



An Overview of the Lynchburg Police Department

**Presented by
Colonel Parks H. Snead, Chief of Police**

March 30, 2015



Introduction

The LPD Today – is what, exactly?

The Lynchburg Police Department is one of many branches of local government serving the Lynchburg community.

- ❖ **We are an operational department -- our employees interact with and provide services directly to members of the public 24/7, 365 days per year.**
- ❖ **We also serve support roles that facilitate the functions of other City agencies – Fire and EMS Services, Human Services, Lynchburg School System and City Special Events, to name a few.**

Throughout the spectrum of Police Department roles, the “product” we promote is PUBLIC SAFETY.



The LPD Today

Our Mission

Is to preserve peace and order within our community by:

- ❖ **Preventing crime, protecting people and property**
- ❖ **Investigating criminal activity and apprehending criminals**
- ❖ **Promoting traffic safety**
- ❖ **Educating those we serve**
- ❖ **Working cooperatively to solve neighborhood problems**
- ❖ **Fostering positive relationships and neighborhood self-sufficiency**
- ❖ **Practicing bias-free recruitment, hiring and promotion**

While respecting the rights and dignity of all persons.



The LPD Today

3 Types of Services

Law Enforcement services, to include:

- ❖ **first responder to public safety incidents**
- ❖ **community patrol & criminal incident investigation**
- ❖ **criminal warrant service**
- ❖ **civil detention order and protective order service**
- ❖ **traffic safety patrol & crash investigation**
- ❖ **crime prevention initiatives**
- ❖ **school-based services**
- ❖ **community problem-solving**
- ❖ **case preparation & courtroom testimony**
- ❖ **regional law enforcement partnerships with local, state and federal law enforcement agencies**
- ❖ **security services for City events and certain private sector functions**



The LPD Today

3 Types of Services

Public Safety services, to include:

- ❖ **First Responder to public safety incidents**
- ❖ **City and Regional Emergency Operations coordination and support**
- ❖ **Animal Control**
- ❖ **Community Problem Solving**
- ❖ **Public Education**



The LPD Today

3 Types of Services

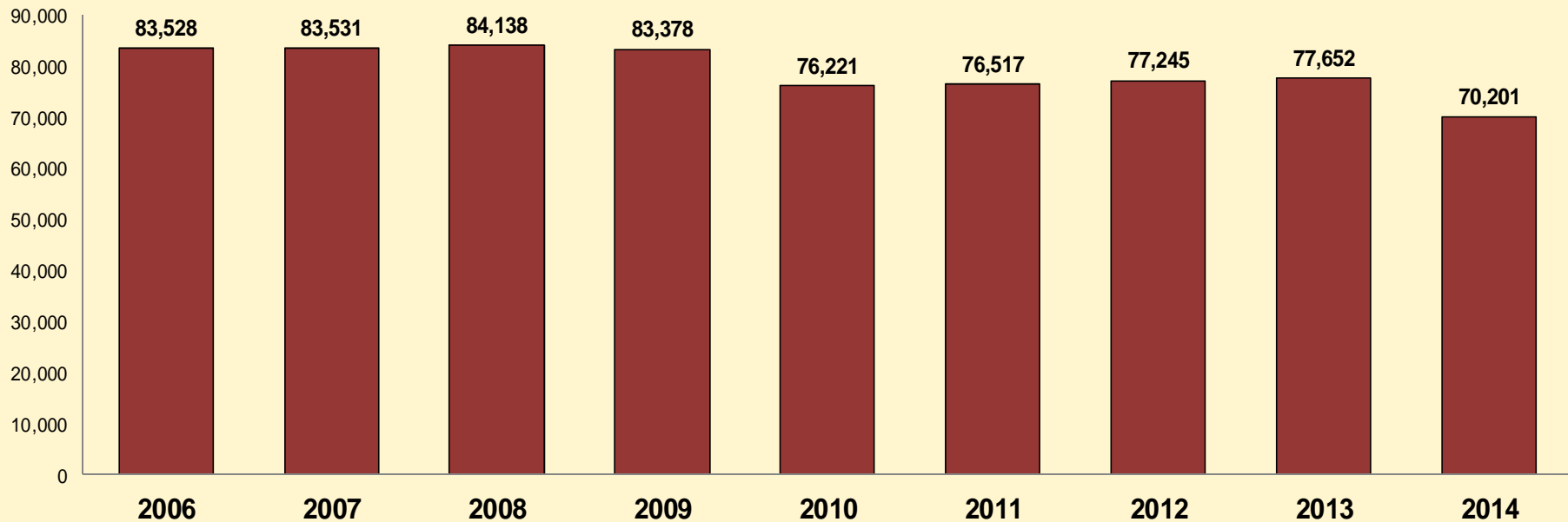
Criminal Justice System services, to include:

- ❖ **secure criminal justice records maintenance and dissemination among local, regional, state and federal criminal justice system components**
- ❖ **real-time response to nationwide requests for information on persons missing from, or charged with committing crimes within, the City of Lynchburg.**



