

# LAW ENFORCEMENT ACCREDITATION

## Lynchburg (VA) Police Department

### Agency

Lynchburg (VA) Police Department  
905 Court St  
Lynchburg, VA 24504

### Chief Executive Officer

Chief of Police  
Ryan M. Zuidema

### Methodology Overview

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

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

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



### **Law Enforcement Accreditation**

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

#### **CALEA's Founding Organizations:**

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

## **TABLE OF CONTENTS**

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**Executive Summary**

**Chief Executive Officer Profile**

**Community Profile**

**Agency History**

**Agency Structure and Function**

**Agency Successes**

**Future Issues for Agency**

**First Annual Compliance Service Review**

**Second Annual Compliance Service Review**

**Third Annual Compliance Service Review**

**Fourth Annual Compliance Service Review**

**Site-Based Assessment Review**

**Community Feedback and Review**

**Standards Related Data Tables**

## EXECUTIVE SUMMARY

### *Overview:*

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

### *Compliance Service Review:*

CALEA Compliance Services Member(s) James E. Carmody remotely reviewed 187 standards for the agency on 12/13/2018 using Law Enforcement Manual 6.10. These standards included specific time-sensitive issues, as well as all standards applicable to the agency by size and function. If standard issues are found they are listed below.

CALEA Compliance Services Member(s) Nora Ackerley remotely reviewed 98 standards for the agency on 12/5/2019 using Law Enforcement Manual 6.10. These standards included specific time-sensitive issues, as well as all standards applicable to the agency by size and function. If standard issues are found they are listed below.

CALEA Compliance Services Member(s) Philip K. Potter remotely reviewed 100 standards for the agency on 12/1/2020 using Law Enforcement Manual 6.10. These standards included specific time-sensitive issues, as well as all standards applicable to the agency by size and function. If standard issues are found they are listed below.

CALEA Compliance Services Member(s) Louis Moreto remotely reviewed 101 standards for the agency on 6/25/2021 using Law Enforcement Manual 6.10. These standards included specific time-sensitive issues, as well as all standards applicable to the agency by size and function. If standard issues are found they are listed below.

### *Site-Based Assessment Review:*

From 8/9/2021 to 8/11/2021, Chief Mark Scott, Team Leader and Chief James Griner, Team Member visited the agency following a consultation with the chief executive officer regarding critical issues impacting the organization since the last assessment. These issues were identified as:

- LPD Action Plan and Intelligence Led Policing Model - In July of this year the department implemented an Action Plan targeting four different neighborhoods. The target neighborhoods were identified through data analysis based on reported gang activity, shots fired calls, aggravated assaults and homicides. The department's Action Plan is based on the Intelligence Led Policing Model and incorporates a daily review of agency activity with in depth crime analysis to allow supervisors to plan daily patrol activities.
- Officer Wellness Program - The agency has implemented an officer wellness plan that addresses not only physical wellness, but also emotional and financial wellness. All employees are provided with an annual health screen and physical examination. They also have access to resources and coaching to help them set and achieve fitness goals. All employees are also required to meet annually with a counselor for a mental health screen.
- Media/Community Relations - Following the civil unrest in June of 2020, the agency worked diligently to provide timely information to the public and enhance their image. Assessors met with Carrie Dungan, the agency's first civilian Public Information Officer and with Chief Zuidema. The agency has worked diligently to increase their social media presence and provide information through those media. They have also increased their efforts to provide timely information to the local news media. They have also enhanced their Community Relations efforts through community involvement and increased use of the Citizen's Police Advisory Group to provide transparency to the public and input to the department.
- Use of Force/Law Changes - the agency has implemented policy revisions regarding the use of chokeholds and provided enhanced training to agency personnel on the new policy as well as enhanced training on dealing with the mentally ill and

During the Site-Based Assessment Review, the assessment team conducted 20 interviews regarding the topical areas

previously defined. The interviews were with agency members and members of the community. The approach not only further confirmed standards adherence, but also considered effectiveness measures, process management and intended outcomes.

## CHIEF EXECUTIVE OFFICER PROFILE

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### *Ryan M. Zuidema*

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Ryan M. Zuidema serves as the Chief of Police for the Lynchburg, VA Police Department following his appointment in October,

2018. Prior to his promotion, Chief Zuidema served as Deputy Chief managing both the Investigations Bureau and Administration Bureau. Chief Zuidema received his MBA from Averett University and holds a graduate level certificate

in local government management from Virginia Tech. He has also graduated from many professional development programs including the Federal Bureau of Investigation's National Academy, the Police Executive Research Forum's Senior Management Institute for Police, and Harvard University's Senior Executives in State and Local Government.

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## COMMUNITY PROFILE

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The City of Lynchburg, established in 1787, is a city of 50 square miles located near the geographic center of the state, bordered by the eastern edge of the Blue Ridge Mountains. It is located approximately 180 miles southwest of Washington, D.C. Lynchburg has a tradition of outstanding public education, operating one of the top school systems in the state and is

recognized for its unique Partners in Education program that partners the business and government sector with the schools. Lynchburg is home to five public/private colleges and universities. The city operates 12 parks, 24 playgrounds, eight community centers, an Olympic-size pool, 34 tennis courts, and 26 baseball diamonds. Boating, swimming, hiking, and skiing are available in Lynchburg.

The City of Lynchburg operates under a Council-Manager form of government, which is comprised of seven members, elected for four-year staggered terms of office. Lynchburg's City Council's vision encourages innovative approaches and focused leadership. The City Manager is responsible to the City Council for the oversight of all government functions.

## AGENCY HISTORY

The Lynchburg Police Department, as it is organized today, was not officially established until 1866, or shortly after the end of the Civil War. City Council, which was known then as the Common Council, adopted an ordinance to found a “Police Force for the City of Lynchburg.” However, as long as there has been a town or city of Lynchburg, there have been police officers protecting it.

The first incarnation of the Lynchburg Police Department was a “Watch” or “Patrol” officer in 1805 when Lynchburg was incorporated as a town. As the town grew more prosperous and became a trading hub via canals and railroads, the Common Council saw the need for a Night Watch. The Night Watch consisted of seven men who protected the entire city. These men received \$250 annually, which is a little under \$10,000 a year with inflation.

Following Reconstruction, Lynchburg had a period of prosperity with a population of 15,000 people. With that increase in people and manufacturing, came the need for a larger police force and the first Police Chief, A.H. Pettigrew. This spurred the Common Council to create the basis for the department as we know it today. The LPD went from a Night Watch of seven to almost 30 sworn officers. These men patrolled the streets primarily on foot and had to share pistols with the opposite shift. The Department also lost their first officer in the line of duty, William Halsey Gouldman in 1883.

The early 1900s saw technological changes for the agency. In 1903, Gamewell call boxes that used Morris Code signals were installed across the city to allow officers to check-in, report crimes, or request backup. In 1914, the LPD went from horse drawn wagons to its first automobile. The same year, the department also got two motorcycles and formed the Traffic Unit.

After World War II, the LPD’s ranks grew to 53 sworn officers. The department went through some substantial changes in the 1940s and 1950s, including adopting two-way radios, which improved officers’ ability to communicate and protect the city. The LPD instituted a structured departmental training program, something that many departments did not implement until the 1960s and 1970s. The LPD also started hiring women and African Americans in more visible roles. In the 1950s, while not sworn, women wore uniforms and worked as Traffic Safety Officers at Lynchburg City Schools. In 1956, the LPD hired sworn Officers Farrow and Dickey, the department’s first African American officers.

Lynchburg continued to grow and evolve and so did the LPD. In the 1960s, the department made it a mission to ensure that officers were highly trained and serving the city to the best of their abilities. The LPD instituted an annual “Lynchburg Police Department Training School.” This led to the eventual creation of what is now the Central Virginia Criminal Justice Academy, which oversees training certified law enforcement officers for Central Virginia law enforcement agencies. In response to community concerns, the department also created specialized units for community engagement in the form of the Youth Bureau and a Vice/Narcotics Unit.

The LPD similarly saw the importance of creating additional specialized units in the 1970s. During this era, the department formed the Investigations Bureau, which focused on persons, property, and Vice/narcotics components. The department also created the Cadet Program. The focus of this program was on finding capable and qualified young people to become police officers. The need for officers was high, as the City of Lynchburg expanded to roughly 50 square miles. The department also understood the need to diversify more in finding qualified officers that represented their community. In 1974, the LPD hired its first sworn female officer, Wendy T. Ford. She was the first of many women who have sworn to protect the City of Lynchburg.

The 1980s saw the adoption of the “enhanced 911” phone system, additional technology, a Computer Aided Dispatch system, a Street Crimes Division, and the Drug Abuse Resistance Education or D.A.R.E. program. The LPD also

became the 124th agency nationwide to be formally accredited by the Commission on Accreditation for Law Enforcement Agencies, Inc. (CALEA) in 1989. This accreditation is reserved for public safety agencies that have demonstrated professional excellence and a dedication to community-oriented policing. The LPD maintains this accreditation to date.

In the 1990s, the LPD implemented additional programs and departments focused on improving the community that are all still active today. In 1997, the LPD held its first Citizen's Police Academy. This program gives citizens a chance to see behind the scenes and learn about the LPD's operations. The agency also began a School Resource Officer program. The city now has officers dedicated to each high school and middle school. The 1990s also brought the foundation of the Bike Patrol and K-9 units.

In recent years, the department has adopted many technological advances. Officers are fully equipped with computers, radios, phones, and in-car and body worn cameras. The department has come a long way from horse drawn carriages with gongs instead of sirens. LPD officers and professional staff are continually trained with a focus on serving Lynchburg's residents and visitors through intelligence led policing, community engagement, and enforcement.

The mission of the Lynchburg Police Department is "We partner with our community and protect our citizens, while respecting the rights and dignity of all persons." This department has protected and served the City of Lynchburg for over 200 years. The LPD will continue to partner with and protect the people of Lynchburg with professionalism, dedication, and compassion.



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## AGENCY STRUCTURE AND FUNCTION

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The Lynchburg Police Department is a progressive law enforcement agency made up of dedicated men and women who live out their values of Leadership, Professionalism, and Dedication. Being nationally accredited since 1989 indicates their desire to meet the highest standards of the law enforcement industry and provide the highest level of professional service to their community. Operating with an authorized force of 176 sworn officers, 31 full time civilian employees, and 6 part time civilian employees, the agency operates under a community policing philosophy that seeks to partner with their community to identify, prioritize, and solve community concerns. The Lynchburg Police Department's Field Operations Bureaus offer 24-hour police service to their community. They include patrol, traffic safety, and the Community Action Team. The Investigations Bureau provides support through its Criminal Investigations Division, Special Investigations Division, and Support Division. The Administrative Bureau manages the budgetary and financial aspects of the agency, professional standards, computer operations, property and evidence, and records management.

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## AGENCY SUCCESSES

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In the beginning of 2020, our Intelligence Unit completed a comprehensive Workload Assessment that identified staffing needs throughout the entire department. We presented this data to our City Council as support for a request to increase our sworn and professional staff allocation over the next five years to right-size our department so we can provide the best level of service to our community.

After the civil unrest in the wake of George Floyd's death this spring, we held six Community Listening Sessions to hear directly from our residents on their experiences with the Lynchburg Police Department and what they expect from their ideal police department. We completed an Action Plan in response to what we heard in those sessions and have begun implementation.

Over the past year, we have worked to increase our social media presence as well as our external communication with our community. We have seen an exponential increase in followers on all our social media accounts and continue to engage our local media with proactive positive stories about the department. We also just released a new website that helps us better engage with and build trust in our community.

The website, [www.lynchburgvapolice.gov](http://www.lynchburgvapolice.gov), provides data on uses of force, commendations, complaints, crime statistics, and more. It also includes a multitude of resources for residents, such as information on security assessments, identity theft prevention, community engagement, and LPD policies.

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## FUTURE ISSUES FOR AGENCY

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Police reform is affecting nearly every law enforcement agency in the country, and the LPD is no different. In Virginia, we have already seen new laws stemming from police reform that will directly impact the way our agency operates and the way our officers police our community. The recent actions of the Virginia General Assembly have far-reaching ramifications for our department and profession overall. Community demands for reform, training, and transparency will also require funding that is not currently allocated. Additionally, we are currently facing challenges with both recruitment and retention of sworn staffing and anticipate this trend will continue. Most recently, we have seen an increase in violent crime in our community. Based on national trends, we anticipate this trend will continue for the short term.

## YEAR 1 REMOTE WEB-BASED ASSESSMENT

Compliance Services Member: James E. Carmody

On 12/13/2018, the Year 1 Remote Web-based Assessment of Lynchburg (VA) Police Department was conducted. The review was conducted remotely and included 187 standards from the CALEA® Standards for Law Enforcement Manual. The following standards were reviewed and the findings are denoted:

Standards	Findings
1 Law Enforcement Role and Authority	
1.1.1 Oath of Office (LE1) (MMMM)	Compliance Verified
1.1.2 Code of Ethics* (LE1) (MMMM)	Compliance Verified
1.2.1 Legal Authority Defined (LE1) (MMMM)	Compliance Verified
1.2.6 Alternatives to Arrest (MMMM)	Compliance Verified
1.2.7 Use of Discretion (MMMM)	Compliance Verified
1.2.9 Biased Policing* (LE1) (MMMM)	Compliance Verified
2 Agency Jurisdiction and Mutual Aid	
2.1.2 Concurrent Jurisdiction (OOOO)	Compliance Verified
3 Contractual Agreements for Law Enforcement Services	
3.1.1 Written Agreement for Services Provided (LE1) (MMMM)	Compliance Verified
4 Use of Force	
4.1.1 Use of Reasonable Force (LE1) (MMMM)	Compliance Verified
4.1.2 Use of Deadly Force (LE1) (MMMM)	Compliance Verified
4.2.1 Reporting Uses of Force* (LE1) (MMMM)	Compliance Verified
4.2.2 Written Use of Force Reports and Administrative Review* (LE1) (MMMM)	Compliance Verified
4.2.5 Assault on Sworn Officer Review* (MMMM)	Compliance Verified
4.3.2 Demonstrating Proficiency with Weapons (LE1) (MMMM)	Compliance Verified
4.3.3 Annual/Biennial Proficiency Training* (LE1) (MMMM)	Compliance Verified
11 Organization and Administration	
11.2.1 Direct Command, Component	Compliance Verified
11.3.2 Supervisory Accountability	Compliance Verified
11.4.3 Accreditation Maintenance	Compliance Verified
12 Direction	
12.1.3 Obey Lawful Orders (LE1)	Compliance Verified
15 Planning and Research, Goals and Objectives, and Crime Analysis	

<b>Standards</b>	<b>Findings</b>
15.1.4 Succession Planning	<b>Agency Elected 20%</b>
15.2.1 Annual Updating/Goals and Objectives* (LE1)	<b>Compliance Verified</b>
15.2.2 System for Evaluation/Goals and Objectives	<b>Compliance Verified</b>
<b>17 Fiscal Management and Agency Property</b>	
17.1.1 CEO Authority and Responsibility	<b>Compliance Verified</b>
17.2.2 Functional Recommendations to Budget*	<b>Agency Elected 20%</b>
17.4.1 Accounting System*	<b>Compliance Verified</b>
17.4.2 Cash Fund/Accounts Maintenance* (LE1)	<b>Compliance Verified</b>
<b>21 Classification and Delineation of Duties and Responsibilities</b>	
21.1.1 Job Analysis	<b>Agency Elected 20%</b>
21.2.1 Classification Plan (N/A O O O)	<b>Compliance Verified</b>
<b>22 Personnel Management System</b>	
22.1.4 Personnel Support Services Program	<b>Compliance Verified</b>
22.1.5 Victim Witness Services/Line of Duty Death (LE1)	<b>Compliance Verified</b>
22.2.2 General Health and Physical Fitness (LE1)	<b>Compliance Verified</b>
22.2.3 Fitness and Wellness Program	<b>Agency Elected 20%</b>
22.3.1 Agency Role	<b>Not Applicable by Function</b>
22.3.2 Ratification Responsibilities	<b>Not Applicable by Function</b>
22.4.3 Annual Analysis*	<b>Compliance Verified</b>
<b>26 Disciplinary Procedures and Internal Investigations</b>	
26.1.1 Code of Conduct (LE1)	<b>Compliance Verified</b>
26.1.3 Harassment (LE1)	<b>Compliance Verified</b>
26.2.5 Annual Statistical Summaries; Public Availability*	<b>Compliance Verified</b>
26.3.2 CEO, Notification (LE1)	<b>Compliance Verified</b>
<b>31 Recruitment and Selection</b>	
31.2.1 Recruitment Plan (LE1)	<b>Compliance Verified</b>
31.2.2 Annual Analysis	<b>Compliance Verified</b>
31.3.2 Notification Expectations	<b>Compliance Verified</b>
<b>33 Training and Career Development</b>	
33.1.1 Training Committee	<b>Agency Elected 20%</b>
33.1.2 Training Attendance Requirements	<b>Compliance Verified</b>
33.1.5 Remedial Training (LE1)	<b>Compliance Verified</b>

<b>Standards</b>	<b>Findings</b>
33.1.6 Employee Training Record Maintenance (LE1)	<b>Compliance Verified</b>
33.2.1 Academy Administration and Operation	<b>Not Applicable by Function</b>
33.2.2 Academy Facilities	<b>Not Applicable by Function</b>
33.5.1 Annual In-Service Training Program* (LE1) (M M M M)	<b>Compliance Verified</b>
33.5.4 Accreditation Manager Training	<b>Compliance Verified</b>
33.8.1 Training for Career Development Personnel Training	<b>Agency Elected 20%</b>
34 Promotion	
34.1.2 Promotional Process Described	<b>Compliance Verified</b>
34.1.3 Job Relatedness	<b>Compliance Verified</b>
35 Performance Evaluation	
35.1.1 Performance Evaluation System	<b>Compliance Verified</b>
35.1.2 Annual Evaluation* (LE1)	<b>Compliance Verified</b>
35.1.9 Personnel Early Intervention System* (LE1)	<b>Compliance Verified</b>
40 Crime Analysis and Intelligence	
40.1.1 Crime Analysis Procedures	<b>Compliance Verified</b>
40.2.3 Criminal Intelligence Procedures* (LE1)	<b>Compliance Verified</b>
41 Patrol	
41.1.4 Agency Service Animals	<b>Compliance Verified</b>
41.2.2 Pursuit of Motor Vehicles* (LE1)	<b>Compliance Verified</b>
41.2.3 Roadblocks and Forcible Stopping* (LE1)	<b>Compliance Verified</b>
41.2.6 Missing Children (LE1)	<b>Compliance Verified</b>
41.2.7 Mental Health Issues* (LE1)	<b>Compliance Verified</b>
41.3.8 In-Car Audio/Video/Body-Worn (LE1)	<b>Compliance Verified</b>
41.3.9 License Plate Recognition Systems	<b>Not Applicable by Function</b>
42 Criminal Investigation	
42.1.1 On-Call Schedule	<b>Compliance Verified</b>
42.1.2 Case-Screening System	<b>Compliance Verified</b>
42.2.7 Cold Cases	<b>Compliance Verified</b>
42.2.9 Line-ups	<b>Compliance Verified</b>
43 Vice, Drugs, and Organized Crime	
43.1.1 Complaint Management (LE1)	<b>Compliance Verified</b>
44 Juvenile Operations	

<b>Standards</b>	<b>Findings</b>
44.1.1 Juvenile Operations Policy (LE1)	<b>Compliance Verified</b>
44.1.3 Annual Program Review*	<b>Compliance Verified</b>
45 Crime Prevention and Community Involvement	
45.1.1 Crime Prevention Activities*	<b>Compliance Verified</b>
45.2.1 Community Input Process*	<b>Agency Elected 20%</b>
45.2.2 Citizens Survey*	<b>Compliance Verified</b>
46 Critical Incidents, Special Operations, and Homeland Security	
46.1.1 Planning Responsibility (LE1)	<b>Compliance Verified</b>
46.1.3 Command Function* (LE1)	<b>Compliance Verified</b>
46.1.8 Equipment Inspection*	<b>Compliance Verified</b>
46.1.9 All Hazard Plan Training* (LE1)	<b>Compliance Verified</b>
46.1.10 Active Threats* (LE1)	<b>Compliance Verified</b>
46.2.5 Search and Rescue	<b>Not Applicable by Function</b>
46.2.7 Special Events Plan (LE1)	<b>Compliance Verified</b>
53 Inspectional Services	
53.2.1 Staff Inspections*	<b>Agency Elected 20%</b>
54 Public Information	
54.1.2 Policy Input	<b>Compliance Verified</b>
55 Victim/Witness Assistance	
55.1.1 Victim/Witness Assistance	<b>Compliance Verified</b>
55.1.2 Review Need/Services*	<b>Compliance Verified</b>
61 Traffic	
61.1.1 Selective Enforcement Activities*	<b>Compliance Verified</b>
61.1.9 Impaired Driver Enforcement Program	<b>Compliance Verified</b>
61.2.2 Collision/Crash Scene Duties	<b>Compliance Verified</b>
61.3.4 School Crossing Guards*	<b>Not Applicable by Function</b>
61.4.4 Traffic Safety Materials	<b>Compliance Verified</b>
70 Detainee Transportation	
70.1.1 Pre-Transport Prisoner Searches (LE1)	<b>Compliance Verified</b>
70.1.4 Interruption of Transport	<b>Compliance Verified</b>
70.1.8 Notify Court of Security Risk (LE1)	<b>Compliance Verified</b>
70.3.3 Special Situations	<b>Not Applicable by Function</b>

