Why CCPD Exists

**Preserve Human Life**

At its most basic, our mission is to preserve human life. We strive to prevent sudden, violent deaths, whether they are on our roadways or the result of crime. Traffic enforcement is critical to achieving this mission, as is ongoing, quality training. We are committed to using thoughtful tactics to deescalate moments of crisis whenever possible.

**Protect the Vulnerable**

We exist to protect the vulnerable, and we strive to shield those members of our community from any who would exploit their circumstances. We also continuously work to better serve our residents who need services tailored to their unique situations.

**Engage in Problem-Solving Partnerships**

We engage in problem-solving partnerships to better serve our diverse, growing community. We stand willing to connect with and work alongside anyone willing to put in the work with us and make a mutual commitment toward action and growth.

**Attract, Develop, and Retain Top-Tier Talent**

All we do starts and ends with the quality of our people. We are committed to ensuring all agency employees are supported with the best training, equipment, leadership, and culture possible. We offer elite support and expect elite performance. We are Virginia’s destination department, and we are committed to maintaining an environment that attracts a steady stream of top-tier talent for generations to come.

Together, these four reasons are our WHY – and we strive to have all that we do — and everything you’ll find in this report — lead back to one or more of these aspects of our mission.
The CCPD Difference

“The Chesterfield County Police has a unique and prosperous relationship with its community. The police department tries to provide exceptional service to its community while addressing issues and concerns presented by community members. This type of relationship fosters a solid level of trust. The level of trust that I speak of has been exhibited down through the years, and most recently during some of the darkest times in policing. We value that the community is the police and the police are the community.

The support of the police and county administration is second to none. I believe the officers and the staff of the Chesterfield County Police Department recognize the support and trust of both administrations. This support enables the officers to professionally serve, protect, and lead in the communities that they serve. This relationship is symbiotic and fosters strong community health in Chesterfield County.”

Major Frank Carpenter
21-year CCPD Officer

“It’s like being in a room that’s lowkey on fire about 75 percent of the time, but your best friends are also in the room and there are cookies.”

Public Info. Coordinator Liz Caroon
10-year CCPD Employee

“At its core, Chesterfield PD has built a culture of support. This past year while I was going through one of the hardest moments of my life, my colleagues at all levels reached out and offered their support, both on and off the job. The check-ins from coworkers, words of encouragement from supervisors, and HR going the extra mile: it demonstrated that I’m more than just my unit number. Simply put, Chesterfield PD cares.”

Officer Lina Chadouli
Two-year CCPD Officer

“What sets our organization apart from others is that even in the most challenging times, we remain focused on our core values. We realize the world is complex and messy, that there is more to the story in the challenges we face every day in law enforcement. As a professional organization, we set it all aside and commit to protecting our community by engaging in real, authentic communication with our employees, community partners, and other organizations. We will educate on what we do and why we do it, but also listen to the people in our community so that we can work towards solutions to better our service, as we realize there is always room for growth. From our biggest fans to our biggest critics, we value the safety and wellness of everyone that makes up our community.”

Internal Comms. Specialist Katie Fridley
Two-year CCPD Employee

“The organization understands and respects the intersectionality of the community. We are expected to provide the highest level of service to everyone regardless of their circumstances and to build quality relationships within the community.”

Corporal Elliott Anderson
22-year CCPD Officer

“It’s like being in a room that’s lowkey on fire about 75 percent of the time, but your best friends are also in the room and there are cookies.”

Captain Randy Horowitz
38-year CCPD Officer

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Chesterfield County covers 437 square miles and has about 355,000 residents.

The Chesterfield County Police Department has:
- 550 authorized full-time sworn employees
- 124 authorized full-time civilian employees
- 58 authorized part-time employees

Our budget for fiscal year 2021, which began on July 1, 2020, is $68,849,100.

Aside from areas directly supervised by the Office of the Chief of Police, the department is organized into four bureaus: Uniform Operations, Investigations, Operational Support, and Administrative Support.