The LPD Today

Annual Calls for Police Service

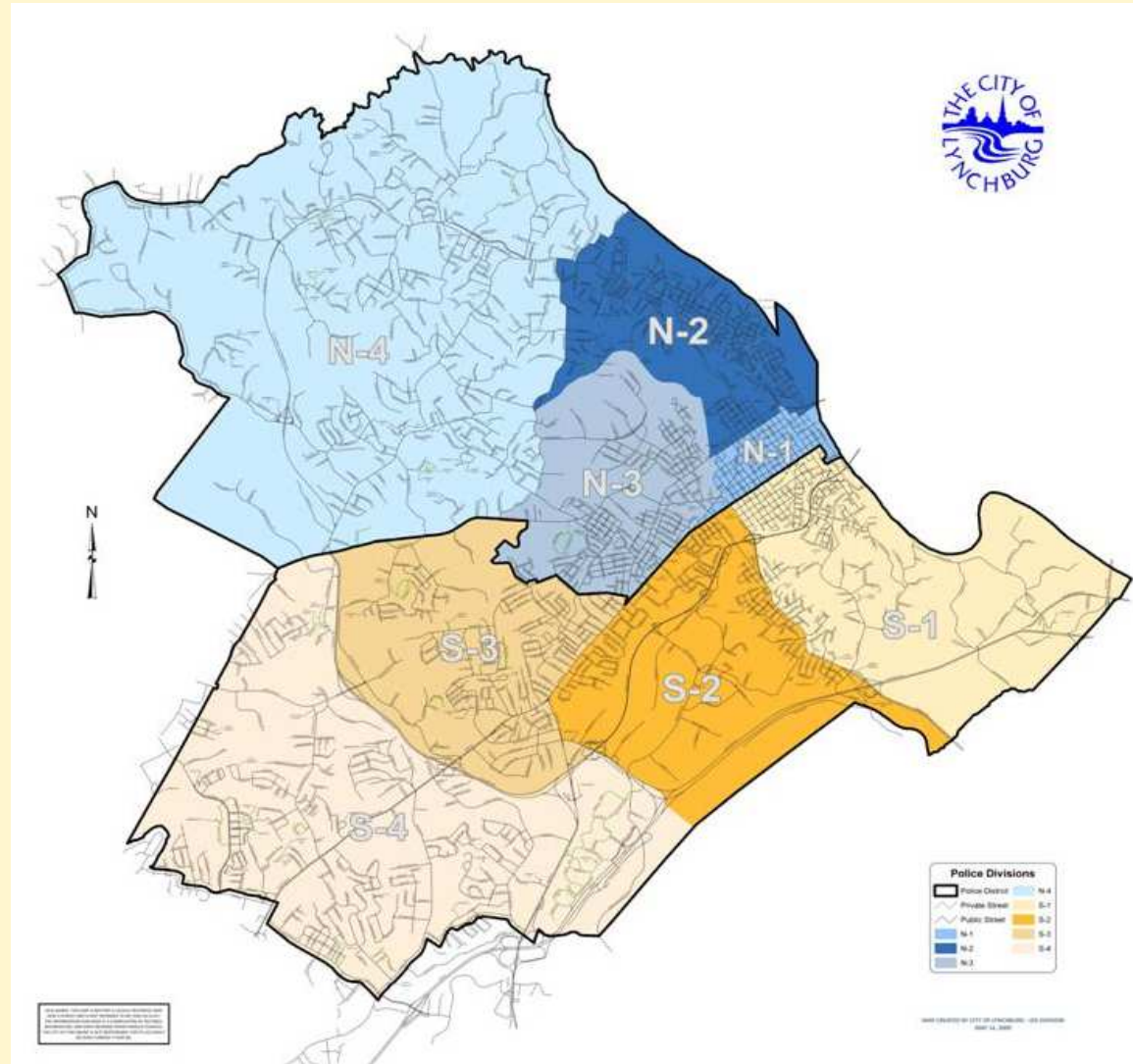


A “Call for Service” (CFS) is defined as any incident in which police officer response or intervention is either requested by a complainant or initiated by an officer. CFS include criminal and non-criminal matters. 2014 average: 192 service calls per day. Note the significant workload plateaus initiated in 2010 and (possibly) in 2014: these represent the complex effects of multiple factors .



