

2015



Norfolk Police Department

Annual Report and Yearly Review

Norfolk Police Department

2015 Annual Report and Yearly Review
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MESSAGE FROM THE CHIEF

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.

By broadening our transparency in policing and enhancing community-focused public safety measures, the past year has continued to align our department with national best practices. The ever-increasing collaboration efforts my officers extend to our community members has forged stronger relationships with those that live, work, and play in our city. All the while, my officers' daily professionalism and dedication have provided Norfolk the quality of service that has become the hallmark of our department.

As always, I am thankful 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 the City of Norfolk safe, informed, and engaged, it is with great pride that I present to you the 2015 annual report.

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

MICHAEL G. GOLDSMITH
CHIEF OF POLICE



EXECUTIVE LEVEL LEADERSHIP



Deputy Chief of Police
Larry D. Boone

Assistant Chief of Police
Investigative Services Bureau
Joseph N. Clark



Assistant Chief of Police
Field Operations Bureau
Edward J. Ryan



Assistant Chief of Police
Administrative Services Bureau
Frances E. Emerson





Paul D. Fraim
Mayor



Andy A. Protopgyrou
Ward 1



Theresa W. Whibley
Ward 2



Mamie Johnson
Ward 3

2

0

1

5



Marcus D. Jones
City Manager



Ron Williams, Jr.
Deputy City Manager



Paul R. Riddick
Ward 4



Thomas R. Smigiel, Jr.
Ward 5



Barclay Winn
Super Ward 6



Angelia Williams Graves
Vice Mayor/Super Ward 7



Norfolk City Council
and
City Administration



Sabrina Joy-Hogg
Deputy City Manager



Peter Chapman
Deputy City Manager



Wynter Benda
Deputy City Manager



NORFOLK, VIRGINIA

The Norfolk Police Department provides police services to the City of Norfolk which is an independent city in the Commonwealth of Virginia. At the time of the 2010 census, the city's population was 242,803. In 2013, the population was estimated to be 246,392 making Norfolk the second most populous city in Virginia.

Norfolk is located at the core of the Hampton Roads metropolitan area, named for the large natural harbor of the same name located at the mouth of the Chesapeake Bay. It is one of nine cities and seven counties that constitute the Hampton Roads metro area. Norfolk is bordered to the west by the Elizabeth River and to the north by the Chesapeake Bay. It also shares land borders with the independent cities of Chesapeake to its south and Virginia Beach to its east. One of the oldest cities in Hampton Roads, Norfolk is considered to be the historic, urban, financial, and cultural center of the region.

Norfolk has a long history as a strategic military and transportation point. The largest Navy base in the world, Norfolk Naval Station, is located in the City along with one of NATO's two Strategic Command headquarters. Norfolk is also the corporate headquarters of Norfolk Southern Railway, one of North America's principal railroads, and Maersk Line, who manages the world's largest fleet of US-flag vessels. As the City is bordered by multiple bodies of water, it has many miles of riverfront and bay-front property, including beaches on the Chesapeake Bay. Norfolk is linked to its neighbors by an extensive network of interstate highways, bridges, and tunnels, including three bridge-tunnel complexes.





ORGANIZATIONAL OVERVIEW

The men and women of the Norfolk Police Department have proudly been serving and protecting the citizens of Norfolk, Virginia since 1797. The Department is led by Chief Michael Goldsmith, has an authorized staff of 768 sworn personnel and 128 non-sworn personnel. Spread across three patrol divisions throughout the city, patrol officers respond on average to 700 calls for service each day.

The Norfolk Police Department is a progressive, professional law enforcement agency. The Department continually strives for excellence and has been accredited by the Virginia Law Enforcement Professional Standards Commission since September 2008. The organization possesses a strong set of values that direct how work is to be accomplished and all members of the Department strive to conduct all official business in a manner consistent with them.

The Department's foundation is built on a community policing philosophy and a strong emphasis is placed on building partnerships within the community and its neighborhoods to improve the quality of life in our city by working together to prevent crime, disorder and fear. While the Department's enforcement actions are guided by the intelligence-led policing theory, it incorporates multiple policing strategies in its crime suppression and prevention efforts.



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.



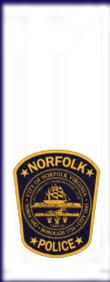
OUR VALUES

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

- ◆ Service
- ◆ Honor
- ◆ Integrity
- ◆ Equality
- ◆ Leadership
- ◆ Diversity

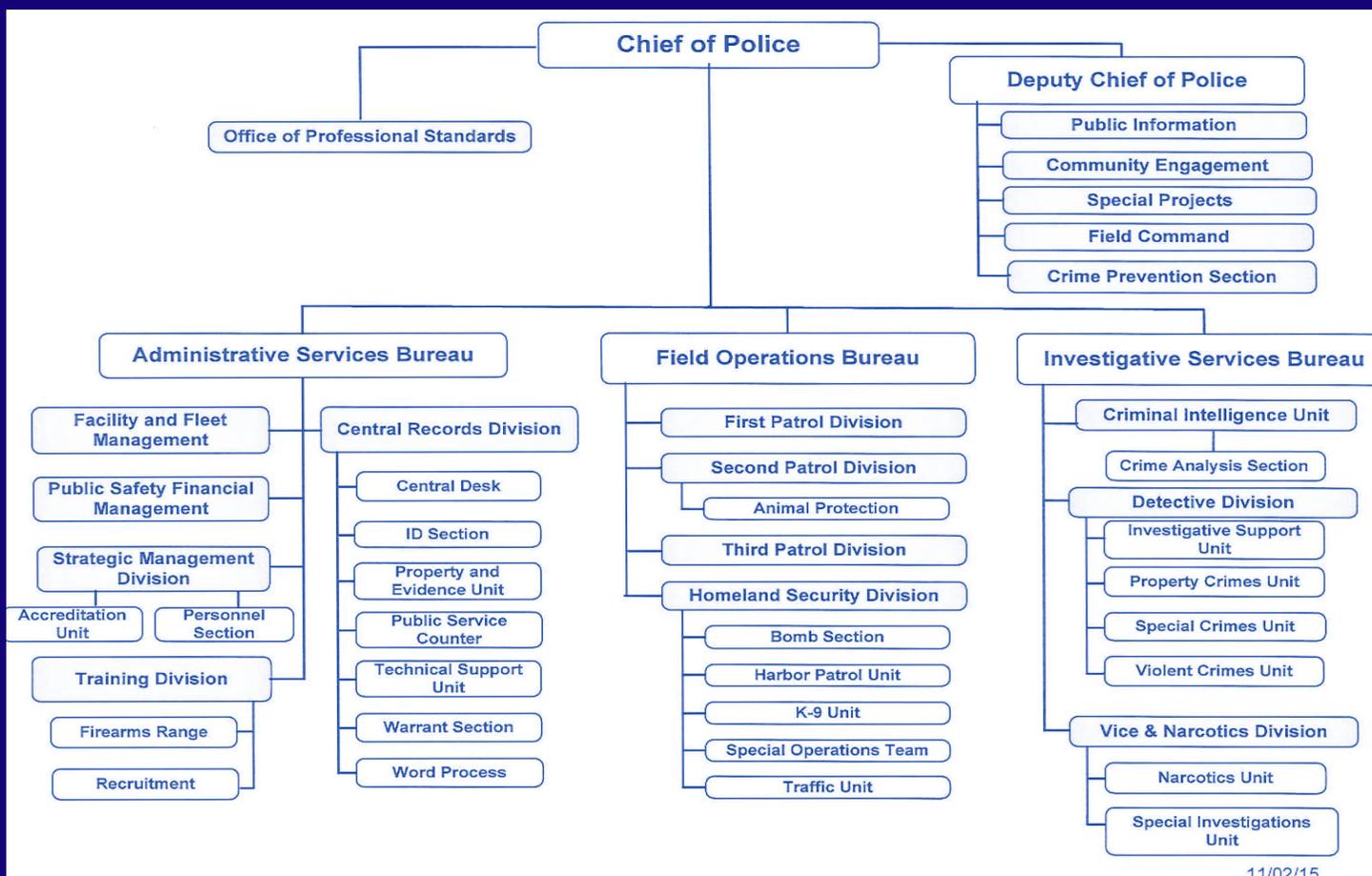
S.H.I.E.L.D.





ORGANIZATIONAL CHART

The flow chart (shown below) displays the structure of the Norfolk Police Department, beginning with the Chief of Police and ending with the individualized units that encompass the department. This particular chart was last updated in November 2015, with the primary changes falling under the direct supervision of the Deputy Chief of Police.



11/02/15

FIELD COMMAND UNIT

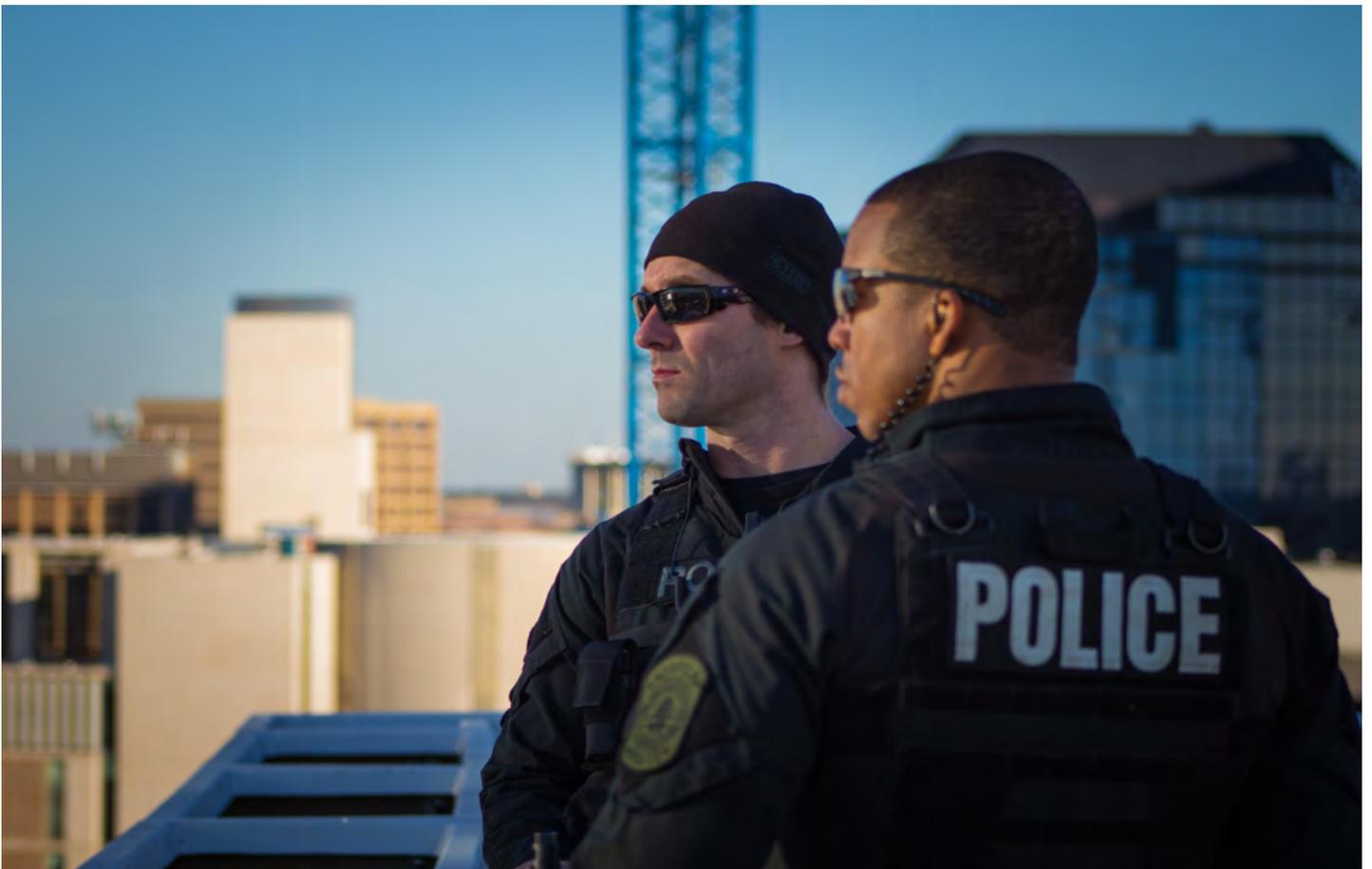
Developed to enhance supervision and command presence in field operations around the clock. Four (4) lieutenants work on rotating 12-hour shifts and ensure a commanding officer is present for all high priority calls for service.

SPECIAL PROJECTS

Under the supervision of the Deputy Chief of Police, this unit was created by the executive staff and provides data-driven research in order to evaluate the specific needs of the department. Special Projects also evaluates the effectiveness of policing strategies.



NPD 2015





FIELD OPERATIONS BUREAU

The Field Operations Bureau (FOB) is the most visible within the Norfolk Police Department and provides police services 24 hours a day and/or specialized response. The FOB encompasses the Animal Protection Unit., Homeland Security Division, and the Patrol Divisions.

The Homeland Security Unit, comprised of the Bomb Squad, Harbor Patrol Unit, Hostage/Crisis Negotiation Team, K-9 Unit, Special Operations Team and the Traffic Unit, serves the department and citizens by maintaining a state of preparedness for emergency response to critical incidents, terrorism, and other security threats.

