out process and infrastructure improvements. The use of defined intelligence officers allowed the HCNT to specifically train officers in their pre-determined skillset. This ensured that the right people were doing the right job. To make this happen, HCNT reworked the Standard Operating Procedures to streamline the operations of the team. This included the creation of the Intelligence Team. The new unit inside the HCNT combines the Technology Team with the Intelligence Team (INTECH). This was a major shift from the HCNT operations in that a larger emphasis was placed on intelligence gathering and the flow of information than had previously existed. This made a tremendous difference in how information is shared and how quickly and effectively HCNT can respond to a rapidly changing environment.



HCNT also requested improvements to HCNT infrastructure to allow the team to respond to different situations. These improvements included requests for a new throw phone to allow the team to communicate via text and offered more options in regards to videotaping, viewing, connectivity and mobility. Other requested improvements included HCNT patches which were approved and in use for Class A uniforms. This provided team members with a unique logo to boost comradery and morale.

The HCNT regularly responds to those in crisis. With the improved infrastructure and training, officers have a better opportunity to assist the citizens of Norfolk. In 2014, HCNT participated in the following training courses:

- ◇ Schizophrenia Training
- ◇ Virginia Beach House, Psychiatric Rehabilitation Program, and Eastern State Hospital Visitations

Schools offered each year by the HCNT to the Norfolk Police Department:

- ◇ Basic Hostage Negotiation School
 - ◇ Topics include: crisis intervention skills, negotiating with the mentally disturbed, mental illness overview, post-traumatic stress disorder, suicide intervention, and high risk indicators in negotiating
- ◇ Denial and Deception—Body Language

Community Outreach Efforts

Community outreach is an important function of the Crime Prevention Section. Members of the Crime Prevention Section have forged partnerships with many community groups and organizations as well with individual citizens. Through a variety of networks we disseminate crime prevention information in an effort to educate citizens about keeping their property and themselves safe. Crime Prevention used their Business Watch and Neighborhood Watch networks and took advantage of social media by posting crime alerts and crime prevention information on the Norfolk Police Facebook page and Nextdoor.com. In addition, by attending various meetings and through leafleting in neighborhoods, staff distributed more than 1,500 crime prevention handouts in 2014. Some were designed with residential living as the focus; others targeted the safety concerns of business owners.

The Crime Prevention Section promotes Neighborhood Watch as one of the most effective and least costly ways to create safer communities. The U.S. Justice Department reports, “On average there was a 16% decrease in crime in Neighborhood Watch communities.” As such, Crime Prevention Officers regularly work to develop lasting relationships with the civic league representatives and community partners to encourage the establishment of Neighborhood Watch in their neighborhoods. In 2014, the Crime Prevention Section enjoyed 56 out of 110 neighborhoods participating in the Neighborhood Watch program.

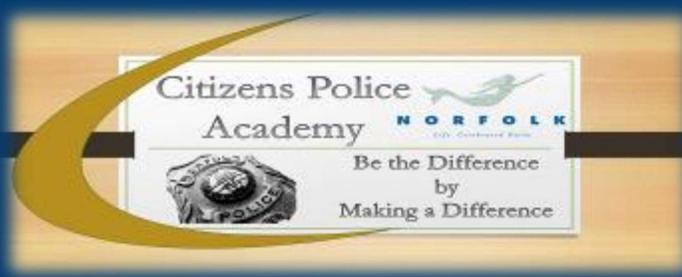
The Business Watch program, which mirrors the Neighborhood Watch program, is also administered by the Crime Prevention Section. In 2014, 450 businesses participated in the Business Watch program.



In 2014 the Crime Prevention Section coordinated both the National Night Out (citywide) observance and the city’s annual Crime Prevention Awards ceremony. An estimated 350 people attended the National Night Out observance held in the Berkley community and 215 attended the Crime Prevention Awards ceremony.

The purpose of the Police Athletic League (PAL) is to provide recreational activities for youth as an alternative to involvement in activities that could lead to criminal conduct or gang involvement. The PAL also seeks to foster positive and trusting relationships between police officers and Norfolk’s youth.

— 2014 —



INVESTIGATIVE SERVICES BUREAU DETECTIVE DIVISION



Captain Michael C. Maslow

Commanding Officer

The Detective Division investigates reported felony and serious misdemeanor offenses (excluding narcotic and vice related crimes) occurring within the jurisdiction of Norfolk. It is the responsibility of the division to identify, arrest, and present offenders to the judicial system. This is accomplished through cooperative efforts and partnerships with officers and investigators from other divisions, personnel from other city departments, other local, state and federal agencies, and the citizens of Norfolk.

The division has an authorized strength of 121 sworn personnel and 5 civilian staff who are divided into four distinctive investigative units; Violent Crimes, Property Crimes, Special Crimes, and the Investigative Support Unit. Together, these units investigated over 12,000 reported offenses in 2014.

Violent Crimes Unit

The **Homicide Section** is responsible for investigating all homicides, unattended deaths, accidental deaths, non-sexual abductions, assault, malicious wounding, shootings into occupied vehicles or dwellings, deaths of individuals in custody, and shootings involving police officers if injury or death is involved. Investigators assigned to this section are usually comprised of senior investigators who are subject to callback at any time.

The **Cold Case Homicide Section** is responsible for investigating homicides in which all leads have been exhausted or gone "cold". Since its inception, there have been multiple arrests made as a result of the unit's efforts.

The combined efforts of the Violent Crimes, Property Crimes, Special Crimes, and the Investigative Support Unit investigated over 12,000 reported offenses in 2014

2014



The **Robbery Section** is responsible for investigating robberies and jail escapes. Because of the recidivist nature of this offense, significant investigative effort is allocated to documenting patterns of behavior, scientific evidence, and interviewing victims and witnesses.

The **Fugitive Section** is responsible for the apprehension of fugitives as well as the extradition of those arrested outside of Norfolk's jurisdiction. Investigators assigned to this section work daily with all division personnel to identify, locate and arrest persons suspected of crimes in Norfolk.

The **Gang Suppression Section (GSS)** is charged with investigating crimes involving criminal street gang members as well as crimes that occur in Norfolk Public Schools. The types of crimes investigated by the unit vary from responding to citizen concerns about gang activity to assisting federal authorities with investigations of major narcotics operations, aggravated assaults and homicides that are gang related. The goal of the GSS is aggressively to suppress criminal street gangs through lawful confrontation, enforcement, arrest, prosecution, intelligence-gathering and partnerships. GSS works openly and cooperatively with other units, divisions and agencies to suppress criminal gang activities. GSS has played a leading role in educating the community about gang activity within the City by providing timely and meaningful information to multiple stakeholders, accomplished through Gang Awareness Training. The training allowed gang investigators to use their special skills to teach the community and our children about the dangers of gangs and gang membership.

Property Crimes Unit

The **Auto Section** investigates stolen auto and hit-and-run offenses. The section has partnered with The National Insurance Crime Bureau in an effort to curtail thefts. Through this partnership, the section has been able to initiate efforts which will add a new vehicle into its bait vehicle program.



Violent
Crimes

Property
Crimes

Special
Crimes

Investigative
Support

DETECTIVE DIVISION

Property Crimes Continued

The **Burglary Section** handles burglaries reported in the City of Norfolk as well as pawn shop enforcement. Regular reporting of pawned items to the Police Department is mandated by ordinance and monitored by investigators who routinely visit the businesses to ensure compliance.

The **General Assignment Section** is responsible for 24-hour investigative coverage. Newly assigned personnel to the division are assigned to this section for three months of training to learn the basics of investigations and the details of administrative and case related paperwork. While primarily responsible for handling all larcenies occurring in the city, the section regularly handles additional reported crimes when other sections are unavailable.

The **Economic Crimes Section** handles all of the crimes generally considered "white-collar," as well as bigamy and lottery offenses. Because its primary contacts are with business institutions, the assigned investigators with few exceptions work a day shift from 8:00 a.m. to 5:00 p.m.

Special Crimes Unit

The **Sexual Assault/Family Violence Section** is responsible for the investigation of sexual assaults, indecent exposure, child pornography, stalking, domestic assault, child abuse, and lost children under the age of nine. The range of investigative responsibilities requires significant expertise in the skill of interviewing traumatized adult and juvenile victims.

Investigative Support Unit

The **Forensic Science Section** provides support to the Detective Division through analyzing and processing evidence from crime scenes. Additionally, personnel conduct latent fingerprint examinations, and initiate computer analyses to assist solving a wide range of crimes. The section is comprised of crime scene investigators (CSIs), latent print examiners (LPEs), a forensic computer and electronics specialist, and a professional photographer who supports our department and community by documenting crime scenes, ceremonies and special events. Once assigned to the Forensic Section, a long-term mix of technical schools and on-the-job training prepare the investigators in this section for this technical police function.

The **Commonwealth's Attorney's Section** serves as the daily liaison between the Police Department and the Commonwealth's Attorney's Office. Members of the section also provide limited investigative support to the assigned prosecutors.

The **Civilian Staff** handle all administrative matters, to include criminal statements, overtime tracking and payroll, daily assignment sheets, etc. Additionally, assigned stenographic reporters are subject to call back when the transcription of investigative statements is immediately necessary.