The LPD Today

Geographic Patrol Assignment



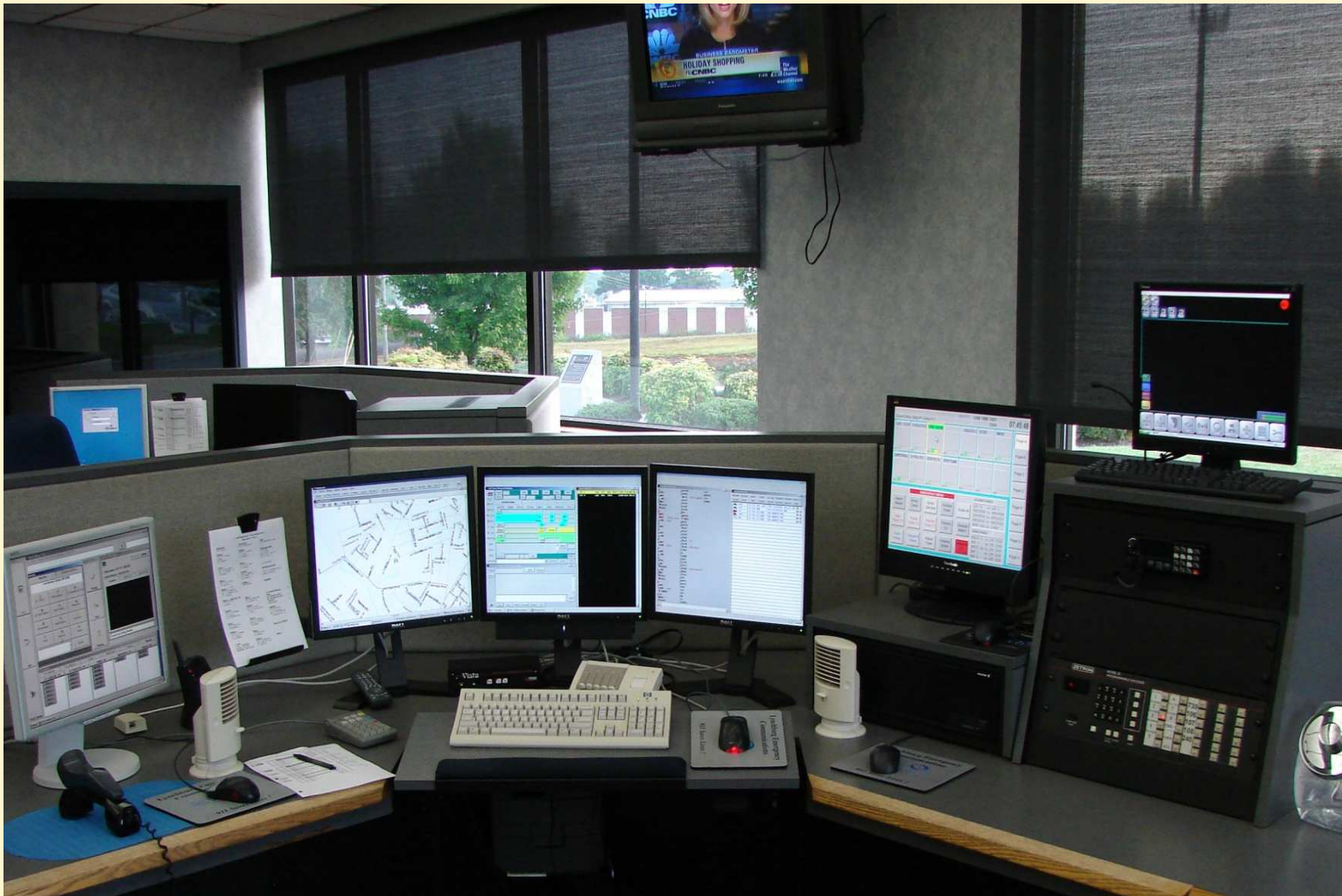


The LPD Today View from a Patrol Car





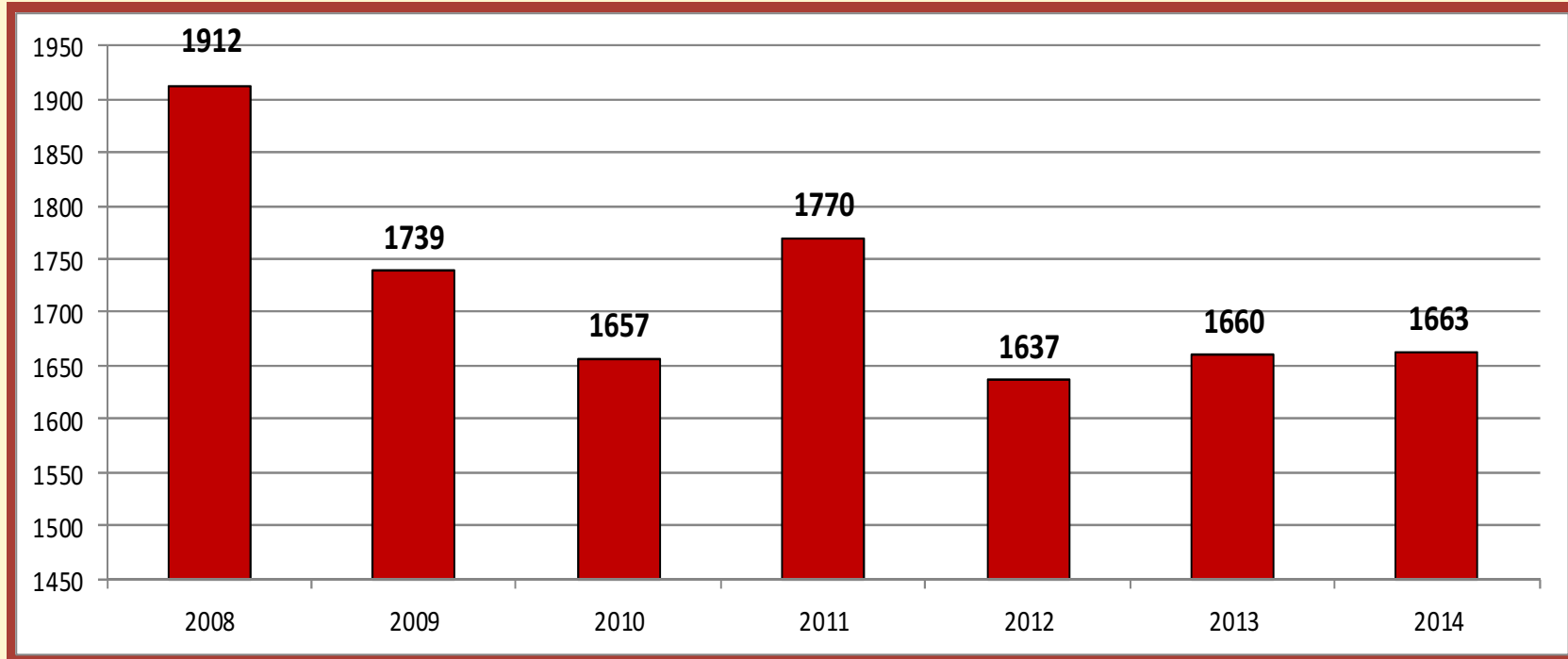
Department of Emergency Services A Telecommunicator's Console