The Patrol Division is divided in to three (3) divisions and is located within respective zoning lines. Each Patrol Division services the following, major neighborhoods:

Brambleton, Broad Creek,
Campostella, Downtown,
Elizabeth Park, Ingleside,
NRHA Public Housing
Communities, Old Huntersville
Poplar Halls, and River Forest
Shores

Areas surrounding the Norfolk
International Airport, Denby Park,
E. Little Creek Road, East Ocean
View, Fox Hall, Norview and Five
Points, and Willoughby

Ballentine, Coleman Place, Colonial
Place, Edgewater, Estabrook,
Fairmont Park, Ghent, Highland
Park, Lafayette, Lakewood,
Lamberts Point, Larchmont,
Lochaven, North Shore, ODU, Park
Place, Roland Park, Sherwood
Forest, Suburban Park, Talbot Park,
Titustown, Villa Heights, Wards
Corner, and West Ghent



FIRST PATROL DIVISION

The First Patrol Division has an authorized strength of 1 captain, 4 lieutenants, 19 sergeants, 4 corporals, 128 sworn officers, 2 operations officers, 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 are better positioned to respond quickly to community concerns and issues.



SECOND PATROL DIVISION

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.



THIRD PATROL DIVISION

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.



ANIMAL PROTECTION UNIT

The Animal Protection Unit (APU) is comprised of 7 Humane Officers, one of whom acts in a supervisory role. The unit is located within the Second Patrol Division, with oversight by a police sergeant. The goal of the Animal Protection Unit is to ensure citizen and animal safety through the enforcement of animal related laws within the City of Norfolk. Unit responsibilities include stray animal apprehension, license and rabies vaccination enforcement, pet shop inspections, injured wildlife, animal cruelty, and dog fighting investigations. During 2015, APU officers responded to over 9,000 calls for service. More than 250 animals were seized for their protection and welfare. To connect with the community, Humane Officers presented job-related training and education to community groups regarding laws, as well as animal care.



POSITIVE HEADLINES

Since Norfolk is the urban, waterfront community of Hampton Roads, one can only imagine the surprise as NPD Humane Officers chased a goat through city streets!



MAKING SMILES

Dispatchers received a call for a goat-on-the-loose one afternoon in 2015. Humane Officers gladly responded and enjoyed a few laughs with the goat after safely taking “Billy the Kid” into custody.



SHARED DAILY

Images of the goat-catching were shown on NPD’s social media sites, and nearly 4,000 Facebook users shared the photos! It’s not every day we get to enjoy friendly livestock in the city.





HARBOR PATROL

The Harbor Patrol Unit works closely with the United States Coast Guard (USCG) and Local Law Enforcement Marine Units to provide support for maritime infrastructure which includes the establishment of security zones for tankers, cruise lines and military ships that navigate through the Port of Hampton Roads. In 2015, Harbor Patrol conducted over 3,800 infrastructure checks, and over 30 escorts and security zones for vessels and fireworks shows.

The Police Dive Team is an integral part of the Harbor Patrol Unit. The Dive Team is trained in procedures for search and recovery of drowning victims and evidence. The Dive Team participated in several dive operations which supported the investigative branches of the Norfolk Police Department, Portsmouth Police Department, Chesapeake Police Department and the Currituck County, North Carolina Sherriff's Department. The Dive Team also participated in two (2) side scan sonar operations and conducted thirty five (35) dive training operations.

In 2015, the Harbor Patrol Unit participated in the annual Search and Rescue (SAR) Forum presented by the United States Coast Guard and the Virginia Port Authority in the City of Hampton, Virginia. The training included search and rescue patterns, self-recovery, rules of the road, side scan sonar operations, small boat handling, navigation, and towing operations during both day and night hours. These evolutions were conducted in differing weather conditions and lasted as long as fifteen (15) hours. Lastly, the Harbor Patrol Unit partnered with the Virginia Beach Police Department's Marine Unit, Special Olympics Virginia, and other local law enforcement marine units to provide safety divers and swimmers for the Polar Plunge 2015 Winter Festival.





2015





HARBOR PATROL





K-9 UNIT

In 2015, the K-9 Unit started a command structure transition and helped move towards the NPD goals in utilizing corporals to fill first line supervisory roles within the unit. K-9 moved from having three (3) platoons that were supervised by three (3) sergeants, to platoons supervised by corporals. This assisted with placing sergeants in roles throughout the Field Operations Bureau (FOB) that required that second tier oversight. Additionally we added an Administrative and Training Sergeant position to the unit. This addition provided experience and oversight for the unit's administrative and training functions as well as providing efficiency, effectiveness and customer service functionality.

In 2015, the K-9 unit continued to be a leader in the state for the training and deployment of police work dogs. The K-9 unit held a Basic K-9 Handler School that trained two (2) dog teams from the Suffolk Police Department along with seven (7) NPD handler and dog teams. This extensive training allowed the unit to further 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 (VPWDA) and move Officer A.C. Mahrenholz towards completing his VPWDA trainer certification training hours and mentorship. Additionally, the K-9 Unit safely and professionally completed over sixty four (64) K-9 demonstrations. These were done at schools, churches, civic leagues and special events. Lastly, the NPD K-9 Unit continues to assist with training our citizens regarding the use of K-9's by staying engaged in the Citizens Police Academy.





2015

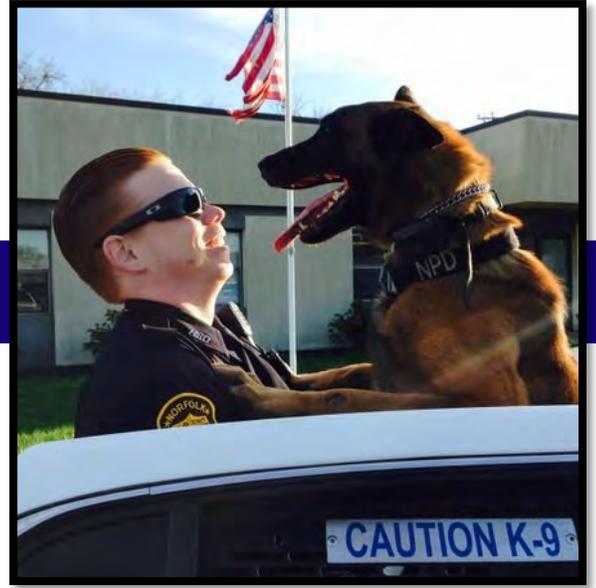


Photo Courtesy Virginian Pilot



2015



SPECIAL OPERATIONS TEAM

The Special Operations Team (SOT) was formed in 1976 as the Emergency Response Team (ERT). In 1984, ERT moved to the K-9 Unit until it was absorbed into the Vice and Narcotics Division in 1995 and the unit designation was changed to the Special Operations Team (SOT). SOT remained in Narcotics until 2006 when it became part of the newly formed Homeland Security Division with added responsibilities that included infrastructure security, Mass Casualty Incident (MCI) response and Active Threat Response (ATR). This coupled with traditional enforcement responsibilities enhanced the Norfolk Police Department's partnerships with local, state and federal law enforcement agencies.

The SOT provides a rapid and ready response to emergency and critical incident situations beyond the weapons and training capabilities of uniformed police personnel. The Special Operations Team 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 (Chemical, Biological, Radiological, Nuclear, & Explosive), maritime operations, dignitary protection, and major event security.



BOMB SQUAD

During the 2015 calendar year, the Norfolk Bomb Squad responded to fifteen (15) calls for service involving suspicious package investigations, post blast investigations, and explosives recoveries. The Bomb Squad also assisted the Special Operations Team on ten (10) call-outs/search warrant executions.

The Norfolk Bomb Squad provided resources for twenty-five (25) special events such as Harbor Fest, Grand Illumination Parade, dignitary protective details, explosives security sweeps, and Transportation Security Administration VIPR operations. The Norfolk Bomb Squad participated in fourteen (14) community service demonstrations and numerous training events with various outside agencies; to include youth groups, schools, citizen's academies, and other Norfolk Police Department sponsored events. Members of the Bomb Squad 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 Unit 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 FBI's new Bomb Tech/Diver initiative.



The Bomb Squad spent 1,600 hours involved in unit level, regional, state and federal level training during the 2015 calendar year. This training covered several areas such as improvised explosives, advanced explosive disposal, hazardous materials, rail and surface highway hazardous material response, large vehicle post blast investigations, critical incident response, and several evolutions in a marine environment conducting dive operations.





TRAFFIC UNIT

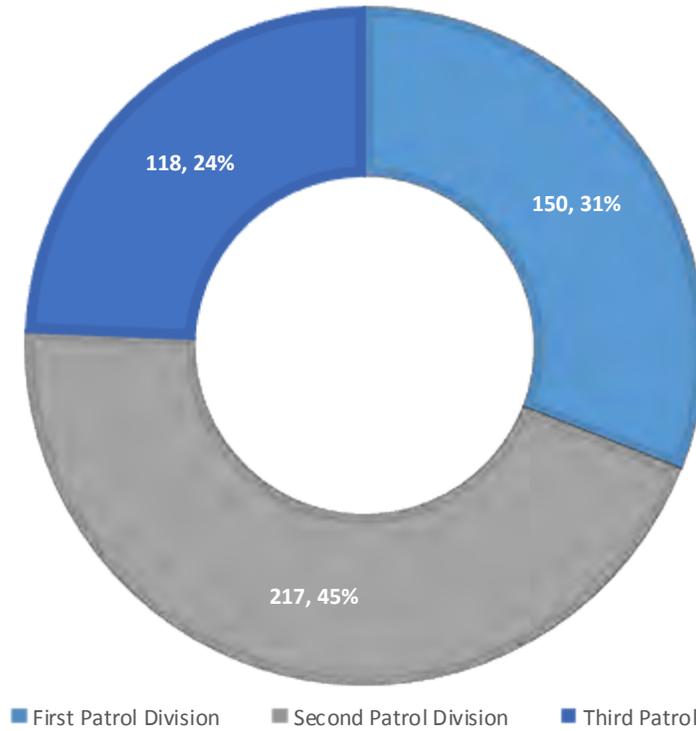
The Traffic Unit regulates vehicular and pedestrian traffic in an effort to create a safe environment on the streets and highways of the City of Norfolk. This is achieved by the enforcement of State and City traffic laws using direct and random patrol techniques and by selective enforcement. Operational hours are adjusted to serve the community's needs and to support the three (3) patrol divisions. The Traffic Unit addresses high volume traffic congestion, accidents, Naval Base gates and port entries along with citizen concerns. These concerns are addressed and documented. Traffic supports all events throughout the city requiring traffic controls and special events. Additionally, the Motor Carrier Team is responsible for trucking and towing operations in the City.



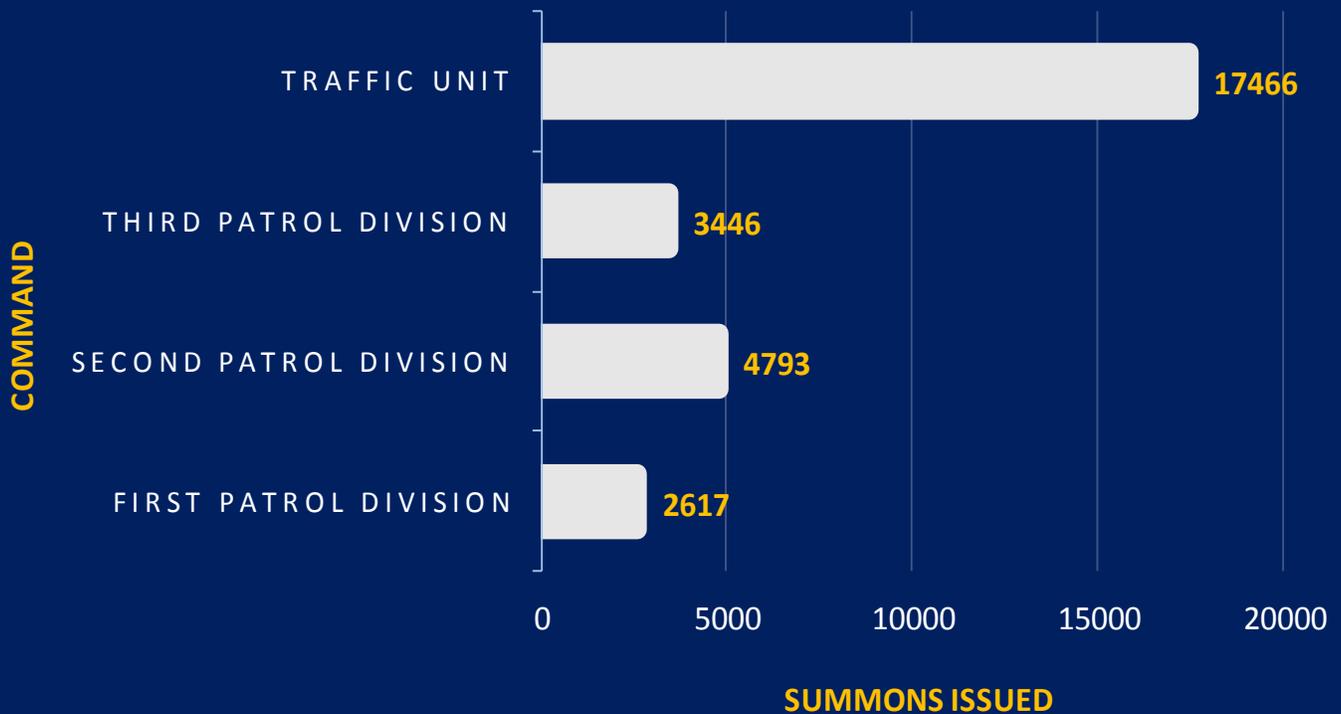
2014/2015 MOTOR VEHICLE ACCIDENTS

	2015	2014	% Change
First Patrol	982	1143	-14%
Second Patrol	890	860	+3%
Third Patrol	1100	1118	-1%
TOTALS	2972	3121	-5%

2015 DRIVING UNDER THE INFLUENCE (DUI) ARRESTS PER PATROL DIVISION



2015 TOTAL TRAFFIC SUMMONS ISSUED





Detective Division

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 patrol 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 120 sworn personnel and 5 civilian staff who are divided into four distinct investigative units: Violent Crimes Unit, Property Crimes Unit, Special Crimes Unit, and the Investigative Support Unit.