Yearly Accomplishments

The **Fugitive Section** has made 650 arrest for the year 2014. One sergeant and one investigator have been added to the U.S. Marshal's task force. The unit has accrued \$25,000 in overtime recoupable. In January 2015, the Fugitive Section will receive a new vehicle from the Marshal's Service. The vehicle will arrive outfitted with all the necessary emergency police equipment at no cost to the City of Norfolk.

The **Gang Suppression Unit (GSU)** provided 33 presentations on gang and bullying awareness seminars to the citizens and our school system with a total of 900 attendees. The GSU also conducted training sessions for approximately 470 attendees which included the police academy, the citizen's academy and other law enforcement organizations in the state. The unit was instrumental in working with the Attorney General's Office on gang issues throughout the State which included training of our officers and funding of gang related issues. The GSU also partners with the Virginia Gang Investigators Association on training and education not only at the local level, but the state and national level. The Partnership includes the National Gang Intelligence Center, Federal Bureau of Investigation, Alcohol Tobacco and Firearms, and the Regional Organized Crime Information Center.



The **Special Crimes Unit** has partnered with the ODU Women's Center to sponsor the Sexual Assault First Responder in-service training which was made available to any and all law enforcement and/or military organizations that desired to attend. The training was developed to provide the first responding officers with the tools to recognize effectively a victim experiencing psychological distress and conduct a proper preliminary investigation. The training also instructs the responding officer in techniques to avoid causing the victim further psychological harm and provides strategies to begin the process of empowering rape survivors. The overlying theme of the course was to "start by believing" not to judge a victim based on lifestyle, questionable judgment or occupation legal, or otherwise to educate the responding officer about resources, such as advocates, counselors and medical personnel that are available to assist law enforcement officers day or night. The in-service stresses that the officers must always be aware that the welfare of the victim is first, solving the crime is secondary. The training began in May 2014 and was completed in November 2014. Six hundred and eighteen Norfolk Police Officers attended this training. Members of the ODU and NSU Police Departments, York County Sheriff's Office and members of the U.S. Navy have also attended this service. Currently, the Special Crimes Unit is tailoring the course to include addressing issues faced by the Commonwealth Attorney's Office and other officers of the court, to include judges.

VICE AND NARCOTICS DIVISION



Captain Jeffrey A. Shuey

Commanding Officer

The Vice and Narcotics Division investigates drug, prostitution, and gambling related offenses occurring within the City of Norfolk. The Division also coordinates with related federal agencies throughout the region. Personnel in the division are assigned to sections tasked with specific investigative responsibilities. It is commanded by a Captain who reports to the Assistant Chief of the Investigative Services Bureau. Two distinct investigative units comprise the Division - the Narcotics Unit and the Street Response Unit. The Division is staffed by 49 sworn personnel and 2 civilians.

Narcotics Unit

The **Narcotics Unit** is comprised of two narcotics platoons and one Special Investigation Platoon that are responsible for the identification, suppression, and control of illegal narcotic activities and maintaining all of the Division's electronic surveillance equipment. Additionally, the investigators assigned to this section are responsible for assisting the electronic monitoring of undercover officers and assisting other members of the Division in conducting electronic surveillance.

The **Narcotics Platoons** conduct short term and mid- level investigations using surveillance, undercover, and intelligence gathering techniques to address street level dealers, suppliers, and buyers. The unit utilizes information received from concerned citizens and informants.

The **Special Investigations Platoon** is responsible for numerous tasks that contribute to the mission of the Vice and Narcotics Division by conducting narcotics investigations targeting higher level suppliers responsible for providing the illegal narcotics to street level dealers. The operations of this section consist of covert surveillance, intelligence gathering, use of informants and search warrants. Personnel conduct major long-term historical investigations into individuals and organizations involved in these activities in conjunction with federal agencies for prosecution in the federal judicial system. Additionally, one Investigator is assigned Prescription Drug Diversion responsibilities and one investigator is assigned as Task Force Officer (TFO) to the Drug Enforcement Administration (DEA). This DEA TFO investigator acts as a deputized agent for the Drug Administration Agency and brings cases from the City of Norfolk to be considered for adoption in the Federal System. This has been a long standing and very successful program. The Special Investigations Platoon is also responsible for ensuring that all Command administrative updates and tasks are completed as scheduled, to include the evidence procedures.

Partnered with
local, state and
federal agencies

Recovered over
\$239,000 in
currency generated
from narcotic trade

500 arrests
and over
900 criminal
charges

Recovered
nearly \$993,000
of illegal narcotics

Street Response Unit



The **Street Response Platoon** is comprised of investigators who conduct enforcement operations designed to target illicit drug, prostitution, and gambling activities. Street Response investigators work to reduce drug and prostitution activities through undercover and buy bust operations which target both drug dealers and prostitutes. With the ever increasing popularity of cell phones and the internet, much of this activity has moved on-line. Tactics and investigations of the section have evolved to address this new wave of prostitution.

The **Interdiction Platoon** is responsible for stemming the flow of illicit narcotics into the city through the interdiction of couriers at local bus stations, highways, air and sea port terminals, package delivery services, storage complexes, motels, and hotels through the use of trained narcotic detection dog teams. These dogs are certified as reliable to detect the odors of cocaine, heroin, methamphetamine, ecstasy, marijuana and their derivatives. During the past year the Interdiction Unit partnered with and worked closely with the Virginia Beach Sheriff's office for training a new Narcotic's Detector dog and handler.

Notable Partnerships

The Narcotics Division continued a training partnership with the Norfolk Commonwealth's Attorney Office which included participation in the "Top Gun" training program. Top Gun is an intensive, "Team Work" workshop-style, interactive training course on the prosecution of drug cases. Attendance is limited to 20 teams, each of which consists of a prosecutor and a police investigator from a given jurisdiction. This program covers the latest developments in the law, the criminal practices used, and the latest illegal drug types and their usage. The purpose of the training is to enhance the working relationship between law enforcement and prosecutors in drug-related matters and to formulate a "Team Working" networking of enforcement/prosecutors for mutual cooperation and assistance in the abatement of the drug problem in the Commonwealth of Virginia.

In 2014, the Norfolk Police Department along with five other Hampton Roads police departments was awarded a federal grant to participate in a High Intensity Drug Trafficking Area Task Force (HIDTA) initiative. During the planning phase a proposal was drafted to create the Hampton Roads Regional Drug Initiative (HRRDI). The Norfolk Police Department will participate in the James River South (JRS) sub-initiative along with the Cities of Portsmouth, Virginia Beach and Chesapeake. The purpose of the HRRDI will be to target and dismantle multi-state and local drug trafficking organizations operating within the Tidewater Region of Virginia. This initiative will move to the implementation phase in 2015.

ADMINISTRATIVE SERVICES BUREAU TRAINING DIVISION



Captain Wallace R. Driskell, Jr.

Commanding Officer

Training Section

The Norfolk Police Department's Training Division continues to provide specialized and relevant training to newly hired and incumbent members of the department. Through continued partnerships with the Department of Criminal Justice Services, Virginia State Police, other local law enforcement agencies, and other professional training organizations, the Training Division served as host for a variety of instructional programs and seminars. Efforts continue to provide relevant training at lower cost by hosting courses at the Norfolk Police Training Center to provide instruction to a greater number of personnel while reducing outside tuition and travel expenses.

Leadership development at all levels of the department was a major focus in 2014. Leadership in Police Organizations (LPO), a leadership training program created by the International Association of Chiefs of Police (IACP) continued throughout the year. This three week program is based on a behavioral science approach to leading people, groups and organizations. It is designed to develop leaders at all levels of the organization with the concept of "every officer a leader." To date, nearly all personnel of the rank of Corporal and above have successfully completed this course. Initial training sessions were conducted by instructors certified by IACP. This training is now being provided by department personnel specifically selected and trained for this purpose.

Crisis Intervention Team

The Norfolk Police Department, in collaboration with the Community Services Board, began an initiative to improve the department's response to mentally ill persons in crisis. As a result, a mental health education curriculum was developed that trains officers in the nuances of mental illness, as well as provides instruction on the best practices for handling calls for service where there is a person in crisis. The centerpiece of this training is the Crisis Intervention Team (CIT) core curriculum, a 40-hour training session that provides officers with the tools necessary to handle the significant challenges of calls for service related to mentally ill persons. The mission of CIT is to ensure that persons suffering from mental illness receive proper mental health treatment whenever that option is possible rather than incarceration, and to provide exceptional service to the families and citizens who deal with mental health issues.



The Norfolk Police Department, in partnership with St. Leo University, created the Command Officers Management Program for executive level officers. This “Command School” is a graduate program designed specifically to address the challenges faced by future police administrators and leaders. Courses include Behavioral Issues in Administration, Strategic Management for Executive Personnel, Human Resource



Management, Project Management, Financial Management, and Critical Incident Management. The first Command School began in October, 2014 with command level personnel attending from Norfolk, Virginia Beach, Portsmouth, Suffolk, Hampton, and Newport News police departments.

Tactical Trauma Life Support training was mandated to all personnel of the rank of Sergeant and below. This course is designed to provide law enforcement personnel with critical life-saving skills and equipment for use in hostile and violent environments when medical personnel cannot immediately arrive on scene.