The LPD Today

Violent Crimes in Our City



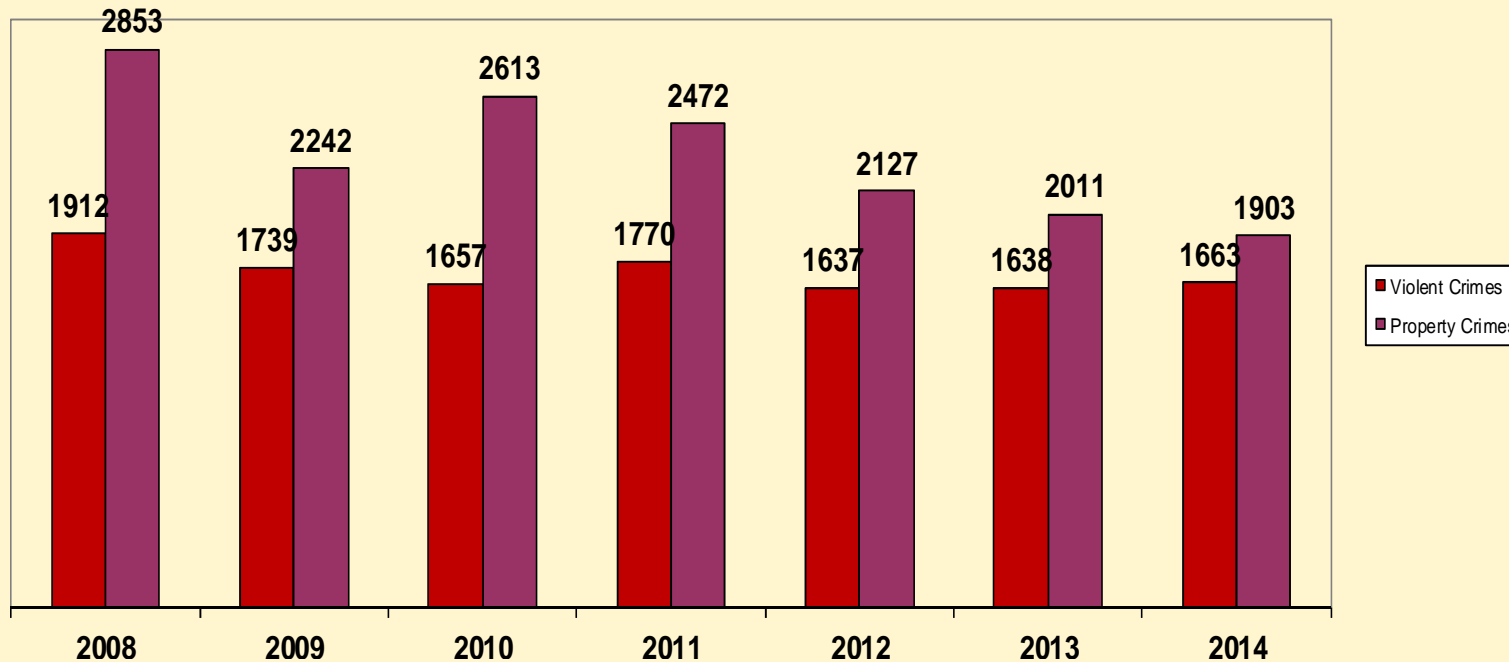
For purposes of statistical study, the LPD categorizes “Violent Crime” as Homicide, Rape, Forcible Sex , Robbery and all Assault.

These figures do not represent all types of criminal activity occurring within the periods shown.



The LPD Today

Violent & Property Crimes



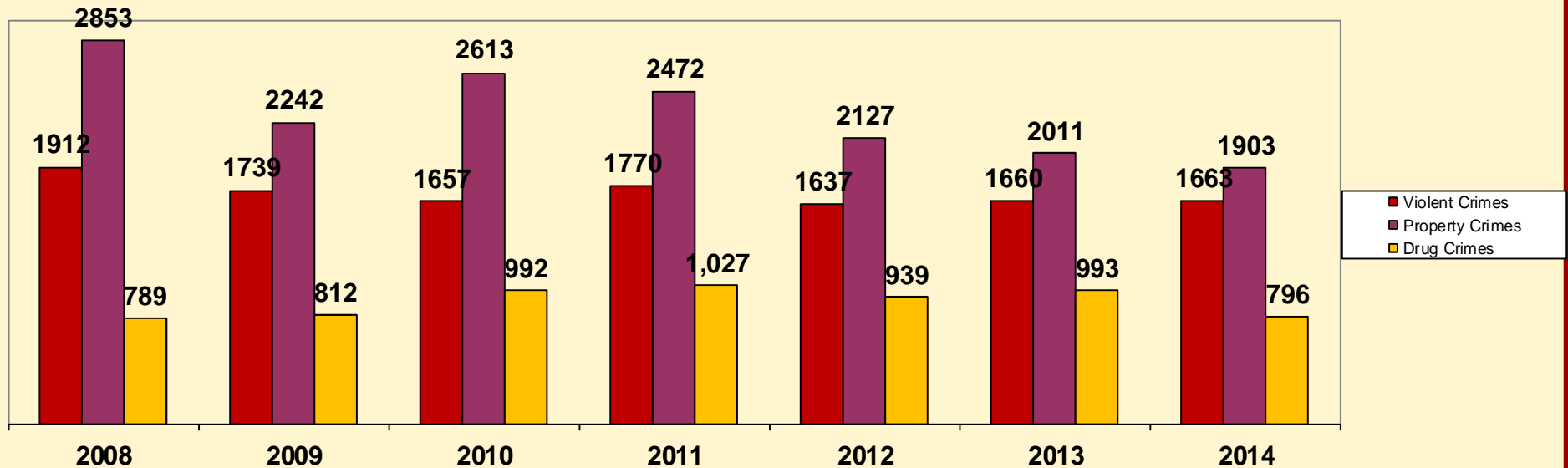
For purposes of statistical study, the LPD categorizes “Property Crime” as Arson, Burglary, all Larceny and Stolen Vehicles.

These figures do not represent all types of criminal activity occurring within the periods shown.