<b>Standards</b>	<b>Findings</b>
70.4.1 Vehicle Safety Barriers	<b>Compliance Verified</b>
70.4.2 Rear Compartment Modifications (LE1)	<b>Compliance Verified</b>
<b>71 Processing and Temporary Detention</b>	
71.1.1 Designate Rooms or Areas (LE1)	<b>Compliance Verified</b>
71.2.1 Training of Personnel* (LE1)	<b>Not Applicable by Function</b>
71.3.1 Procedures (LE1)	<b>Compliance Verified</b>
71.3.2 Immovable Objects	<b>Compliance Verified</b>
71.3.3 Security in Designated Temporary Detention Processing and Testing Rooms/Areas (LE1)	<b>Compliance Verified</b>
71.4.1 Physical Conditions (LE1)	<b>Not Applicable by Function</b>
71.4.2 Fire Prevention/Suppression (LE1)	<b>Not Applicable by Function</b>
71.4.3 Inspections* (LE1)	<b>Not Applicable by Function</b>
<b>72 Holding Facility</b>	
72.1.1 Training User Personnel* (LE1)	<b>Not Applicable by Function</b>
72.1.2 Access, Nonessential Persons	<b>Not Applicable by Function</b>
72.2.1 Minimum Conditions	<b>Not Applicable by Function</b>
72.3.1 Fire, Heat, Smoke Detection System, Inspections*	<b>Not Applicable by Function</b>
72.3.2 Posted Evacuation Plan	<b>Not Applicable by Function</b>
72.3.3 Sanitation Inspection*	<b>Not Applicable by Function</b>
72.4.1 Securing Weapons (LE1)	<b>Not Applicable by Function</b>
72.4.2 Entering Occupied Cells	<b>Not Applicable by Function</b>
72.4.3 Key Control	<b>Not Applicable by Function</b>
72.4.4 Facility Door Security	<b>Not Applicable by Function</b>
72.4.5 Security Checks	<b>Not Applicable by Function</b>
72.4.6 Security Inspections*	<b>Not Applicable by Function</b>
72.4.7 Tool and Culinary Equipment	<b>Not Applicable by Function</b>
72.4.8 Alerting Control Point	<b>Not Applicable by Function</b>
72.4.9 Panic Alarms* (M M M M)	<b>Not Applicable by Function</b>
72.4.10 Procedures, Escape	<b>Not Applicable by Function</b>
72.4.11 Report, Threats to Facility*	<b>Not Applicable by Function</b>
72.5.1 Detainee Searches	<b>Not Applicable by Function</b>
72.5.2 Intake	<b>Not Applicable by Function</b>



<b>Standards</b>	<b>Findings</b>
72.5.3 Sight and Sound Separation (LE1)	<b>Not Applicable by Function</b>
72.5.4 Segregation	<b>Not Applicable by Function</b>
72.5.5 Procedure, Outside Detainees	<b>Not Applicable by Function</b>
72.5.6 Procedure, Exceeding Capacity	<b>Not Applicable by Function</b>
72.5.7 Identification, Released Detainees	<b>Not Applicable by Function</b>
72.6.1 Procedure, Medical Assistance	<b>Not Applicable by Function</b>
72.6.2 First Aid Kit*	<b>Not Applicable by Function</b>
72.6.3 Posted Access to Medical Service	<b>Not Applicable by Function</b>
72.6.4 Dispensing Pharmaceuticals	<b>Not Applicable by Function</b>
72.7.1 Procedure, Detainee Rights	<b>Not Applicable by Function</b>
72.8.1 Monitoring of Detainees (M M M M)	<b>Not Applicable by Function</b>
72.8.2 Audio/Visual Surveillance	<b>Not Applicable by Function</b>
72.8.3 Supervision, Opposite Gender	<b>Not Applicable by Function</b>
72.8.4 Receiving Mail/Packages	<b>Not Applicable by Function</b>
72.8.5 Visiting	<b>Not Applicable by Function</b>
<b>73 Court Security</b>	
73.1.1 Role, Authority, Policies* (LE1)	<b>Not Applicable by Function</b>
73.2.1 Facilities, Equipment, Security Survey*	<b>Not Applicable by Function</b>
73.3.1 Weapon Lockboxes (LE1)	<b>Not Applicable by Function</b>
73.3.2 Use of Restraints	<b>Not Applicable by Function</b>
73.4.1 Identification, Availability, Operational Readiness	<b>Not Applicable by Function</b>
73.4.2 External Communications (LE1)	<b>Not Applicable by Function</b>
73.4.3 Duress Alarms*	<b>Not Applicable by Function</b>
73.5.1 Training*	<b>Not Applicable by Function</b>
73.5.2 Detainee Searches	<b>Not Applicable by Function</b>
73.5.3 Detainee Property Security	<b>Not Applicable by Function</b>
73.5.4 Segregation	<b>Not Applicable by Function</b>
73.5.5 Procedure for Medical Assistance	<b>Not Applicable by Function</b>
73.5.6 First Aid Kit*	<b>Not Applicable by Function</b>
73.5.7 Access of Nonessential Persons	<b>Not Applicable by Function</b>
73.5.8 Minimum Conditions*	<b>Not Applicable by Function</b>
73.5.9 Fire Alarm System*	<b>Not Applicable by Function</b>

<b>Standards</b>	<b>Findings</b>
73.5.10 Evacuation Plan	<b>Not Applicable by Function</b>
73.5.11 Pest Control Inspection*	<b>Not Applicable by Function</b>
73.5.12 Securing Weapons (LE1)	<b>Not Applicable by Function</b>
73.5.13 Entering Occupied Cells	<b>Not Applicable by Function</b>
73.5.14 Key Control	<b>Not Applicable by Function</b>
73.5.15 Facility Door Security	<b>Not Applicable by Function</b>
73.5.16 Cell Security Checks	<b>Not Applicable by Function</b>
73.5.17 Facility Security Inspections*	<b>Not Applicable by Function</b>
73.5.18 Designated Control Point (LE1)	<b>Not Applicable by Function</b>
73.5.19 Panic Alarms*	<b>Not Applicable by Function</b>
73.5.20 Escape Procedures	<b>Not Applicable by Function</b>
73.5.22 Posted Access to Medical Service	<b>Not Applicable by Function</b>
73.5.23 Audio/Visual Surveillance	<b>Not Applicable by Function</b>
73.5.24 Supervision of Opposite Gender	<b>Not Applicable by Function</b>
<b>74 Legal Process</b>	
74.1.1 Information, Recording (LE1)	<b>Compliance Verified</b>
74.3.2 Arrest Warrants Require Sworn Service	<b>Compliance Verified</b>
<b>81 Communications</b>	
81.1.1 Agreements, Shared/Regional Facility	<b>Not Applicable by Function</b>
81.2.2 Continuous, Two-Way Capability (LE1)	<b>Compliance Verified</b>
81.2.7 Recording and Playback (LE1)	<b>Compliance Verified</b>
81.2.9 Alternative Methods of Communication	<b>Not Applicable by Function</b>
81.2.13 First Aid Over Phone (LE1)	<b>Compliance Verified</b>
81.3.2 Alternate Power Source* (LE1)	<b>Compliance Verified</b>
<b>82 Central Records</b>	
82.1.1 Privacy and Security (LE1)	<b>Compliance Verified</b>
82.1.6 Computer File Backup and Storage* (LE1)	<b>Compliance Verified</b>
82.2.3 Case Numbering System (LE1)	<b>Compliance Verified</b>
82.3.4 Traffic Citation Maintenance (LE1)	<b>Compliance Verified</b>
<b>83 Collection and Preservation of Evidence</b>	
83.1.1 24-Hour Availability (LE1)	<b>Compliance Verified</b>
83.2.1 Guidelines and Procedures (LE1)	<b>Compliance Verified</b>

Standards	Findings
83.2.6 Report Preparation (LE1)	<b>Compliance Verified</b>
84 Property and Evidence Control	
84.1.1 Evidence/Property Control System (LE1)	<b>Compliance Verified</b>
84.1.3 Temporary Security (LE1)	<b>Compliance Verified</b>
84.1.6 Inspections and Reports* (LE1)	<b>Compliance Verified</b>

**Response from Agency Regarding Findings:**

I am thankful for Chief Carmody's thorough review of my department's policies and practices. The results of this annual status report reinforce the great work that the men and women of the Lynchburg Police Department perform every day. Their professionalism and dedication are evident in these findings and demonstrate the high level of service we provide to the Lynchburg citizens. I am very proud to be the Chief of Police for this great organization that has served the Lynchburg community for 214 years and has been accredited through CALEA for the past 30 years.

## YEAR 2 REMOTE WEB-BASED ASSESSMENT

Compliance Services Member: Nora Ackerley

On 12/5/2019, the Year 2 Remote Web-based Assessment of Lynchburg (VA) Police Department was conducted. The review was conducted remotely and included 98 standards from the CALEA® Standards for Law Enforcement Manual. The following standards were reviewed and the findings are denoted:

Standards	Findings
1 Law Enforcement Role and Authority	
1.1.3 Agency's Role in Criminal Justice Diversion Programs (OOOO)	Compliance Verified
1.1.4 Consular Notification (MMMM)	Compliance Verified
1.2.8 Strip/Body Cavity Search (LE1) (MMMM)	Compliance Verified
1.2.9 Biased Policing* (LE1) (MMMM)	Compliance Verified
4 Use of Force	
4.1.4 Use of Authorized Less Lethal Weapons (LE1) (MMMM)	Compliance Verified
4.1.5 Rendering Medical Aid Following Police Actions (LE1) (MMMM)	Compliance Verified
4.2.3 Removal from Line of Duty Assignment (LE1) (MMMM)	Compliance Verified
4.2.4 Analyze Reports* (LE1) (MMMM)	Compliance Verified
11 Organization and Administration	
11.3.3 Notify CEO of Incident with Liability (LE1)	Compliance Verified
11.4.1 Administrative Reporting Program	Compliance Verified
11.4.2 Accountability for Agency Forms	Compliance Verified
12 Direction	
12.1.2 Command Protocol (LE1)	Compliance Verified
12.1.4 Functional Communication/Cooperation	Compliance Verified
15 Planning and Research, Goals and Objectives, and Crime Analysis	
15.1.1 Activities of Planning and Research	Compliance Verified
15.1.2 Organizational Placement/Planning and Research	Compliance Verified
15.1.3 Multiyear Plan	Compliance Verified
17 Fiscal Management and Agency Property	
17.4.2 Cash Fund/Accounts Maintenance* (LE1)	Compliance Verified
17.4.3 Independent Audit	Compliance Verified
21 Classification and Delineation of Duties and Responsibilities	
21.2.2 Job Description Maintenance and Availability* (LE1) (M M M M)	Compliance Verified

<b>Standards</b>	<b>Findings</b>
22 Personnel Management System	
22.1.3 Benefits Program (LE1)	<b>Compliance Verified</b>
22.1.6 Clothing and Equipment	<b>Compliance Verified</b>
22.1.7 Employee Assistance Program	<b>Compliance Verified</b>
22.1.8 Employee Identification (LE1)	<b>Compliance Verified</b>
22.4.1 Grievance Procedures (LE1)	<b>Compliance Verified</b>
22.4.2 Coordination/Control of Records	<b>Compliance Verified</b>
22.4.3 Annual Analysis*	<b>Compliance Verified</b>
26 Disciplinary Procedures and Internal Investigations	
26.1.4 Disciplinary System (LE1)	<b>Compliance Verified</b>
26.1.5 Role and Authority of Supervisors	<b>Compliance Verified</b>
26.1.6 Appeal Procedures	<b>Compliance Verified</b>
26.2.5 Annual Statistical Summaries; Public Availability*	<b>Compliance Verified</b>
31 Recruitment and Selection	
31.1.1 Agency Participation	<b>Compliance Verified</b>
31.1.2 Assignment/Recruitment	<b>Compliance Verified</b>
31.2.2 Annual Analysis	<b>Compliance Verified</b>
31.3.3 Maintaining Applicant Contact	<b>Compliance Verified</b>
31.4.1 Selection Process Described (LE1)	<b>Compliance Verified</b>
33 Training and Career Development	
33.1.3 Outside Training Reimbursement	<b>Compliance Verified</b>
33.6.1 Specialized Training	<b>Compliance Verified</b>
33.6.2 Tactical Team Training Program (LE1)	<b>Compliance Verified</b>
33.8.2 Skill Development Training Upon Promotion (LE1)	<b>Compliance Verified</b>
35 Performance Evaluation	
35.1.9 Personnel Early Intervention System* (LE1)	<b>Compliance Verified</b>
41 Patrol	
41.1.5 Police Service Canines (LE1)	<b>Compliance Verified</b>
41.2.1 Responding Procedures (LE1)	<b>Compliance Verified</b>
41.2.4 Notification Procedures (LE1)	<b>Compliance Verified</b>
41.3.4 Authorized Personal Equipment	<b>Compliance Verified</b>
41.3.5 Protective Vests (LE1)	<b>Compliance Verified</b>

<b>Standards</b>	<b>Findings</b>
42 Criminal Investigation	
42.2.4 Investigative Task Forces	<b>Compliance Verified</b>
42.2.5 Deception Detection Examinations	<b>Compliance Verified</b>
43 Vice, Drugs, and Organized Crime	
43.1.3 Confidential Funds	<b>Compliance Verified</b>
43.1.4 Equipment, Authorization and Control	<b>Compliance Verified</b>
43.1.5 Covert Operations (LE1)	<b>Compliance Verified</b>
44 Juvenile Operations	
44.2.4 School Services Program	<b>Compliance Verified</b>
44.2.5 Community Youth Programs	<b>Compliance Verified</b>
45 Crime Prevention and Community Involvement	
45.3.1 Program Description	<b>Compliance Verified</b>
45.3.2 Training	<b>Compliance Verified</b>
46 Critical Incidents, Special Operations, and Homeland Security	
46.1.9 All Hazard Plan Training* (LE1)	<b>Compliance Verified</b>
46.1.12 Crowd Control Response Training	<b>Compliance Verified</b>
46.2.1 Special Operations Activities	<b>Compliance Verified</b>
46.2.2 Tactical Team Selection	<b>Compliance Verified</b>
46.2.3 Tactical Team Equipment	<b>Compliance Verified</b>
46.3.2 Hazmat Awareness (LE1)	<b>Compliance Verified</b>
55 Victim/Witness Assistance	
55.2.2 Assistance, Threats	<b>Compliance Verified</b>
55.2.5 Assistance, Suspect Arrest	<b>Compliance Verified</b>
55.2.6 Next-of-Kin Notification	<b>Compliance Verified</b>
61 Traffic	
61.1.4 Informing The Violator (LE1)	<b>Compliance Verified</b>
61.1.7 Stopping/Approaching (LE1)	<b>Compliance Verified</b>
61.1.11 License Reexamination Referrals	<b>Compliance Verified</b>
61.3.3 Escorts (LE1)	<b>Compliance Verified</b>
61.4.1 Motorist Assistance (LE1)	<b>Compliance Verified</b>
70 Detainee Transportation	
70.2.1 Detainee Restraint Methods (LE1)	<b>Compliance Verified</b>

<b>Standards</b>	<b>Findings</b>
70.3.1 Sick, Injured, Disabled	<b>Compliance Verified</b>
70.3.2 Hospital Security and Control	<b>Compliance Verified</b>
74 Legal Process	
74.2.1 Procedure, Civil Process	<b>Compliance Verified</b>
74.3.1 Procedure, Criminal Process	<b>Compliance Verified</b>
81 Communications	
81.2.6 Calls for Service Information Victim/Witness Calls (LE1)	<b>Compliance Verified</b>
81.2.10 Emergency Messages (LE1)	<b>Compliance Verified</b>
81.2.11 Misdirected Emergency Calls (LE1)	<b>Compliance Verified</b>
82 Central Records	
82.1.5 Report Accounting System	<b>Compliance Verified</b>
82.2.2 Reporting Requirements (LE1)	<b>Compliance Verified</b>
82.2.5 Reports by Phone, Mail or Internet	<b>Compliance Verified</b>
82.3.6 ID Number and Criminal History	<b>Compliance Verified</b>
83 Collection and Preservation of Evidence	
83.3.1 Collecting from Known Source	<b>Compliance Verified</b>
83.3.2 Evidence, Laboratory Submission (LE1)	<b>Compliance Verified</b>
84 Property and Evidence Control	
84.1.5 Records, Status of Property (LE1)	<b>Compliance Verified</b>
84.1.6 Inspections and Reports* (LE1)	<b>Compliance Verified</b>
91 Campus Law Enforcement	
91.1.1 Risk Assessment and Analysis* (LE1)	<b>Not Applicable by Function</b>
91.1.2 Out of Agency Budget Coordination	<b>Not Applicable by Function</b>
91.1.3 Campus Background Investigation (LE1)	<b>Not Applicable by Function</b>
91.1.4 Campus Security Escort Service (LE1)	<b>Not Applicable by Function</b>
91.1.5 Emergency Notification System (LE1)	<b>Not Applicable by Function</b>
91.1.6 Behavioral Threat Assessment (LE1)	<b>Not Applicable by Function</b>
91.1.7 Security Camera Responsibilities* (LE1)	<b>Not Applicable by Function</b>
91.1.8 Emergency Only Phones and Devices* (LE1)	<b>Not Applicable by Function</b>
91.1.9 Administrative Investigation Procedures (LE1)	<b>Not Applicable by Function</b>
91.2.1 Agency Role and Responsibilities (LE1)	<b>Not Applicable by Function</b>
91.2.2 Personnel Assigned to Medical Centers	<b>Not Applicable by Function</b>

Standards	Findings
91.2.3 First Responses Responsibilities	<b>Not Applicable by Function</b>
91.3.1 Agency Role and Responsibilities* (LE1)	<b>Not Applicable by Function</b>
91.4.1 Position Responsible for Clery Act* (LE1)	<b>Not Applicable by Function</b>

**Response from Agency Regarding Findings:**

I am sincerely grateful for Ms. Ackerly's assistance with this review of our policies and practices. Her guidance was very beneficial as we transitioned to a new accreditation manager within our organization. The results of this annual status report reinforce the great work performed by the men and women of the Lynchburg Police Department, every day. Their professionalism and dedication are evident in these findings and demonstrate the high level of service we provide our citizens, as we partner with and protect them. I am very proud to be the Chief of Police for this great organization that has served the Lynchburg community for 215 years and has been accredited through CALEA since 1989.