VIOLENT CRIMES

The Homicide Section is responsible for investigating all homicides, undetermined 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. Detectives assigned to this section are usually comprised of senior detectives who are subject to callback at any time.

All detectives assigned to the Homicide Section are selected on the basis of work ethic, investigative experience and skill, police experience and an expressed desire to investigate homicide cases.



The Missing Person/Cold Case 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 unit is also charged with investigating reports of missing or endangered adults and juveniles.

The Robbery Section is responsible for investigating robberies and jail escapes. Due to 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. Detectives assigned to this section work daily with all division personnel to identify, locate and arrest persons suspected of crimes in Norfolk. Three (3) of the Fugitive Section detectives are sworn U. S. Marshal's Task Force agents and actively work cases with the agency.

The Gang Suppression Section (GSS) is charged with investigating crimes involving 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 citizens' concerns about gang activity to assisting federal authorities with investigations of major narcotics operations, aggravated assaults and homicides that are gang related. The Gang Suppression Section also conducts details gathering information to assist Robbery and Homicide investigations. The Gang Suppression Section also investigates all mob assault related crimes. The goal of the Gang Suppression Section is to aggressively suppress criminal street gangs through lawful confrontation, enforcement, arrest, prosecution, intelligence gathering and partnerships.

PROPERTY CRIMES

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. All members of this unit belong to the International Association of Auto Theft Detectives (IAATI), which allows them access to up-to-date training on nationwide trends.

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 detectives 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 crimes generally considered "white-collar," as well as bigamy and lottery offenses. Because its primary contacts are with business institutions, the assigned detectives, with few exceptions, are on duty primarily during the hours from 8:00 a.m. to 5:00 p.m. This enables the detectives in this section to be more responsive to businesses during normal work hours and to citizens coming to the Police Operations Center for assistance during the day.





SPECIAL CRIMES UNIT

The Special Crimes Unit 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 analysis to assist solving a wide range of crimes. The section is comprised of crime scene detectives (CSIs), latent print examiners (LPEs), 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 detectives 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 investigative support to the assigned prosecutors.

The Civilian Staff handle administrative matters, to include transcribing criminal statements, overtime tracking and payroll, daily assignment sheets, and other tasks as needed. Additionally, assigned stenographic reporters are subject to callback when the transcription of investigative statements is immediately necessary.



VICE AND NARCOTICS DIVISION

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 Special Investigations Unit. In 2015, the division was staffed by 49 sworn personnel and 2 civilians.

NARCOTICS UNIT

The Narcotics Unit is comprised of two narcotics platoons 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. Each platoon is supervised by a Sergeant and a Corporal. The unit utilizes information received from concerned citizens and informants, as well as intelligence reports sent from other divisions of the police department.

SPECIAL INVESTIGATIONS UNIT

The Special Investigations Unit is responsible for 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.

One Investigator from the Special Investigations Platoon 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. In 2015, a second investigator from the Special Investigations Platoon was assigned as a full-time Task Force Officer on the Hampton Roads Regional Drug Initiative (HRRDI).

The Vice Platoon is comprised of a Sergeant and investigators who conduct enforcement operations designed to target illicit drug, prostitution, and gambling activities. Vice 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 online. 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.



2015 Vice and Narcotics Notables

The Vice and Narcotics Division developed the following initiatives and reported the following accomplishments in 2015:

- 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.
- The Norfolk Police Department, along with three other Hampton Roads police departments, began implementation of the Hampton Roads Regional Drug Initiative (HRRDI) as part of the High Intensity Drug Trafficking Area Task Force (HIDTA) program. 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. The implementation phase involved designating a Norfolk Vice and Narcotics Investigator as a full time Task Force Officer with the HRRDI.
- Recovered approximately 2.4 million dollars worth of illegal narcotics from or to the streets of Norfolk, as well as over four hundred thousand dollars (\$400,000) in currency generated from the narcotics trade.
- Arrested 656 individuals which resulted in excess of 1,200 criminal charges for narcotics and prostitution related offenses.
- Executed 117 search warrants.

2015



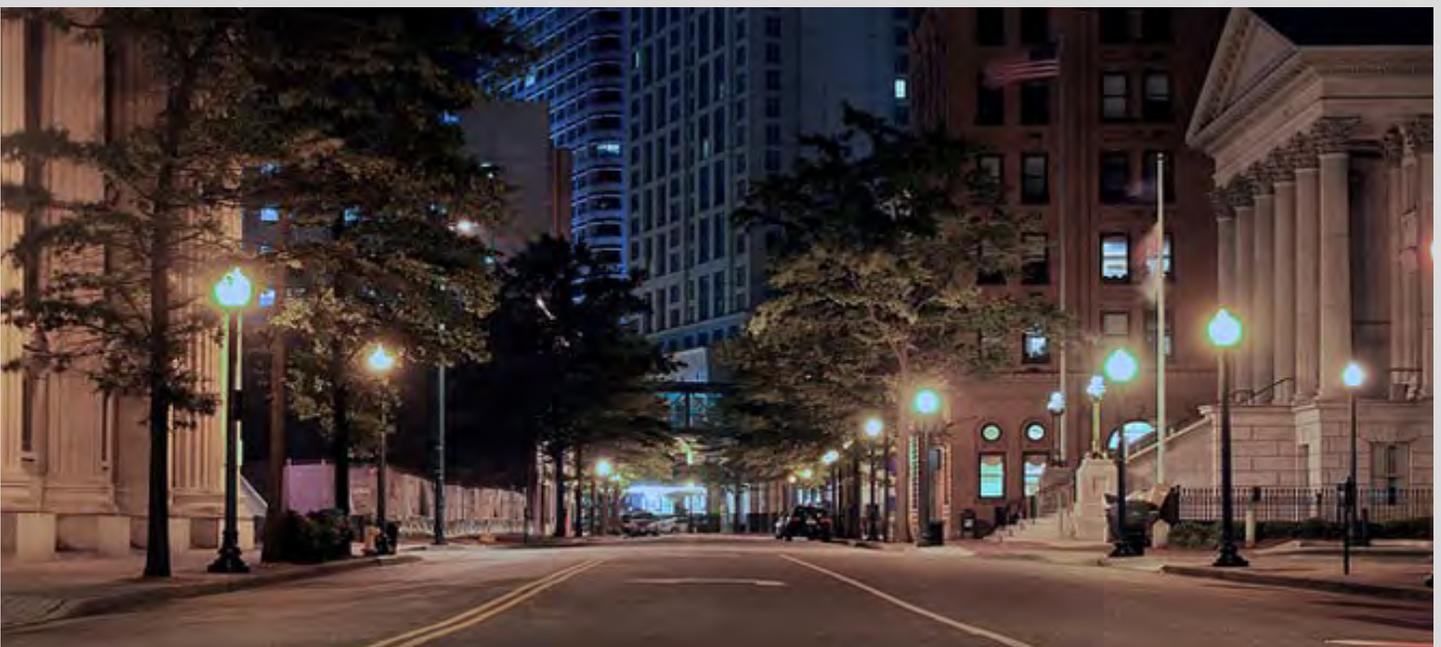


CRIMINAL INTELLIGENCE UNIT

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 2015, the unit disseminated 96 information bulletins. The bulletins 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

THREATS TO PUBLIC OFFICIALS

ORGANIZED CRIME

HATE GROUPS

OUTLAW MOTORCYCLE GANGS

HUMAN TRAFFICKING

FREE SPEECH

DISRUPTIVE CRIMINAL ENTERPRISES

INTELLIGENCE DISSEMINATIONS



OFFICE OF PROFESSIONAL STANDARDS

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 1 captain, 5 sergeants, and 2 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 addition to investigations, OPS also conducts statistical analysis of reported misconduct and manages the early intervention system for examination of officer conduct for preventative intervention.

As of the publication of the 2015 Annual Report, there remain 9 cases pending from 2015. Upon completion of the cases, the substantiated complaint total may change. For up to date information, please contact the Public Information Office at 1-757-664-3277 or by email at npdpio@norfolk.gov.

COMPLAINTS PER CALLS FOR SERVICE		
	2014	2015
Calls for Service (CFS)	246,746	238,950
Citizen Complaints	159	146
Substantiated Complaints	23	10*
Complaints per CFS	.06%	.06%
Substantiated Complaints per CFS	.009%	.004%



SERVICE—HONOR—INTEGRITY—EQUALITY—LEADERSHIP—DIVERSITY





NORFOLK POLICE

NewsFlash



PUBLIC INFORMATION OFFICE

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 the PIO focuses on community outreach efforts and providing officers and citizens recognition for excellence in service.

In 2015, the Public Information Office was staffed by 1 corporal and 2 officers. The team responded to thousands of requests for information regarding incidents and department policies. By utilizing their own webpage (www.norfolk.gov/policenews), the PIO regularly releases breaking news and up-to-date information directly to the media and community members. The news flash eliminates the need to spend countless hours sending emails and scheduling interviews to release time-sensitive information, and provides the Public Information Officers more time to focus on community engagement, expedite Freedom of Information Act 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 counsel and support to officers and civilian employees.





TRAINING DIVISION

In support of the Norfolk Police Department's mission to serve the community and shape future leaders, the Training Division made great strides toward improving the quantity and quality of the training that it provided for sworn personnel and civilian citizens alike. Through continuous evaluation of processes and a dedication to constant improvement, the Training Division was able to develop new programs while improving upon existing training programs and processes. The Training Division consists of 4 primary sections of responsibility: recruitment of the best new talent for the future of the department, training new recruits for careers in law enforcement and current officers in the new best practices in policing, exceptional firearms training, and crisis intervention and critical incident management training programs. The accomplishments of each of these sections shows the dedication to community service and desire to shape future leaders that is inherent in each officer assigned to the Training Division.



RECRUITING SECTION

The Norfolk Police Department strives to select the highest quality applicants for employment within the Department. The goal is to become inclusive and diverse while following all local, state, and federal laws that govern hiring. We also recognize the need to recruit women and members of other minority groups in an effort to become a department that is more representative of the community which we serve. Realizing the importance of recruiting and the need to become an attractive option for various types of people interested in a law enforcement career, our agency attempted to identify specific areas and locations to actively recruit representatives of different groups, while maintaining focus on our primary objectives.

As young adults begin to transition in life, they recognize the fact that they must make a career choice. We at the Norfolk Police Department also recognize this and reach out to institutions of higher learning to make ourselves available and to also actively recruit students interested in law enforcement. We utilize a diverse and inclusive recruiting team, consisting of representatives of various ranks, racial/ethnic backgrounds, as well as male and female officers. Events such as this also give us the opportunity to contact a large number of people in a single location. Attending career fairs at all female institutions, such as Bennett College and Notre Dame of Baltimore (MD) allows us to specifically recruit women, which has traditionally been an area of concern as it relates to their representation in law enforcement. Likewise, there are a number of Historically Black Colleges and Universities within our reach that we have been able to contact and will continue to do so. Attending career fairs at schools such as North Carolina A&T, North Carolina Central University, Virginia Union University, and Norfolk State University, to name a few, allows us to speak to members of two demographics that we are attempting to build up representation for. Those are females and African Americans. As we continue to pursue qualified applicants, venues such as this should help us reach our goal of improving their representation within our organization.

Military Outreach Events

Each year scores of military men and women make the decision to separate from the military and begin a new chapter of life in the civilian world. The Norfolk Police Department prides itself in seeking out these individuals for employment opportunities, as we are an equal opportunity and V3 certified employer. Our attendance at the career fairs hosted at various military installations gives us a chance personally interact with prospective employees at their convenience, making for a pleasant encounter where they can receive information and have any questions answered.

Internet Recruiting

In a time of advancing technology, many people have turned to the internet for communication purposes. The Norfolk Police Department utilizes Facebook to provide a platform to advertise application processes as well as a question and answer forum for individuals that may have interest in becoming a part of our organization. We also use other areas of the internet such as the city website and law enforcement websites such as Police One to advertise career opportunities so that we can then receive email correspondence related to existing career opportunities.

Media Outlets

NPD also reaches out to the community via periodicals such as The Virginian Pilot and the New Journal and Guide, which allows us to reach those that may have higher likelihood of reading a newspaper rather than using social media or watching television. Since there are many people that watch the news broadcasts on TV, having local stations' news reporters take an interest in our recruiting efforts has allowed us to reach potential employees to make them aware of events such as the Norfolk Police Department Recruiting Open House event which took place in January. As we move forward, the open house will be utilized as a valuable tool for the purpose of recruiting. Other sources of media being utilized include various print publications.

2015 Personnel

We believe in the old saying that states that the best advertisement is word of mouth. This means that regardless of the numerous ways our organization may go about recruiting, our officers that interact with the public each and every day are our best recruiting tool. Officers have a unique opportunity to speak one on one with the community, allowing them to present a more personal perspective of the career we have chosen. This logic is evident, as we have found out by inquiring as how recruit class 96 came to learn of the employment opportunity at the Norfolk Police Department. Of the twenty-five recruits that began Class 96, fifteen individuals were able to learn of the employment opportunity by speaking directly to an officer with the Department or by speaking with someone affiliated with the Department in some way.