The LPD Today

Violent, Property & Drug Crimes



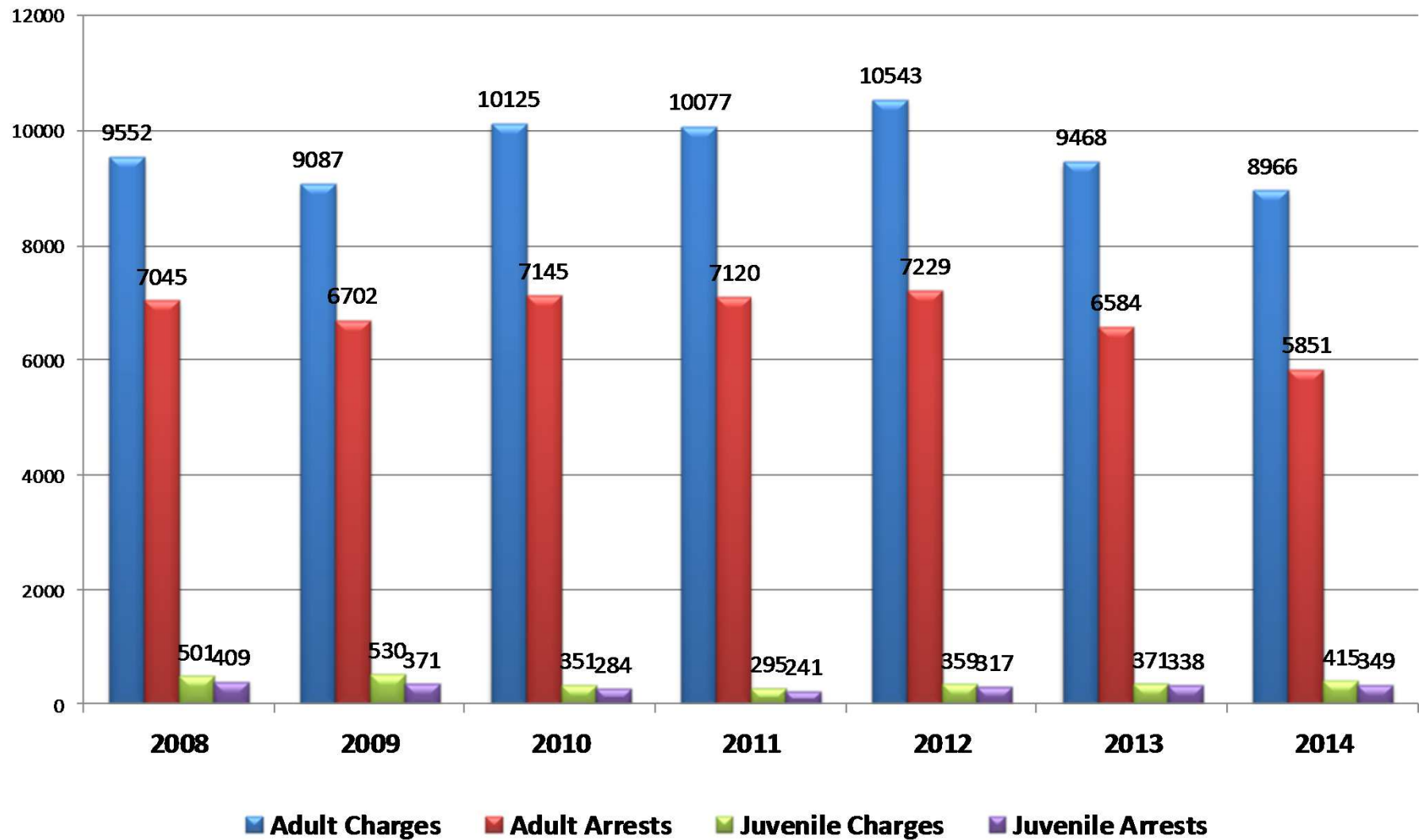
“Drug Crime” is defined as activity associated with the possession, manufacture or trafficking of illegal drugs, or the possession of related paraphernalia. Drug crimes are typically under-reported, as they are discovered primarily through citizen reports of suspected activity and/or law enforcement investigation.

These figures do not represent all types of criminal activity occurring within the periods shown.



The LPD Today

Arrests, Warrants, Detention Orders





The LPD Today

Officer Use of Force

Use of force incidents per year within the context of arrest situations and documented public contacts:

<u>Calendar Year</u>	<u>Use of Force Incidents</u>	<u>in Number of Arrest Situations</u>	<u>in Number of Logged Public Contacts</u>
2010	70	7,429 (0.9%)	76,221 (0.09%)
2011	66	7,361 (0.9%)	76,517 (0.09%)
2012	56	7,546 (0.7%)	77,245 (0.07%)
2013	47	6,922 (0.7%)	77,652 (0.06%)
2014	62	6,200 (1.0%)	70,201 (0.09%)

Bottom line: LPD officers use any type of force in 1% or less of arrest situations, and less than 1/10th of 1% of logged public contacts



So what is a locality's **Crime Rate?**

The national Incident-Based Reporting (IBR) System defines a locality's "Crime Rate" as the number of Group A criminal offenses occurring per 100,000 population.

IBR Group A offenses include the following categories:

Abduction, Arson, Assault, Bribery, Burglary/Breaking & Entering, Counterfeiting/Forgery, Drug Offenses, Embezzlement, Extortion, Fraud, Gambling Offenses, Homicide, Larceny, Motor Vehicle Theft, Pornography, Property Damage/Destruction/Vandalism, Prostitution, Robbery, Sex Offenses (Forcible & Non-Forcible), Stolen Property Offenses and Weapon Law Violations.

This approach allows standardized comparison of criminal incident occurrence and trends among United States localities having different population, land area, etc.



So what is Lynchburg's Crime Rate?