The Norfolk Police Training Center graduated two Basic Recruit Academy classes in 2014. RC-94 and RC-95 graduated a total of 55 new police officers. In addition, RC-95 participated as a group in the annual End of Watch 5k run on September 7, 2014 at Mt. Trashmore in Virginia Beach. RC-95 was also the first basic recruit class to develop and complete a class “Community Outreach Initiative.” For their project, the class elected to dress up in costumes and pass out Halloween candy to children in the Tidewater Gardens public housing neighborhood. Because of the success of this event, a Community Outreach Initiative will be required of every future recruit class.



TRAINING DIVISION

Firearms Training Section

Scheduling of Department of Criminal Justice Systems mandated firearms training for all personnel was revised in 2014 to maximize valuable training time while reducing the downtime for officers. This allowed more officers to transition to the new .45 caliber sidearm. At the conclusion of 2014, more than 500 officers have been upgraded to the new weapons.

Range staff also created the new Training on Demand video platform. This program is an on-line tutorial video library with the potential to provide in-depth training in a variety of areas. So far, tutorials in the “proper handling and employment of weapon systems” and “proper techniques to reduce dog shootings” have been produced. Officers can access Training on Demand from any computer located within their commands. Training on Demand will be expanded to include any recognized training issues or needs trending throughout the department.



Recruiting Section

The continuing mission of the Norfolk Police Department is the recruitment of a diverse selection of highly qualified candidates. In 2014, recruiting personnel represented the Norfolk Police Department at 33 events, including job fairs, community and sporting events. The Recruiting Section maintains a close working relationship with local colleges and universities, and also advertises for quality candidates through print, on-line and electronic media.

Applicants must be at least twenty years and six months of age, possess a high school diploma or equivalency, and have a valid driver's license in order to apply for employment. The hiring process then requires the applicant to pass a written examination and physical agility test. Applicants who successfully complete these exercises will then be subjected to a comprehensive background investigation, followed by an oral review board. In 2014, 421 applicants were processed, resulting in the hiring of 58 police officers.





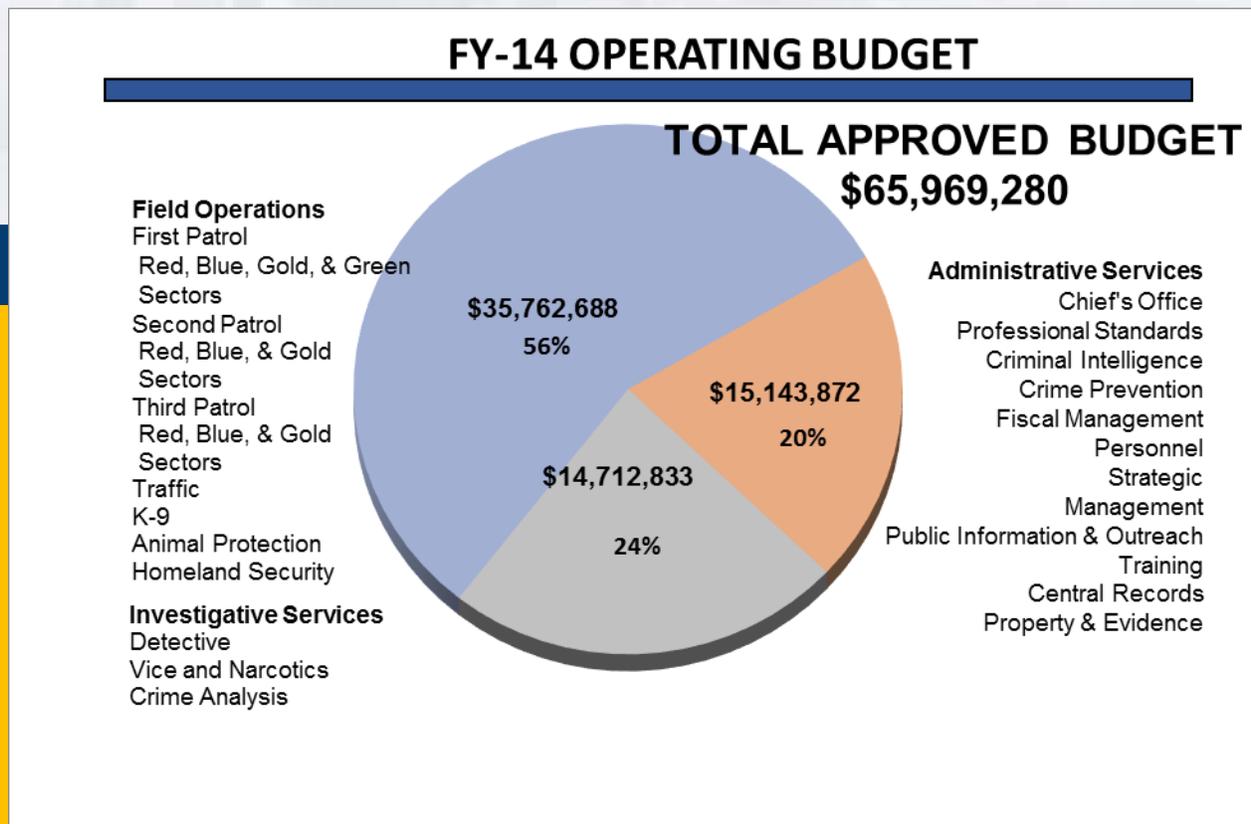
Mrs. Kimberly Boone

Bureau Manager

The Office of Fiscal Management (OFM) is responsible for coordinating and managing the Police Department’s financial processes including budget, payroll, procurement, and grants. During FY15, OFM administered a \$65,217,042 operating budget, of which 93% consisted of personnel services.

OFM monitored the activities, expenditures, and financial reporting for numerous grant applications. The Department received more than \$266,447 in grant awards during FY15 as of December 31, 2014 for equipment, community policing efforts and supplies for Norfolk Police Athletic League’s youth programs.

In an effort to enhance Departmental operations and financial planning during the fiscal year, OFM continued to deliver monthly presentations to all commands regarding budget, payroll, staffing, and expenditure data. The presentations provided projections to help each command monitor its budget and expenses. Visual aids, such as graphs and charts were provided to offer commands an in-depth analysis of overtime usage and trends. The Department’s financial processes have greatly improved as a result of these presentations.



Captain Wayne McBride
Commanding Officer



The Personnel/Strategic Management Division continuously builds bridges throughout the department by assisting employees with personnel matters and ensuring that communications are disseminated in a timely and consistent manner.

Responsibilities of Personnel Division employees include employment related matters and processes such as hiring, placement, terminations and promotions for the department's authorized strength, which includes: 768 sworn officers, 28 operations officers, and 77 civilian members of staff. Other duties include the handling of workers compensation, modified duty applications, and administering the payroll. Personnel employees collaborate with the Department of Human Resources to facilitate employment procedures and promotional processes, among other transactions.

Directives staff in the Strategic Management Division (SMD) are responsible for formulating and disseminating memoranda and policies. In 2014, 166 memoranda were disseminated and 31 general orders were reviewed, revised and reissued. SMD also serves as the holder of record for official documents. Currently there are 122 general orders, consisting of 70 administrative (ADM) and 52 operational (OPR). This total includes one new general order, Military Deployment (ADM 375), completed in 2014; and three additional general orders: Reserve Officers (ADM 123), Body Worn Cameras (ADM 570), and Eye Witness Identification (OPR 423), all originated in 2014.

In addition to these departments, SMD works with the Department of Human Resources, Circuit and General District Courts, local law enforcement jurisdictions and various other departments and agencies.

The promulgation of general orders and other publications involves a review process in which the City Attorney and City Manager's offices play significant roles. Following input by subject matter experts and internal review by SMD staff and the Office of the Chief of Police, the City Attorney's Office vets policies to ensure they are legally sound and accurate. Once that bridge is crossed, the policies are reviewed and given final approval by the City Manager. The City Attorney and City Manager also reviewed the Police Officers Manual, revised and updated in 2014 for the first time since 2005.

Bright Future With C.A.L.E.A.

NPD formally enrolled in the Commission on Accreditation for Law Enforcement Agencies (CALEA) accreditation program in June 2014, which officially started the clock for national accreditation. CALEA assessors will be scheduled for a site visit prior to June 2017.

Progress continued in the pursuit of accreditation goals. State accreditation efforts included submitting our Annual Verification of Compliance Report for Term 2 to the Virginia Law Enforcement Professional Standards Commission (VLEPSC) in November 2014; we are currently in Term 3 of the four-term reaccreditation process. Staff members attended the VALEAC (Virginia Law Enforcement Accreditation Coalition) annual conference in October 2014.

CENTRAL RECORDS DIVISION



Captain Aaron M. Pomeranz
Commanding Officer

The Central Records Division's primary responsibility is for the safe storage and accuracy of departmental records involving offenses, arrests, property, and evidence. The goal of the Central Records Division is to employ new technologies that promote an efficient and a safe work environment, while serving the public in a professional manner.