## YEAR 3 REMOTE WEB-BASED ASSESSMENT

Compliance Services Member: Philip K. Potter

On 12/1/2020, the Year 3 Remote Web-based Assessment of Lynchburg (VA) Police Department was conducted. The review was conducted remotely and included 100 standards from the CALEA® Standards for Law Enforcement Manual. The following standards were reviewed and the findings are denoted:

Standards	Findings
1 Law Enforcement Role and Authority	
1.2.2 Legal Authority to Carry/Use Weapons (MMMM)	Compliance Verified
1.2.3 Compliance with Constitutional Requirements (LE1) (MMMM)	Compliance Verified
1.2.4 Search and Seizure (LE1) (MMMM)	Compliance Verified
1.2.5 Arrest with/without Warrant (LE1) (MMMM)	Compliance Verified
1.2.10 Duty to Intervene (LE1) (M M M M)	Compliance Verified
2 Agency Jurisdiction and Mutual Aid	
2.1.1 Geographical Boundaries (MMMM)	Compliance Verified
2.1.4 Requesting Assistance: Federal LE/National Guard (MMMM)	Compliance Verified
3 Contractual Agreements for Law Enforcement Services	
3.1.2 Employee Rights (MMMM)	Compliance Verified
4 Use of Force	
4.1.1 Use of Reasonable Force (LE1) (MMMM)	Compliance Verified
4.1.2 Use of Deadly Force (LE1) (MMMM)	Compliance Verified
4.1.3 Warning Shots (LE1) (MMMM)	Compliance Verified
4.1.5 Rendering Medical Aid Following Police Actions (LE1) (MMMM)	Compliance Verified
4.1.6 Vascular Neck Restrictions (LE1) (MMMM)	Compliance Verified
4.1.7 Choke Holds (LE1) (MMMM)	Compliance Verified
4.2.4 Analyze Reports* (LE1) (MMMM)	Compliance Verified
4.3.4 Prerequisite to Carrying Lethal/Less Lethal Weapons (LE1) (MMMM)	Compliance Verified
11 Organization and Administration	
11.1.1 Description of Organization (LE1) (MMMM)	Compliance Verified
11.3.1 Responsibility/Authority (LE1)	Compliance Verified
11.4.4 Computer Software Policy	Compliance Verified
12 Direction	
12.1.1 CEO Authority and Responsibility (LE1)	Compliance Verified

<b>Standards</b>	<b>Findings</b>
15 Planning and Research, Goals and Objectives, and Crime Analysis	
15.2.1 Annual Updating/Goals and Objectives* (LE1)	<b>Compliance Verified</b>
17 Fiscal Management and Agency Property	
17.2.1 Budget Process and Responsibility Described	<b>Compliance Verified</b>
17.5.2 Operational Readiness (LE1)	<b>Compliance Verified</b>
21 Classification and Delineation of Duties and Responsibilities	
21.2.3 Position Management System	<b>Compliance Verified</b>
22 Personnel Management System	
22.2.1 Physical Examinations	<b>Compliance Verified</b>
26 Disciplinary Procedures and Internal Investigations	
26.1.2 Employee Awards	<b>Compliance Verified</b>
26.1.7 Termination Procedures	<b>Compliance Verified</b>
26.1.8 Records	<b>Compliance Verified</b>
26.2.1 Complaint Investigation (LE1)	<b>Compliance Verified</b>
26.2.2 Records, Maintenance and Security (LE1)	<b>Compliance Verified</b>
26.2.3 CEO Direct Accessibility	<b>Compliance Verified</b>
26.2.4 Complaint/Commendation Registering Procedures (LE1)	<b>Compliance Verified</b>
26.3.1 Complaint Types	<b>Compliance Verified</b>
26.3.3 Investigation Time Limits (LE1)	<b>Compliance Verified</b>
26.3.4 Informing Complainant	<b>Compliance Verified</b>
26.3.5 Statement of Allegations/Rights (LE1)	<b>Compliance Verified</b>
26.3.6 Submission to Tests, Procedures	<b>Compliance Verified</b>
26.3.7 Relieved from Duty	<b>Compliance Verified</b>
26.3.8 Conclusion of Fact	<b>Compliance Verified</b>
31 Recruitment and Selection	
31.2.3 Equal Employment Opportunity Plan	<b>Compliance Verified</b>
31.3.1 Job Announcements	<b>Compliance Verified</b>
31.4.5 Notification of Ineligibility	<b>Compliance Verified</b>
31.4.6 Records	<b>Compliance Verified</b>
31.5.1 Background Investigations (LE1)	<b>Compliance Verified</b>
31.5.2 Training	<b>Compliance Verified</b>
31.5.3 Truth Verification	<b>Compliance Verified</b>

<b>Standards</b>	<b>Findings</b>
31.5.4 Conducted by Certified Personnel	<b>Compliance Verified</b>
31.5.5 Use of Results	<b>Compliance Verified</b>
31.5.6 Medical Examinations	<b>Compliance Verified</b>
31.5.7 Emotional Stability/Psychological Fitness Examinations (LE1)	<b>Compliance Verified</b>
33 Training and Career Development	
33.1.7 Training Class Records Maintenance	<b>Compliance Verified</b>
33.4.1 Recruit Training Required (LE1)	<b>Compliance Verified</b>
33.5.2 Shift Briefing Training	<b>Compliance Verified</b>
34 Promotion	
34.1.1 Agency Role, Authority and Responsibility (LE1)	<b>Compliance Verified</b>
34.1.4 Promotional Announcement	<b>Compliance Verified</b>
34.1.5 Eligibility Lists	<b>Compliance Verified</b>
34.1.6 Promotional Probation	<b>Compliance Verified</b>
35 Performance Evaluation	
35.1.2 Annual Evaluation* (LE1)	<b>Compliance Verified</b>
35.1.4 Evaluation Criteria	<b>Compliance Verified</b>
35.1.6 Unsatisfactory Performance	<b>Compliance Verified</b>
35.1.7 Employee Consultation	<b>Compliance Verified</b>
35.1.8 Rater Evaluation	<b>Agency Elected 20%</b>
40 Crime Analysis and Intelligence	
40.2.1 Criminal Intelligence Data Collection	<b>Compliance Verified</b>
40.2.2 Intelligence Analysis Procedures	<b>Compliance Verified</b>
41 Patrol	
41.1.1 Shift/Beat Assignment	<b>Compliance Verified</b>
41.1.2 Shift Briefing	<b>Compliance Verified</b>
41.2.2 Pursuit of Motor Vehicles* (LE1)	<b>Compliance Verified</b>
41.3.1 Patrol Vehicles Lights, Sirens	<b>Compliance Verified</b>
41.3.2 Equipment Specification/Replenishment (LE1)	<b>Compliance Verified</b>
41.3.3 Occupant Safety Restraints	<b>Compliance Verified</b>
41.3.6 Protective Vests/Pre-Planned, High Risk Situations (LE1)	<b>Compliance Verified</b>
42 Criminal Investigation	
42.2.3 Communication with Patrol Personnel	<b>Compliance Verified</b>

<b>Standards</b>	<b>Findings</b>
43 Vice, Drugs, and Organized Crime	
43.1.2 Records, Storage and Security	<b>Compliance Verified</b>
44 Juvenile Operations	
44.2.3 Custodial Interrogation and Interviews (LE1)	<b>Compliance Verified</b>
45 Crime Prevention and Community Involvement	
45.3.3 Uniforms	<b>Not Applicable by Function</b>
46 Critical Incidents, Special Operations, and Homeland Security	
46.1.2 All Hazard Plan (LE1)	<b>Compliance Verified</b>
46.1.4 Operations Function (LE1)	<b>Compliance Verified</b>
46.1.5 Planning Function (LE1)	<b>Compliance Verified</b>
46.1.6 Logistics Function (LE1)	<b>Compliance Verified</b>
46.1.7 Finance/Administration Function (LE1)	<b>Compliance Verified</b>
46.3.1 Providing Awareness Information	<b>Compliance Verified</b>
54 Public Information	
54.1.1 Activities	<b>Compliance Verified</b>
54.1.3 Media Access (LE1)	<b>Compliance Verified</b>
61 Traffic	
61.1.10 DUI Procedures (LE1)	<b>Compliance Verified</b>
61.4.2 Hazardous Roadway Conditions (LE1)	<b>Compliance Verified</b>
61.4.3 Towing (LE1)	<b>Compliance Verified</b>
70 Detainee Transportation	
70.1.2 Searching Transport Vehicles (LE1)	<b>Compliance Verified</b>
70.1.3 Procedures, Transporting by Vehicle	<b>Compliance Verified</b>
70.1.5 Prisoner Communication	<b>Compliance Verified</b>
70.1.6 Procedures, Transport Destination (LE1)	<b>Compliance Verified</b>
70.1.7 Procedures, Escape* (LE1)	<b>Compliance Verified</b>
81 Communications	
81.2.1 24 Hour, Toll-Free Service (LE1)	<b>Compliance Verified</b>
81.2.2 Continuous, Two-Way Capability (LE1)	<b>Compliance Verified</b>
81.3.1 Communications Center Security (LE1)	<b>Compliance Verified</b>
81.3.2 Alternate Power Source* (LE1)	<b>Compliance Verified</b>
82 Central Records	

Standards	Findings
82.1.3 Records Retention Schedule	<b>Compliance Verified</b>
82.3.1 Master Name Index	<b>Compliance Verified</b>
83 Collection and Preservation of Evidence	
83.2.4 Equipment and Supplies (LE1)	<b>Compliance Verified</b>
83.2.5 Procedures, Seizure of Electronic Equipment	<b>Compliance Verified</b>
84 Property and Evidence Control	
84.1.6 Inspections and Reports* (LE1)	<b>Compliance Verified</b>

**Response from Agency Regarding Findings:**

CEO Feedback not provided.

## YEAR 4 REMOTE WEB-BASED ASSESSMENT

Compliance Services Member: Louis Moreto

On 6/25/2021, the Year 4 Remote Web-based Assessment of Lynchburg (VA) Police Department was conducted. The review was conducted remotely and included 101 standards from the CALEA® Standards for Law Enforcement Manual. The following standards were reviewed and the findings are denoted:

Standards	Findings
1 Law Enforcement Role and Authority	
1.1.1 Oath of Office (LE1) (MMMM)	Compliance Verified
2 Agency Jurisdiction and Mutual Aid	
2.1.3 Written Agreements for Mutual Aid (OOOO)	Compliance Verified
4 Use of Force	
4.2.2 Written Use of Force Reports and Administrative Review* (LE1) (MMMM)	Compliance Verified
4.3.1 Authorization: Weapons and Ammunition (LE1) (MMMM)	Compliance Verified
4.3.5 Firearms Range (MMMM)	Compliance Verified
11 Organization and Administration	
11.3.4 Police Action Death Investigations	Compliance Verified
11.4.5 Electronic Data Storage	Compliance Verified
11.5.1 Temporary/Rotating Assignments	Compliance Verified
12 Direction	
12.2.1 The Written Directive System (LE1)	Compliance Verified
12.2.2 Dissemination and Storage (LE1)	Compliance Verified
17 Fiscal Management and Agency Property	
17.1.1 CEO Authority and Responsibility	Compliance Verified
17.3.1 Requisition and Purchasing Procedures	Compliance Verified
17.5.1 Inventory and Control	Compliance Verified
21 Classification and Delineation of Duties and Responsibilities	
21.2.4 Workload Assessment*	Compliance Verified
22 Personnel Management System	
22.1.1 Salary Program	Compliance Verified
22.1.2 Leave Program	Compliance Verified
22.1.9 Military Deployment and Reintegration (LE1)	Compliance Verified
22.1.10 Bonding/Liability Protection (M M M M)	Compliance Verified

<b>Standards</b>	<b>Findings</b>
22.2.4 Off-Duty Employment	<b>Compliance Verified</b>
22.2.5 Extra-Duty Employment (LE1)	<b>Compliance Verified</b>
26 Disciplinary Procedures and Internal Investigations	
26.3.2 CEO, Notification (LE1)	<b>Compliance Verified</b>
31 Recruitment and Selection	
31.4.2 Job Relatedness	<b>Compliance Verified</b>
31.4.3 Uniform Administration	<b>Compliance Verified</b>
31.4.4 Candidate Information	<b>Compliance Verified</b>
31.4.7 Selection Criteria (LE1) (MMMM)	<b>Compliance Verified</b>
31.4.8 Sworn Appointment Requirements (M M M M)	<b>Compliance Verified</b>
33 Training and Career Development	
33.1.4 Lesson Plan Requirements	<b>Compliance Verified</b>
33.1.5 Remedial Training (LE1)	<b>Compliance Verified</b>
33.2.3 Outside Academy, Role	<b>Compliance Verified</b>
33.2.4 Outside Academy, Agency Specific Training	<b>Compliance Verified</b>
33.3.1 Instructor Training	<b>Compliance Verified</b>
33.4.2 Recruit Training Program (LE1)	<b>Compliance Verified</b>
33.4.3 Field Training Program (LE1) (M M M M)	<b>Compliance Verified</b>
33.4.4 Entry Level Training (LE1) (M M M M)	<b>Compliance Verified</b>
33.5.1 Annual In-Service Training Program* (LE1) (M M M M)	<b>Compliance Verified</b>
33.5.3 Accreditation Training (LE1)	<b>Compliance Verified</b>
33.7.1 Non-sworn Orientation	<b>Compliance Verified</b>
33.7.2 Non-Sworn Pre-Service and In-Service Training	<b>Compliance Verified</b>
33.8.3 Career Development Program	<b>Compliance Verified</b>
33.8.4 Educational Incentives	<b>Compliance Verified</b>
41 Patrol	
41.1.3 Special-Purpose Vehicles	<b>Compliance Verified</b>
41.1.4 Agency Service Animals	<b>Not Applicable by Function</b>
41.2.5 Missing Persons (LE1)	<b>Compliance Verified</b>
41.2.7 Mental Health Issues* (LE1)	<b>Compliance Verified</b>
41.3.7 Mobile Data Access	<b>Compliance Verified</b>
42 Criminal Investigation	

<b>Standards</b>	<b>Findings</b>
42.1.3 Case File Management (LE1)	<b>Compliance Verified</b>
42.1.4 Accountability, Preliminary/Follow-Up Investigations	<b>Compliance Verified</b>
42.1.5 Habitual/Serious Offenders	<b>Compliance Verified</b>
42.2.1 Preliminary Investigations Steps (LE1)	<b>Compliance Verified</b>
42.2.2 Follow-Up Investigations Steps	<b>Compliance Verified</b>
42.2.6 Informants (LE1)	<b>Compliance Verified</b>
42.2.8 Interview Rooms (LE1)	<b>Compliance Verified</b>
42.2.10 Show-ups	<b>Compliance Verified</b>
44 Juvenile Operations	
44.1.2 Policy Input, Others	<b>Compliance Verified</b>
44.2.1 Handling Offenders (LE1)	<b>Compliance Verified</b>
44.2.2 Procedures for Custody (LE1)	<b>Compliance Verified</b>
45 Crime Prevention and Community Involvement	
45.1.2 Community Involvement and Organizing Community Groups	<b>Compliance Verified</b>
45.1.3 Prevention Input	<b>Compliance Verified</b>
45.2.2 Citizens Survey*	<b>Compliance Verified</b>
46 Critical Incidents, Special Operations, and Homeland Security	
46.1.11 Personnel Identification	<b>Compliance Verified</b>
46.2.4 Crisis Negotiator Selection	<b>Compliance Verified</b>
46.2.6 VIP Security Plan	<b>Compliance Verified</b>
46.2.8 Event Deconfliction Process	<b>Compliance Verified</b>
53 Inspectional Services	
53.1.1 Line Inspections	<b>Compliance Verified</b>
54 Public Information	
54.1.2 Policy Input	<b>Compliance Verified</b>
54.1.4 Public Information Officer Training	<b>Compliance Verified</b>
55 Victim/Witness Assistance	
55.2.1 Initial Assistance	<b>Compliance Verified</b>
55.2.3 Assistance, Preliminary Investigation	<b>Compliance Verified</b>
55.2.4 Assistance, Follow-Up Investigation	<b>Compliance Verified</b>
61 Traffic	
61.1.2 Uniform Enforcement Procedures (LE1)	<b>Compliance Verified</b>



<b>Standards</b>	<b>Findings</b>
61.1.5 Uniform Enforcement Policies (LE1)	<b>Compliance Verified</b>
61.1.6 Enforcement Practices	<b>Compliance Verified</b>
61.1.8 Speed-Measuring Devices	<b>Compliance Verified</b>
61.1.12 Parking Enforcement	<b>Compliance Verified</b>
61.2.1 Crash Scene Response Reporting and Investigation	<b>Compliance Verified</b>
61.3.1 Traffic Engineering	<b>Compliance Verified</b>
61.3.2 Direction/Control Procedures (LE1)	<b>Compliance Verified</b>
61.4.4 Traffic Safety Materials	<b>Compliance Verified</b>
70 Detainee Transportation	
70.5.1 Prisoner ID and Documentation	<b>Compliance Verified</b>
74 Legal Process	
74.1.2 Execution/Attempt Service, Recording	<b>Compliance Verified</b>
74.1.3 Warrant/Wanted Person Procedures	<b>Compliance Verified</b>
81 Communications	
81.1.2 Operations Meet FCC Requirements	<b>Compliance Verified</b>
81.2.3 Recording Information (LE1)	<b>Compliance Verified</b>
81.2.4 Radio Communications Procedures (LE1)	<b>Compliance Verified</b>
81.2.5 Access to Resources (LE1)	<b>Compliance Verified</b>
81.2.8 Local/State/Federal CJI Systems	<b>Compliance Verified</b>
81.2.12 Private Security Alarms	<b>Compliance Verified</b>
81.3.3 Mobile/Portable Radios	<b>Compliance Verified</b>
82 Central Records	
82.1.2 Juvenile Records (LE1)	<b>Compliance Verified</b>
82.1.4 Crime Reporting	<b>Compliance Verified</b>
82.2.1 Field Reporting System (LE1)	<b>Compliance Verified</b>
82.2.4 Report Distribution	<b>Compliance Verified</b>
82.3.2 Index File	<b>Compliance Verified</b>
82.3.3 Traffic Records System	<b>Compliance Verified</b>
82.3.5 Operational Component Record	<b>Compliance Verified</b>
83 Collection and Preservation of Evidence	
83.2.2 Photography, Video and Audio Evidence	<b>Compliance Verified</b>
83.2.3 Fingerprinting	<b>Compliance Verified</b>

Standards	Findings
84 Property and Evidence Control	
84.1.2 Storage and Security (LE1)	<b>Compliance Verified</b>
84.1.4 Security of Controlled Substances, Weapons for Training (LE1)	<b>Compliance Verified</b>
84.1.7 Final Disposition	<b>Compliance Verified</b>
84.1.8 Property Acquired through the Civil Process	<b>Compliance Verified</b>

**Response from Agency Regarding Findings:**

CEO Feedback not provided.

## SITE-BASED ASSESSMENT

10/5/2021

### *Planning and Methodology:*

In June of 2020 peaceful protests related to the George Floyd incident turned violent in Lynchburg, resulting. Armed militia members and protestors bent on violence joined the peaceful event and began to clash resulting in several days of rioting. During the riots a restaurant and warehouse were destroyed, several officers were injured and three police units were damaged by gunfire. After the initial riots, a curfew was implemented but protests continued in the city for several weeks.

Throughout the incidents the police department worked to provide information to the public. They met regularly with their Community Oriented Policing Advisor Group and with a group of local pastors to maintain transparency and seek support in the community. In the months following the protests the department sponsored a series of six listening sessions in different areas of the city, led by a professional facilitator. The purpose of the listening sessions was to give community members an opportunity to express their concerns to the police department and to city leaders.

As a result of the listening sessions, the department increased their public information efforts and developed an action plan based on the Intelligence Led Policing Model to begin to address the key issues expressed by the community. Assessors interviewed Reid Wodicka, Deputy City Manager, who attended the listening session. He expressed appreciation for Chief Zuidama's leadership during the civil unrest and stated that the listening sessions were very productive and gave city leaders an opportunity to hear from the community and identify issues that needed to be addressed.

This onsite assessment was conducted virtually through computer conferencing due to pandemic travel restrictions. The agency produced a video which gave the assessors a virtual tour of their facilities and a general overview of the City of Lynchburg, which was very well done. Two dedicated areas were provided for interviews with video conferencing set up in each room. Accreditation Manager Rebecca Barr did an excellent job of scheduling interviews and keeping interview sessions on time.

### *LPD Action Plan and Intelligence Led Policing Model*

Following the death of George Floyd in May of 2020 the agency put together an action plan to address problem areas within the City of Lynchburg in a proactive manner. The plan was to use the Intelligence Led Policing Model to focus law enforcement efforts proactively in high crime neighborhoods. Before the plan could be implemented civil unrest and rioting took over all of the department's resources and the plan was postponed. However, following the listening sessions conducted in the aftermaths of the rioting, it became clear that residents of the city wanted the police to address the crime and drug issues in their communities. Common themes from these listening sessions were a need for transparency, a desire for more diversity within the police department, a desire for training of officers on de-escalation and communication skills and a desire for more police presence in neighborhoods.

In July of this year the department implemented an Action Plan targeting four different neighborhoods. The target neighborhoods were identified through data analysis based on reported gang activity, shots fired calls, aggravated assaults and homicides. The target areas consist of three distinct neighborhoods and an apartment complex. The assessment team leader attended a virtual daily supervisor meeting conducted through Microsoft Teams. There were sixteen people in the virtual meeting room. Sgt. Brandon Isner from the Intelligence Unit went over all department activity from the past 24 hours and reviewed the current action plan in four areas that have been identified as high crime and problem areas. Crime and enforcement data was compared to the action plan strategies in the target areas such as directed patrol, traffic enforcement details and community engagement activities. This was the first staff

meeting conducted which included an update on the effectiveness of the newly implemented action plan.

After the meeting concluded, Capt. Daniel Meehan and Sgt. Isner met with Assessor Scott to discuss the program. Supervisor meetings are conducted Monday through Friday at 10:00 hours. The meetings are currently virtual due to pandemic restrictions. The Intelligence Unit pulls CAD and RMS data daily and runs an analysis prior the meeting to identify major crimes, repeat offenders. The system generates a Power Point presentation of the data which is then utilized along with crime analysis reports of crime trends and patterns prepared by Det. Gavin. Supervisors update the action plan weekly, based on new data, and allocate resources accordingly.