The Virginia Department of State Police reported the following calendar 2013 crime rates for Virginia localities:

❖ Lynchburg	7,298.12	(population 77,376) ^
❖ Charlottesville	7,024.43	(population 46,623) ^
❖ Danville	11,807.70	(population 43,912) ^
❖ Roanoke	12,718.24	(population 98,913) ^
❖ Bedford	10,932.26	(population 5,964) ^
❖ Galax	9,246.60	(population 7,052) ^
❖ Martinsville	9,506.78	(population 13,706) ^
❖ Hopewell	9,362.75	(population 22,707) ^
❖ Petersburg	8,279.18	(population 32,781) ^

Short version: Lynchburg is a safe community.

^ Locality population figures as provided by Virginia State Police



The LPD Today

A “Community Policing” Focus

Community Policing is an operational philosophy and an organizational strategy:

- ❖ **that promotes a new partnership between police employees and other community members**
- ❖ **that is based on the idea that all community members must work together as “partners” to:**
 - ❖ **identify**
 - ❖ **prioritize**
 - ❖ **and solve community problems**
- ❖ **that is intended to bring about a common goal for all partners: improving the overall quality of life within the community.**



The LPD Today

A “Community Policing” Focus

Within this approach, “Community Problems” can include:

- ❖ **CRIME**
- ❖ **DISORDER**
- ❖ **the FEAR of crime and disorder**
- ❖ **ENVIRONMENTAL DECAY**
- ❖ **ANYTHING ELSE that community partners agree is a quality of life problem**



The LPD Today

A “Community Policing” Focus

Community Policing is based on fundamental concepts that speak to everyone:

- ❖ **Identifying and arresting criminals helps to prevent crimes from occurring, and makes our City a safer place to be.**
- ❖ **Preventing crime is as important as arresting criminals.**
- ❖ **Preventing “disorder” is as important as preventing crime.**
- ❖ **Dealing with crime and disorder requires that police work cooperatively with residents and other partner groups to:**
 - ❖ **identify their concerns**
 - ❖ **effectively address identified problems that adversely affect everyone involved.**



The LPD Today

A “Community Policing” Focus

Sir Robert Peel’s 1829 *Principles of Modern Law Enforcement*:

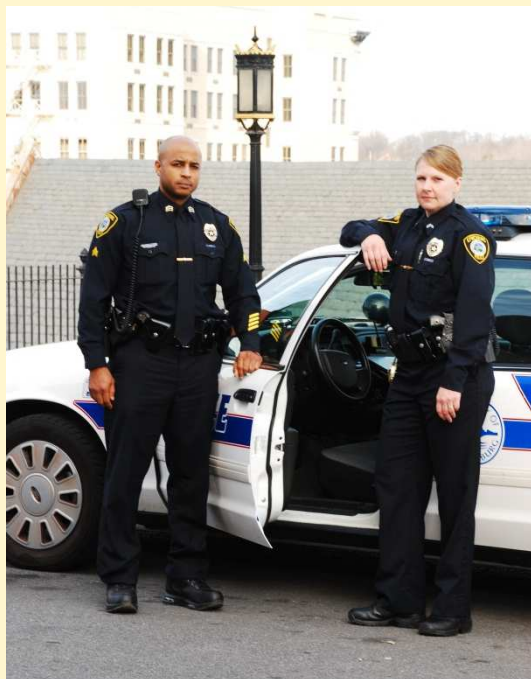
- ❖ **A visionary and timeless look into the heart of what “policing” in a free society is all about**
- ❖ **Fundamental LPD operational principles today**
- ❖ **Included as a must-read addendum to this presentation**

The *Law Enforcement Officer’s Code of Ethics*:

- ❖ **A direct descendent of Peel’s Principles**
- ❖ **Fundamental LPD operational principles today**
- ❖ **Also included as an addendum to this presentation**



Who makes all this happen? A Diverse, Service-Centered Workforce





The LPD Today

The Agency by Numbers

Current authorized staffing of 204 employees operating within 4 separate facilities

- ❖ **173 sworn law enforcement officers (authorized)**
- ❖ **4 (technically 3.7) animal wardens (authorized)**
- ❖ **27 civilian employees (authorized)**

Law enforcement and public safety functions staffed:

- ❖ **24 hours per day**
- ❖ **7 days per week**
- ❖ **365 days per year**

Geographic service area: 50 square miles



The LPD Today

The Agency by Numbers

Service area permanent residential population – estimated at 77,874[^]

Also consider an estimated:

- ❖ **16,500+ seasonal college/university population**
- ❖ **110,000+ daytime City population**
- ❖ **?????? night-time shopping/dining/entertainment population**

Location, location, location...

- ❖ **Lynchburg is also the hub for central Virginia’s “Region 2000” Metropolitan Statistical Area: estimated population 252,634[^]**

[^] July, 2014 Weldon Cooper Center estimate based on 2010 U.S. Census Bureau data



The Agency by Numbers **Police Operational Budget**

**Total LPD operations budget for FY15
(current budget year):**

\$16,051,788

- ❖ **Funds Law Enforcement, Animal Control, Public Safety Services, Facilities**
- ❖ **The City-funded portion of the LPD budget comprises 9.1% of the City's FY15 General Fund budget (of \$176,327,105)**



The Agency by Numbers

Police Operational Budget

The LPD budget funds uniformed response and enforcement, criminal investigation, crime prevention, school and community-based programs, critical incident response, records management, IT management, crime analysis, crime scene search, evidence processing, recruitment, animal control, training, facility maintenance, equipment, supplies

- ❖ **86.7% of the LPD's budget funding is dedicated to employee salaries/benefits**
- ❖ **On average, 98.1% of the PD Operational budget has been expended per year over the last 10 years**



The LPD Today...and Tomorrow

Operational Challenges

External challenges:

- ❖ **Drugs, gangs and neighborhood decay**
 - ❖ **Extreme Community Policing problems**
 - ❖ **Combatting the debilitating affects of fear and apathy**