The Central Records Division, divided into sections, achieved the following in 2014:

- ◇ The Accident Desk processed more than 2,800 Crash/Accident Reports, 5,400 Accident Exchange Sheets, 2,640 Department of Motor Vehicles (DMV) Transcripts, and 14 requests for Sergeants Material.
- ◇ The Central Desk and Warrant Section provides 24 hour service and maintains more than 9,000 local warrants, 3,000 Emergency Protective Orders, and 1,200 Preliminary Protective Orders. Personnel assigned to the Central Desk monitor prisoners when detained in temporary holding cells, maintain the building's security, and assist citizens conducting business at the facility.
- ◇ The False Alarm/Funeral Escort Section processed 10,324 false alarms and 535 funeral escorts; \$66,777 in fees were collected.
- ◇ The Identification Section duties included registering convicted felons and sex offenders; processing (fingerprinting and photographing) of juvenile prisoners, adults and juveniles who have been convicted of Class 1 and 2 Misdemeanors, police recruits and firefighters, and taxi permit and pawn shop applicants; conducting record checks for outside agencies; and conducting quality control and expungements of arrest records. This section processed approximately 7,000 individuals.
- ◇ The Word Process Section operated 24 hours a day, taking police reports from citizens, receiving and disseminating Virginia Criminal Investigation Network/National Crime Information Center (VCIN/NCIC) transmissions, entering traffic summonses into the Department's Record Management System, and administering quality control of Police (IBR) Reports.
- ◇ The Technology Support Unit assisted in the implementation of technologies to increase productivity and effectiveness, which saved a significant amount of man-hours in reporting and police response. The field testing of body worn cameras was conducted, which led to the purchase of 300 camera units, to be distributed to field operations personnel for daily use as a tool to increase public confidence in how police officers perform their duties and interact with citizens. The purchase and implementation of COPLOGIC, an internet based online reporting system which allows citizens to report non-emergency and non-violent crimes from personal computers, was installed on the Police website. In addition, 82 tablets were purchased as the first phase in replacing the Department's aging mobile laptop fleet. Another application in use is IPro's BlueTeam software which allows personnel to enter and manage special incident reports from the field, eliminating the need for paper reports, thus improving speed and efficiency as well as ease of records storage.

The summons desk processed approximately 6,000 criminal summons in 2014



The Property and Evidence Unit is responsible for receiving, documenting, storing, and disposing all property and evidence acquired by Norfolk Police Officers. Employees maintain and protect the chain of evidence of all items in their custody, recording the transfer of items for court or laboratory testing. The Unit processed and stored 7,276 new vouchers, covering 18,644 individual pieces of evidence including 522 firearms, 2,650 pieces of narcotics, and 1,363 pieces of US currency totaling over \$276,000. In addition, the Unit is responsible for ordering, tracking, and issuing uniforms and duty equipment.

Crime Data
2009 - 2014

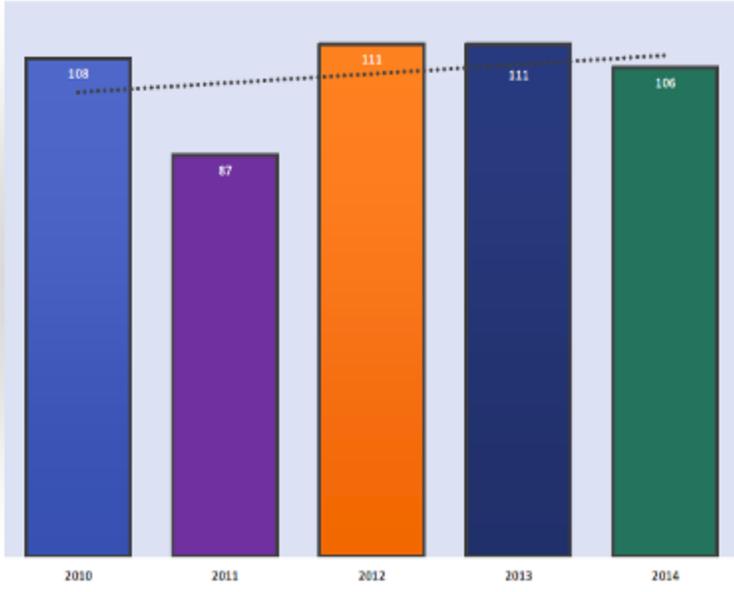
The Crime Analysis Section of the Criminal Intelligence Unit processes and analyzes data in order to disseminate pertinent information to various units within the Department, helping to protect and inform the citizens of Norfolk. Crime Analysis provides the most current information on crime patterns, trends and series, as well as possible suspects, and generates crime alerts and bulletins which are used to assist police with criminal investigations and crime prevention. Twice a month, this section prepares a detailed COMPSTAT presentation that provides a summary of past, current and potential future crime trends.

The graphs over the next few pages give a snapshot view of crime in the City of Norfolk over a five year period.

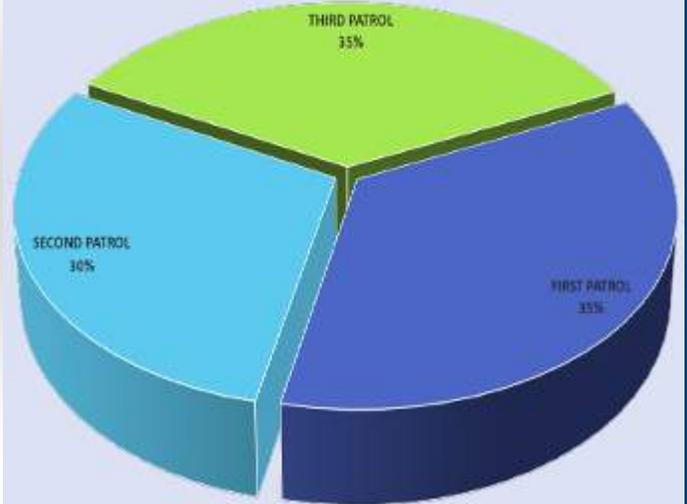
Reports	
Murder:	28
Robbery (Individual):	339
Robbery (Business):	44
Rape:	89
Aggravated Assault:	405
Burglary: (Commercial)	155
Burglary (Residential)	1,196
Arson:	25
Stolen Auto:	940
Felony Narc. Violations:	319
All Other Offenses:	22,145
Arrests	
Adults:	12,181
Juveniles:	797