Application Process

Once a person has submitted a completed application, there are a few steps before it is received by the Training Division for final testing and potential selection. Initially, Human Resources views all applications to determine if there are any automatic disqualifiers according to city policy. This review is done by the HR Specialist. Applications are then forwarded to the Training Division, where the Recruiting Sergeant reviews them. He/she then will determine if there are any disqualifiers, based on NPD standards. Those applicants that make it pass this phase, are then scheduled for a written test. Upon successfully passing the written test, applicants take the physical agility test. The combined scores are then used to rank the applicants. After ranking of the applicants is complete, background investigators complete a very thorough background investigation for each applicant. Upon completion of the investigation, the applicants are scheduled for an oral board interview, which is conducted by a diverse group of veteran officers, varying in rank. Once interviews are completed, those applicants that are selected, are referred to the Chief's Office for final review, where the Chief of Police and the Bureau Chiefs review the folders for selection to the police academy.

For the calendar year of 2015, the Norfolk Police Department received a total of 881 applications.





TRAINING SECTION

The Training Section was responsible for a variety of training programs from planning, organizing, and executing two full recruit training academies and the implementation of new training programs designed to improve officer performance and skill sets.

Number Recruits Trained

- The Training Division trained 62 recruits; during 2 police academies (RC-96 and RC-97)
- Recruit Class 96; 25 Weeks 1/26/15-7/13/15, started with 25 recruits and finished with 19 officers; 17 Males, 2 Females
- Recruit Class 97; 28 Weeks 7/20/15-1/28/16, started with 37 recruits and finished with 30 officers; 25 Males, 5 Females

Community Initiatives

- Recruit Class 96 had an Easter Party/Easter Egg Hunt focusing on underprivileged children in Norfolk's public housing neighborhoods.
- Recruit Class 97 had a Blanket Drive that was focused on supporting Norfolk's homeless population during the cold winter months experienced in the Hampton Roads area.







FIREARMS TRAINING CENTER

2015 was a red letter year for the Firearms Training Center! This year the Norfolk Police Department teamed with five Federal law enforcement agencies and four surrounding local police agencies. This partnership allowed for hundreds of Federal Agents and Officers to enhance their firearms skills as they directly contribute to the law enforcement efforts in the Hampton Roads Area. The Firearms Training Center takes pride in leading the way on area cooperation with our partners in professional law enforcement.

This year's largest technological advancement was the addition of the V-300 VirTra simulator to the Range's arsenal. This state of the art use of force simulator was purchased in a large scale team effort between the Training Division, Purchasing and Procurement Services, the Chief's Office, and the Office of the City Manager. VirTra will provide Norfolk Officers the ability to train realistic use of force scenarios with less lethal and lethal tools under the watchful eye of certified instructors. The real time feedback allows for instructors to provide timely corrections so Officers understand the correct behavior in a clear and concise training experience. All members of the department, from the rank of Sergeant and below, will complete at least three scenarios as part of their in-service training yearly.

The VirTra has proven to not only be valuable when teaching officers, but citizens have also undergone scenario training to further understand Norfolk Police Policy on weapons handling and the application of force. The FIP Policy Working Group was one of the first civilian teams to tackle some challenging scenarios. FIP is composed of community leaders, area college professors, and members of the local clergy. By bravely taking on the challenges of the scenarios, the FIP members were able to understand the difficulty of force application and offer some valuable feedback on data collection and record keeping.



STRATEGIC MANAGEMENT DIVISION

The Strategic Management Division (SMD) devoted much of 2015 to the detailed and challenging task of preparing for national accreditation by CALEA (Commission of Accreditation for Law Enforcement Agencies). Through the accreditation process, the department voluntarily seeks to achieve, verify and maintain high quality in our operations, thereby enhancing service to the community.

Preparations for accreditation involved the thorough review and revision, as needed, of numerous departmental directives to ensure compliance with CALEA standards. We crossed the first hurdle, achieving compliance before the mock assessment held April 27 - May 1, 2015. Considerable work continued and we were ready to cross the second hurdle, the official on-site assessment held October 12 - 14, 2015. CALEA assessors gave high marks for the performance and professionalism of personnel involved in this process. Accordingly, we crossed the final hurdle: meeting CALEA's tier one requirements for national accreditation.

The department is also accredited by the Virginia Law Enforcement Professional Standards Commission (VLEPSC). In November 2015, VLEPSC approved the annual compliance verification report submitted by accreditation staff.

During the year, accreditation training and networking opportunities included the VALEAC (Virginia Law Enforcement Accreditation Conference) quarterly meetings held in Smithfield and Richmond, Virginia; the VALEAC annual conference held in Virginia Beach, and the CALEA annual conference held in Miami, Florida.

SMD is comprised of the Accreditation, Personnel, Directives and Inspections components. Team members work individually and collaboratively to ensure the division's goals are achieved. An example of collaborative efforts would be the work of Directives staff to achieve the compliance objectives of Accreditation personnel.

Responsibilities of the Personnel Section include employment related matters and facilitating processes such as hiring, placement, terminations and promotions for the department's authorized strength, which includes 775 sworn officers and 105 civilian members of staff. Other duties include the handling of workers compensation, modified duty applications, and payroll administration. Personnel employees collaborate with the Department of Human Resources to facilitate employment procedures and promotional processes, among other transactions.

Directives staff are responsible for formulating and disseminating memoranda and general orders. In 2015, 176 memoranda were disseminated and 36 general orders were reviewed, revised and reissued. SMD also serves as the holder of record for general orders, memoranda, and certain other official documents. Currently there are 124 general orders: 69 administrative (ADM) and 55 operational (OPR).



The development of general orders 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. After legal review is completed the policies are reviewed and given final approval by the City Manager's Office.

In addition, SMD works with the Circuit and General District Courts, local law enforcement jurisdictions and various other departments and agencies to support the administrative and planning and research functions of the Police Department.

The responsibility of Inspections personnel is to monitor and maintain compliance involving resources, equipment, expenditures, practices, etc. In 2015, the compliance inspector completed 11 audits and/or inspections. Notably, a Stipend Pay Audit (follow-up) was conducted in 2015 subsequent to the Stipend Pay Audit completed in 2014. Where discrepancies were discovered, appropriate corrective action was taken.

The inspections process, along with the performance of other duties to maintain compliance, reinforces the department's efforts to function efficiently and transparently. Through these activities the Strategic Management Division serves the community and shapes future leaders, especially those who are Norfolk Police Department personnel.



CENTRAL RECORDS DIVISION

In 2015, the Central Records Division undertook two programs that are specifically implemented to provide enhanced services to the citizens of Norfolk.

On September 15, 2015, The Department went live with LexisNexis Desk Officer Reporting System. The solution allows citizens to file police reports online thus providing a fast and efficient mechanism to interact with the police department. The department also offers these capabilities in Spanish enabling broader access to members of the community. In support of this program, and with the intent to make it user friendly, the department also launched the integration of a virtual officer to answer questions during the process.

The Department is the only agency in the nation to utilize the virtual officer support and the first agency on the East Coast to allow citizens to electronically purchase a copy of their agency approved report generated by the LexisNexis Desk Officer Reporting System.

In partnership with the Norfolk Sheriff's Office, the second Central Records program that was implemented is the "Prescription Drug Take-Back Program." Overseen by the Property & Evidence Unit, the purpose of this program is to provide a centralized location where citizens can bring and discard unwanted prescription drugs in an anonymous manner during normal operating hours.



2015 ARREST STATISTICS

	<u>OFFENSES COMMITTED</u>	<u>ADULTS</u>	<u>JUVENILES</u>
Homicide:	35	21	0
Sex Offenses:	239	62	4
Abduction:	34	38	1
Robbery:	453	72	34
Agg. Assault:	640	188	26
Simple Assault:	2,976	838	12
Burglary:	1,092	103	15
Arson:	29	3	2
Forgery:	95	49	0
Fraud:	835	54	2
Embezzlement:	71	21	0
Bribery:	1	2	0
Pornography:	2	0	1
Prostitution:	142	127	2
Larceny:	7,521	1,005	45
Stolen Property:	35	21	0
Stolen Auto:	386	57	63
Weapons Violations:	167	80	8
Drug Offenses:	1,274	864	16
Vandalism:	3,255	28	4



CRIME PREVENTION SECTION

Serving the community is a regular part of the Crime Prevention Section's workday. Crime Prevention Officers are in constant touch with residents, businesses, civic leagues and other organizations in an effort to educate citizens about keeping their property and themselves safe. In addition, Crime Prevention has outreach programs and projects that focus on Norfolk's youth. This helps bridge the gap between Police Officers and our youth by guiding them in the right direction to becoming the future leaders of Norfolk.

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. The Crime Prevention Section increased its participation by 22% from 56 in 2014, to 72 in 2015. We have 110 neighborhoods in Norfolk and our goal is to have 100% participation. In addition we are implementing a "Dog Walker Watch" program that will be an additional part of our Neighborhood Watch program. This will help to increase the program's effectiveness of observing and reporting crime.

Our **Business Watch** program, which mirrors the Neighborhood Watch program, is also administered by the Crime Prevention Section. Our Business Watch program at the end of 2015 had 399 businesses participating. To accommodate the growth and functionality of the program the Business Watch officers are implementing the use of social media in order to maintain the desired level of service and responsiveness to the participants.

The **Police Athletic League (PAL)** program continues to touch the lives of many inner city youth. Badges for Baseball/RBI had 230 participants in 2015. Due to the positive impact of this program coupled with its participation, we are continuing our efforts and working hard for greater participation in the upcoming year. In addition, our Police Athletic League continued the Youth Summer Camps and Youth Cycling program. The PAL Youth Summer Camps had 50 participants giving officers the chance to interact in a mentoring role while engaging the youth in positive, healthy activities. All of our PAL programs provided officers the opportunity to mentor at-risk kids and change their perception of Police Officers.



In 2015, Crime Prevention also organized and hosted 3 **Bullying/Gang Awareness forums**. These were intended to educate youth and parents of the dangers of bullying and gang involvement and recognize signs of this activity. These forums had a total of 425 parents and children in attendance.

Crime Prevention Officers visited private homes and businesses, inspecting the interior and exterior for safety related concerns. In 2015 Crime Prevention Officers conducted 89 commercial and residential security surveys. When conducting these security surveys, officers use **Crime Prevention Through Environmental Design (CPTED)** principles and suggest to citizens how they can enhance the safety of their environment.

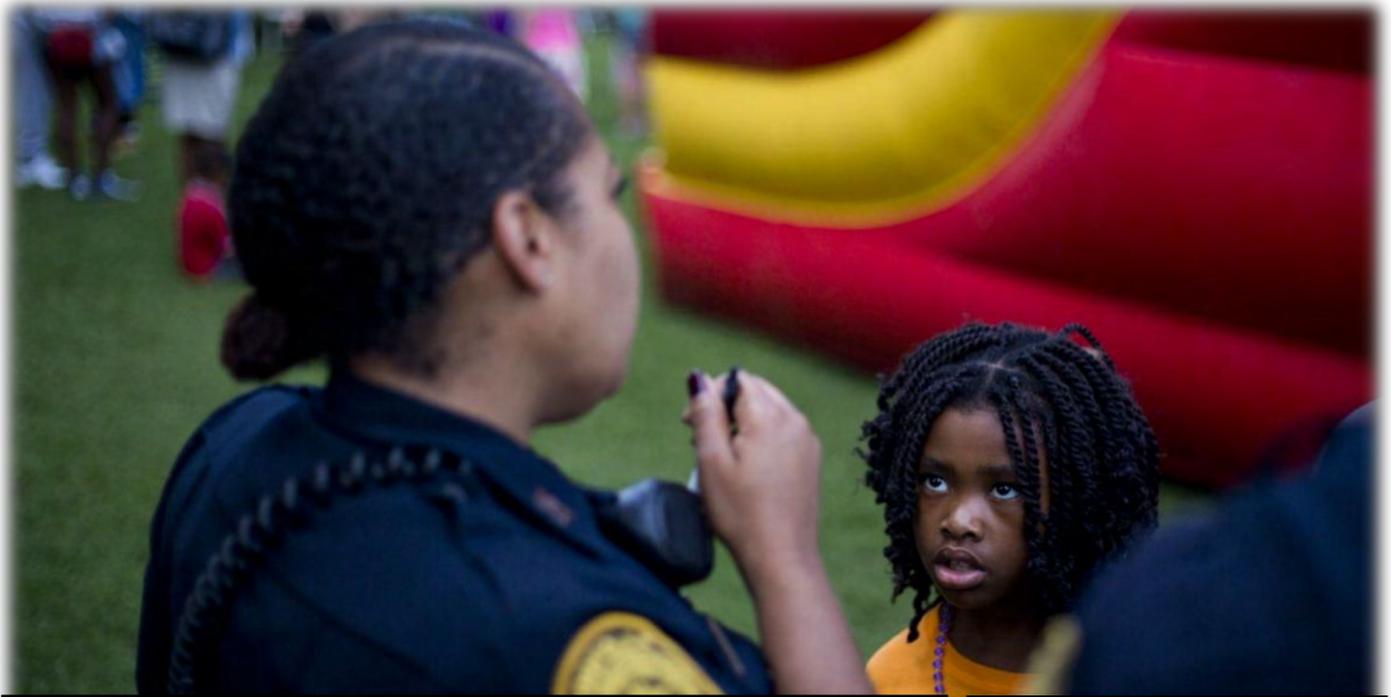
CRIME PREVENTION 2015

In 2015, the police department had oversight of the citywide **National Night Out** observance, hosted by the Crossroad's Neighborhood. An estimated 500 people attended this event. Crime Prevention also assisted with the city's annual Crime Prevention Awards ceremony with 238 people attending the ceremony. Both events were successful by recognizing individuals and communities who had a positive effect on the city of Norfolk.