#### *Standards Issues:*

This focus area addresses standards 40.1.1 Crime Analysis and 61.1.6 enforcement Practices and is an excellent example of the use of Intelligence Led Policing.

#### *Suggestions*

This program has been in the planning stages for over a year, but was implemented by the agency shortly before the onsite. Suggest the agency provide a follow up on the effectiveness of the program in their next annual report.

#### *Officer Wellness Program*

---

The agency has implemented an officer wellness plan that addresses not only physical wellness, but also emotional and financial wellness. Assessors met with Deputy Chief Mark Jamison and Lieutenant Lisa Singleton who described the holistic wellness program. All employees are provided with an annual health screen and physical examination. They also have access to resources and coaching to help them set and achieve fitness goals. Concern over money is often a primary stressor for officers and working extra jobs to relieve financial stress can be a serious physical stressor. Several employees expressed appreciation for the financial counseling that is available to help them develop a budget and plan for the future.

All employees are also required to meet annually with a counselor for a mental health screen. The mandatory nature of the meeting removes the stigma often associated with an employee seeking mental health assistance through an EAP process. All of the personnel interviewed on this program related that the mandatory counseling sessions are very helpful and provide them with an opportunity to vent emotional stress and get counseling assistance without worrying about people knowing that they spoke to a counselor, since everyone had to go see the counselor.

The department has begun to teach Emotional Survival for Law enforcement to all newly hired employees. The agency also provides peer support training and has an identified team of peer support counselors available to work with fellow employees. The overriding philosophy is that everyone is responsible for the well being of their coworkers.

#### *Standards Issues:*

The Officer Wellness Program directly and positively impacts standards 22.2.2 and 22.2.3.

#### *Suggestions*

#### *Media/Community Relations*

---

Following the civil unrest in June of 2020, the agency worked diligently to provide timely information to the public and enhance their image. Assessors met with Carrie Dungan, the agency's first civilian Public Information Officer and with Chief Zuidema. Ms. Dungan came to the agency with experience as a newspaper reporter and as PIO for Fort Bragg. She is assigned full time to media and public relations. Following the public listening sessions the department worked diligently to be more responsive to the public and to media requests for information. Ms. Dungan revamped the agency's social media presence and began to extensively utilize accounts that had been previously unused. She also worked to update the agency's web site which now provides a constant flow of public information to the public, including up to date crime information.

During the public information session, Scott Nichols, a local television reporter praised the agency's efforts to be transparent and be more proactive in providing information to local media outlets. Gloria Witt is a small business owner and is active in community advocacy. Gloria was a participant on the agencies start-up team for community action which was designed to receive community feedback on the agencies policies, community participation, and to encourage community involvement with the agency. In 2020, Gloria facilitated six (6) events between the agency and community members to seek feedback from residents. According to Gloria, these events were very successful, and the police department presented action plans to the city council members as a result of the meetings and posted them on their website. One of the outcomes of the meetings resulted in an operational change for the police department regarding traffic enforcement. Additionally, the police department put together an engagement group to help support communities.

Christine Kennedy is the Chief Operating Officer at the Regional Business Alliance and has participated in the selection and hiring process for the current Chief of Police. She also participates in the Citizens Police Advisory Group (CPAG) that is comprised of police officer and community members. This group was organized to audit activities in the community, participate in hiring events, review high profile incidents, and participate in community policing. Christine has been working with the agency for approximately 20 years and, in addition to participating in the recruitment efforts for the Chief of Police, she has also participated in the promotional process for Sergeants and Lieutenants. In addition to these activities, Christine was also hired by the agency to facilitate their strategic planning process.

Reverend Carl Hutcherson served on city council for approximately 10 years and always made sure that employee wages were competitive. Carl described an incident where he was stopped by the agency for a traffic infraction and was questioned regarding a bottle of prescription medication that was in his vehicle. He further stated that the agency treated him as expected and was professional during the encounter. Carl further stated that he is the president of the NAACP for his region and is extremely supportive of the agency. In fact, he added that his niece is a police officer for the agency, and they work very well with the community.

Rebecca Melton has served as a member of the Police Advisory Group since 2018. In this role, she has been a liaison between the agency and the community and participates in recruiting interviews, reviews employee complaints and use of force incidents, and provides feedback where necessary. Rebecca will be attending the agencies citizen police academy soon and is very thankful for her opportunity to be welcomed into the agency as a community representative.

### **Standards Issues:**

The agency's community relations and public information efforts positively impact the standards in Chapter 54 Public Information

### **Suggestions**

### **Use of Force/Law Changes**

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The agency has made changes to their Use of Force Policies and Procedures following the civil unrest experienced by the city. Additional training on the dangers of vascular neck restraints and training in de-escalation techniques and dealing with the mentally ill. Lieutenant Matt Gillespie has been employed by the agency for approximately 25 years and supervises firearms and use of force training. Sergeant Mark Rolfes has been employed by the agency for approximately 19 years and assists with this training. The agency conducts semi-annual firearms training and officers are required to qualify with their handguns during this time. Officers are also trained on patrol rifles, Taser's, expandable batons and chemical agents. Quarterly training is conducted on other related topics. The agency recently acquired a firearms simulator and plans to train all employees on the system in the immediate future. This has been delayed due to COVID-19. The standard issued handgun is the Glock model 17 and 19. The Glock model 26 is issued to those in plain clothes. Since transitioning to this firearm from the Glock model 45, the agency has seen improvements with proficiency. Both instructors appeared to be well qualified to instruct firearms and use of force training. Additionally, both appeared to be proactive with situational training.

During 2020, the agency had one negligent weapons discharge that did not result in an injury. Officers are required to

complete Use of Force forms after being involved in a qualifying use of force incident. These reports are reviewed by supervisors after submission and reviewed annually by members of management.

Captain Dan Black has been employed by the agency for 26 years and has served in his current capacity as the Field Operations Commander for Bureau One (1) for two (2) years. In May of 2019, Captain Black also assumed supervision of the agency's tactical unit. The tactical unit has 24 officers and five (5) tactical medics. The tactical unit trains regularly and is equipped with armored vehicles, heavy armor protection, helmets, M4 rifles, CN Gas, pepper spray, 40mm launchers, bang poles, rams, and ballistic bunkers, to name a few. Early this year, the agency and unit responded to riots as the result of the trial of officers who were involved with the death of George Floyd. The agency, along with neighboring law enforcement partners, were attacked with bricks amidst the ringing of gunshots. However, the agency was able to eventually gain control of the incident without any death or significant injuries. As described, the agency displayed patience and restraint throughout the event that supports their commitment to excellence in law enforcement.

Deputy Chief Ken Edwards has been employed with the agency for approximately 25 ½ years. In his current capacity, he has worked to provide additional training for officers such as crisis intervention training, de-escalation techniques, and scenario-based simulator training. He has also made recommendations for use of force policy changes, such as prohibiting choke holds and vascular neck restraints. Deputy Chief Edwards has also made sure that officers are trained on legal updates, such as state law changes and possession of marijuana. The agency is currently challenged with staffing and, at the time of the virtual on-site, had 23 vacancies. This was described as fatiguing on the current staff and attributed to a changing climate where law enforcement has been spotlighted by the media regarding recent police use of force incidents. The agency has also been consumed with dealing with mentally ill persons, which regularly requires the assistance of 5-6 officers each day and, if admitted to a hospital, can require law enforcement presence for up to three (3) days.

#### Standards Issues:

Changes to agency directives have brought them into compliance with Standard 4.1.7. Training provided on dealing with the mentally ill and the use of de-escalation techniques is in compliance with Standards 41.1.1 and 41.2.7.

#### Suggestions

#### Summary:

**Number of Interviews Conducted:** 20

**Assessors' Names:** Chief Mark Scott, Team Leader and Chief James Griner, Team Member

**Site-Based Assessment Start Date:** 08/09/2021

**Site-Based Assessment End Date:** 08/11/2021

<b>Mandatory (M) Compliance</b>	336
<b>Other-Than-Mandatory (O) Compliance</b>	48
<b>Standards Issues</b>	0
<b>Waiver</b>	0
<b>(O) Elect 20%</b>	8
<b>Not Applicable</b>	94
<b>Total:</b>	486

**Percentage of applicable other-than-mandatory standards:**

86 %

## COMMUNITY FEEDBACK AND REVIEW

### *Public Information Session*

A Public Information Session was held in the local courtroom. Citizens were allowed to physically attend the session. Assessors attended through a video conference call which was displayed on a large screen for the public. Nine people spoke during the hearing and all nine spoke favorably of the police department and supported their reaccreditation efforts. A brief summary of comments follows:

1. Sheriff E.W. Viar, Jr (Amherst County VA Sheriff's Office)

Sheriff Viar informed the assessment team that the Lynchburg Police Department has been a resource for the Amherst County (VA) Sheriff's Office and stated that the agency's tactical team has provided mutual aid during many instances.

2. Administrator Joshua Salmon (Blue Ridge Regional Jail, Lynchburg VA)

Administrator Salmon stated that the agency is very professional and "second to none". He stated the agency is doing more with less and was responsible for spearheading correspondence regarding mental health concerns of staff members. It is believed that this also contributed to the agency's wellness program.

3. Sheriff Donald Sloan (Lynchburg VA)

Sheriff Sloan has had a relationship with the agency for nearly two (2) decades and stated that the agency provides excellent public service and safety. In 2002, the two (2) agencies worked together and jointly started Project Lifesaver in their service areas. Together, the agencies have 32 clients and have 101 successful missions. The agency's also work together to annually provide bicycles to children based upon identified (desirable) behaviors.

4. Scott Nichols (ABC)

Scott is a reporter who stated that communication and transparency have improved under the current administration. He further stated that the Chief is willing to work with the media to ensure the accuracy of information. With the addition of a Public Information Officer, Scott stated that the agency has made further improvements with the content and regularity of information sharing.

5. Chris Faraldi (Lynchburg VA City Council)

Chris has completed eight (8) ride-alongs with the agency encompassing more than 50 hours. Scott described the agency as professional, dedicated, heroic, honorable and proactive with community policing. He further stated that the agency serves as a model for a great police department.

6. Sterling Wilder (Lynchburg VA City Council & Assistant Pastor)

Sterling stated that the police department has a voice in the church and the community. He further stated that the agency has integrity and is proactive in the community.

7. Richard Loving (President of the Lynchburg VA Police Foundation)

As a volunteer from business leaders in the community, Richard is involved with supporting police professionalism through his role with the police foundation. Richard stated that he builds relationships and promotes positive behaviors with officers.

#### 8. Terrick Moyer (Concerned Citizen)

Terrick does not live in the agency's service area but works at a community center in Lynchburg where he has interacted with officers from the agency. Terrick described the agency as a polished group that interacts with the public very well.

#### 9. Fire Chief Gregory Wormser (Lynchburg VA)

Fire Chief Wormser is responsible for eight (8) accredited fire stations and regularly interacts with the police department. In addition to providing fire response services, the department also interacts with the agency by providing paramedics to their tactical team. The fire department and the agency also train together and provide a collaborative approach to serving the community.

### *Telephone Contacts*

---

There were no telephone contacts during the call in session hours.

### *Correspondence*

---

There was one email sent to CALEA and forwarded to the team leader which appeared to be from a private citizen and expressed support for the agency.

### *Media Interest*

---

There were no media interviews conducted during this onsite.

### *Public Information Material*

---

The agency provided notice of the reaccreditation onsite to local news media and posted the information to their web site and on social media. The good turnout for the public hearing is an indicator that their publicity efforts were effective.

### *Community Outreach Contacts*

---

Due to the virtual nature of this assessment, community outreach contacts were limited to those persons scheduled for video conference interviews and those persons who participated in the public hearing.



## STATISTICS AND DATA TABLES

### Overview

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

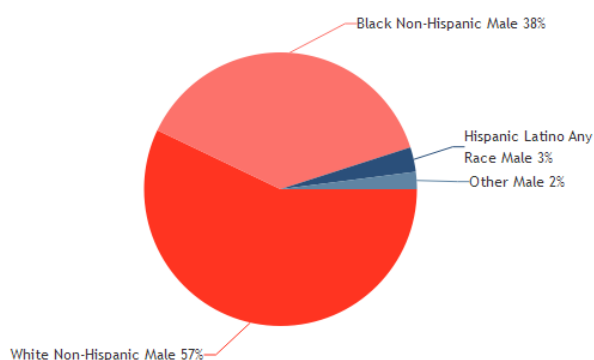
### Traffic Warnings & Citations - Reaccreditation Year 1

**Data Collection Period:** 1/1/2017 - 12/31/2017

Race/Sex	Warnings	Citations	Total
White Non-Hispanic Male	0	2079	2079
Black Non-Hispanic Male	0	1383	1383
Hispanic Latino Any Race Male	0	106	106
Other Male	0	74	74
White Non-Hispanic Female	0	1517	1517
Black Non-Hispanic Female	0	948	948
Hispanic Latino Any Race Female	0	45	45
Other Female	0	29	29
TOTAL	0	6181	6181

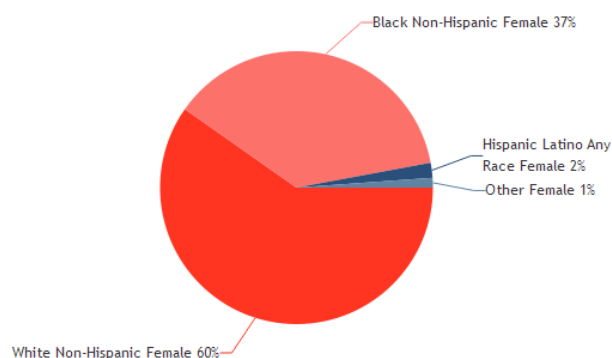
#### Male Warnings

#### Male Citations



#### Female Warnings

#### Female Citations



### Legend

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

## Traffic Warnings & Citations - Reaccreditation Year 2

Data Collection Period: 1/1/2018 - 12/31/2018

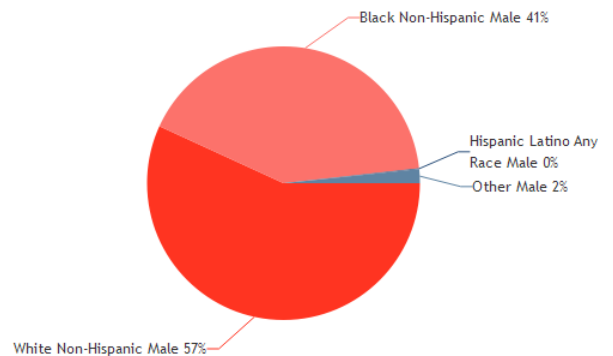
Race/Sex	Warnings	Citations	Total
White Non-Hispanic Male	0	1661	1661
Black Non-Hispanic Male	0	1211	1211
Hispanic Latino Any Race Male	0	3	3
Other Male	0	48	48
White Non-Hispanic Female	0	1382	1382
Black Non-Hispanic Female	0	884	884
Hispanic Latino Any Race Female	0	0	0
Other Female	0	34	34
TOTAL	0	5223	5223

### Reaccreditation Year 2 Notes:

LPD does not track warnings.

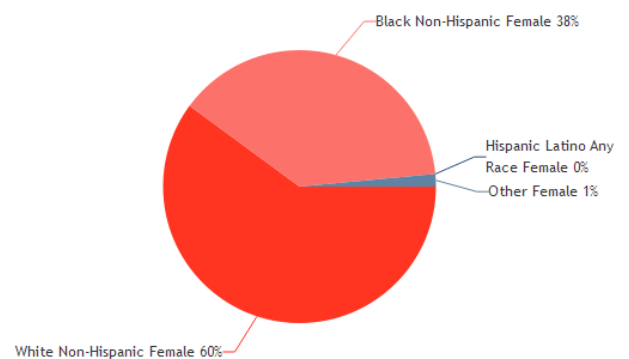
#### Male Warnings

#### Male Citations



#### Female Warnings

#### Female Citations



### Legend

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

## Traffic Warnings & Citations - Reaccreditation Year 3

Data Collection Period: 1/1/2019 - 12/31/2019

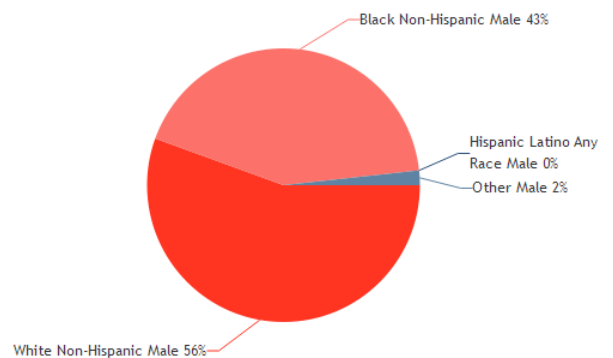
Race/Sex	Warnings	Citations	Total
White Non-Hispanic Male	0	2161	2161
Black Non-Hispanic Male	0	1663	1663
Hispanic Latino Any Race Male	0	0	0
Other Male	0	67	67
White Non-Hispanic Female	0	1621	1621
Black Non-Hispanic Female	0	1045	1045
Hispanic Latino Any Race Female	0	0	0
Other Female	0	36	36
TOTAL	0	6593	6593

### Reaccreditation Year 3 Notes:

Lynchburg Police Department does not issue warnings.

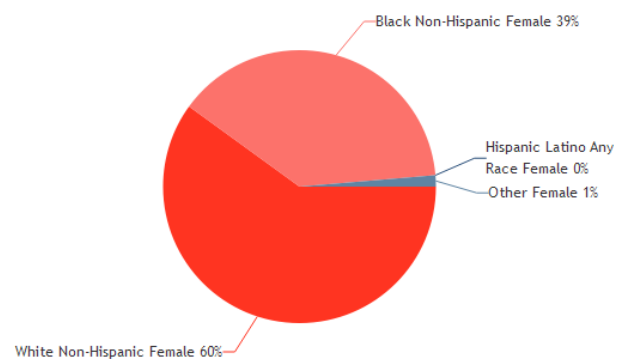
#### Male Warnings

#### Male Citations



#### Female Warnings

#### Female Citations



### Legend

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

## Traffic Warnings & Citations - Reaccreditation Year 4

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

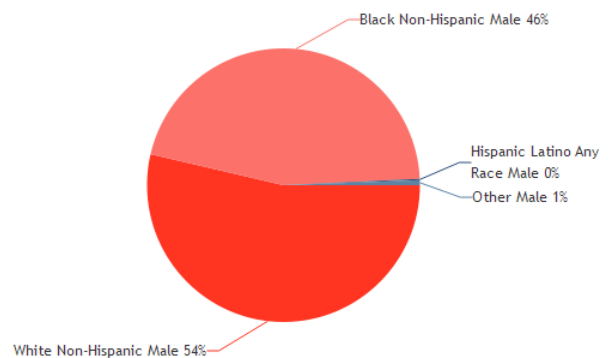
Race/Sex	Warnings	Citations	Total
White Non-Hispanic Male	0	1384	1384
Black Non-Hispanic Male	0	1177	1177
Hispanic Latino Any Race Male	0	4	4
Other Male	0	15	15
White Non-Hispanic Female	0	969	969
Black Non-Hispanic Female	0	686	686
Hispanic Latino Any Race Female	0	1	1
Other Female	0	5	5
TOTAL	0	4241	4241

### Reaccreditation Year 4 Notes:

Lynchburg Police Department does not track warnings.

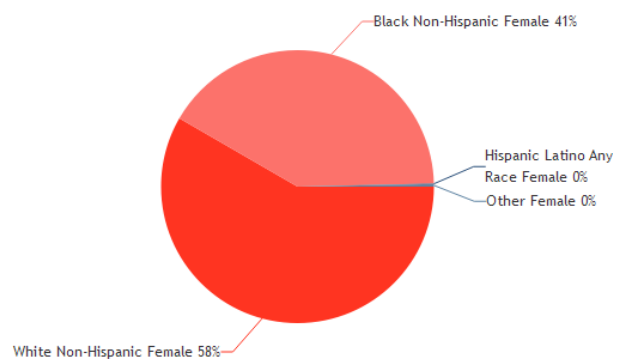
#### Male Warnings

#### Male Citations



#### Female Warnings

#### Female Citations



### Legend

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

### ***Biased Based Profiling***

**Year 1 Data Collection Period:** 1/1/2017-12/31/2017

**Year 2 Data Collection Period:** 1/1/2018-12/31/2018

**Year 3 Data Collection Period:** 1/1/2019-12/31/2019

**Year 4 Data Collection Period:** 1/1/2020-12/31/2020

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

#### ***Reaccreditation Year 1 Notes:***

The only complaint was determined to be UNFOUNDED.