- ❖ **An increasingly diverse community**
 - ❖ **Cultural complexities**
 - ❖ **Language barriers**
 - ❖ **Societal movement away from “traditional” values**
 - ❖ **Societal movement away from accepting government authority**
 - ❖ **The need to demonstrate community involvement beyond law enforcement functions alone**

- ❖ **Increasing scope of service demands, minimal funding**
 - ❖ **Post recession funding challenges**
 - ❖ **Unfunded mandates**
 - ❖ **Critical issues of sustainability**



The LPD Today...and Tomorrow

Operational Challenges

Internal Resource challenges:

❖ Meeting the demands of the LPD Mission

- ❖ Functional challenges: complex roles in a diverse community
- ❖ Resource challenges: expanding community service demands
- ❖ Demographic challenges: being part of the community we serve
- ❖ The Community Policing imperative: efficient *and* effective

❖ Staffing for Success

- ❖ Recruiting and Hiring the right kind of people
- ❖ Training and Equipment to meet evolving challenges
- ❖ Retaining experienced, highly competent employees to protect critical community resource investment

❖ Current Facilities

- ❖ Aging and Inadequate
- ❖ Expensive to renovate or replace



Officer Recruitment and Retention **Our Primary Challenges**

The keys to successful police officers and successful community policing:

- ❖ **character**
- ❖ **interpersonal skills**
- ❖ **training**
- ❖ **on the job experience**

Recruiting and retaining the right people to serve our community as police officers is a long-term investment in a safe and vibrant community.



Officer Recruitment and Retention **Our Primary Challenges**

Current Police Recruit Officer salary (employed with no prior law enforcement experience):

\$35,714 (\$33,928 after 5% VRS contribution)

Police Officer salary on successfully completing 6 months basic training, 6 months field and OTJ training:

\$38,437 (\$36,514 after VRS)

With perks:

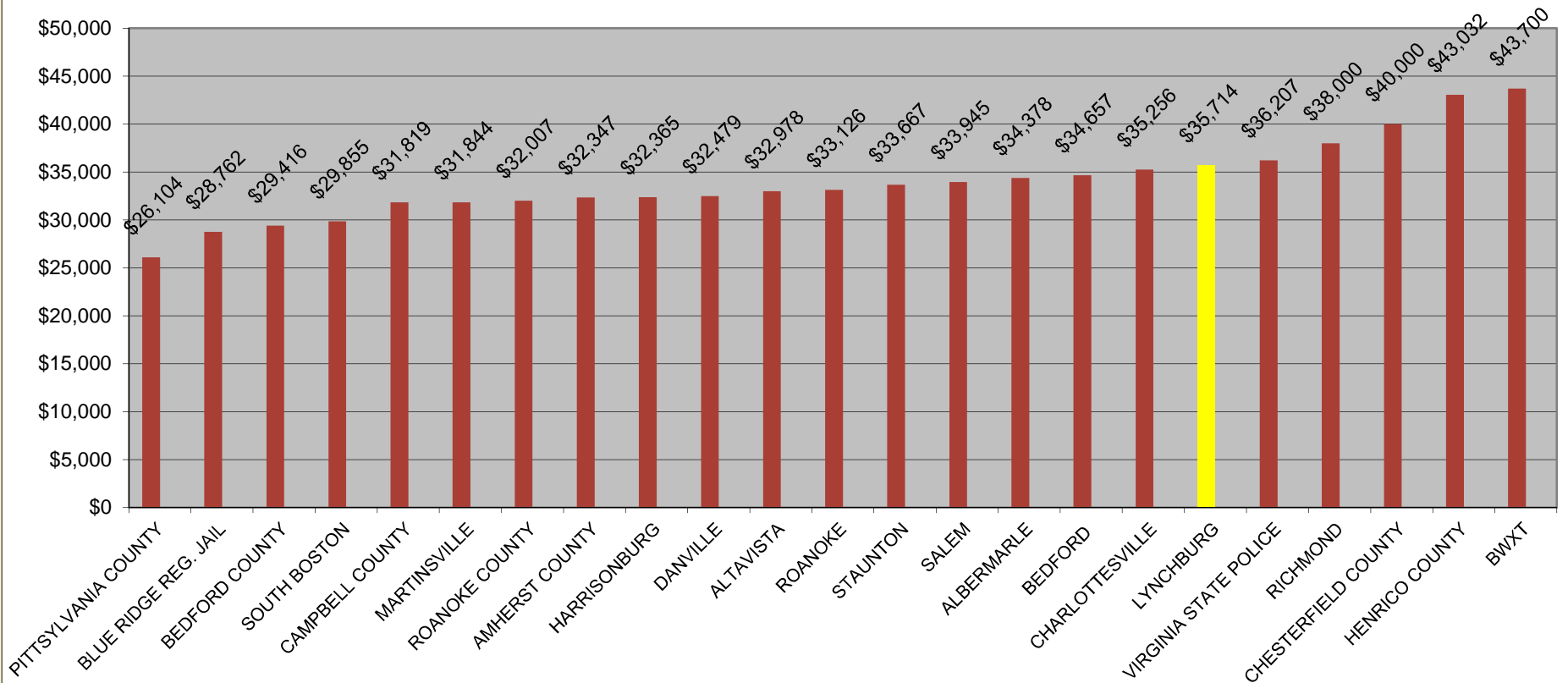
- ❖ **Work nights, weekends, most holidays**
- ❖ **Work in summer heat and winter cold**
- ❖ **Alternate between tedium and adrenaline surges**
- ❖ **Accept the real possibility of serious injury every workday**
- ❖ **Serve a higher cause than most will ever know**
- ❖ **Make a difference in our world – one person at a time**