In addition, Crime Prevention Officers serve as the speaker's bureau for the department, addressing a variety of topics such as workplace safety, active shooter, robbery prevention, etc. As requested by citizens, Crime Prevention officers conducted 108 crime prevention and safety presentations during 2015.

By forging new relationships, strengthening existing programs and creating new ones, the Crime Prevention's community outreach in 2015 was outstanding. We are confident that our service to the community and investment in our youth will pay big dividends for years to come.

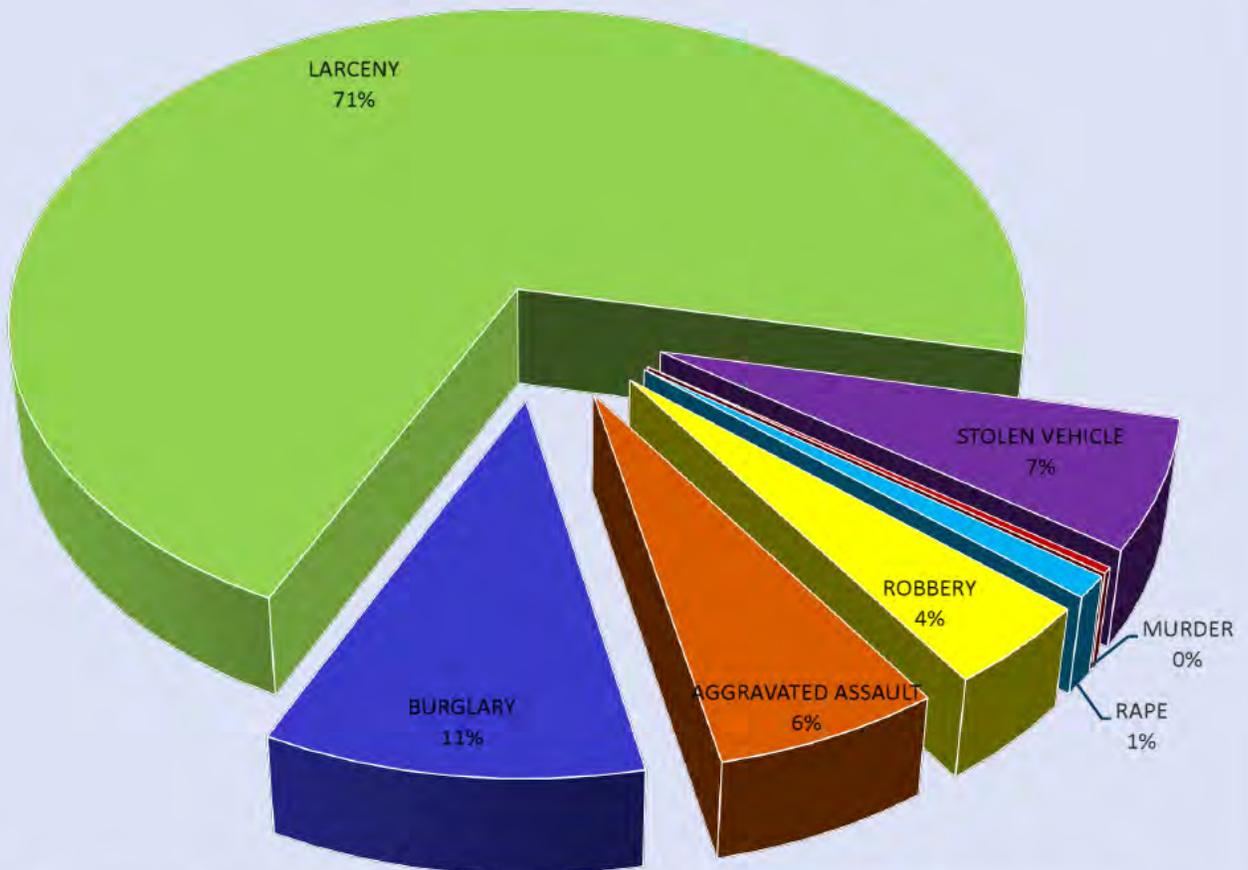






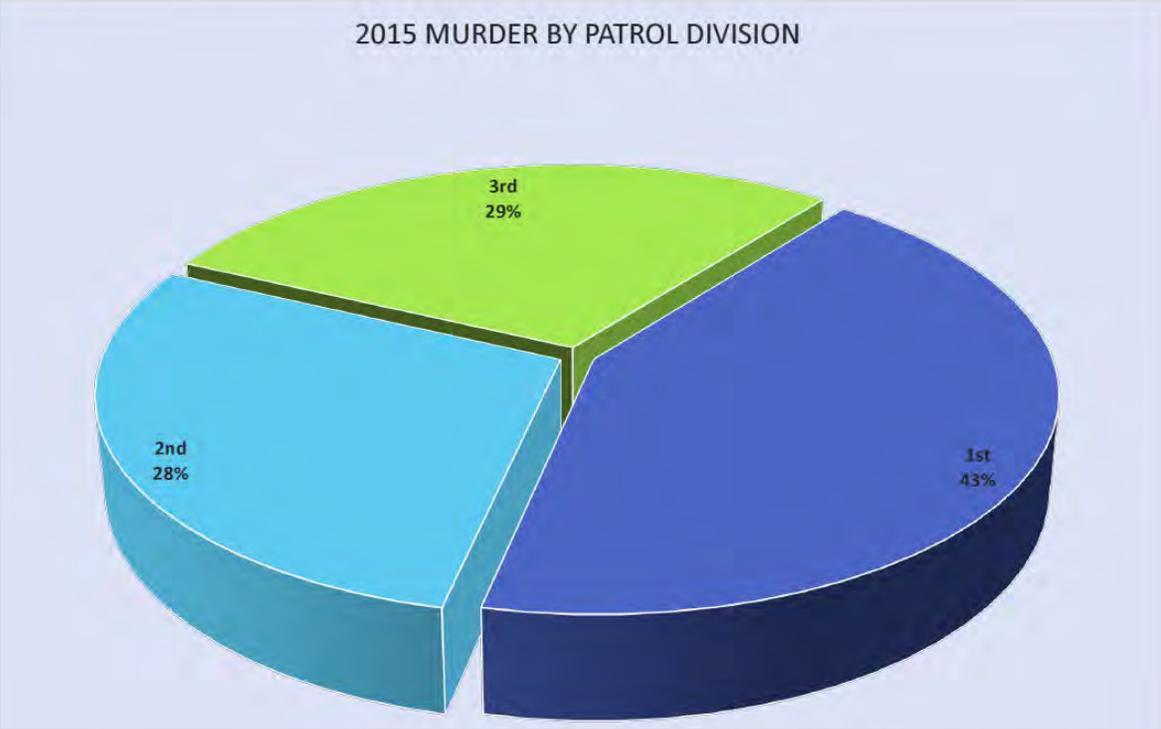
2015 TOTAL CRIME DISTRIBUTION

2015 PART I TOTAL CRIME DISTRIBUTION

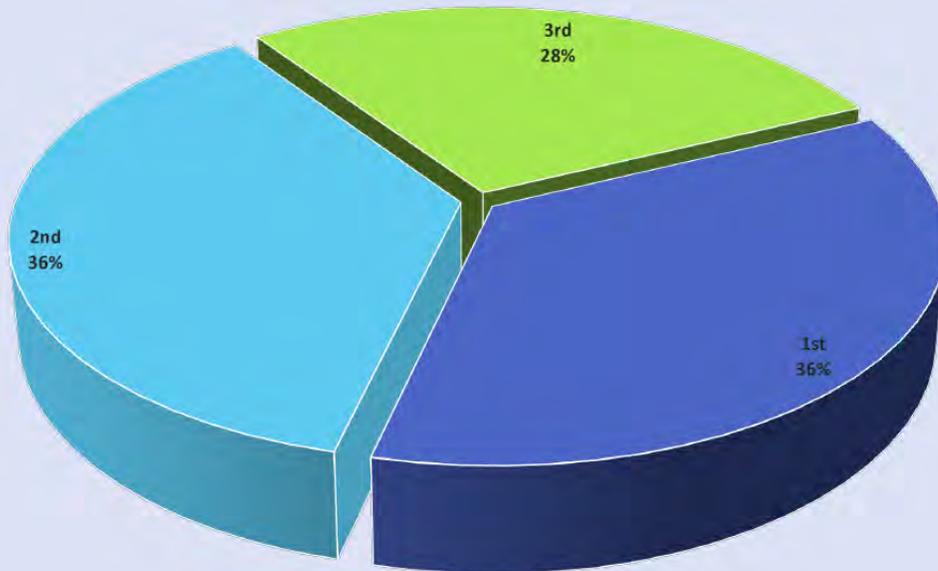


*Note: Arson statistics are collected by the FBI as part of the UCR; however, they are not included in the total crime count