#### ***Reaccreditation Year 2 Notes:***

LPD had no complaints of bias this year.

#### ***Reaccreditation Year 3 Notes:***

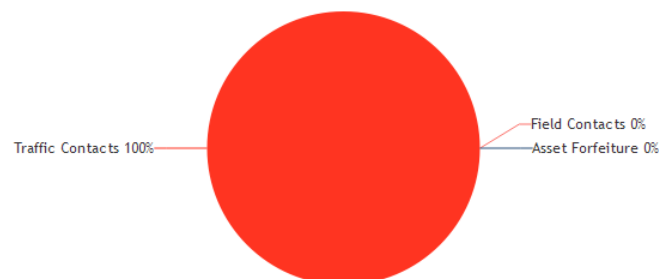
There were no complaints of racial or gender bias for the year of 2019.

#### ***Reaccreditation Year 4 Notes:***

The first complaint was against two officers who conducted a high-risk vehicle stop on a subject they thought may have been involved in a shots-fired call. The complaint alleged that he was racially profiled because he had a nice car and “young black men not suppose to have anything nice. [sic]” The investigation determined that bias did not play a role in the encounter with the complainant and therefore the racial profiling allegation was Unfounded.

The second complaint related to the consensual encounter of a subject who the officer suspected may have been in possession of marijuana. The subject accused the officer of “profiling” him and was offended that the officers approached him for harassment purposes. It is not completely clear if the complainant was alleging racial bias, specifically, since the complainant made these comments in the context of the officers hurting his chances in an upcoming local political election. The complainant did not provide specific evidence support this claim of profiling, and it was ultimately determined that the profiling allegation was Unfounded.

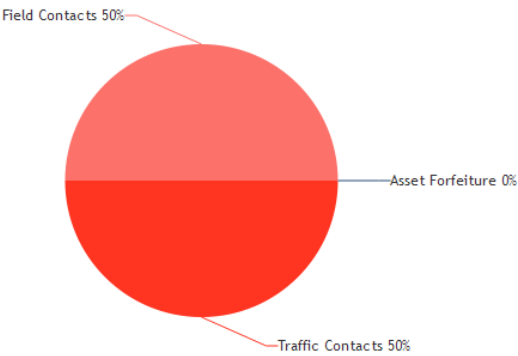
#### **Complaints**



#### **Complaints**

Complaints

Complaints



Legend

Traffic Contacts	<div></div>
Field Contacts	<div></div>
Asset Forfeiture	<div></div>

### Use Of Force - Reaccreditation Year 1

Data Collection Period: 1/1/2017 - 12/31/2017

	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Firearm									1
Discharge	0	1	0	0	0	0	0	0	1
Display Only	0	0	0	0	0	0	0	0	0
ECW									14
Discharge Only	4	1	9	0	0	0	0	0	14
Display Only	0	0	0	0	0	0	0	0	0
Baton	0	0	0	0	0	0	0	0	0
Chemical/OC	0	0	0	2	0	0	0	0	2
Weaponless	19	5	17	9	0	0	0	0	50
Canine									0
Release Only	0	0	0	0	0	0	0	0	0
Release and Bite	0	0	0	0	0	0	0	0	0
Total Uses of Force	23	7	26	11	0	0	0	0	67
Total Number of Incidents Resulting In Officer Injury or Death	2	0	10	3	0	0	0	0	15
Total Use of Force Arrests	7	3	16	7	0	0	0	0	33
Total Number of Suspects Receiving Non-Fatal Injuries	7	2	9	2	0	0	0	0	20
Total Number of Suspects Receiving Fatal Injuries	0	1	0	0	0	0	0	0	1
Total Agency Custodial Arrests	1326	736	1906	665	29	15	10	2	4689
Total Use of Force Complaints	0	0	0	0	0	0	0	0	0

### Reaccreditation Year 1 Notes:

LPD does not track the display of firearms or ECWs as a use of force. LPD does not track the release of a canine as a use of force unless the canine contacts a person. There was one use of Spike Strips, which is classified as a Use of Force by LPD.

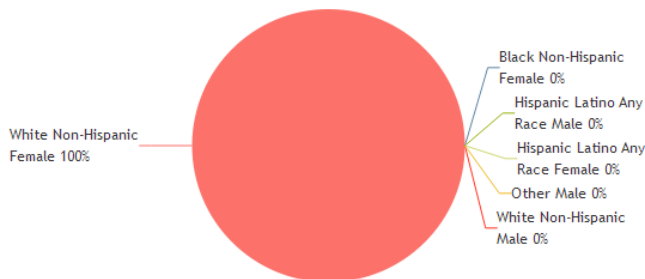
In addition to the above uses of force, the 40mm single launcher was used one time against a White Female and once



against a White Male. There were three uses of a diversionary device (flashbang) by the tactical unit. There was one use of spike strips against a Black Male. One use of force listed in the annual Use of Force report was a canine bite and OC used against pit bull, and is not a use of force by policy or CALEA standards, but is included in our numbers.

There were 37 incidents in which force was used as defined by LPD written directive PD-0602, Use of Force. In addition, there were a total of 74 applications of force documented within these 37 incidents, as there were some incidents in which multiple types of force were utilized or more than one officer applied force.

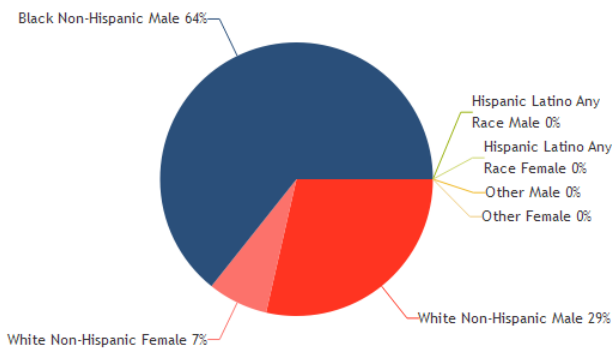
**Total Firearm**



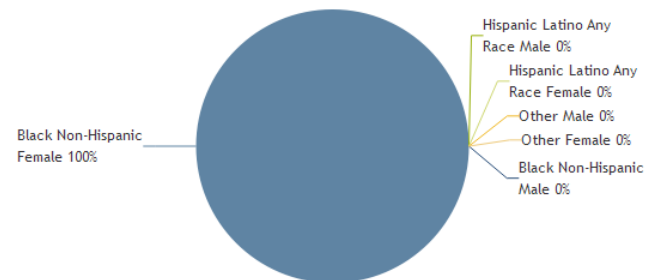
**Firearm Discharge**



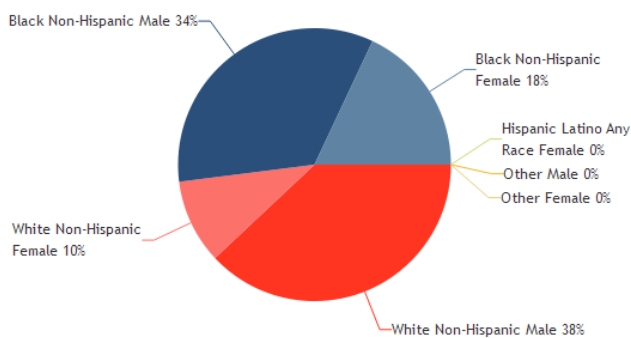
**ECW Discharge**



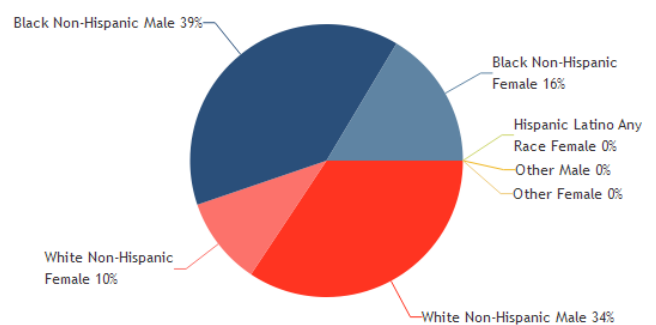
**Chemical/OC**



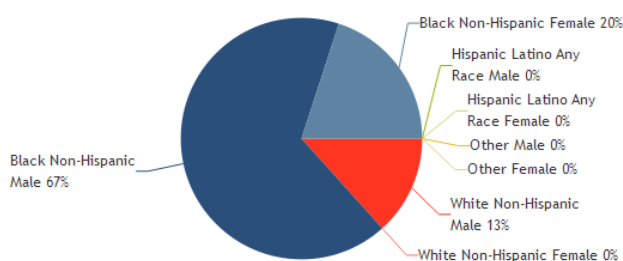
**Weaponless**



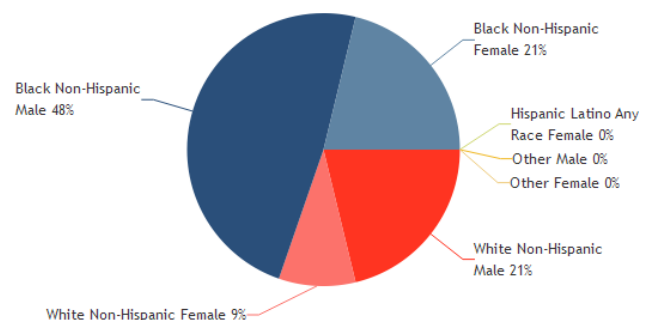
**Total Uses of Force**



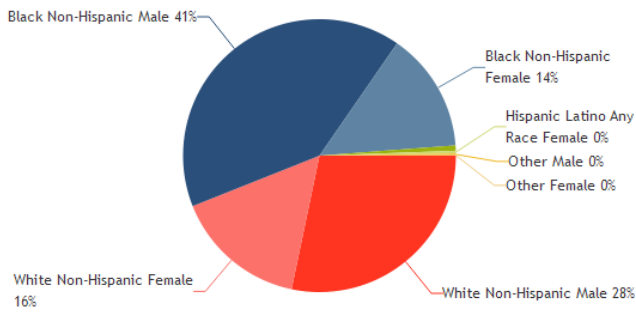
**Total Number of Incidents Resulting in Officer Injury or Death**



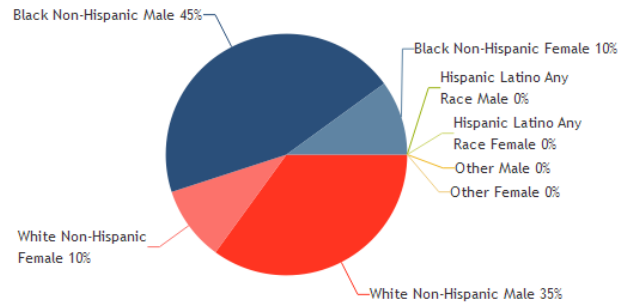
**Total Use of Force Arrests**



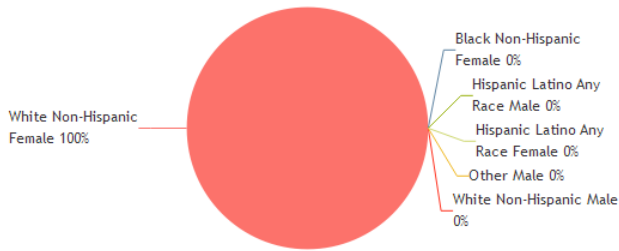
### Total Agency Custodial Arrests



### Total Number of Suspects Receiving Non-Fatal Injuries



### Total Number of Suspects Receiving Fatal Injuries



#### Legend

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

## Use Of Force - Reaccreditation Year 2

**Data Collection Period:** 1/1/2018 - 12/31/2018

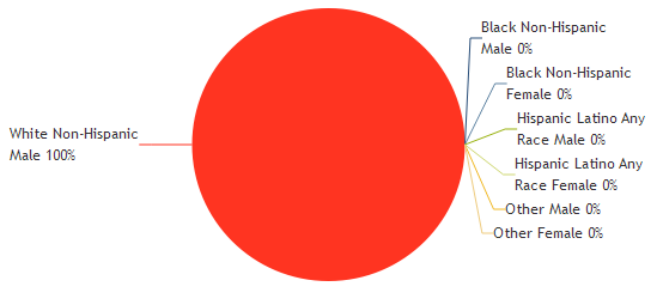
	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Firearm									5
Discharge	5	0	0	0	0	0	0	0	5
Display Only	0	0	0	0	0	0	0	0	0
ECW									20
Discharge Only	4	0	16	0	0	0	0	0	20
Display Only	0	0	0	0	0	0	0	0	0
Baton	1	0	2	0	0	0	0	0	3
Chemical/OC	0	0	0	0	1	0	0	0	1
Weaponless	19	2	51	4	0	0	0	0	76
Canine									4
Release Only	0	0	0	0	0	0	0	0	0
Release and Bite	2	0	2	0	0	0	0	0	4
Total Uses of Force	31	2	71	4	1	0	0	0	109
Total Number of Incidents Resulting In Officer Injury or Death	5	0	13	3	0	0	0	0	21
Total Use of Force Arrests	14	1	30	3	1	0	0	0	49
Total Number of Suspects Receiving Non-Fatal Injuries	10	1	21	2	0	0	0	0	34
Total Number of Suspects Receiving Fatal Injuries	0	0	0	0	0	0	0	0	0
Total Agency Custodial Arrests	1277	711	2012	677	45	11	11	5	4749
Total Use of Force Complaints	0	0	1	0	0	0	0	0	1

### Reaccreditation Year 2 Notes:

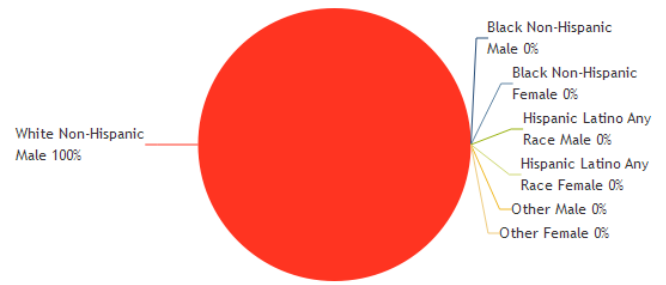
During 2018 there was one application of OC Spray. It was applied to a crowd of people, all of which fled the scene, therefore there was no suspect listed in the report.

During 2018 LPD used a diversionary device (flashbang) one time, against a black male. LPD utilized a 40mm Exact Impact against a white male.

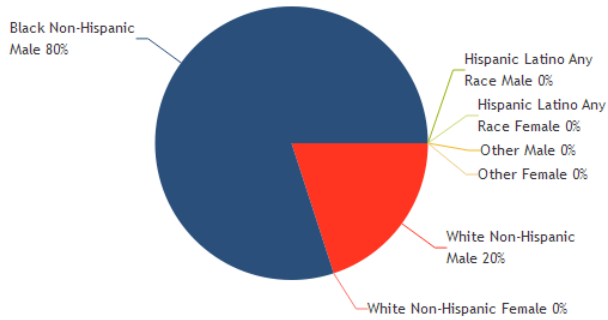
## Total Firearm



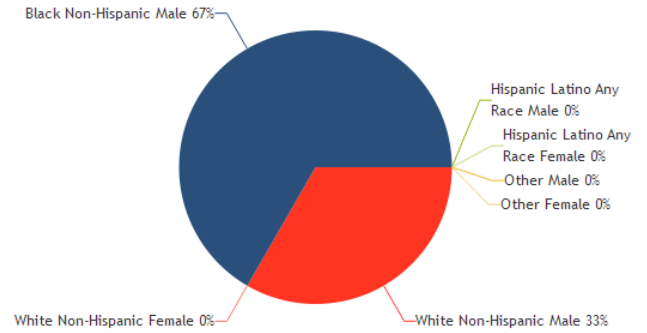
## Firearm Discharge



## ECW Discharge



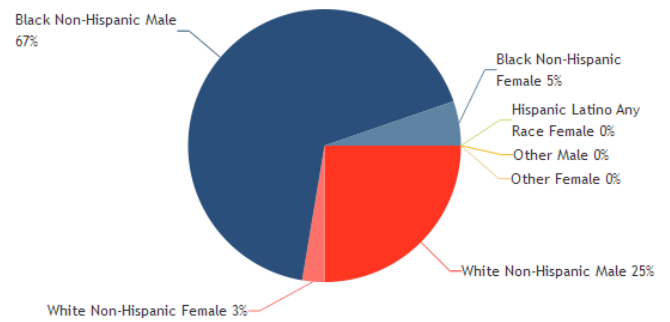
## Baton



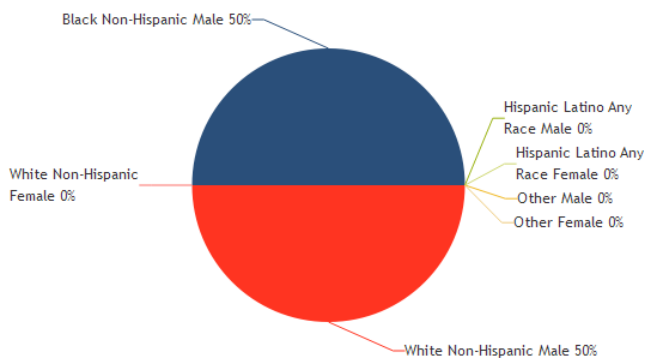
## Chemical/OC



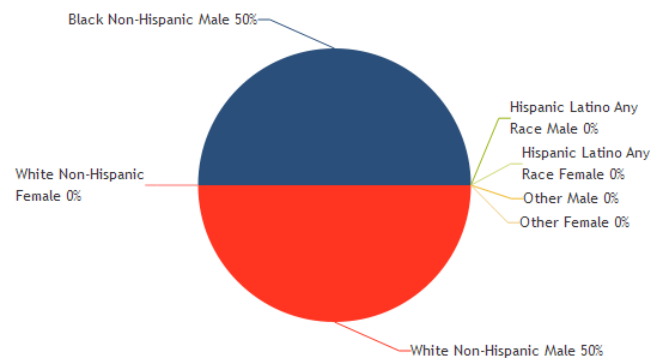
## Weaponless



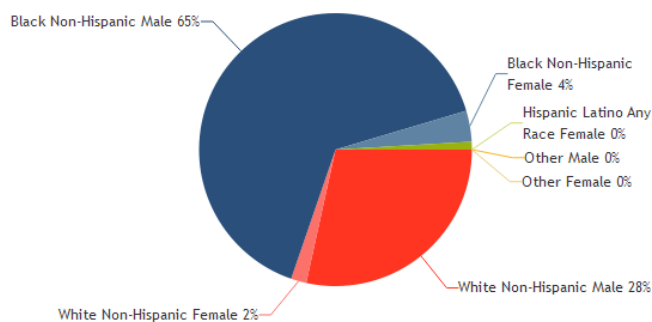
## Total Canine



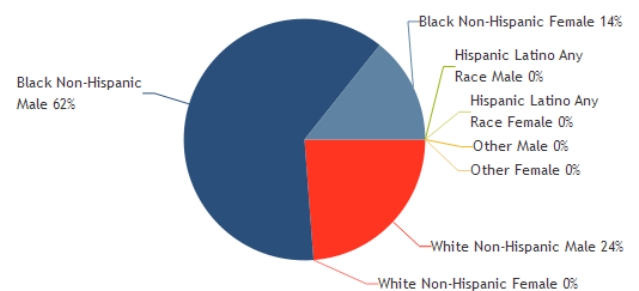
## Canine: Release and Bite



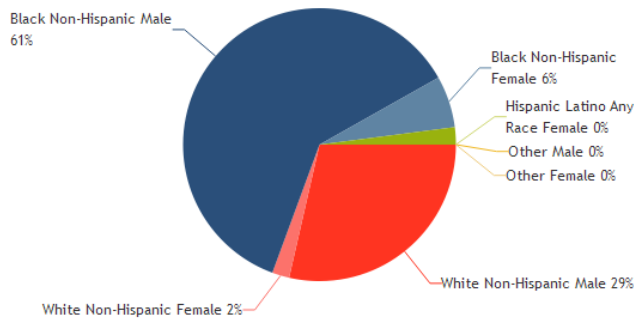
## Total Uses of Force



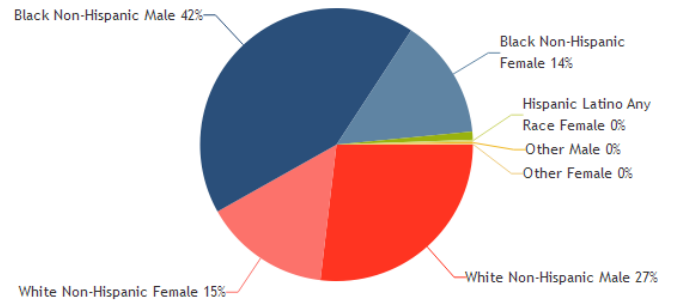
## Total Number of Incidents Resulting in Officer Injury or Death