Office of the Chief of Police
- Deputy Chief of Operations
- Deputy Chief of Support
- Finance Unit
- Media and Messaging Section
- Administrative Staff Officer
- Emergency Communications Center
- Office of Professional Standards

Uniform Operations
- North Patrol
- South Patrol
- Special Operations

Operational Support
- Community Services
- Management Services

Investigations
- Criminal Investigations
- Special Investigations

Administrative Support
- Personnel
- Training
- Information Services
2020 at a Glance

226,668 calls for service and assists

416,002 police-initiated activities, including:

• 135,339 neighborhood patrols
• 130,794 keep checks
• 55,523 traffic stops
• 67,034 directed patrols
• 12,930 written warnings
• 4,625 traffic enforcements
• 1,736 field interviews

14,223 Group A NIBRS incidents reported to Virginia State Police
47 percent Group A clearance rate

3,874 motor vehicle crashes
• 1,052 personal injury crashes

35 traffic fatalities
• 25 investigated by CCPD
• 10 investigated by Virginia State Police

27,326 pieces of evidence received/stored by the Property and Evidence Unit
• 106,758 evidence transactions processed by the unit
• 75,000+ pieces of evidence stored at any one time

21,853 volunteer hours given to the department

634 Crime Solvers tips received

COVID-19: Policing During a Global Pandemic

In early 2020, our department was faced with the challenge of continuing to provide outstanding service to the community during the COVID-19 pandemic. Masks, gloves, hand sanitizer, disinfecting wipes, and a host of other items became standard issue for CCPD personnel. Most of the department’s support staff transitioned to telework, and meetings went online. Everything looked a little different in 2020, but our hearts remained dedicated to service and to building and maintaining connections with our community.

We love our volunteers. Whether they serve as Auxiliary Officers, Motorist Assistants, at Animal Services, or in another capacity, each volunteer helps support our department and builds on our positive partnership with our community. In 2020, this amazing group gave 21,853 hours to CCPD — that’s the equivalent of about 2,731 eight-hour work days. We’re continually inspired by their commitment, dedication, and service, and we couldn’t do what we do without them.
2020 Successes

“Good organizations survive difficult times. Great organizations flourish during difficult times.”

- Col. Jeffrey S. Katz on April 2, 2020

- Bloodhounds Rudy and Mazie joined CCPD.

- CCPD personnel made a record-setting 1,116 DUI arrests, saving lives and preventing injuries on Chesterfield roadways.

- Modified Citizen’s Academies, adding emphasis on contemporary concerns regarding policing.

- Animal Services Unit achieved an 86 percent save rate at the Animal Shelter and emptied the shelter of adoptable pets in December.

- First agency in Virginia to become a certified member of the National Center for Missing and Exploited Children’s Missing Kids Readiness Program.

- Partnered with Parabon NanoLabs to identify an unknown victim whose torso was recovered in a landfill in 1986.

- Achieved full sworn staffing for the first time in 25 years.

- Launched CCPD Podcast.

- Our National Night Out ranked fourth overall in engagement for communities with over 300,000 residents.
Select Crime in Chesterfield, 2012-2020