Officer Recruitment and Retention Our Primary Challenges

REGIONAL RECRUIT OFFICER MINIMUM SALARY COMPARISON

Effective July 1, 2014





Officer Recruitment and Retention **Our Primary Challenges**

LPD police officer voluntary resignations to seek other employment:

Resignations

Retirements & Other Separations per Year

CY 2009 - 7	+ 5 = 12	
CY 2010 - 13	+ 7 = 20	= 101 officers gone
CY 2011 - 12	+ 10 = 22	
CY 2012 - 9	+ 9 = 18	= 58% officer turnover
CY 2013 - 10	+ 6 = 16	within 6 years
CY 2014 - 4	+ 9 = 13	

Problem: Chronically understaffed police functions

Worse Problem: Officers who leave LPD employment take mission critical community policing experience with them



Officer Recruitment and Retention **Our Primary Challenges**

The LPD's February 2015 police officer demographic profile:

81.36 %	Caucasian male	
6.21 %	African-American male	
1.69 %	Asian or Hispanic male	
8.47 %	Caucasian female	
0.56 %	African-American female	
1.69%	Asian or Hispanic female	
0.00 %	Other	(percentages rounded)

As compared to that of Lynchburg's estimated permanent residential population:*

65.7 %	Caucasian	
29.1 %	African-American	
2.7 %	Hispanic	
2.7 %	Other	(percentages rounded)

A significant demographic recruitment challenge within very competitive public and private sector job markets.

Your help is needed: if you know of a likely candidate for LPD service, tell us about him or her! (434-455-6048)



The LPD Today...and Tomorrow New Age, New Challenges – Same Mission

Yet even in this rapidly changing world, police officers believe that our fundamental mandate has not changed and will not change: “Get out there and get involved. Be where you are needed. Make every encounter with every person count for the community’s good.”





The LPD Today...and Tomorrow New Age, New Challenges – Same Mission

"All the News
That's Fit to Print"

The New York Times

L. CLVI . . . No. 54,030

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WEDNESDAY, AUGUST 8, 2007



More Generics Slow the Surge In Drug Prices

Blockbuster Pills Yield to Cheaper Copycats

By STEPHANIE SAUL

A quiet coup is taking place in American medicine cabinets. Prescription bottles bearing catchy brand names like Zoloft and Flonase are being pushed aside by tongue-twisting generics like sertraline and fluticasone propionate.

While the trend is already pinching the profits of big pharmaceutical companies, it is rare good medical news for American pocketbooks.

The nation currently spends \$275 billion a year on prescription medicines. But over the next five years, analysts forecast a golden era for generic drugs, as patents begin to expire on brand-name medications with more than \$60 billion in combined annual sales. That will open the door to copycats that may be 30 percent to 80 percent cheaper.

"There's a tidal wave of generic drugs, and we are just in the beginning of the tidal wave."

This image from the *New York Times* perfectly expresses the complex roles that modern law enforcement officers must fill.

The scene: Israeli riot police are enforcing a government eviction of Israeli citizens from a West Bank settlement that has ping-ponged from Israeli to Palestinian control.

Even as a settler is forcibly removed within a tense and potentially dangerous situation, an officer ensures that the prisoner's eyeglasses are returned to him undamaged: a timeless display of human compassion and the spirit of service.



Peel's Principles of Modern Policing

Written by Sir Robert Peel to guide the London Metropolitan Police, 1829

- 1. The basic mission for which police exist is to prevent crime and disorder as an alternative to the repression of crime and disorder by military force and severity of legal punishment.**
- 2. The ability of the police to perform their duties is dependent upon public approval of police existence, actions, behavior, and the ability of the police to secure and maintain public respect.**
- 3. The police must secure the willing cooperation of the public in voluntary observance of the law to be able to secure and maintain public respect.**
- 4. The degree of cooperation of the public that can be secured diminishes, proportionately, the necessity for the use of physical force and compulsion in achieving police objectives.**
- 5. The police seek and preserve public favor, not by catering to public opinion, but by constantly demonstrating absolutely impartial service to the law, in complete independence of policy, and without regard to the justice or injustice of the substance of individual laws; by ready offering of individual service and friendship to all members of the society without regard to their race or social standing; by ready exercise of courtesy and friendly good humor; and by ready offering of individual sacrifice in protecting and preserving life.**



Peel's Principles of Modern Policing

Written by Sir Robert Peel to guide the London Metropolitan Police, 1829

6. The police should use physical force to the extent necessary to secure observance of the law or to restore order only when the exercise of persuasion, advice and warning is found to be insufficient to achieve police objectives; and police should use only the minimum degree of physical force which is necessary on any particular occasion for achieving a police objective.

7. The police at all times should maintain a relationship with the public that gives reality to the historic tradition that the police are the public and the public are the police; the police are the only members of the public who are paid to give full time attention to duties which are incumbent on every citizen in the intent of the community welfare.

8. The police should always direct their actions toward their functions and never appear to usurp the powers of the judiciary by avenging individuals or the state, or authoritatively judging guilt or punishing the guilty.

9. The test of police efficiency is the absence of crime and disorder, not the visible evidence of police action in dealing with them.

These principles guide LPD operations every day.



Law Enforcement Oath of Honor

International Association of Chiefs of Police, 2000

**On my honor,
I will never betray my badge,
my integrity, my character,
or the public trust.**

**I will always have the courage
to hold myself and others
accountable for our actions.**

**I will always uphold the Constitution,
the community,
and the agency I serve,
so help me God.**



An Overview of the Lynchburg Police Department

Thank You
**for your interest in a
Safe Community**

Contact me at any time that I can be of assistance

Chief Parks Snead -- 434-455-6045

e-mail: ph.snead@lynchburgva.gov