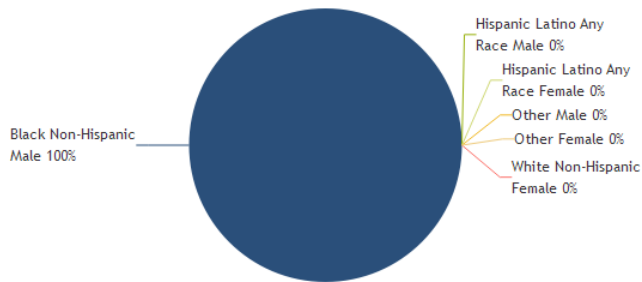
## Total Use of Force Arrests



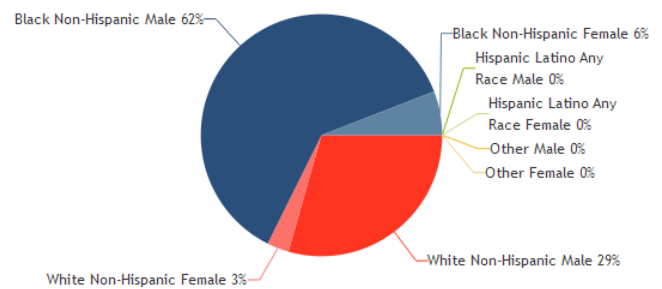
## Total Agency Custodial Arrests



## Total Use of Force Complaints



## Total Number of Suspects Receiving Non-Fatal Injuries



### Legend

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

### Use Of Force - Reaccreditation Year 3

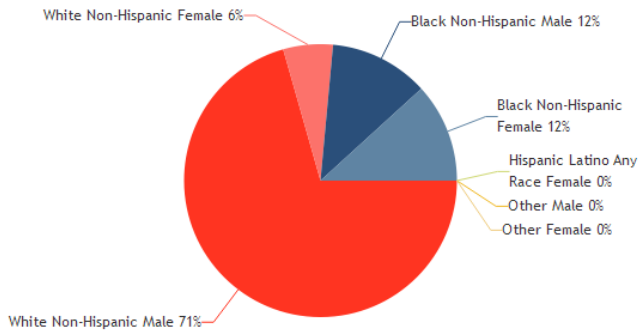
Data Collection Period: 1/1/2019 - 12/31/2019

	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Firearm									0
Discharge	0	0	0	0	0	0	0	0	0
Display Only	0	0	0	0	0	0	0	0	0
ECW									17
Discharge Only	12	1	2	2	0	0	0	0	17
Display Only	0	0	0	0	0	0	0	0	0
Baton	1	0	0	0	0	0	0	0	1
Chemical/OC	1	0	0	1	0	0	0	0	2
Weaponless	6	1	7	5	0	0	0	0	19
Canine									0
Release Only	0	0	0	0	0	0	0	0	0
Release and Bite	0	0	0	0	0	0	0	0	0
Total Uses of Force	20	2	9	8	0	0	0	0	39
Total Number of Incidents Resulting In Officer Injury or Death	7	2	3	0	0	0	0	0	12
Total Use of Force Arrests	16	3	11	7	0	0	0	0	37
Total Number of Suspects Receiving Non-Fatal Injuries	11	1	2	5	0	0	0	0	19
Total Number of Suspects Receiving Fatal Injuries	0	0	0	0	0	0	0	0	0
Total Agency Custodial Arrests	1755	1067	2341	914	49	18	17	10	6171
Total Use of Force Complaints	1	0	1	1	0	0	0	0	3

### Reaccreditation Year 3 Notes:

During 2019, the department had 1 application of force involving a vehicle, 1 incident involving the 40mm single launcher, and 3 uses of force deploying Spike Strips.

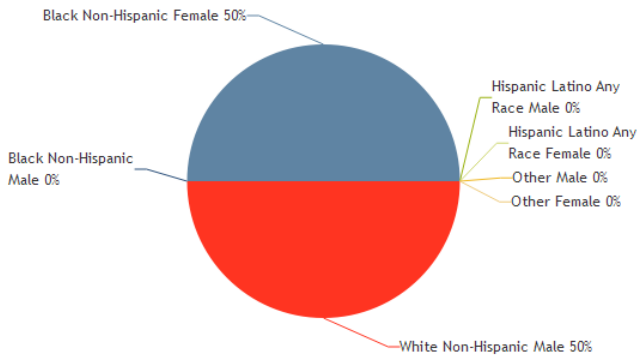
### ECW Discharge



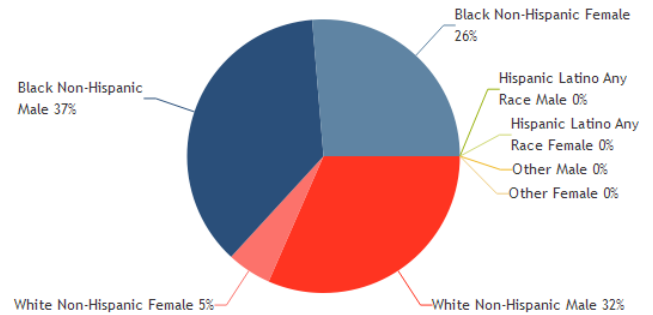
### Baton



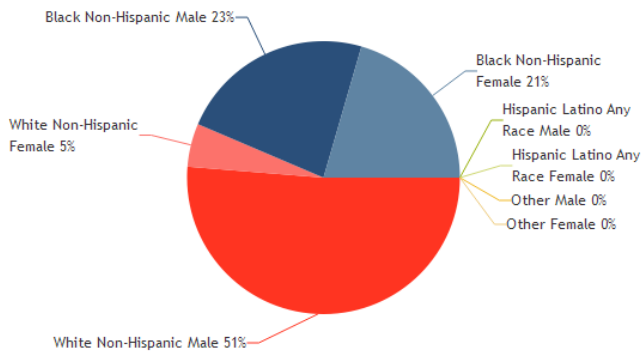
### Chemical/OC



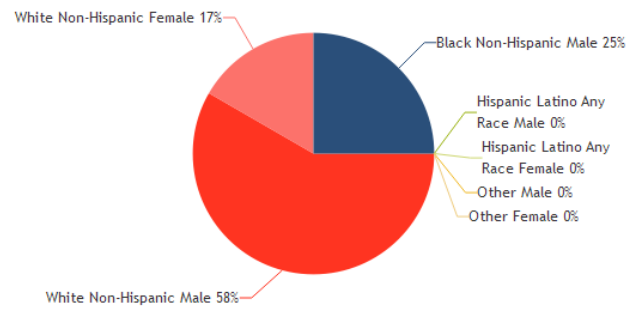
### Weaponless



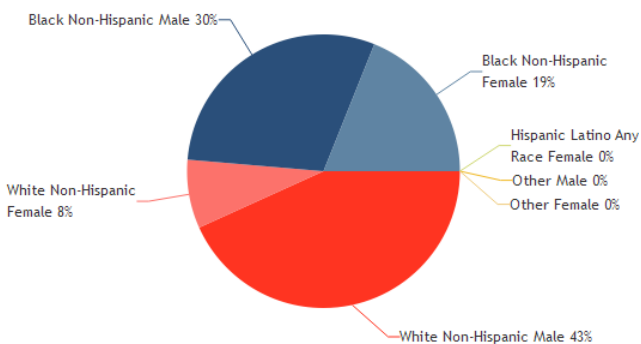
### Total Uses of Force



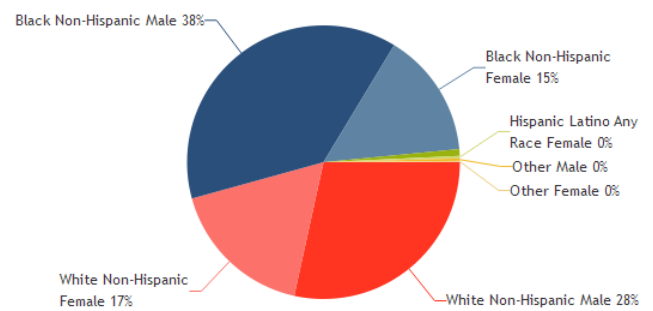
### Total Number of Incidents Resulting in Officer Injury or Death



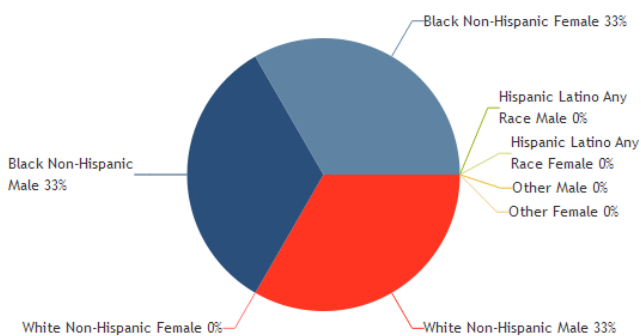
### Total Use of Force Arrests



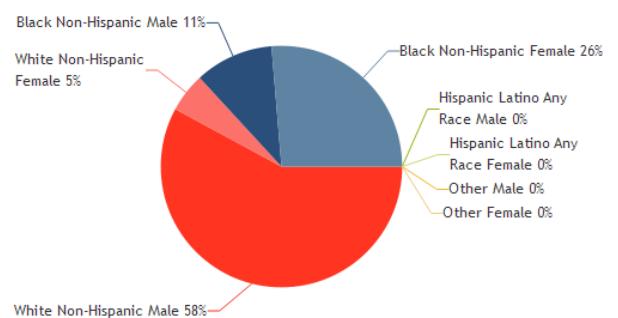
### Total Agency Custodial Arrests



### Total Use of Force Complaints



### Total Number of Suspects Receiving Non-Fatal Injuries



*Legend*

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



## Use Of Force - Reaccreditation Year 4

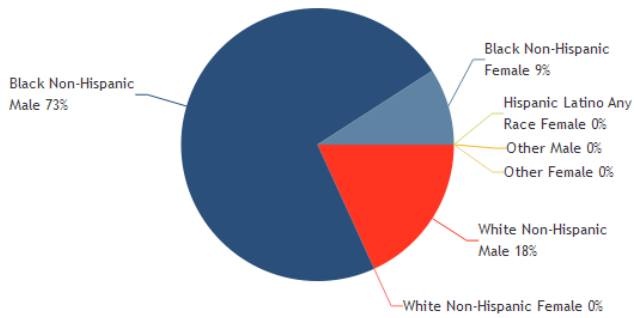
Data Collection Period: 1/1/2020 - 12/31/2020

	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Firearm									0
Discharge	0	0	0	0	0	0	0	0	0
Display Only	0	0	0	0	0	0	0	0	0
ECW									11
Discharge Only	2	0	8	1	0	0	0	0	11
Display Only	0	0	0	0	0	0	0	0	0
Baton	0	0	0	1	0	0	0	0	1
Chemical/OC	1	0	2	0	0	0	0	0	3
Weaponless	4	2	18	3	1	0	0	0	28
Canine									5
Release Only	0	0	0	0	0	0	0	0	0
Release and Bite	1	0	4	0	0	0	0	0	5
Total Uses of Force	8	2	32	5	1	0	0	0	48
Total Number of Incidents Resulting In Officer Injury or Death	12	2	0	0	0	0	0	0	14
Total Use of Force Arrests	7	2	31	3	1	0	0	0	44
Total Number of Suspects Receiving Non-Fatal Injuries	3	0	10	3	0	0	0	0	16
Total Number of Suspects Receiving Fatal Injuries	0	0	0	0	0	0	0	0	0
Total Agency Custodial Arrests	1341	743	1856	621	55	11	9	6	4642
Total Use of Force Complaints	1	0	2	1	0	0	0	0	4

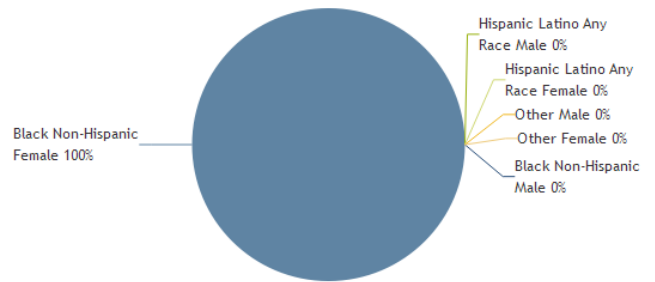
### Reaccreditation Year 4 Notes:

During 2020 there was 1 use of force involving a vehicle and 2 uses of force using a 40mm single launcher.

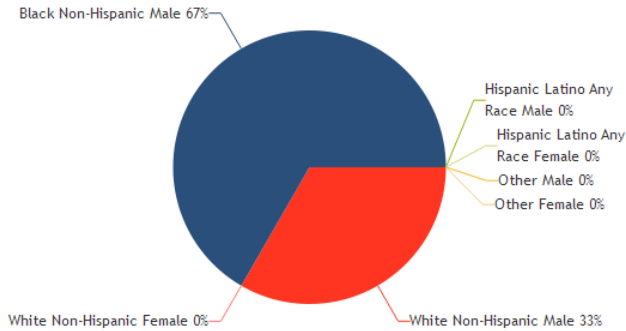
### ECW Discharge



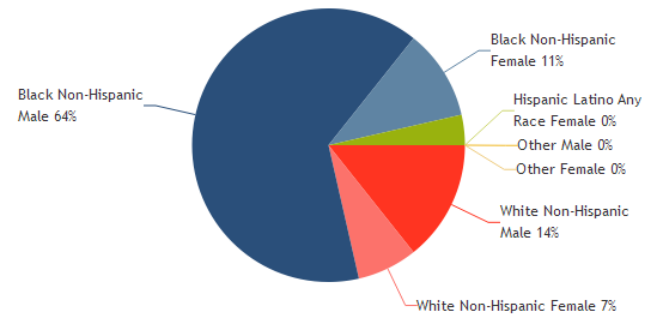
### Baton



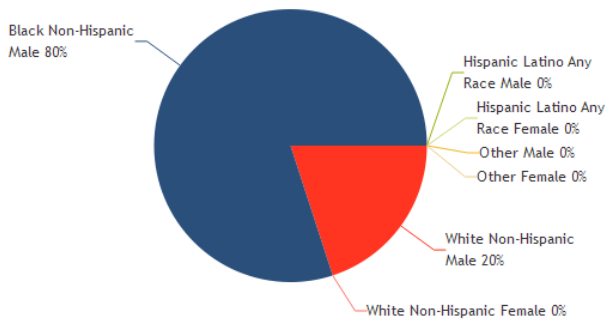
### Chemical/OC



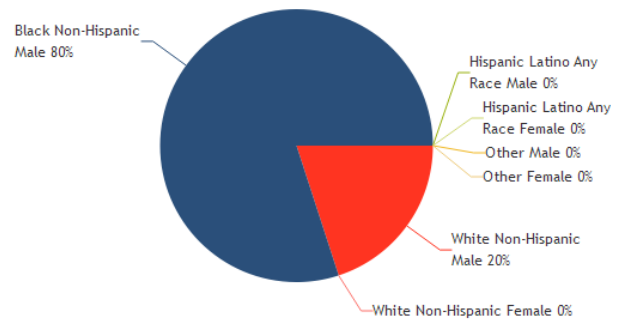
### Weaponless



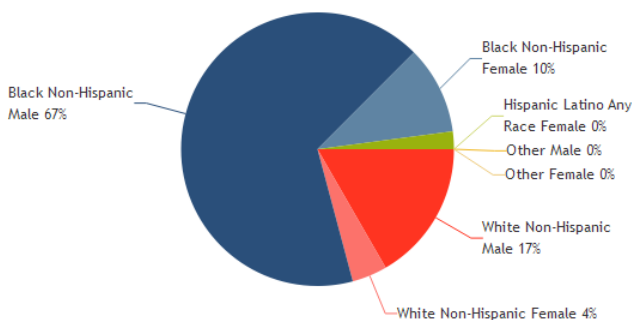
### Total Canine



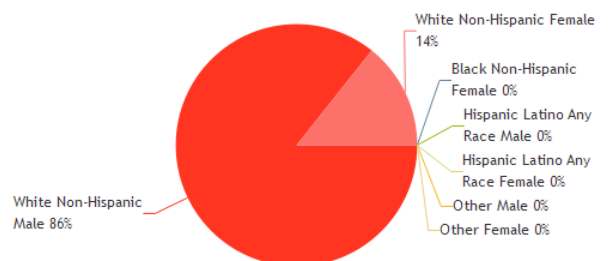
### Canine: Release and Bite



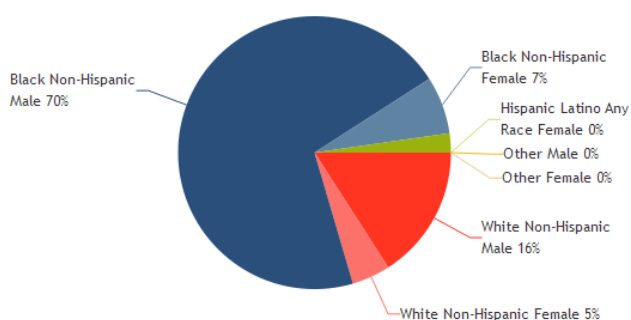
### Total Uses of Force



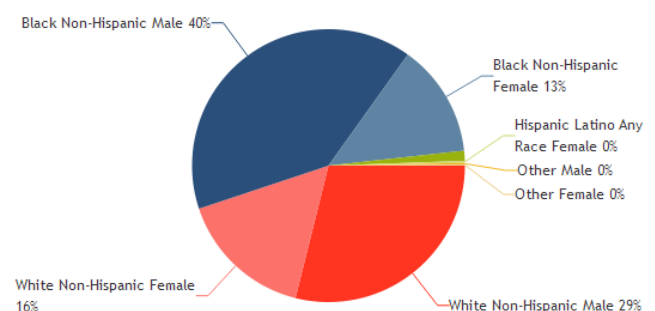
### Total Number of Incidents Resulting in Officer Injury or Death



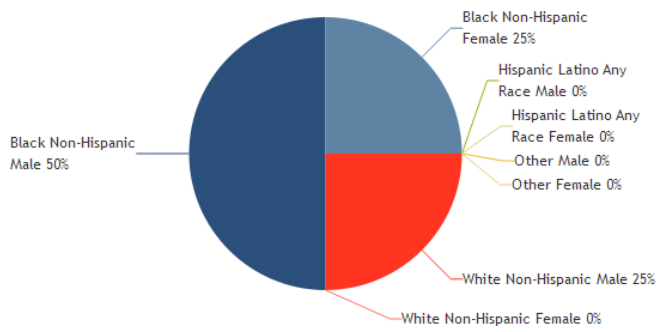
### Total Use of Force Arrests



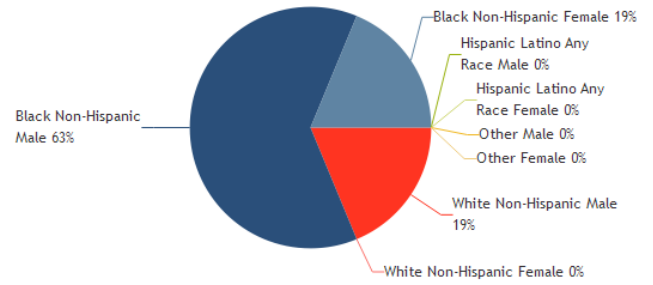
### Total Agency Custodial Arrests



## Total Use of Force Complaints



## Total Number of Suspects Receiving Non-Fatal Injuries



### Legend

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

## ***Grievances***

**Year 1 Data Collection Period:** 1/1/2017-12/31/2017

**Year 2 Data Collection Period:** 1/1/2018-12/31/2018

**Year 3 Data Collection Period:** 1/1/2019-12/31/2019

**Year 4 Data Collection Period:** 1/1/2020-12/31/2020

Grievances	Year 1	Year 2	Year 3	Year 4
Number	2	0	6	1

### ***Reaccreditation Year 1 Notes:***

The documents related to all grievances filed over this fourteen year period were reviewed, and no discernible pattern of action or inaction by members of the Lynchburg Police Department was found that has contributed to the eighteen grievances filed during this time. Additionally, no pattern of specific individuals being involved in the application of discipline was found, resulting in the filing of grievances. Finally, there is no pattern related to an individual employee or small number of employees repeatedly filing grievances during the fourteen year period. However, it should be noted that during the two year period of 2013 and 2014, one employee filed three of the five grievances (60%). One of the three events (2013) was determined not to be grievable. The other two grievances were directly related to discipline the officer incurred for failing to complete required documentation of investigative follow ups and case history information. Additionally, both the Lynchburg Police Department (LPD) policy (PD14-0206) related to the grievance procedure and the City of Lynchburg grievance policy were reviewed. The LPD policy provides sufficient direction to all involved parties of the grievance, but defers to the City of Lynchburg grievance policy for procedural direction, which is located in Chapter 8 of the City's Employment Handbook.