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<tr>
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<td>Arson</td>
<td>70</td>
<td>40</td>
<td>40</td>
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<td>50</td>
<td>38</td>
<td>28</td>
<td>27</td>
<td>17</td>
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<tr>
<td>Burglary/Breaking &amp; Entering</td>
<td>1,595</td>
<td>1,189</td>
<td>1,246</td>
<td>1,080</td>
<td>1,040</td>
<td>821</td>
<td>758</td>
<td>624</td>
<td>556</td>
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<tr>
<td>Destruction/Damage/Vandalism of Property</td>
<td>1,721</td>
<td>1,469</td>
<td>1,447</td>
<td>1,342</td>
<td>1,335</td>
<td>1,349</td>
<td>1,141</td>
<td>1,149</td>
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<tr>
<td>Fraud</td>
<td>1,398</td>
<td>1,416</td>
<td>1,428</td>
<td>1,788</td>
<td>1,672</td>
<td>1,783</td>
<td>1,664</td>
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<td>Homicide*</td>
<td>11</td>
<td>12</td>
<td>10</td>
<td>10</td>
<td>11</td>
<td>10</td>
<td>5</td>
<td>13</td>
<td>15</td>
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<tr>
<td>Larceny/Theft</td>
<td>4,639</td>
<td>4,402</td>
<td>4,645</td>
<td>4,749</td>
<td>4,909</td>
<td>4,839</td>
<td>4,372</td>
<td>4,729</td>
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<td>Motor Vehicle Theft</td>
<td>225</td>
<td>195</td>
<td>147</td>
<td>195</td>
<td>300</td>
<td>307</td>
<td>323</td>
<td>279</td>
<td>305</td>
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<tr>
<td>Robbery</td>
<td>137</td>
<td>138</td>
<td>142</td>
<td>172</td>
<td>191</td>
<td>154</td>
<td>137</td>
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<td>Sex Forcible</td>
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<td>308</td>
<td>300</td>
<td>285</td>
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*Homicide figures represent victims, not incidents.
Along with the deputy chiefs for operations and support, the Office of the Chief of Police includes the Finance Unit, the Media and Messaging Section, the Administrative Staff Officer, and the Office of Professional Standards.

The Finance Unit oversees all financial aspects of the department, including preparation of the annual budget, departmental performance plan, and capital improvement plan. The unit also oversees grant financial management, which is no small task, as the agency was awarded $2.4 million in grants in 2020. These grant awards included a Department of Justice Office of Community Oriented Policing Services (COPS Office) COPS Hiring Program (CHP) grant that funded 15 new positions. Additionally, the Finance Unit administers the county’s false alarm ordinance.

The Media and Messaging Section includes the department’s Social Media Coordinator, Internal Communications Specialist, Digital Content Coordinator, and Public Information Coordinator, who supervises the team. The section is responsible for crafting, executing, and evaluating messaging strategies that are implemented across the agency’s communications platforms.

The Administrative Staff Officer holds the rank of lieutenant and is responsible for assignments and projects as directed by the Office of the Chief of Police. This officer serves as the liaison to several groups and coordinates and plans events.

The Emergency Communications Center is managed by an emergency communications director who reports to the chief of police and the fire and emergency medical services chief. The center receives 911 emergency and non-emergency calls for police, fire, and emergency medical services, processes the information, and dispatches the appropriate public safety responders.

Communication is key in any organization, but it’s especially critical when you have 700-plus employees who provide round-the-clock services. In 2020, we stepped up our internal communications efforts, transitioning our part-time Internal Communications Specialist to full-time. Col. Katz leads the way, communicating directly with department members through periodic and special video messages. It’s not enough to convey the “what” — we strive to explain the “why” behind the decisions.

In 2020, we launched our CCPD Podcast. Hosted by Officer Darryl Skinner and Corporal Elliott Anderson, the program has featured a variety of guests and covered a host of topics, including: the background process, the police academy, the department’s use of social media, etc. New episodes drop every two weeks; you can find the podcast on Spotify, SoundCloud, YouTube, and Apple Podcasts.
The Office of Professional Standards serves as our self-policing function, which is frequently called “internal affairs” in other agencies. Members of this office manage policy changes, conduct audits, oversee internal investigations into officer conduct, review all officer-involved use-of-force incidents, and maintain accreditation standards. In 2020, members of this office investigated 105 internal and 107 external complaints; 75 percent of the internal complaints and 29 percent of the external complaints were sustained.

In March 2017, the department earned accreditation through the Commission on Accreditation for Law Enforcement Agencies, Inc. (CALEA®). We have been accredited through the Virginia Law Enforcement Professional Standards Commission (VLEPSC) since 1998. We earned reaccreditation through both organizations in 2020. Members of this office also helped instruct our revamped Citizen’s Academies and a Legislative Academy session this year.