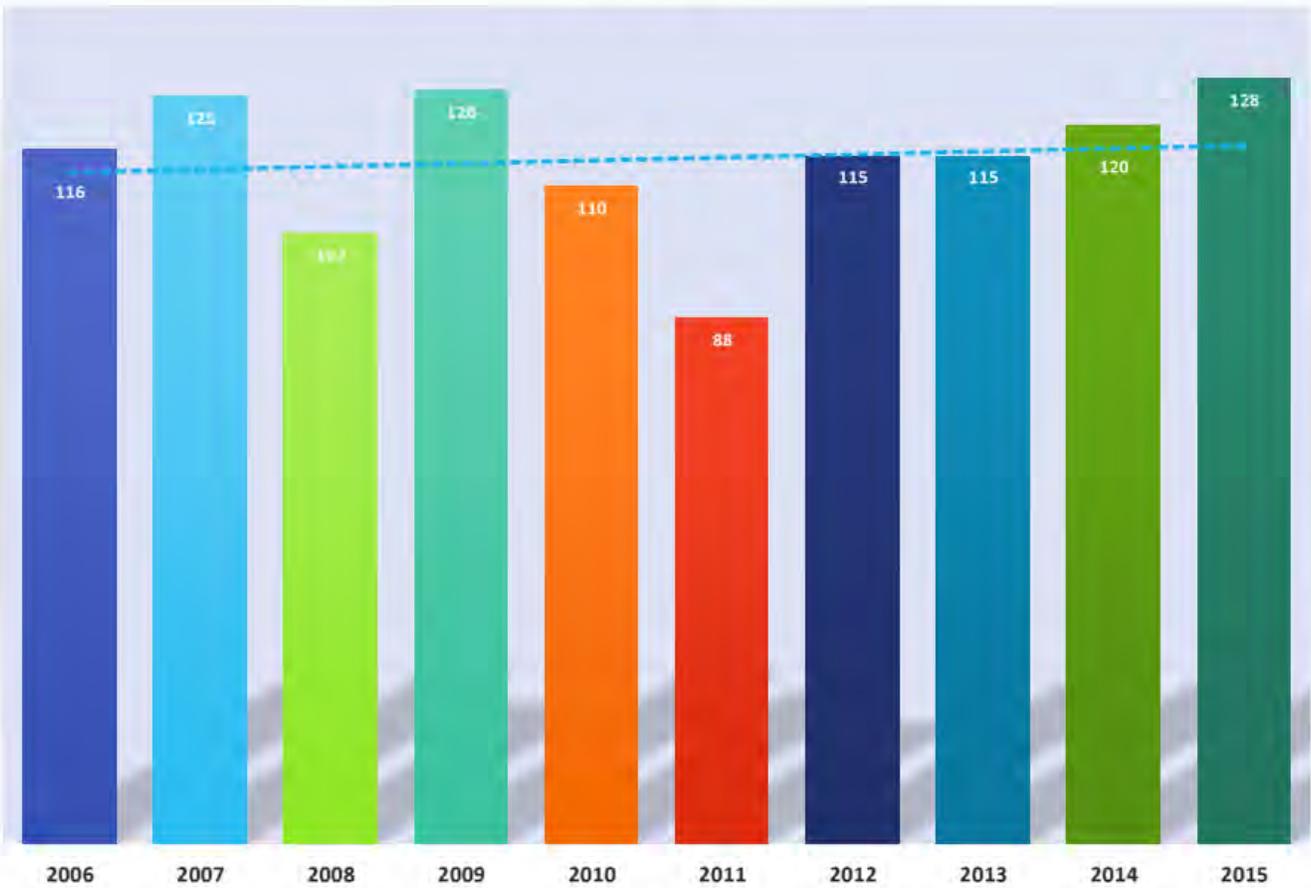
2015 STATISTICS vs. 10-YEAR TREND



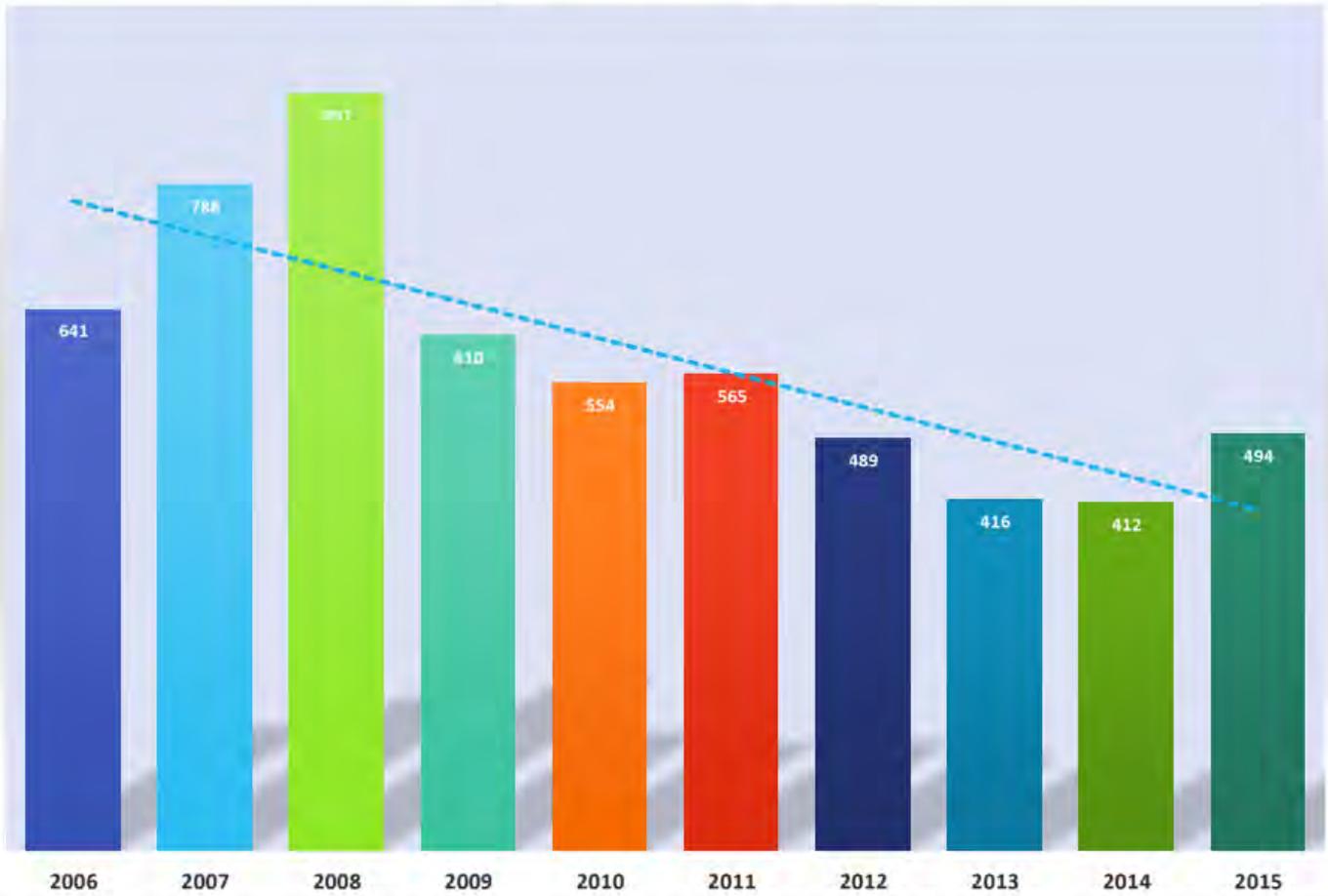
2015 RAPE BY PATROL DIVISION



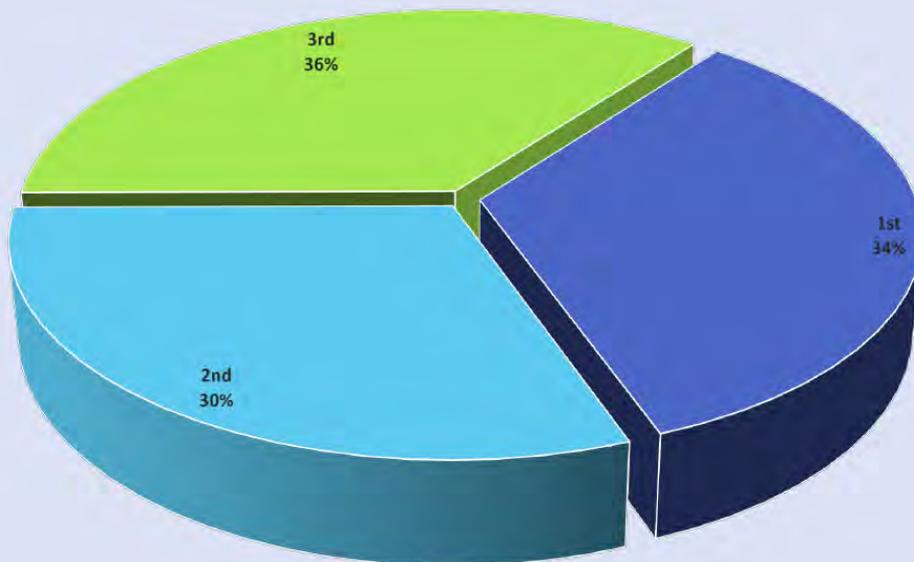
10-YEAR RAPE TREND



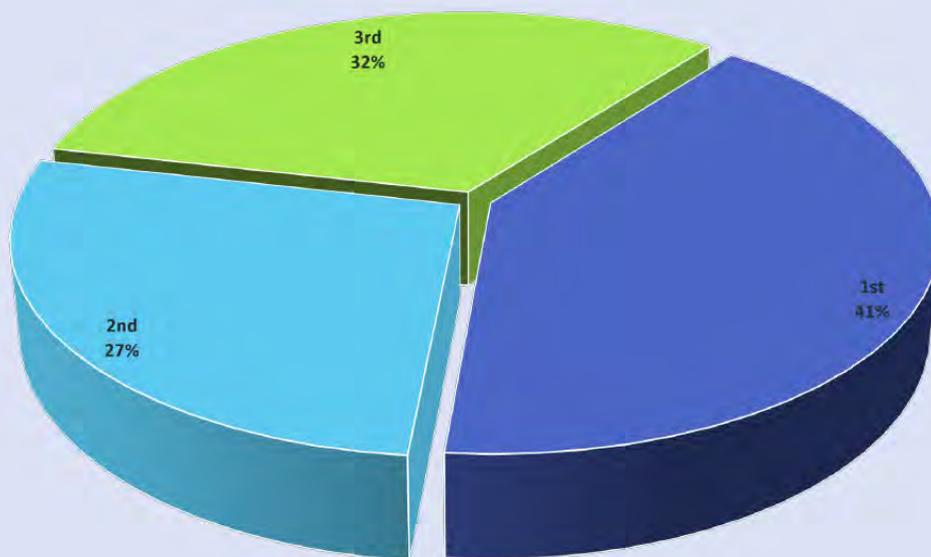
10-YEAR ROBBERY TREND



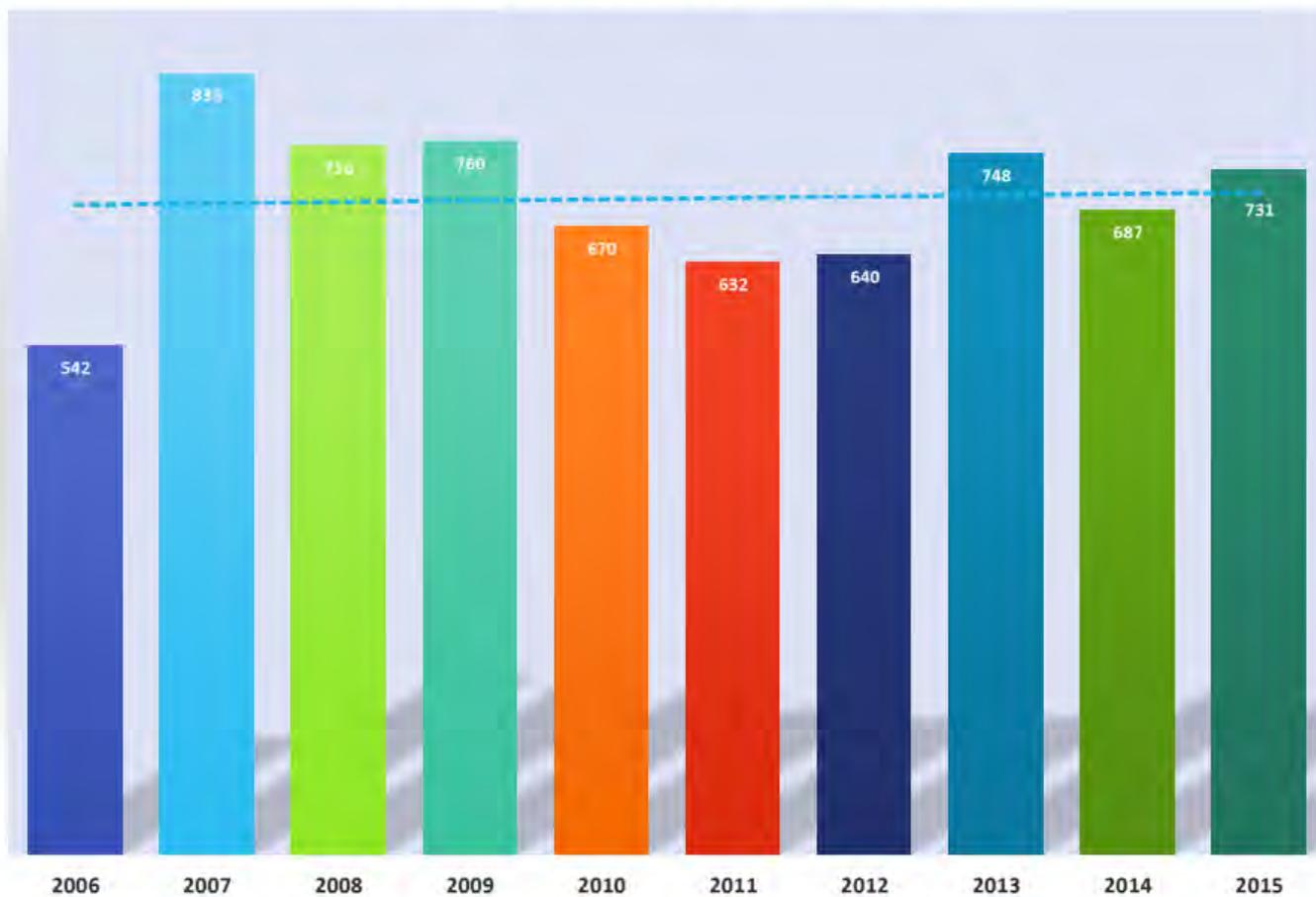
2015 ROBBERY BY PATROL DIVISION



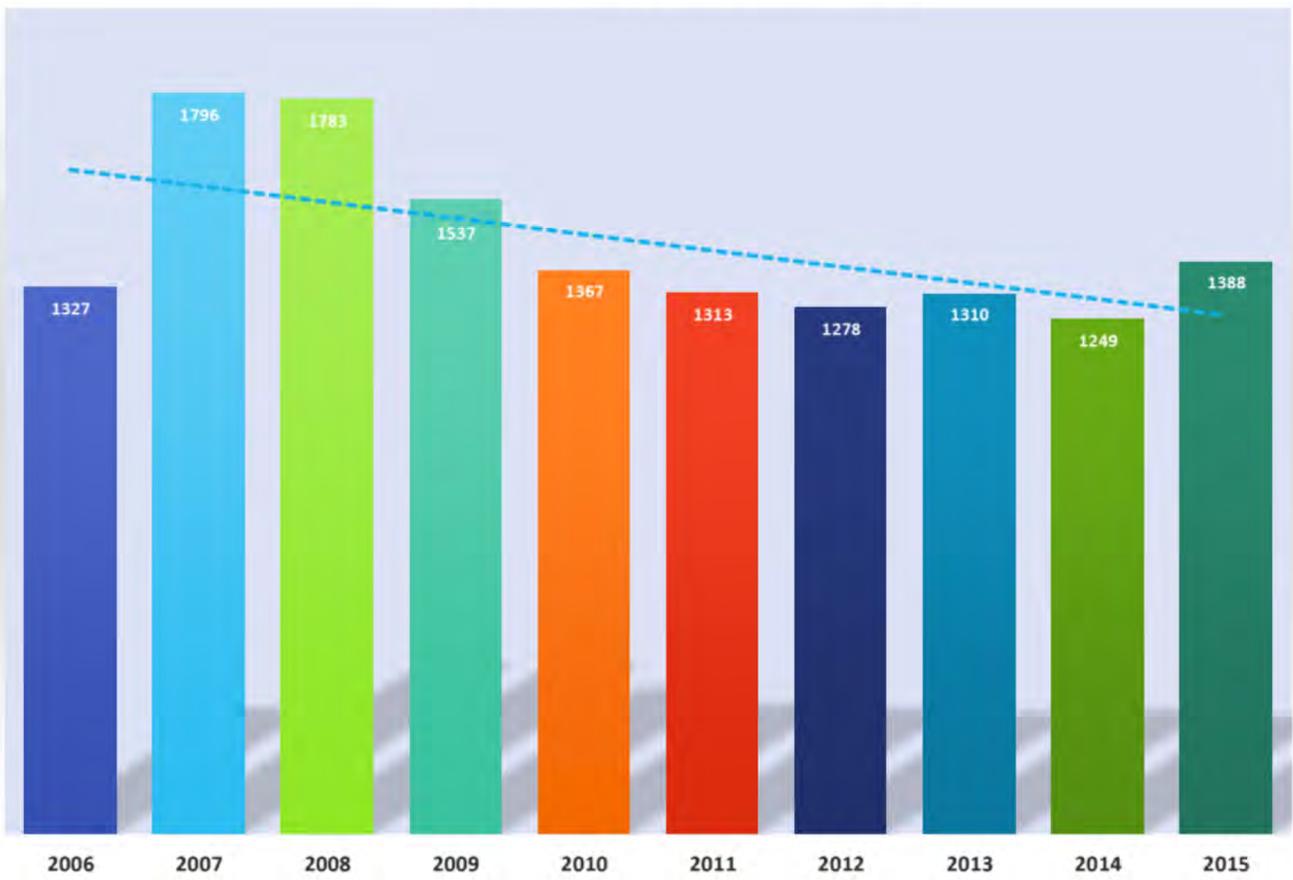
2015 AGGRAVATED ASSAULT BY PATROL DIVISION



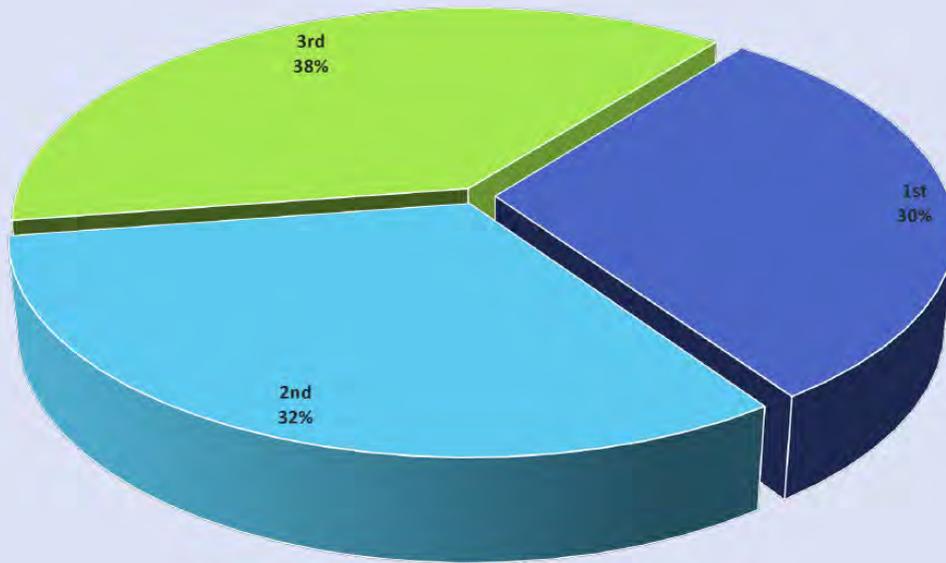