### ***Reaccreditation Year 2 Notes:***

I reviewed the documents related to all grievances filed over this fifteen year period and I found no discernible pattern of action or inaction by members of the Lynchburg Police Department that has contributed to the eighteen grievances filed during this time. I also found no pattern of specific individuals being involved in the application of discipline resulting in the filing of grievances. Finally, there is no pattern related to an individual employee or small number of employees repeatedly filing grievances during the fifteen year period. However, it should be noted that during the two year period of 2013 and 2014, one employee filed three of the five grievances (60%). One of the three events (2013) was determined not to be grievable. The other two grievances were directly related to discipline the officer incurred for failing to complete required documentation of investigative follow ups and case history information.

Additionally, I reviewed both the Lynchburg Police Department (LPD) policy (PD14-0206) related to the grievance procedure and the City of Lynchburg grievance policy. I find that the LPD policy provides sufficient direction to all involved parties of the grievance, but defers to the City of Lynchburg grievance policy for procedural direction, which is located in Chapter 8 of the City's Employment Handbook.

### ***Reaccreditation Year 3 Notes:***

The documents related to all grievances filed over this sixteen year period were reviewed and no discernable pattern of action or inaction by members of the Lynchburg Police Department that has contributed to the twenty-four grievances filed during this time were found. Also no pattern of specific individuals being involved in the application of discipline resulting in the filing of grievances were found. Finally, there is no pattern related to an individual employee or small number of employees repeatedly filing grievances during the sixteen year period. However, it should be noted that during the two year period of 2013 and 2014, one employee filed three of the five grievances (60%). One of the three events (2013) was determined not to be grievable. The other two grievances were directly related to discipline the officer incurred for failing to complete required documentation of investigative follow ups and case history information.

Additionally, both the Lynchburg Police Department (LPD) policy (PD14-0206) related to the grievance procedure and the City of Lynchburg grievance policy were reviewed. The LPD policy provides sufficient direction to all

involved parties of the grievance, but defers to the City of Lynchburg grievance policy for procedural direction, which is located in Chapter 8 of the City's Employment Handbook (October 2016).

***Reaccreditation Year 4 Notes:***

The documents related to all grievances filed over this sixteen year period were reviewed and no discernable pattern of action or inaction by members of the Lynchburg Police Department that has contributed to the twenty-four grievances filed during this time were found. Also no pattern of specific individuals being involved in the application of discipline resulting in the filing of grievances were found. Finally, there is no pattern related to an individual employee or small number of employees repeatedly filing grievances during the sixteen year period. However, it should be noted that during the two year period of 2013 and 2014, one employee filed three of the five grievances (60%). One of the three events (2013) was determined not to be grievable. The other two grievances were directly related to discipline the officer incurred for failing to complete required documentation of investigative follow ups and case history information.

### *Personnel Actions*

**Year 1 Data Collection Period:** 1/1/2017-12/31/2017

**Year 2 Data Collection Period:** 1/1/2018-12/31/2018

**Year 3 Data Collection Period:** 1/1/2019-12/31/2019

**Year 4 Data Collection Period:** 1/1/2020-12/31/2020

	Year 1	Year 2	Year 3	Year 4
Suspension	0	0	2	1
Demotion	0	0	0	0
Resign In Lieu of Termination	2	1	0	0
Termination	5	5	2	0
Other	50	51	79	75
Total	57	57	83	76
Commendations	272	241	274	73

## Complaints and Internal Affairs - Reaccreditation Year 4

Data Collection Period: -

	Year 1	Year 2	Year 3	Year 4
<b>External/Citizen Complaint</b>				
Citizen Complaint	19	9	22	33
Sustained	2	3	2	6
Not Sustained	3	0	3	0
Unfounded	9	6	9	18
Exonerated	4	0	8	9
<b>Internal/Directed Complaint</b>				
Directed Complaint	8	23	13	8
Sustained	5	10	7	7
Not Sustained	0	0	0	0
Unfounded	1	3	0	1
Exonerated	0	0	0	0

### *Calls For Service - Reaccreditation Year 4*

**Data Collection Period: -**

	Year 1	Year 2	Year 3	Year 4
Calls for Service	51467	43744	68794	56580
<b>UCR/NIBRS Part 1 Crimes</b>				
Murder	4	4	1	4
Forcible Rape	99	15	163	68
Robbery	42	36	53	52
Aggravated Assault	136	56	50	223
Burglary	234	168	326	188
Larceny-Theft	1545	813	1184	1076
Motor Vehicle Theft	145	88	146	126
Arson	7	11	9	4



### ***Motor Vehicle Pursuit***

**Year 1 Data Collection Period:** 1/1/2017-12/31/2017

**Year 2 Data Collection Period:** 1/1/2018-12/31/2018

**Year 3 Data Collection Period:** 1/1/2019-12/31/2019

**Year 4 Data Collection Period:** 1/1/2020-12/31/2020

	Year 1	Year 2	Year 3	Year 4
<b>Pursuits</b>				
Total Pursuits	37	18	47	43
Forcible stopping techniques used	1	0	2	0
Terminated by Agency	11	2	13	10
Policy Compliant	32	15	35	35
Policy Non-Compliant	5	3	12	8
<b>Collisions</b>				
<b>Injuries</b>				
Total Collisions	6	7	15	10
Officer	0	3	0	1
Suspect	6	5	0	3
ThirdParty	2	0	2	0
<b>Reason Initiated</b>				
Traffic	23	8	28	26
Felony	6	6	14	11
Misdemeanor	5	4	5	6

### ***Reaccreditation Year 1***

In addition to the Reason Initiated section above, there were three pursuits initiated for "Other" reasons.

## Agency Breakdown Report - Reaccreditation Year 1

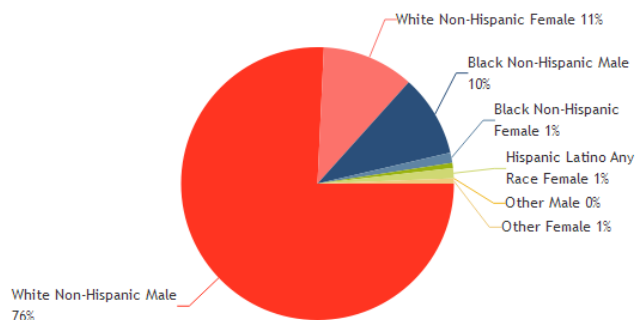
Data Collection Period: 1/1/2017 - 12/31/2017

	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Sworn Personnel									
Executive	0	0	0	0	1	0	0	0	1
Command	7	0	0	0	0	0	0	0	7
Supervisory Positions	34	1	2	0	0	0	0	0	37
Non-Supervisory Positions	84	17	14	2	0	2	0	1	120
Sub Total									165
Non Sworn Personnel									
Executive	0	0	0	0	0	0	0	0	0
Managerial	1	1	0	0	0	0	0	0	2
Supervisory Positions	2	0	0	0	0	0	0	0	2
Non-Supervisory Positions	12	12	1	5	0	0	0	0	30
Sub Total									34
Total									199

### Reaccreditation Year 1 Notes:

This information reflects the composition of the Lynchburg Police Department as of 12/31/2017.

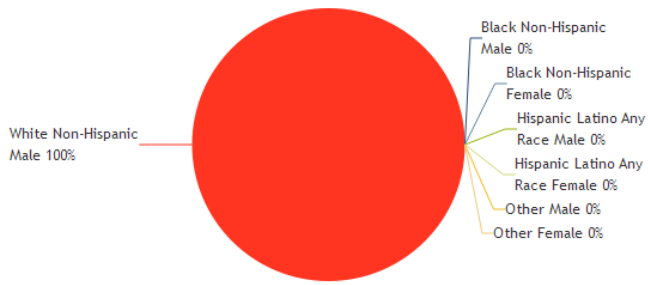
**Total Sworn Personnel**



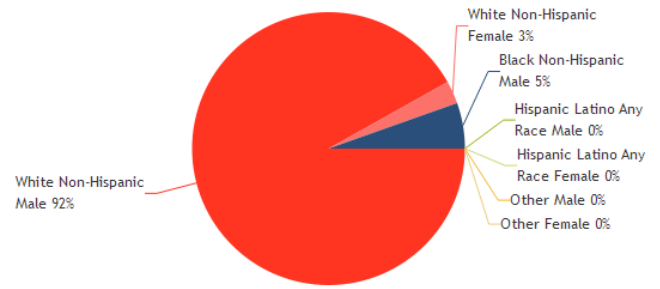
**Sworn Personnel: Executive**



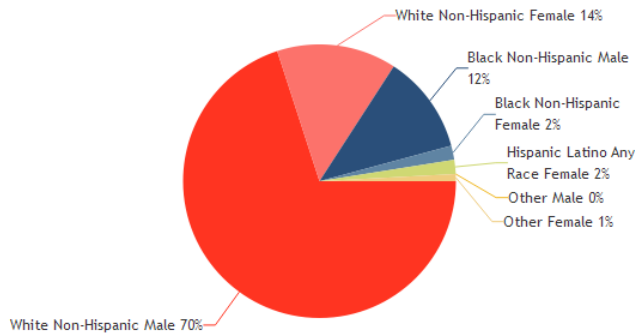
## Sworn Personnel: Command



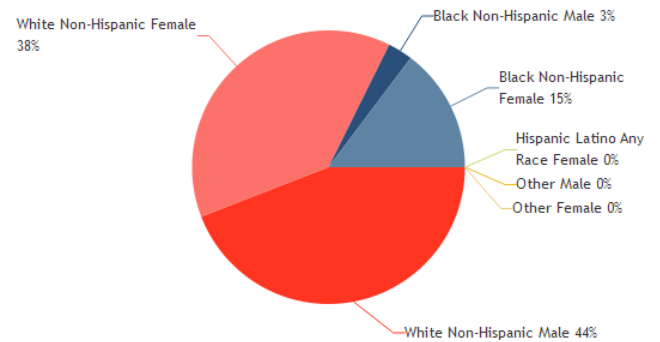
## Sworn Personnel: Supervisory Positions



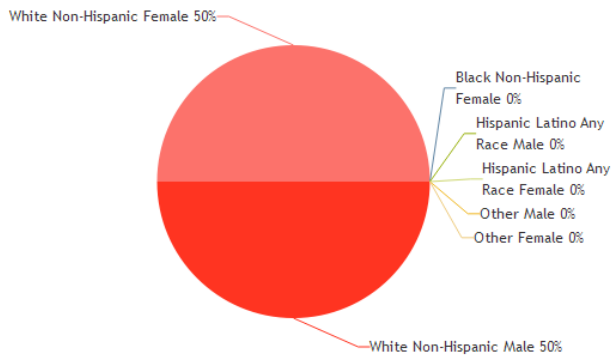
## Sworn Personnel: Non-Supervisory Positions



## Total Non-Sworn Personnel



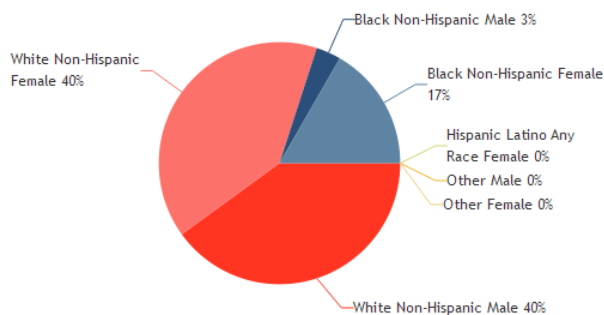
## Non-Sworn Personnel: Managerial



## Non-Sworn Personnel: Supervisory Positions



## Non-Sworn Personnel: Non-Supervisory Positions



## Legend

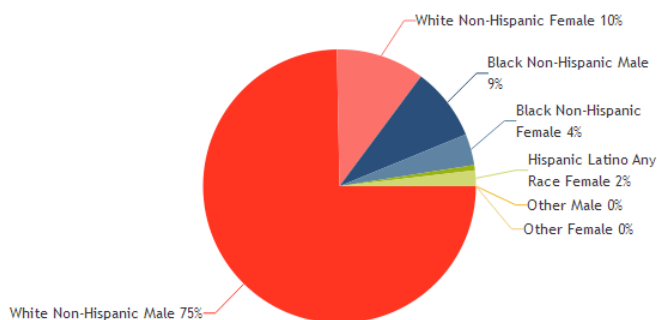
White Non-Hispanic Male	
White Non-Hispanic Female	
Black Non-Hispanic Male	
Black Non-Hispanic Female	
Hispanic Latino Any Race Male	
Hispanic Latino Any Race Female	
Other Male	
Other Female	

## Agency Breakdown Report - Reaccreditation Year 2

Data Collection Period: 1/1/2018 - 12/31/2018

	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Sworn Personnel									
Executive	1	0	0	0	0	0	0	0	1
Command	6	0	0	0	0	0	0	0	6
Supervisory Positions	34	1	1	0	0	0	0	0	36
Non-Supervisory Positions	80	16	13	6	1	3	0	0	119
Sub Total									162
Non Sworn Personnel									
Executive	0	0	0	0	0	0	0	0	0
Managerial	1	2	0	0	0	0	0	0	3
Supervisory Positions	0	0	0	0	0	0	0	0	0
Non-Supervisory Positions	9	12	1	6	0	0	1	0	29
Sub Total									32
Total									194

**Total Sworn Personnel**



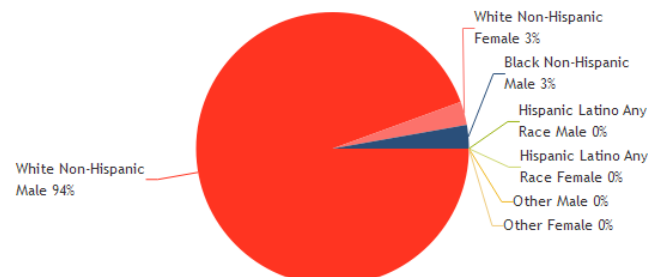
**Sworn Personnel: Executive**



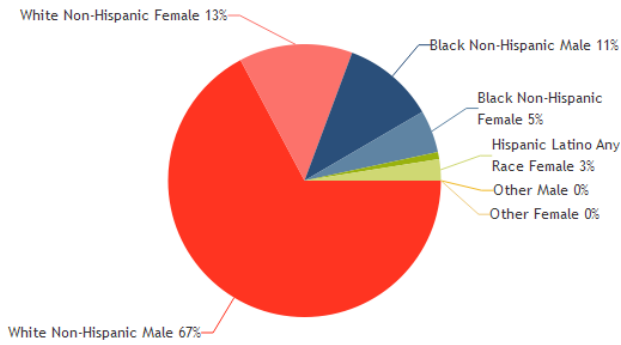
**Sworn Personnel: Command**



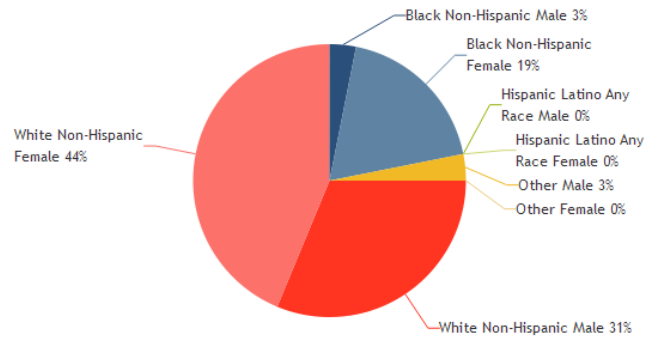
**Sworn Personnel: Supervisory Positions**



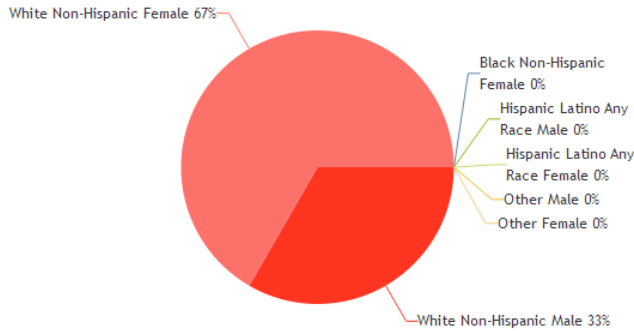
## Sworn Personnel: Non-Supervisory Positions



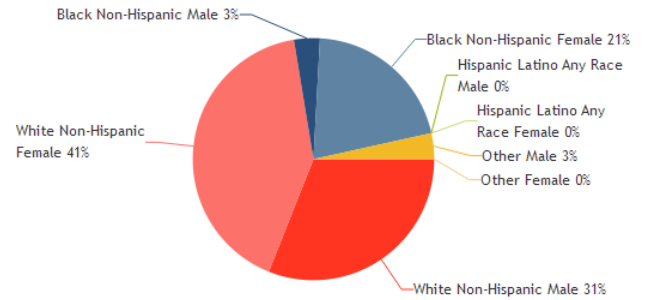
## Total Non-Sworn Personnel



## Non-Sworn Personnel: Managerial



## Non-Sworn Personnel: Non-Supervisory Positions



### Legend

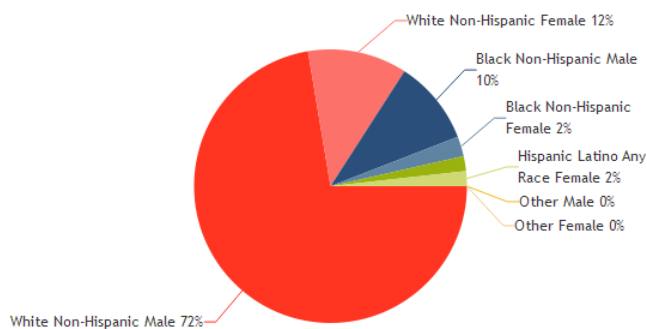
White Non-Hispanic Male	
White Non-Hispanic Female	
Black Non-Hispanic Male	
Black Non-Hispanic Female	
Hispanic Latino Any Race Male	
Hispanic Latino Any Race Female	
Other Male	
Other Female	

## Agency Breakdown Report - Reaccreditation Year 3

Data Collection Period: 1/1/2019 - 12/31/2019

	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Sworn Personnel									
Executive	1	0	0	0	0	0	0	0	1
Command	6	0	0	0	0	0	0	0	6
Supervisory Positions	35	1	1	0	0	0	0	0	37
Non-Supervisory Positions	81	19	16	4	3	3	0	0	126
Sub Total									170
Non Sworn Personnel									
Executive	0	0	0	0	0	0	0	0	0
Managerial	1	1	0	0	0	0	0	0	2
Supervisory Positions	0	2	0	0	0	0	0	0	2
Non-Supervisory Positions	10	13	1	5	0	0	0	0	29
Sub Total									33
Total									203

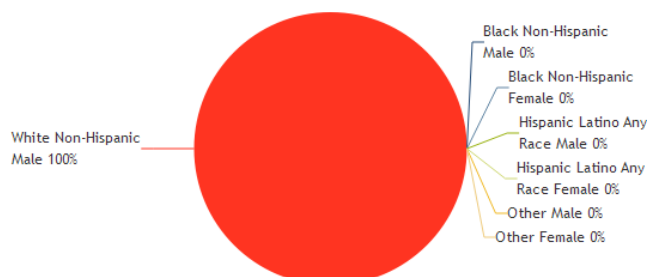
**Total Sworn Personnel**



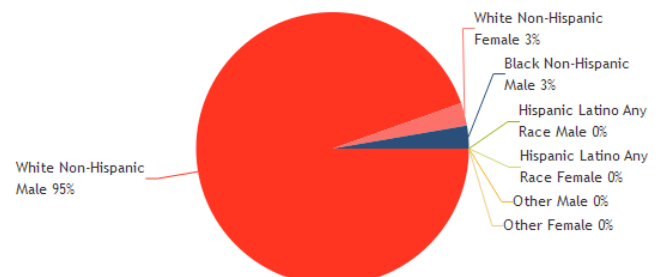
**Sworn Personnel: Executive**



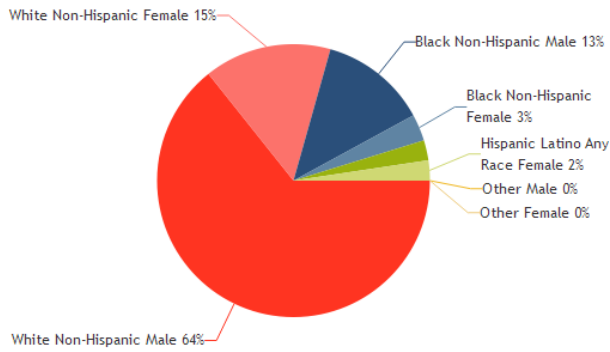
**Sworn Personnel: Command**



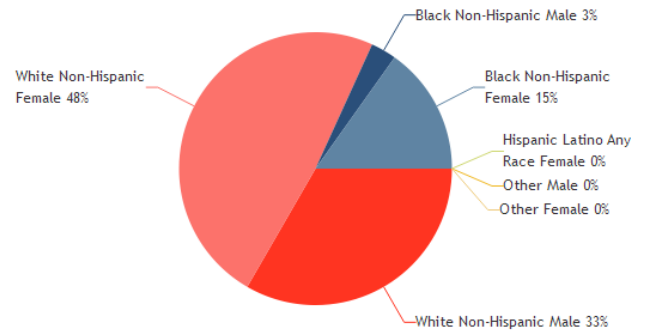
**Sworn Personnel: Supervisory Positions**