From 2016 to 2020:

- **Use of Force Incidents FELL 14 percent**
  (498 in 2016 to 427 in 2020)

- **Charges for Assault on Police Officers ROSE 63 percent**
  (94 in 2016 to 154 in 2020)

- **Police Pursuits ROSE 119 percent**
  (57 in 2016 to 125 in 2020)

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<tr>
<th>Complaint Origin</th>
<th>2016</th>
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<td>External</td>
<td>64</td>
<td>90</td>
<td>99</td>
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<td>Internal</td>
<td>42</td>
<td>72</td>
<td>80</td>
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<th>Audits &amp; Inspections</th>
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<th>2017</th>
<th>2018</th>
<th>2019</th>
<th>2020</th>
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<td>Audits</td>
<td>21</td>
<td>27</td>
<td>21</td>
<td>33</td>
<td>50</td>
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<td>Inspections</td>
<td>3</td>
<td>1</td>
<td>3</td>
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</table>
The Uniform Operations Bureau is the backbone of the department, and its patrol operations are divided geographically into the North and South divisions. Officers and supervisors are assigned to designated patrol zones and beats to prevent and deter crime and enforce state and local laws. In addition to headquarters, officers work out of four district stations.

Officers assigned to the bureau’s Community Policing Program work with residents, business owners, and community leaders to address quality of life issues and reduce criminal activity. One community policing officer serves as the department’s liaison to the Hispanic community. A second officer serves as the liaison to the LGBT community.

The Special Operations Division includes the Auxiliary Unit, the Traffic Safety and Canine sections, and Aviation. The division is also responsible for the Marine Patrol and Motorist Assistance Team volunteers. The Traffic Safety Section uses various means to strategically enforce traffic safety laws on county roads. The section’s Crash Team investigates serious and fatal crashes. The Canine Section pairs police officers and dogs who search for criminals, evidence, missing people, and drugs.

The Auxiliary Unit is made up of volunteer police officers who assist in the delivery of police services to the community as stated in and authorized by §15.2-1731, Code of Virginia. Motorist Assistance Team members may be called on to jump start a vehicle, deliver a gallon of gasoline to a stranded motorist, or direct traffic at the scene of an accident, fire, or crime.

In 2020, we implemented our Police Service Aide (PSA) program, through which uniformed, non-sworn employees respond to some calls for service. Our PSAs respond to an average of 150 calls for service a week, freeing up officers to focus on enforcement activities and investigations. This group also serves as a “farm team” for the department; so far, six PSAs have been accepted into upcoming police recruit academies.

Calls for Service and Assists have risen 12 percent in 5 years.
Investigations Bureau
Criminal Investigations * Special Investigations

The Investigations Bureau is divided into two divisions: Criminal Investigations and Special Investigations. Criminal Investigations personnel investigate major crimes against persons and property and oversee crime scene forensics. Special Investigations personnel investigate organized criminal activity, including drug trafficking, gambling, and vice offenses, and are responsible for surveillance and apprehending fugitives.

Criminal Investigations detectives investigated 15 homicides in 2020; 12 of those cases have been cleared by arrest, one was exceptionally cleared and the remaining two are under active investigation. In 2020, Special Investigations detectives investigated 301 apparent heroin overdoses, 68 of which were fatal. The number of heroin overdoses increased 25 percent from 2019 to 2020.

Members of the Vice and Narcotics Unit seized 3.9 kilograms of heroin, 3.6 kilograms of fentanyl, 547 grams of cocaine, and 292 pounds of marijuana in 2020. These and other seized illicit narcotics had a combined street value of over $2.5 million. In addition to the drugs, members of the unit seized roughly $1.1 million in cash.

On Aug. 7, 1986, remains were recovered at a Chesterfield landfill. For more than 30 years, the remains remained unidentified. In 2019, detectives sought the services of Parabon NanoLabs, a DNA technology company in Reston, Va., that specializes in DNA phenotyping. Parabon produced Snapshot trait predictions for the unknown woman. In March 2020, police released a Snapshot composite of what the woman may have looked like. Months later, the recovered remains were confirmed as those of Christy Lynn Floyd, who was 16 years old and lived in the 2300 block of West Grace Street in Richmond at the time of her disappearance. At last, with a combination of state-of-the-art science and traditional police work, detectives were able to help bring closure to the victim’s family.