CRIME DATA 2009-2014

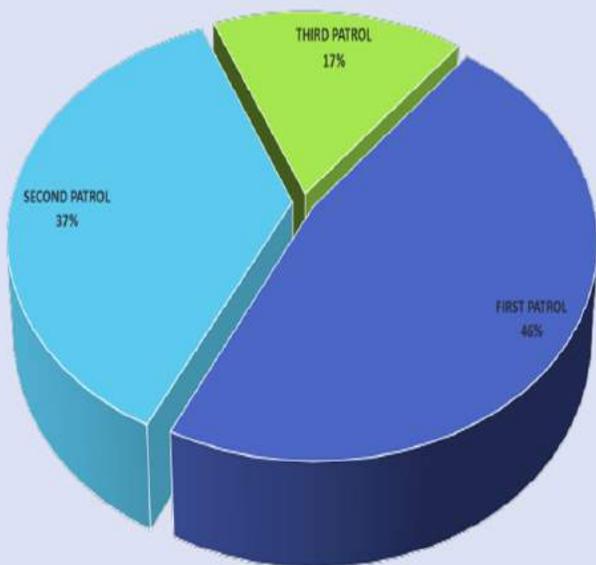
5-YEAR RAPE TREND



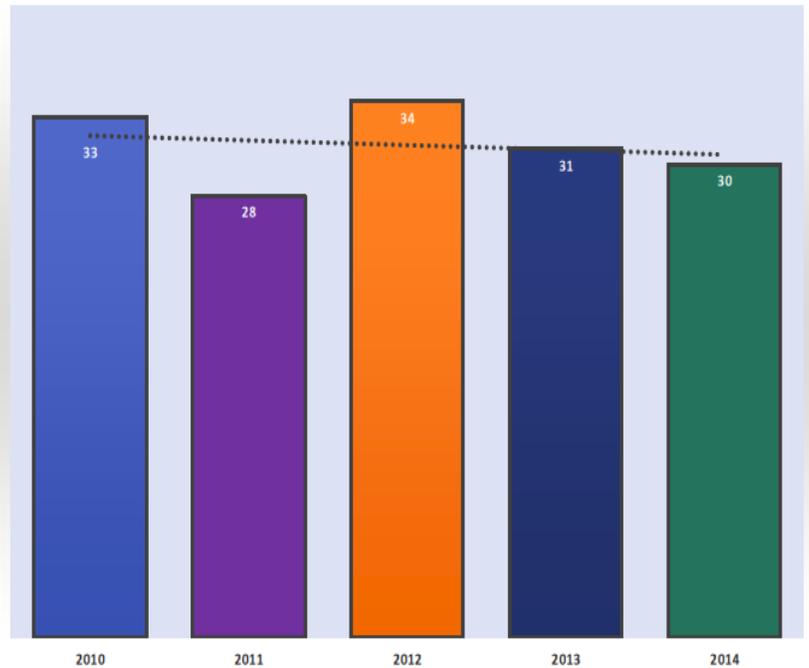
2014 RAPE BY PATROL DIVISION



2014 MURDER BY PATROL DIVISION

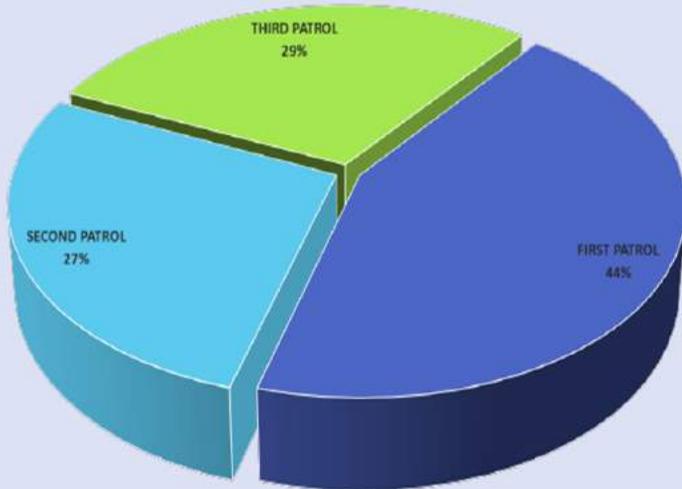


5-YEAR MURDER TREND

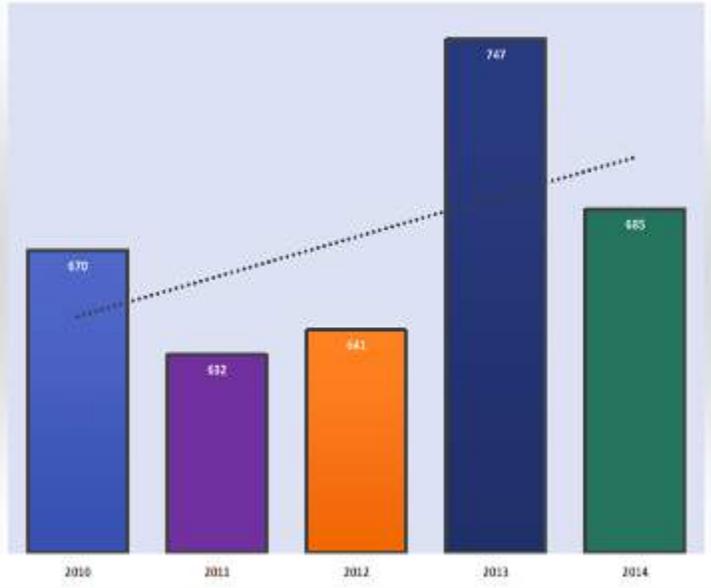


CRIME DATA 2009-2014

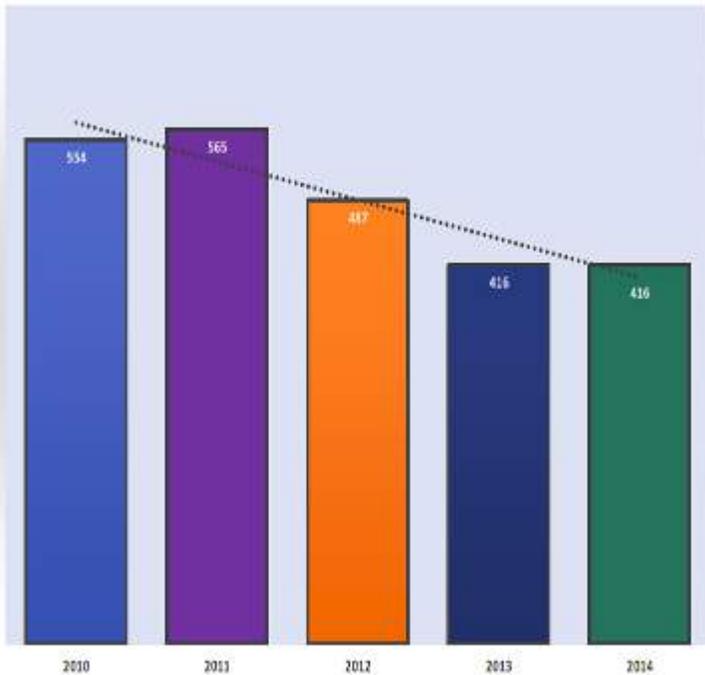
2014 AGGRAVATED ASSAULT BY PATROL DIVISION



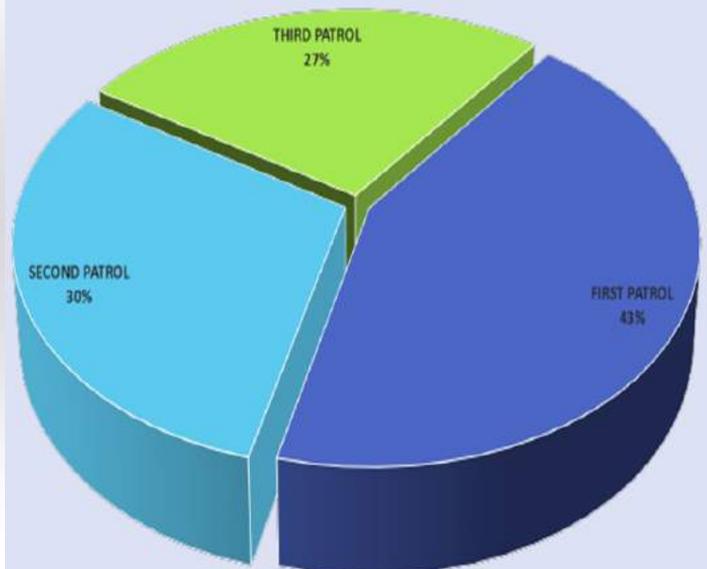
5-YEAR AGGRAVATED ASSAULT TREND



5-YEAR ROBBERY TREND

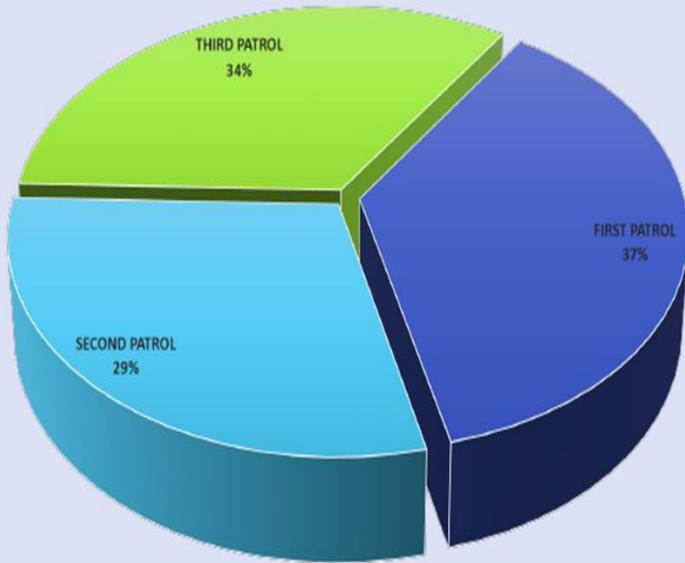


2014 ROBBERY BY PATROL DIVISION

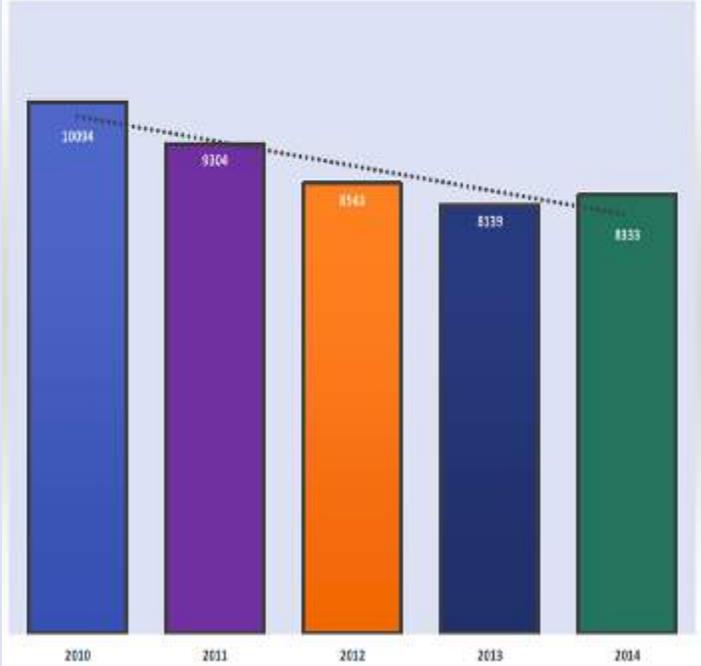


CRIME DATA 2009-2014

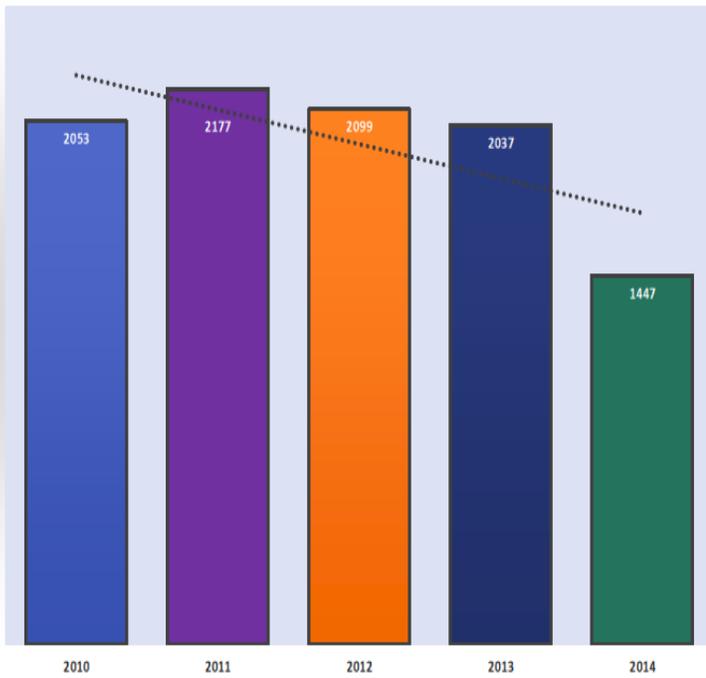
2014 LARCENY BY PATROL DIVISION