10-YEAR AGGRAVATED ASSAULT TREND



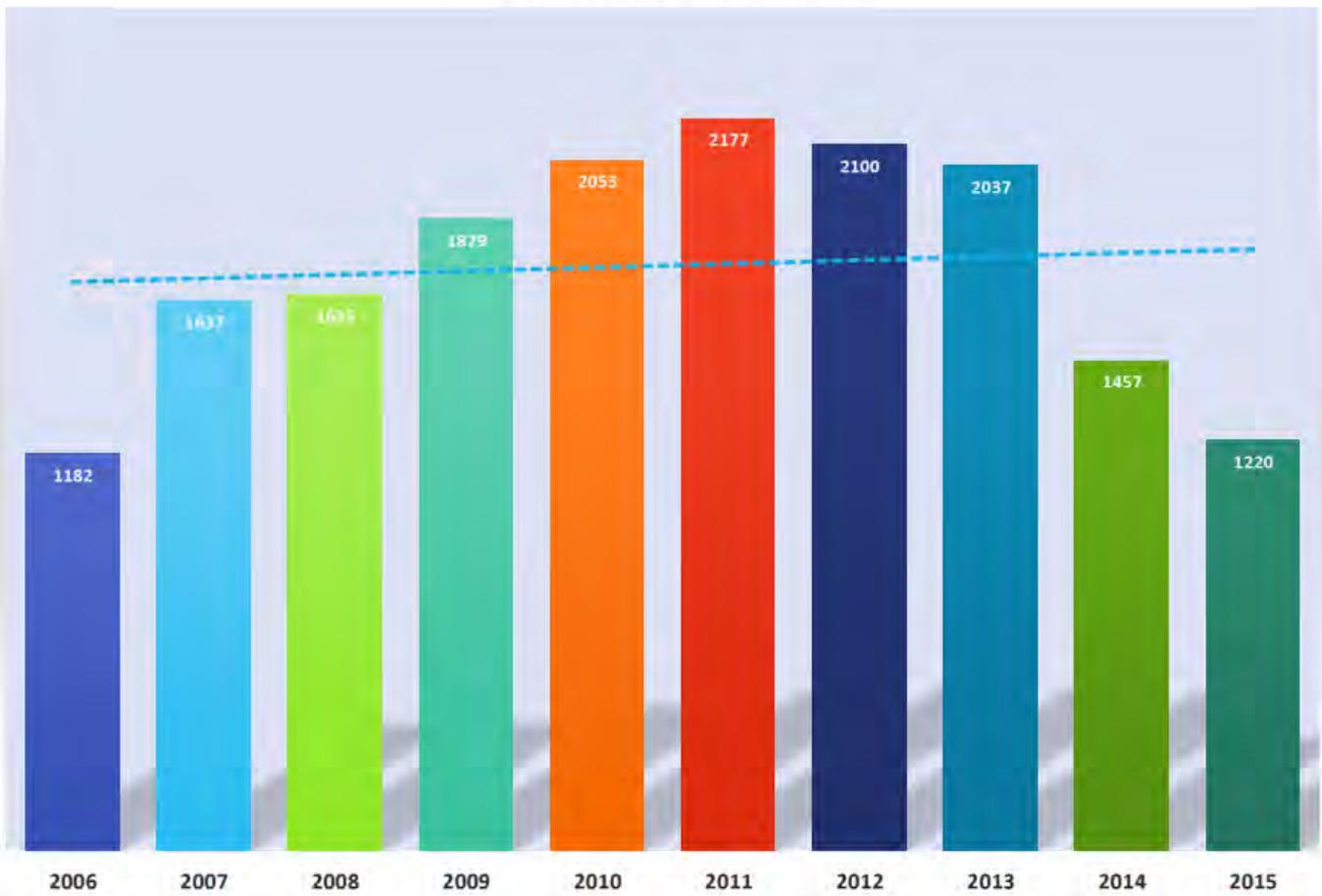
10-YEAR TOTAL VIOLENT CRIME TREND



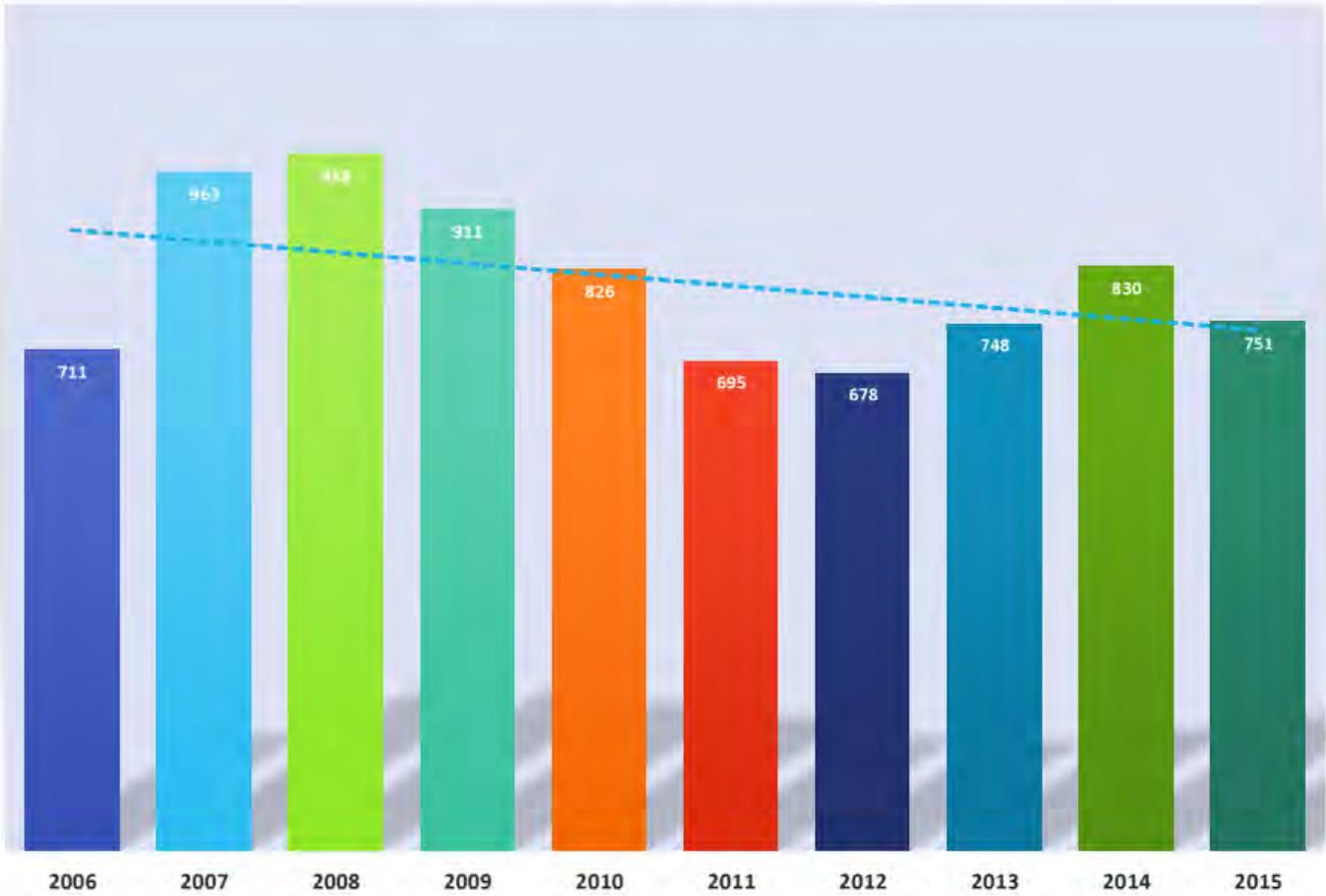
2015 BURGLARY BY PATROL DIVISION



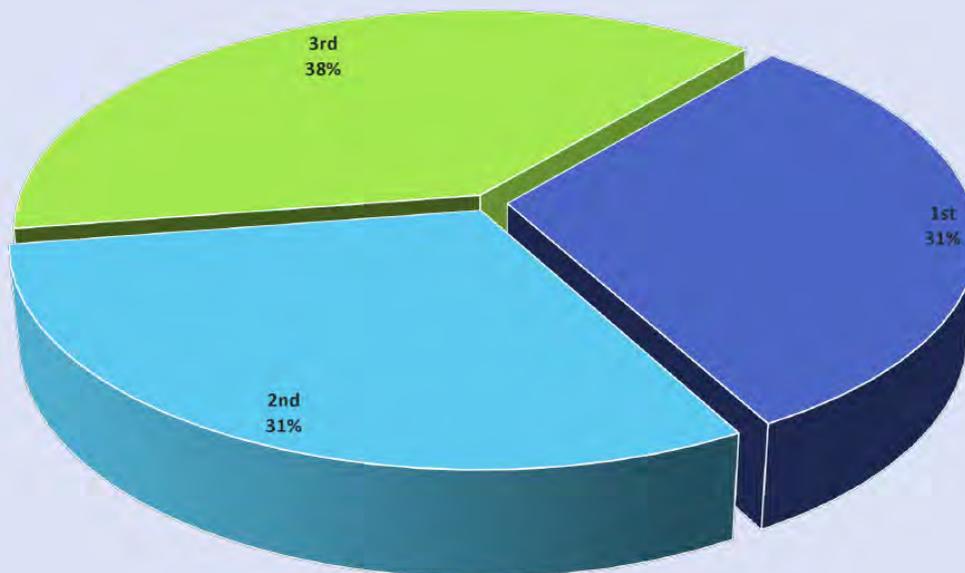
10-YEAR BURGLARY TREND



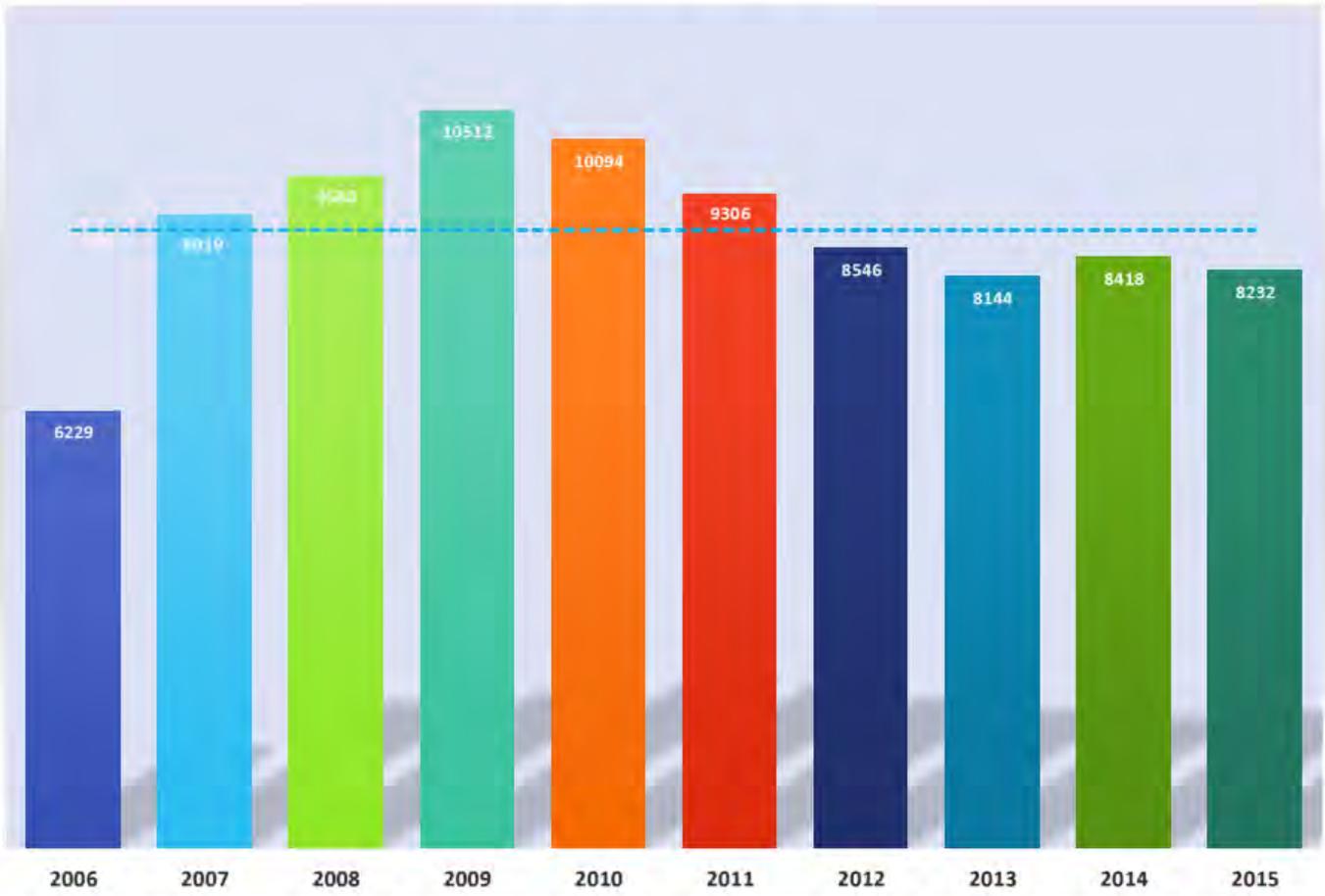
10-YEAR STOLEN VEHICLE TREND



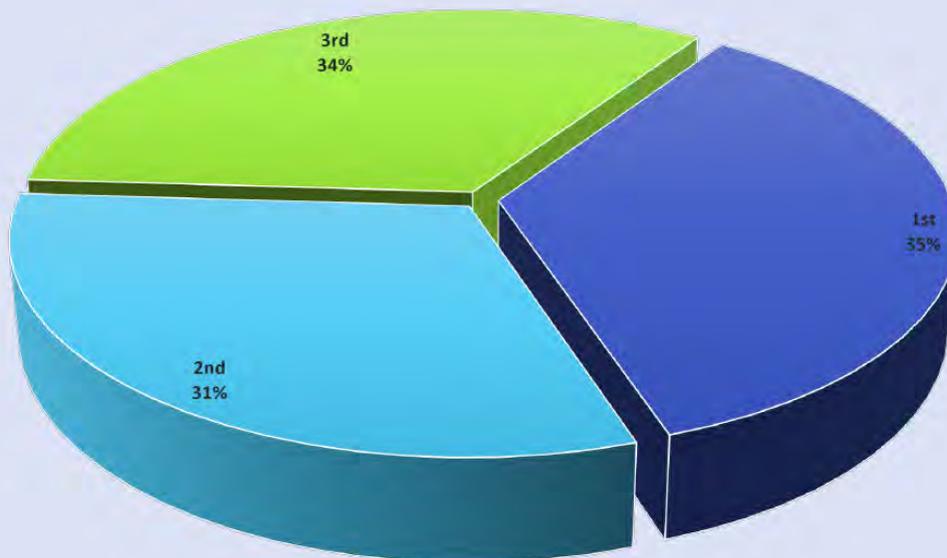
2015 STOLEN VEHICLE BY PATROL DIVISION



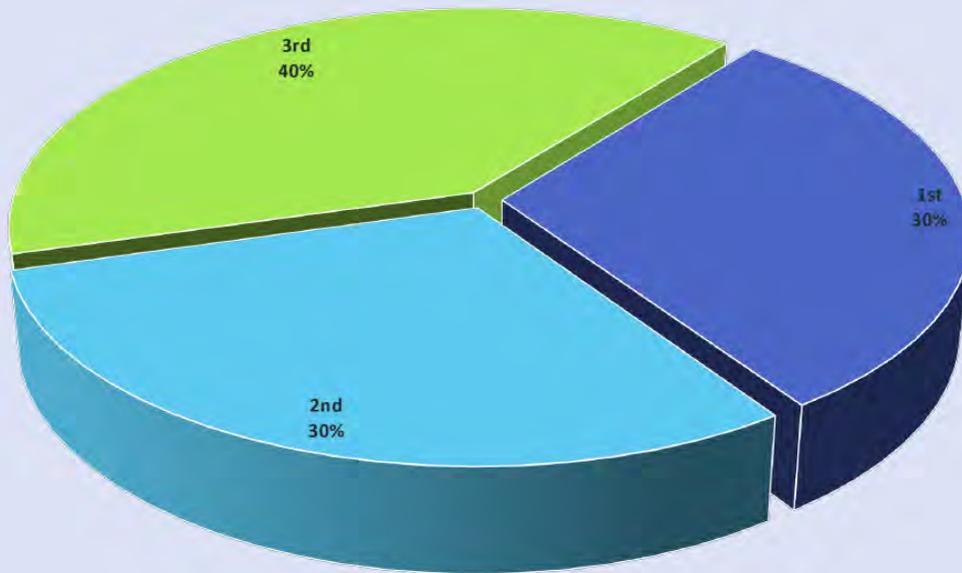
10-YEAR LARCENY TREND