In 2020, CCPD was the first law enforcement agency in Virginia to become a certified member of the National Center for Missing & Exploited Children’s (NCMEC) Missing Kids Readiness Program. Chesterfield County’s Emergency Communications Center also earned membership in the program; it was the seventh 911 call center in Virginia to achieve certification. To achieve certification, every police department and ECC employee completed online training related to the program, and department and ECC leaders reviewed and revised applicable policies. NCMEC developed the Missing Kids Readiness Program to promote best practices for responding to calls of missing, abducted, and sexually exploited children.

Also in 2020, CCPD acquired brother-and-sister bloodhounds Rudy and Mazie, who were donated to the department by a police dog breeder. In addition to vastly increasing our capacity to effectively respond to missing persons, the pair also provide a way to better connect with our community.
Though attracting, hiring, and training the highest quality personnel available is the focus of the Personnel and Training divisions, recruiting is a priority for the entire department.

In 2020, the Personnel Division:
- Processed 2,592 employment applications
- Tested 324 police recruit applicants
- Completed 186 background investigations
- Hired 72 new full-time employees
- Hosted or took part in 202 recruitment events

In 2020, the Training Division:
- Graduated 42 police recruits
- Graduated 1 pre-certified officer
- Graduated 16 police service aides

**Why CCPD?**

CCPD recruits receive comprehensive training that prepares them to provide exceptional service to a diverse community that appreciates their work.

We offer attractive [benefits](#), including, but not limited to:
- Take-home vehicle
- Uniform/equipment furnished
- Permanent shift assignments
- 33 days paid time off
- Fully funded Career Development Program

**Want to learn more?**

Visit our [website](#) or call 804-748-1547.

**Achievement Unlocked: Full Sworn Staffing**

This year, for the first time in 25 years, we were fully staffed. In addition to new recruits, we continue to attract experienced sworn personnel from surrounding agencies. So, what’s the CCPD difference? As prospective applicants scour social media looking for their destination police department, if they should happen upon CCPD and Col. Katz, they will see and feel something special: an agency that loves its community and a community that loves its police department right back. Those perceptions are corroborated and tangibly felt when they go through the background process – instead of being treated like a number, they’re given a glimpse into what it is to be a part of this elite organization. From their conversations with recruiters and background detectives to their eye-opening and interactive ride alongs, applicants consistently share that we have something special here and it markedly differentiates us from other law enforcement agencies.
The Community Services Division includes two of the department’s most visible units: Crime Prevention and School Safety. The Crime Prevention Unit focuses on community outreach and educating residents about various topics, such as personal safety, internet safety, senior safety, etc. Members of the School Safety Unit work to empower children with the desire, skills, and knowledge needed to become responsible community members.

In 2020, members of the Crime Prevention Unit:
- Conducted 150 crime prevention programs for 1,613 people
- Hosted five Citizen’s Police Academies
- Worked with 127 communities that participate in Neighborhood Watch
- Worked with 697 businesses that participate in Business Watch
- Worked with 181 places of worship that participate in Worship Watch
- Worked with 81 communities in the Apartment Safety Coalition
- Managed the Project Lifesaver program
- Helped conduct two medication take-backs, collecting 1,064 pounds of prescription and over-the-counter medications
- Reviewed 155 site plans and completed 17 security assessments for safety/security concerns


Members of our School Safety Unit build relationships with students, and county youth participate in our Police Athletic League.

Youth between the ages of 14 and 21 can join our Public Safety Cadet Program to learn more about careers in law enforcement and public safety.

You can join the department at 18 years of age as a Police Service Aide. These uniformed, non-sworn employees respond to some calls for service.

Six Police Service Aides have been accepted into upcoming police academies. These recruits from our “farm team” are already invested in our community.
The Animal Services Unit enforces county ordinances and state laws as they pertain to domestic animals. The unit manages an animal shelter and partners with the Chesterfield County Humane Society and Richmond SPCA to increase adoptions and create awareness about proper animal care.

The unit has had continued success using social media to market adoptable pets; in December, the shelter was emptied of all adoptable pets.