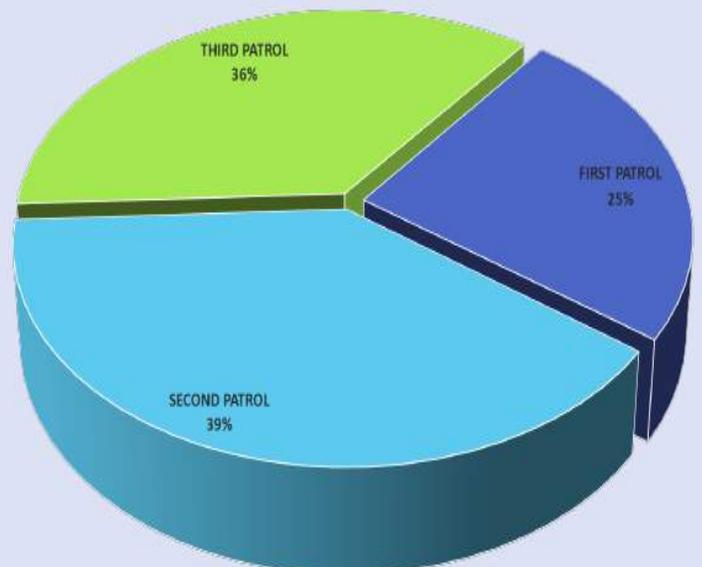
5-YEAR LARCENY TREND



5-YEAR BURGLARY TREND

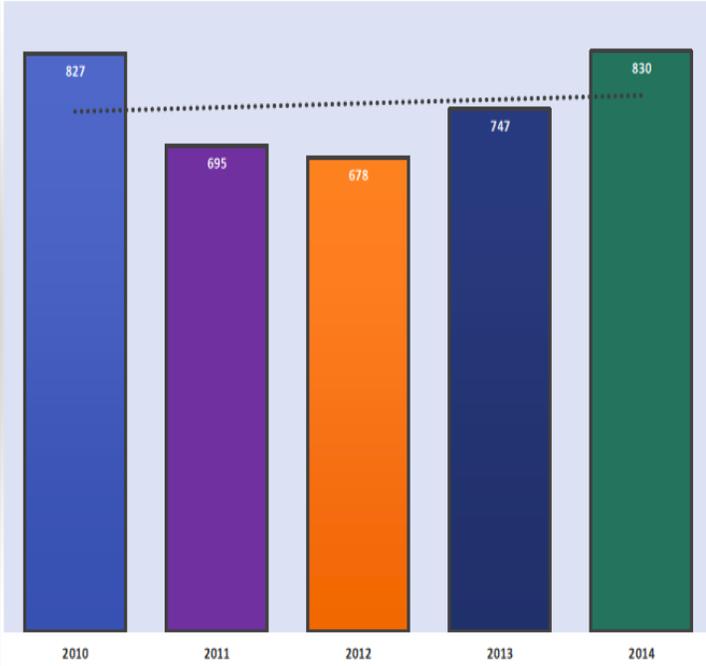


2014 BURGLARY BY PATROL DIVISION

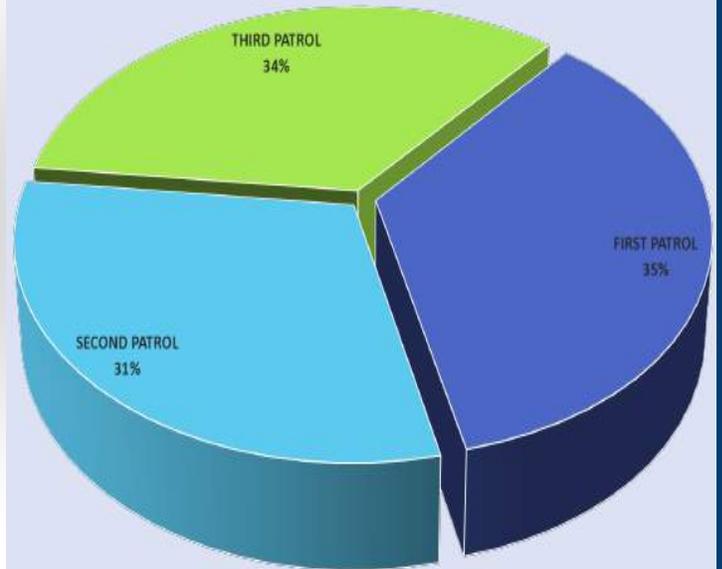


CRIME DATA 2009-2014

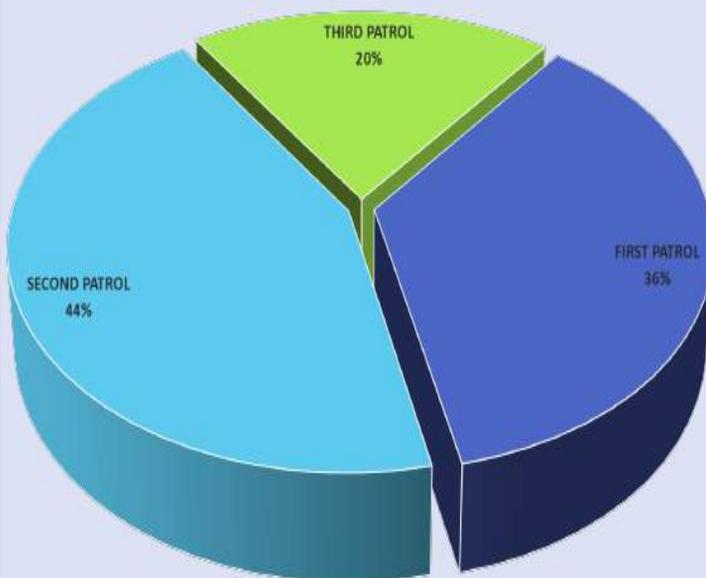
5-YEAR STOLEN VEHICLE TREND



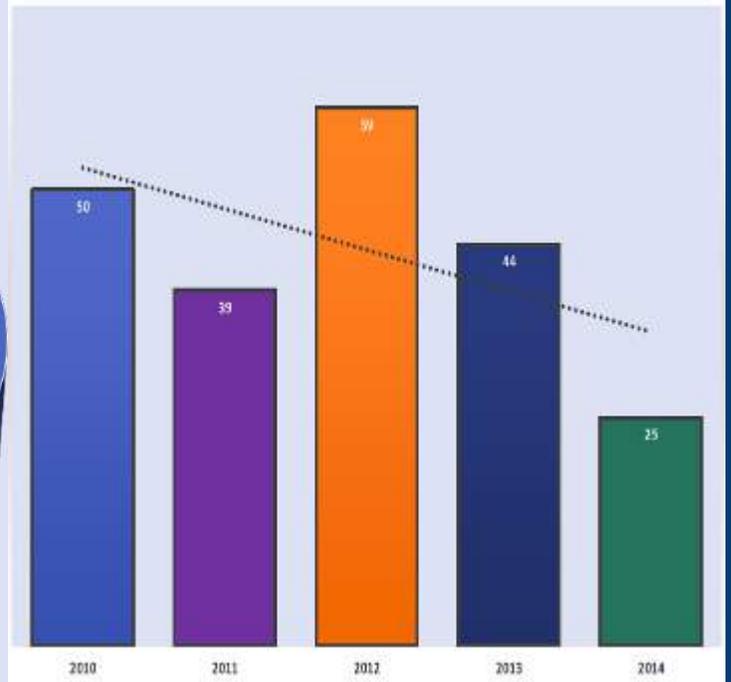
2014 STOLEN VEHICLE BY PATROL DIVISION



2014 ARSON BY PATROL DIVISION

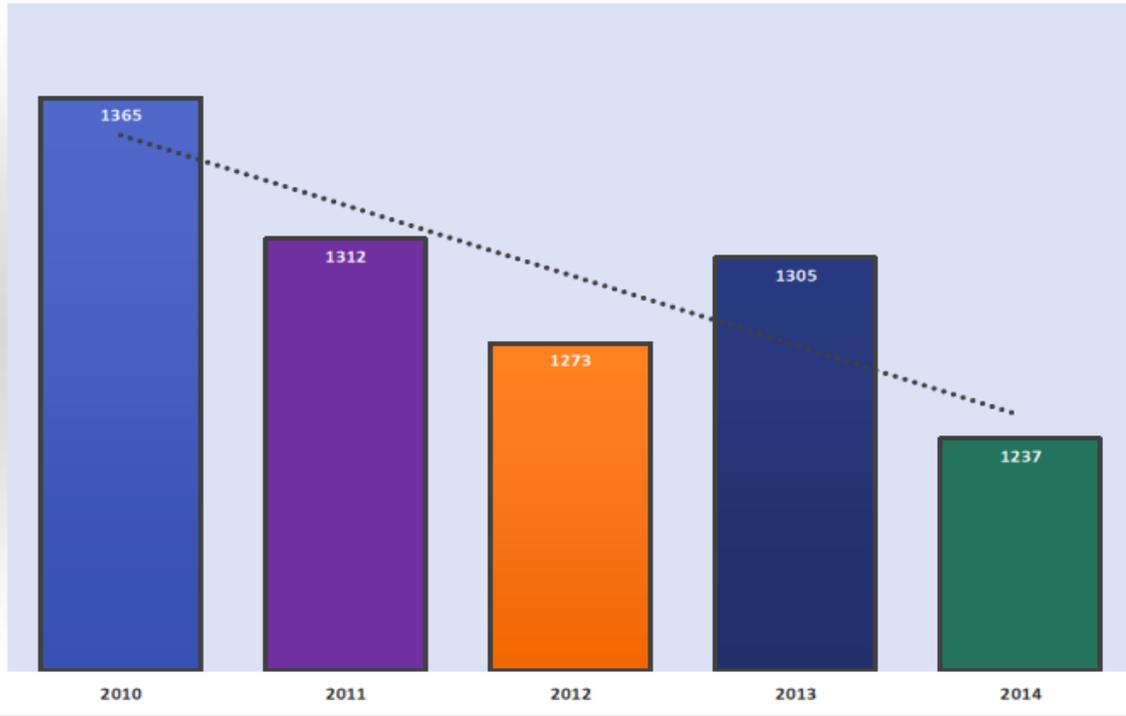


5-YEAR ARSON TREND

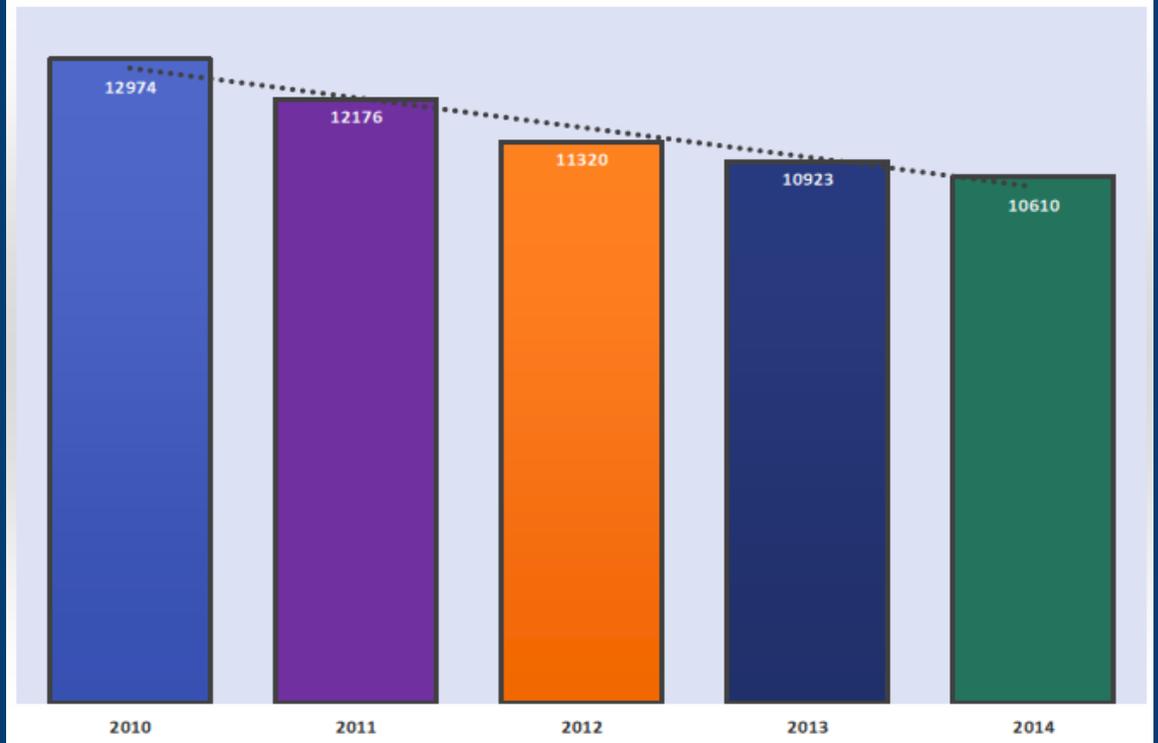


CRIME DATA 2009-2014

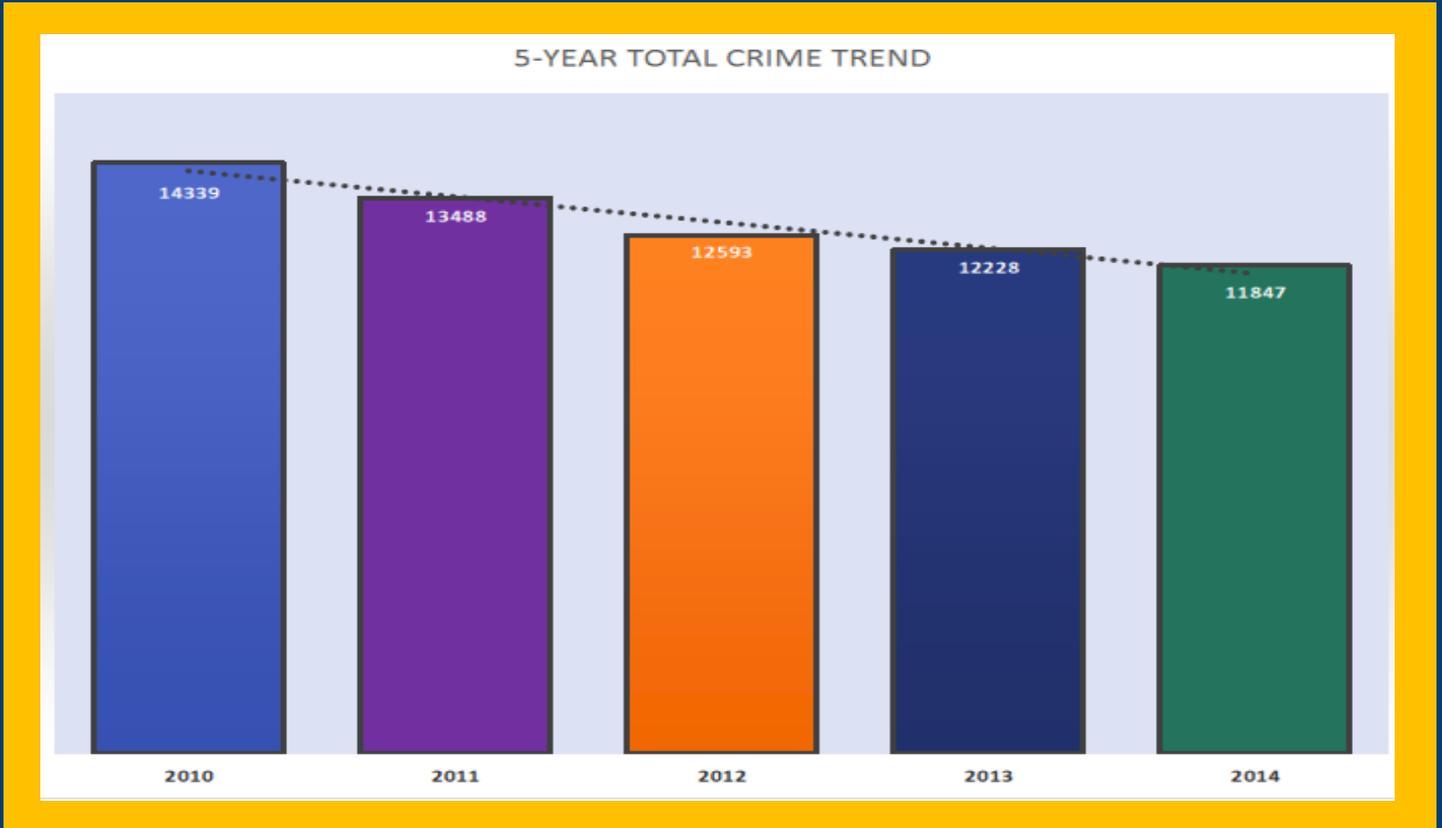
5-YEAR TOTAL VIOLENT CRIME TREND



5-YEAR TOTAL PROPERTY CRIME TREND



CRIME DATA 2009-2014



2014

2014 AWARDS AND HONORS

Officer of the Year

Officer Curtis Allison
Officer Toofan Shahsiah

Officer of the First Quarter

Officer Sam Shenouda

Officer of the Second Quarter

Officer David Dreyer
Officer Matthew Walsh

Officer of the Third Quarter

Officer C. Seth Amos

Officer of the Fourth Quarter

Officer Patrick Keegan

Civilian of the Year

Ms. Jami Foster

Civilian of the First Quarter

Ms. Loretta Wimbush

Civilian of the Second Quarter

Ms. Jessica Gibson

Civilian of the Third Quarter

Ms. Jami Foster

Civilian of the Fourth Quarter

Ms. Amanda Deloatch

Medal of Honor

Officer Curtis Allison
Officer Toofan Shahsiah

Medal of Valor

Officer Todd R. Welka
Officer Ian M. Isdanavage
Officer Payton Wosk
Officer Bernadette Duffy
Officer Joshua Miller
Investigator Daniel Lautenbacher