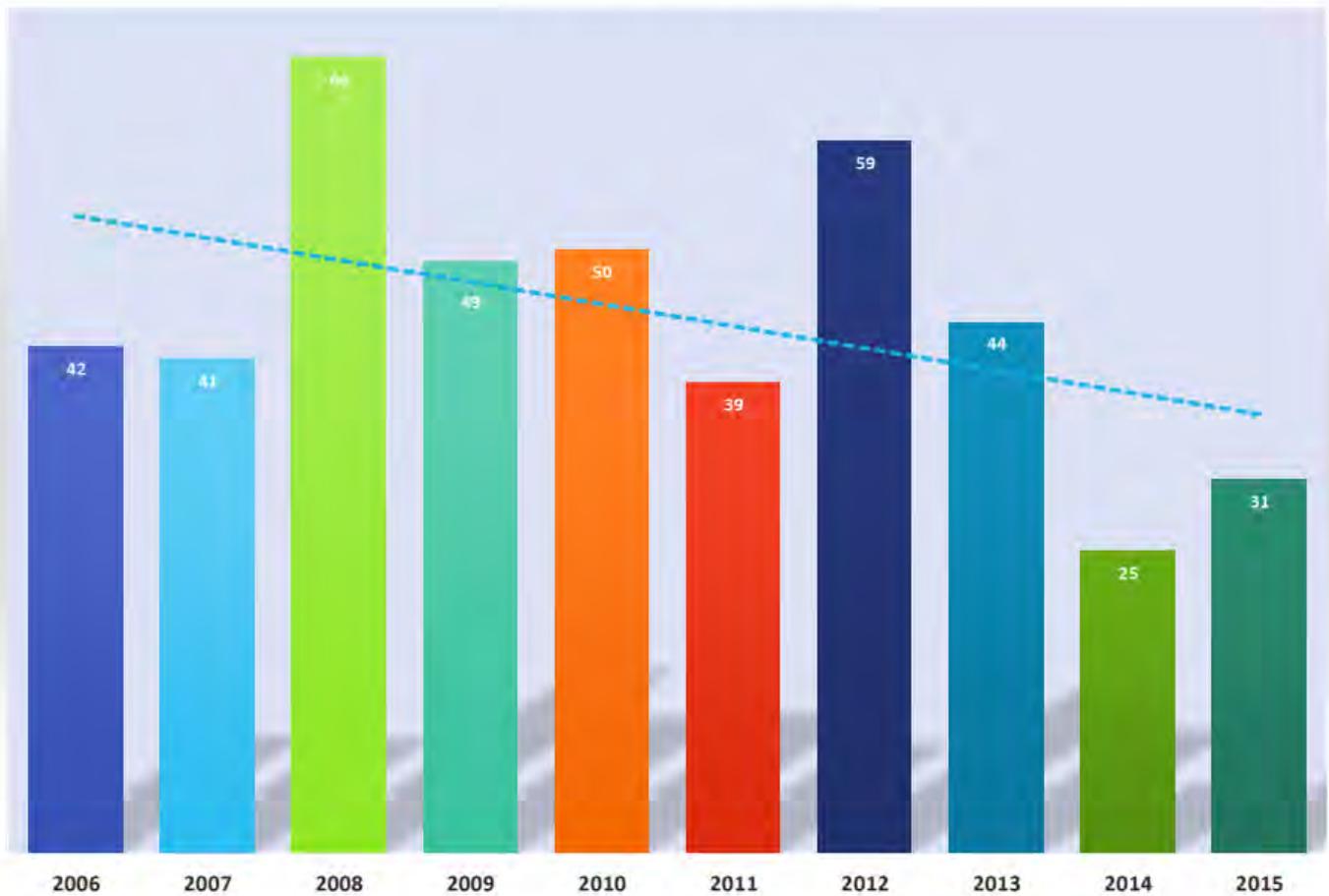
2015 LARCENY BY PATROL DIVISION



2015 ARSON BY PATROL DIVISION

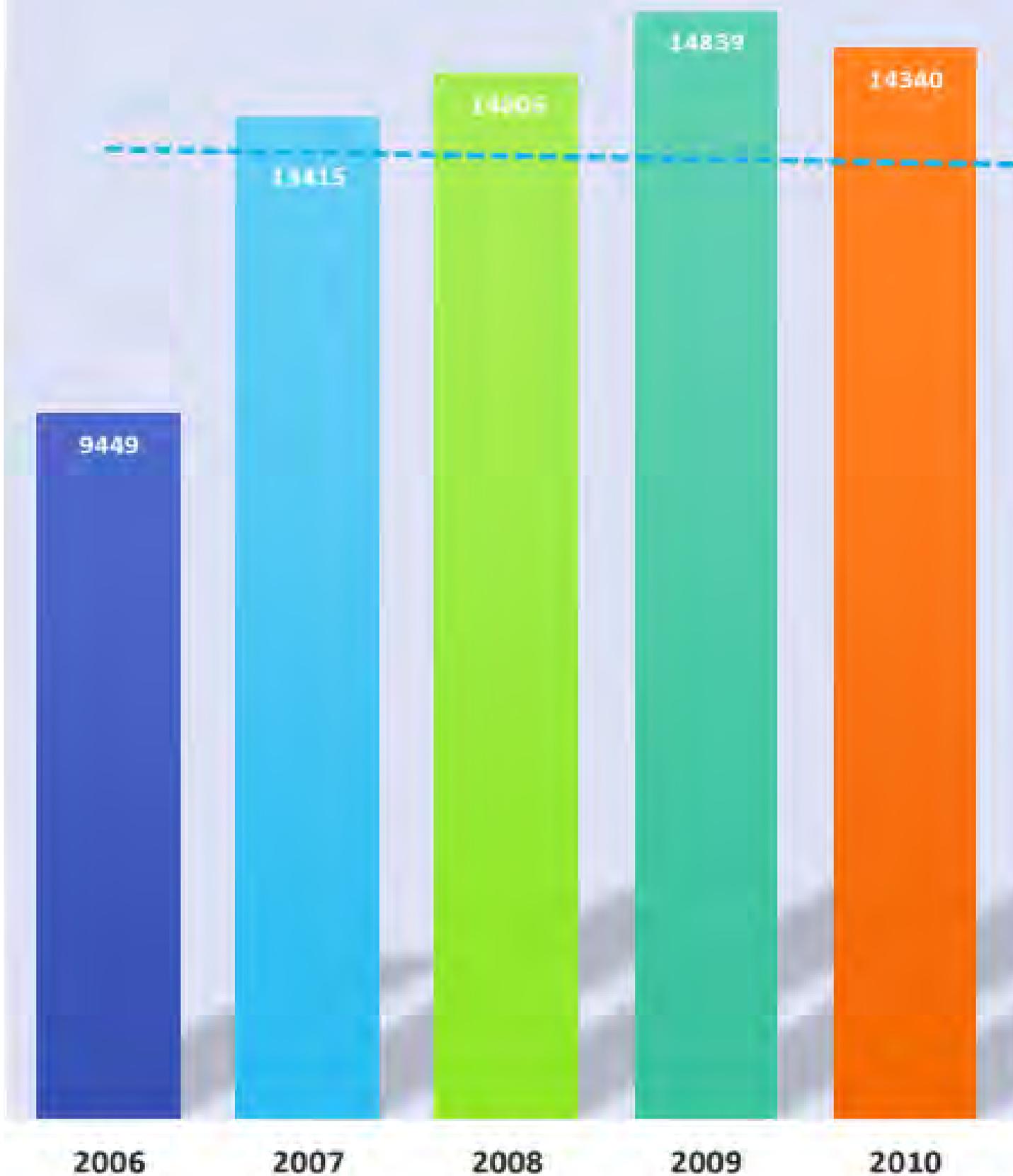


10-YEAR ARSON TREND





10-YEAR TOTAL CRIME TREND





NORFOLK POLICE DEPARTMENT

ACCEPTING APPLICATIONS FOR POLICE OFFICER

\$40,000* STARTING SALARY

* Subject to change, check website for details.



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Norfolk Police Department
100 Brooke Avenue
Norfolk, Virginia 23510
1-757-664-3277

2015