The Animal Services Unit also manages several programs, including Free Ride Home. Through this program, the unit offers a free ride home to any dog or cat wearing a tag that displays its owner’s information. In 2020, 728 animals received a ride home and did not enter the animal shelter.

The unit offers some special adoption programs, including reduced-cost adoptions for people who are age 62 or older and of animals that have special needs due to age or treatable health issues.
The Information Services and Management Services divisions, in the Administrative and Operational support bureaus, respectively, include many of the department’s support functions.

The Crime Analysis and Records Unit includes the Crime Analysis and Records sections. Crime Analysis Section personnel are responsible for crime analysis, information retrieval, narcotics analysis, and traffic analysis. The Records Section is the information repository for all crime, arrest, and related reports produced by the department.

The Police Systems Support Unit manages all information technology functions for our department. Employees advise staff of technology advances and work closely with the county’s Department of Information Systems Technologies.

The Property and Evidence Unit is accountable for the handling, storage, security, and disposition of evidence and property recovered or turned in to the police department. The unit is also the logistical central receiving point for our agency, processing thousands of items annually and developing and maintaining necessary contracts to outfit and equip the department members with every issued item.

The sergeant assigned to the Court Services Section serves as the liaison between the department and Chesterfield County’s courts and their clerk’s offices and the Commonwealth Attorney’s Office.
Specialized Units

Special Weapons and Tactics (SWAT) Team members are selected from throughout the department. The team is trained to handle high-risk situations requiring advanced tactical training, equipment, and weapons systems.

The Negotiation Team includes department members whose highly specialized training is used in an effort to negotiate peaceful resolutions of volatile situations, such as barricaded subjects or hostage situations.

The Special Response Unit (SRU) is the police department’s civil disturbance response team, trained to respond to situations involving civil unrest or riots. Members are selected from each of the bureaus. Additionally, the SRU has primary responsibility for Project Lifesaver searches, using specialized equipment to locate program participants. The unit may also assist in large-scale searches.

The department’s Marine Patrol, which is part of the Special Operations Division, was formed in 1983 and its members patrol Lake Chesdin, a 3,000-acre recreational reservoir, and the territorial waterways of Chesterfield County. The Marine Patrol also assists as needed with a variety of calls for service involving waterways, including missing persons, distress calls, and disturbances.

The Honor Guard is open to all officers in the department. Members may be called upon to provide ceremonial support at award ceremonies, academy graduations, and memorial services, as well as funerals.
Want to learn more about us? Check out our website, where we have a wealth of information, including:

- Calls and Incidents Map
- Active Police Calls
- Frequently Asked Questions
- Department History Book
- Strategic Plan

Connect with us on social media:

Still curious? Sign up for our Citizen’s Police Academy! Citizen’s Police Academy participants learn about the things our department does to make our community a safer place to live, work, and play. You can ask questions, participate in hands-on demonstrations and ride along with an officer.

Participants must reside in, own a business in, or belong to a civic organization in Chesterfield County. We offer four academies throughout the year:

- Citizen’s Police Academy (open to all adults)
- Senior Citizen’s Police Academy (open to adults 55+)
- Hispanic Community Police Academy (geared toward Spanish-speaking participants)
- Teen Academy (open to rising ninth through 12th graders)

The Crime Prevention Unit embraced the challenges of 2020 and turned difficult times into times of opportunity. Traditionally, Citizen’s Academies are conducted a few times per year to help connect our community with their police department. In 2020, the curriculum was expanded to include current topics and experiences, including an added emphasis on contemporary concerns regarding policing. Academy curricula was modified to keep some topics and reapproach other topics to reflect societal trends. A segment was added to the curriculum that allowed participants to experience use-of-force scenarios. These scenarios were created to allow participants to problem solve calls for service, assess proper use of force, and draw upon human stress while making these decisions. The scenario portion was designed to allow citizens to feel the full range of emotions encountered by policing professionals and to learn how to objectively handle calls for service. This portion of the academy had an impact on all the participants. One in particular, Mr. King Goldman, shared remarks about his Citizen’s Academy experience with the Board of Supervisors at the October 28, 2020 meeting.