Purple Heart

Officer Curtis Allison
Officer Matthew Williams
Officer Thomas Atkinson
Humane Officer Stephanie Cherry-Rupert



Distinguished Service Medal

Officer George R. Whitley
Officer Curtis L. Allison
Officer Christopher B. Baughman
Officer Robert C. Aaron
Officer Eric A. Roeske
Officer Cynthia Lavertu
Officer Carl Seger
Officer Jennifer M. Baron
Officer Tyler N. Carver
Officer Joel C. Wiedel
Officer James E. Mort
Officer Darren B. O'Connor
Officer Francis W. Been
Officer Dustin Hansen
Officer Clifton Lyons
Officer James McCoy
Officer Wynter Edwards
Officer Luis LaTorre
Officer Kellen Walters
Officer Vincent Tocco
Officer John L. Hines
Sergeant Ronald A. Marsh
Sergeant Andros D. Neal

Police Commendation Award

Officer Neal Robertson
Officer Daniel Hudson
Officer Joshua Meyer
Officer Kenneth M. Fanelli
Officer James B. McLaughlin
Officer Lorenzo L. Scarbor
Officer F. J. Sparks
Investigator Shawn Jacobs
Corporal Melinda Wray
Sergeant William Kelly
Sergeant Daryl R. Jarvis
Sergeant Rodney A. VanFaussien

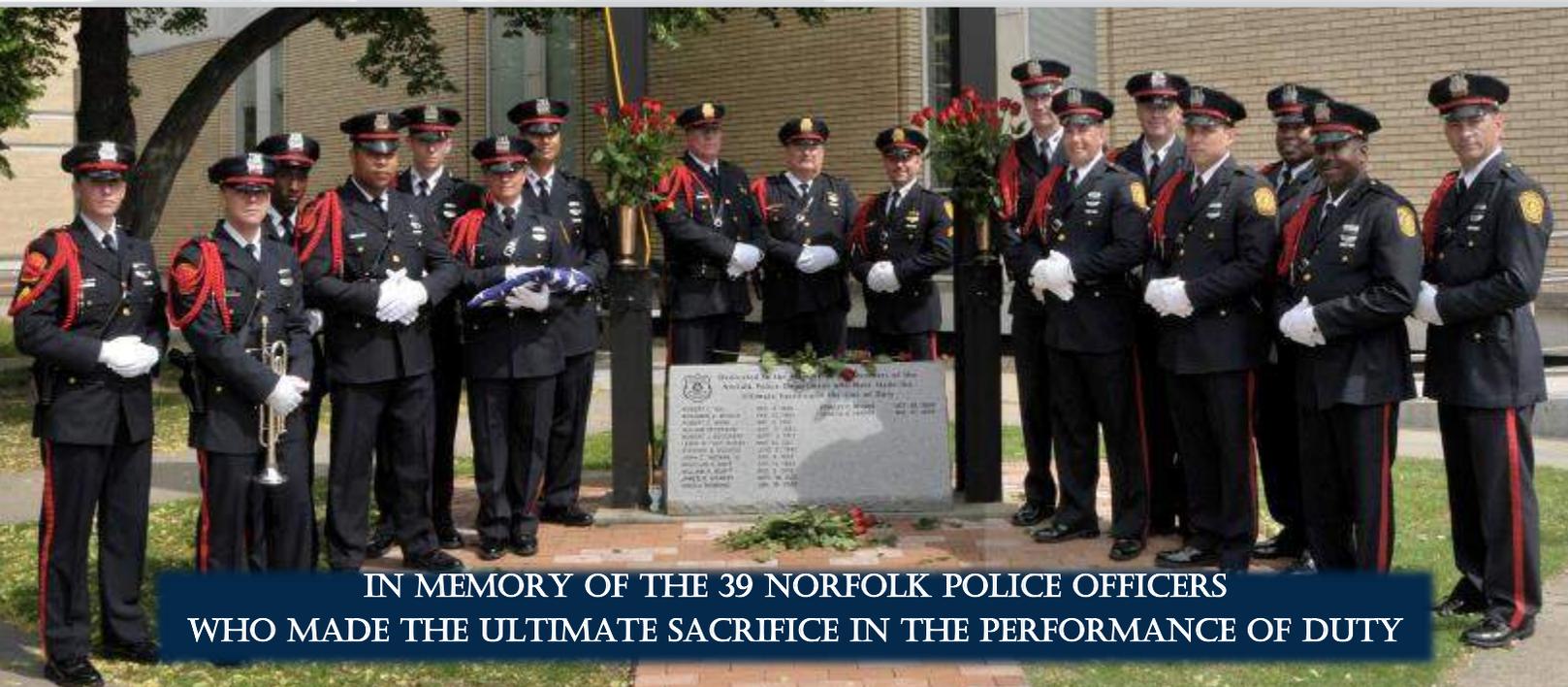


Life Saving Award

Officer Robert E. Broadbent, Jr.
Officer Sean Garrison
Officer Ignacio Keeling
Officer Richard Hryniewich
Officer David Dufault
Officer Apolinar Lopez
Officer Maxwell Winfree
Officer David Dreyer
Officer Matthew Walsh
Officer Ademola Titcombe
Officer Joshua Sutton
Officer James McLaughlin
Officer Joel Wiedel
Officer Robert Bennis
Officer Donald Platte, III
Officer Bryan Measel
Officer Casi Howard
Officer Jessie Gomez
Sergeant Ryan Batteen

THE NORFOLK POLICE HONOR ROLL IN THE LINE OF DUTY 1904—PRESENT

John McNeerney (1862-1904)	September 22, 1904	Daniel E. Hobbs (1900-1952)	April 27, 1952
Rufus A. Hobbs (1866-1909)	July 23, 1909	Carlton J. Byrd (1919-1952)	August 25, 1952
Stonewall J. Taylor (1863-1917)	November 13, 1917	William W. Lassiter (1927-1958)	May 1, 1958
Ashville T. Williamson (1890-1918)	October 31, 1918	Louis E. Spry (1933-1958)	July 26, 1958
Harvey J. Babb (1892-1919)	October 21, 1919	Robert C. Hill (1923-1959)	December 9, 1959
Harry J. Charlton (1895-1920)	August 24, 1920	Benjamin E. Myrick (1916-1960)	February 13, 1960
William L. Sherrod (1890-1920)	September 9, 1920	Robert C. Wash (1911-1961)	May 16, 1961
Edward J. Vellines (1895-1924)	November 5, 1924	William Peterson (1937-1962)	March 17, 1962
Daniel A. Weisbrod (1896-1928)	December 6, 1928	Robert J. Bouchard (1931-1971)	September 3, 1971
Joseph E. Johnson (1905-1930)	August 11, 1930	Lewis W. Hurst (1950-1972)	May 24, 1972
Allen E. Lindsay (1902-1934)	August 21, 1934	Stephen S. Douros (1957-1980)	June 21, 1980
Benjamin H. Butts (1887-1935)	January 1, 1935	John C. Thomas, III (1952-1984)	April 4, 1984
Jefferson R. Holland (1917-1937)	August 17, 1937	Douglas E. Drye (1957-1984)	April 14, 1984
John F. Harmann (1902-1938)	March 29, 1938	William H. Burt (1957-1998)	February 3, 1998
Arthur H. Barrett (1889-1938)	April 9, 1938	James B. Gilbert (1973-2001)	September 28, 2001
Michael Aloisio (1911-1939)	May 23, 1939	Sheila Herring (1963-2003)	January 16, 2003
Frank A. Davis (1894-1943)	July 13, 1943	Stanley C. Reaves (1972-2005)	October 28, 2005
Robert F. Dunn (1906-1943)	July 13, 1943	Seneca B. Darden (1980-2006)	May 21, 2006
John F. Woods (1901-1946)	October 4, 1946	Brian W. Jones (1980-2014)	May 31, 2014
George W. Perkins (1912-1946)	December 12, 1946		



**IN MEMORY OF THE 39 NORFOLK POLICE OFFICERS
WHO MADE THE ULTIMATE SACRIFICE IN THE PERFORMANCE OF DUTY**