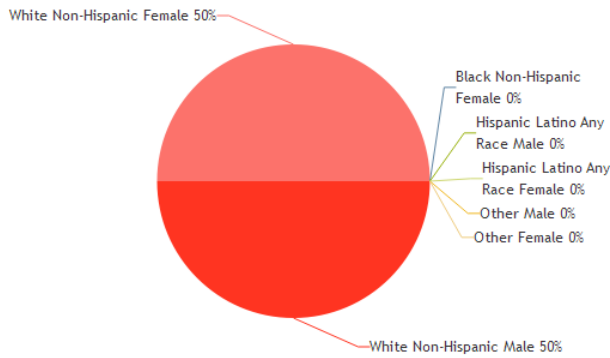
## Sworn Personnel: Non-Supervisory Positions



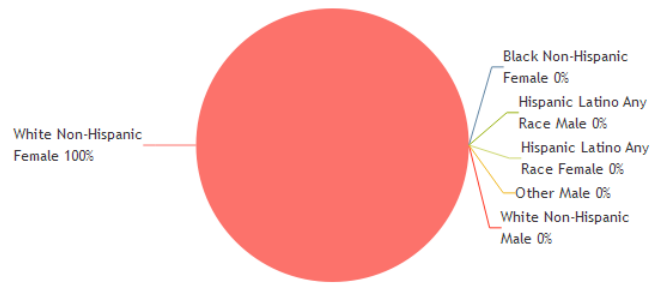
## Total Non-Sworn Personnel



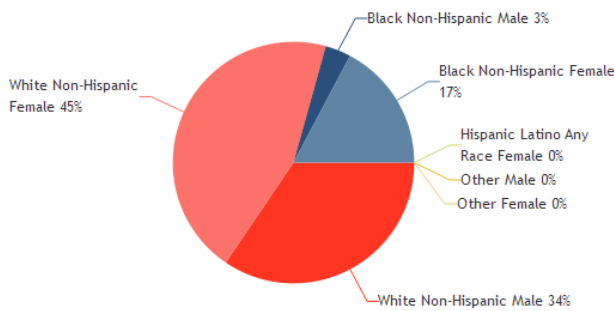
## Non-Sworn Personnel: Managerial



## Non-Sworn Personnel: Supervisory Positions



## Non-Sworn Personnel: Non-Supervisory Positions



### Legend

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

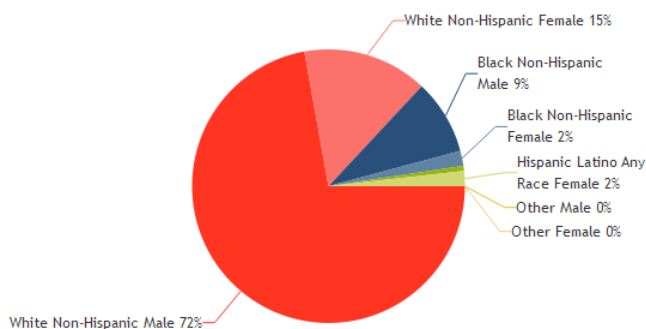


## Agency Breakdown Report - Reaccreditation Year 4

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

	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Sworn Personnel									
Executive	1	0	0	0	0	0	0	0	1
Command	6	0	0	0	0	0	0	0	6
Supervisory Positions	34	1	2	0	0	0	0	0	37
Non-Supervisory Positions	81	24	13	3	1	3	0	0	125
Sub Total									169
Non Sworn Personnel									
Executive	0	0	0	0	0	0	0	0	0
Managerial	1	1	0	0	0	0	0	0	2
Supervisory Positions	0	1	0	1	0	0	0	0	2
Non-Supervisory Positions	9	14	1	3	0	0	0	0	27
Sub Total									31
Total									200

**Total Sworn Personnel**



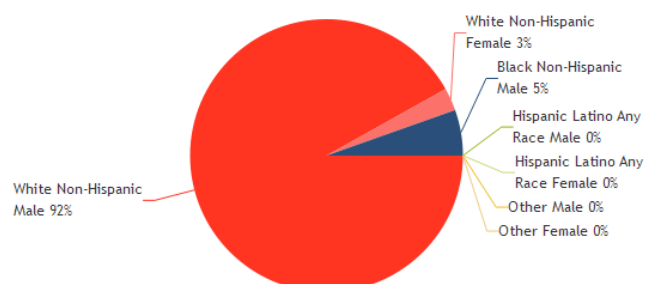
**Sworn Personnel: Executive**



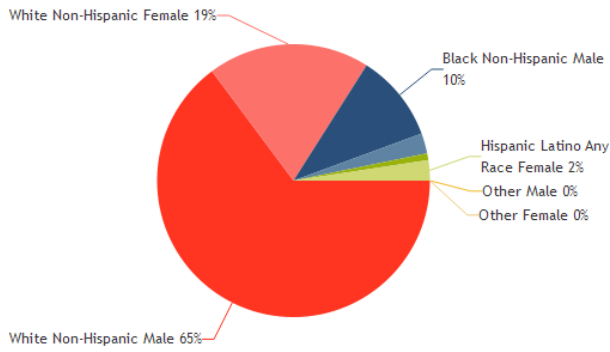
**Sworn Personnel: Command**



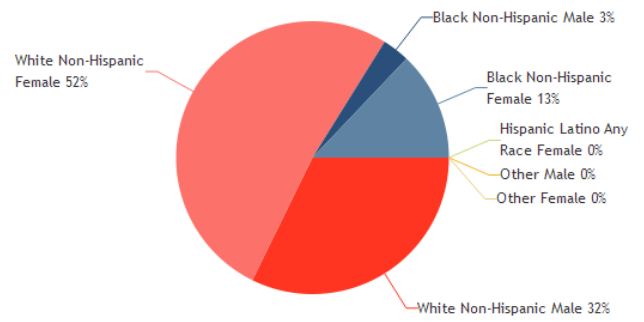
**Sworn Personnel: Supervisory Positions**



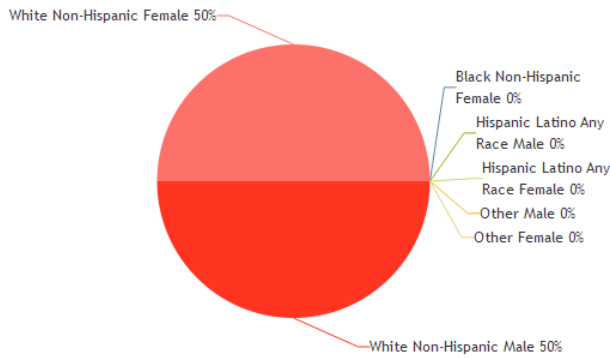
## Sworn Personnel: Non-Supervisory Positions



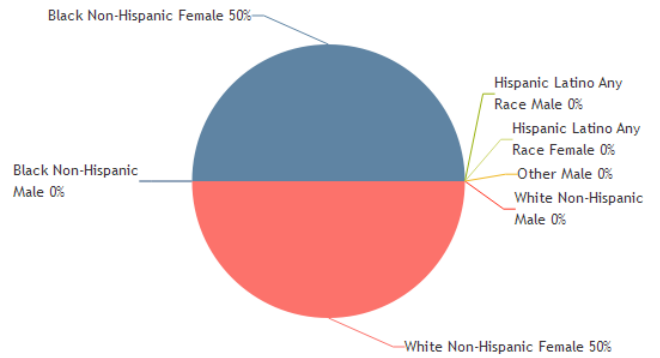
## Total Non-Sworn Personnel



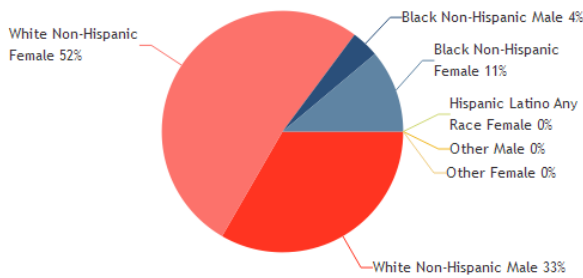
## Non-Sworn Personnel: Managerial



## Non-Sworn Personnel: Supervisory Positions



## Non-Sworn Personnel: Non-Supervisory Positions



### Legend

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

## Agency Demographics Report - Reaccreditation Year 1

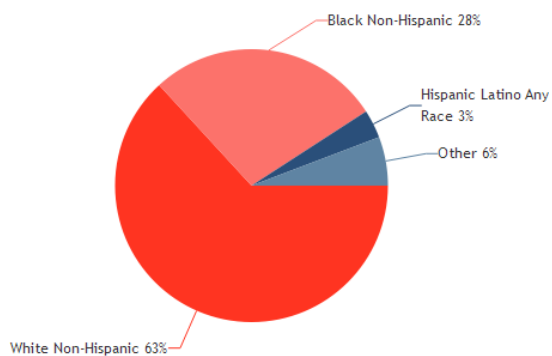
Data Collection Period: 1/1/2017 - 12/31/2017

	Service Population		Available Workforce		Current Sworn Officers		Current Female Sworn Officers		Prior Sworn Officers		Prior Female Sworn Officers	
	#	%	#	%	#	%	#	%	#	%	#	%
White Non-Hispanic	50417	63%	165020	78 %	143	87%	18	11%	153	88%	17	10%
Black Non-Hispanic	22100	28%	34998	17 %	18	11%	2	1%	16	9%	2	1%
Hispanic Latino Any Race	2688	3%	4429	2 %	3	2%	2	1%	3	2%	2	1%
Other	4607	6%	6442	3 %	1	1%	1	1%	1	1%	1	1%
Total	79812		210889		165		23		173		22	

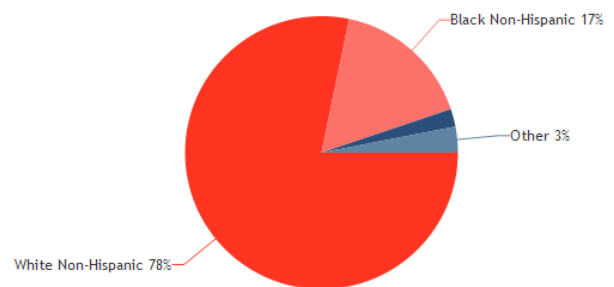
### Reaccreditation Year 1 Notes:

Population numbers are from the U.S. Census Bureau.

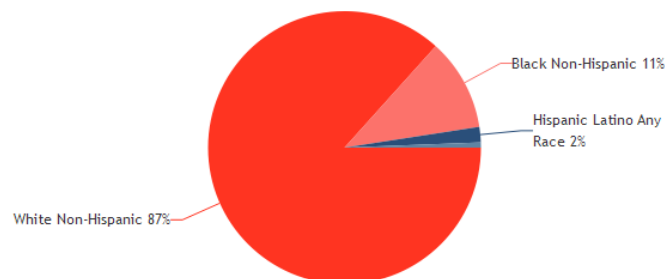
#### Service Population



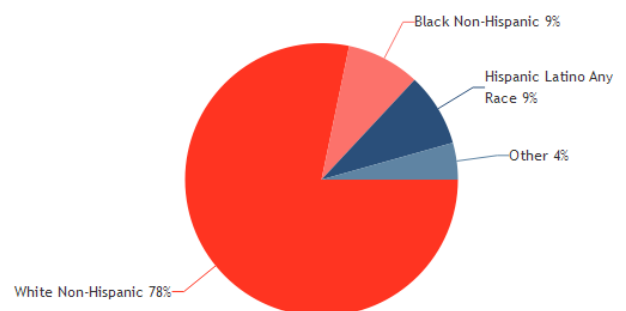
#### Available Workforce



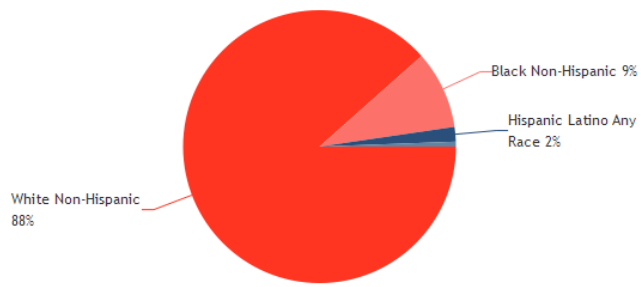
#### Current Sworn Officers



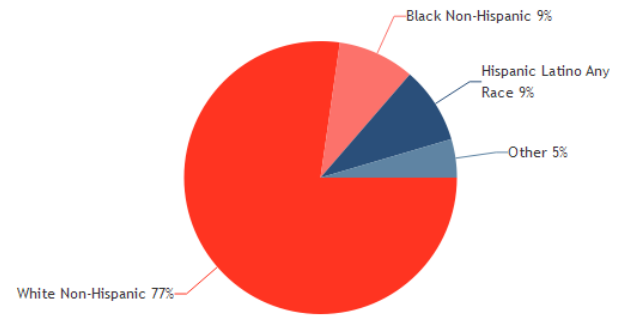
#### Current Sworn Female Officers



## Prior Sworn Officers



## Prior Sworn Female Officers



## Agency Demographics Report - Reaccreditation Year 2

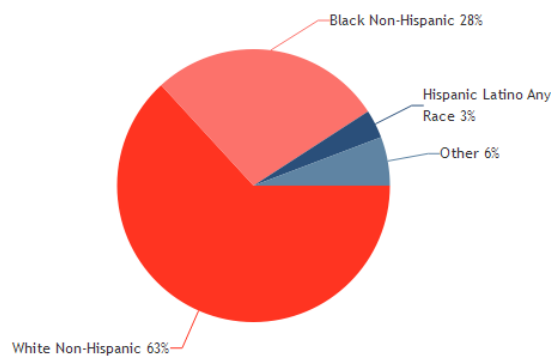
Data Collection Period: 1/1/2018 - 12/31/2018

	Service Population		Available Workforce		Current Sworn Officers		Current Female Sworn Officers		Prior Sworn Officers		Prior Female Sworn Officers	
	#	%	#	%	#	%	#	%	#	%	#	%
White Non-Hispanic	50417	63%	165020	78 %	135	87%	15	10%	143	87%	18	11%
Black Non-Hispanic	22100	28%	34998	17 %	17	11%	3	2%	18	11%	2	1%
Hispanic Latino Any Race	2688	3%	4429	2 %	3	2%	2	1%	3	2%	2	1%
Other	4605	6%	6442	3 %	0	0%	0	0%	1	1%	1	1%
Total	79810		210889		155		20		165		23	

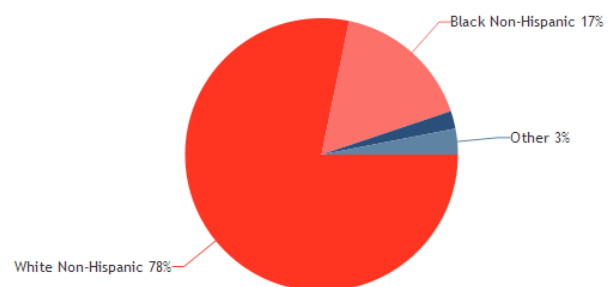
### Reaccreditation Year 2 Notes:

Population numbers are from the U.S. Census Bureau

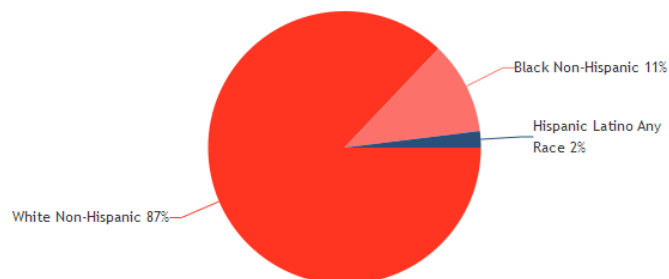
**Service Population**



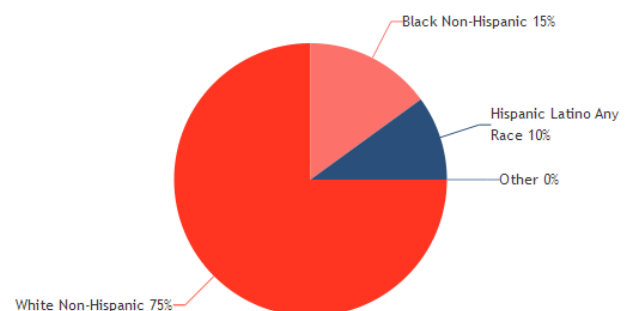
**Available Workforce**



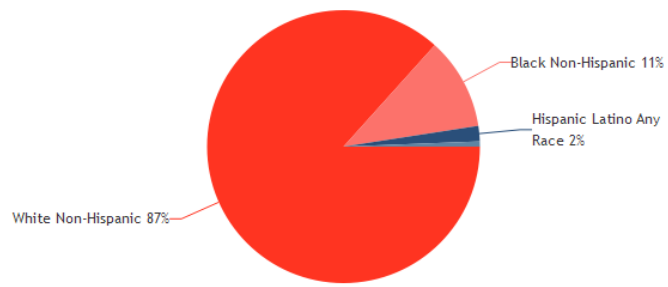
**Current Sworn Officers**



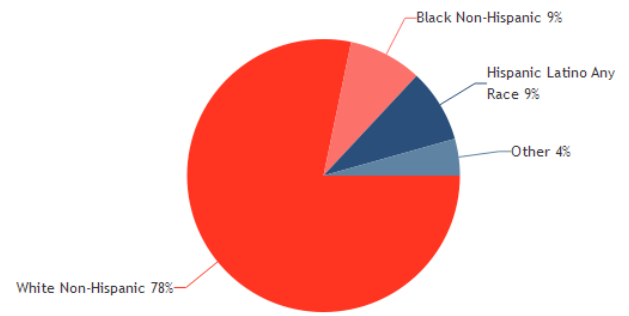
**Current Sworn Female Officers**



## Prior Sworn Officers



## Prior Sworn Female Officers

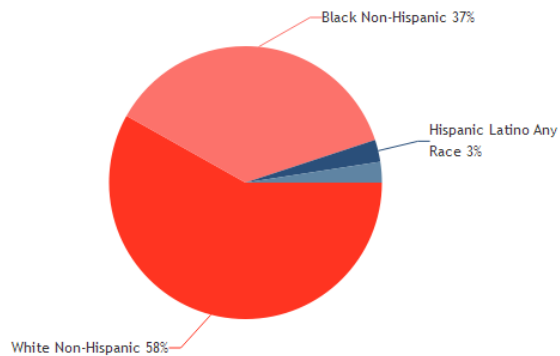


## Agency Demographics Report - Reaccreditation Year 3

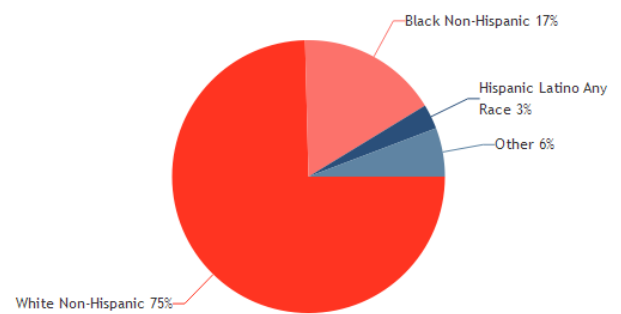
Data Collection Period: 1/1/2019 - 12/31/2019

	Service Population		Available Workforce		Current Sworn Officers		Current Female Sworn Officers		Prior Sworn Officers		Prior Female Sworn Officers	
	#	%	#	%	#	%	#	%	#	%	#	%
White Non-Hispanic	82168	58%	202301	75 %	144	84%	20	12%	135	87%	15	10%
Black Non-Hispanic	52012	37%	45251	17 %	21	12%	4	2%	17	11%	3	2%
Hispanic Latino Any Race	3698	3%	7985	3 %	6	4%	3	2%	3	2%	2	1%
Other	3451	2%	15633	6 %	0	0%	0	0%	0	0%	0	0%
Total	141329		271170		171		27		155		20	

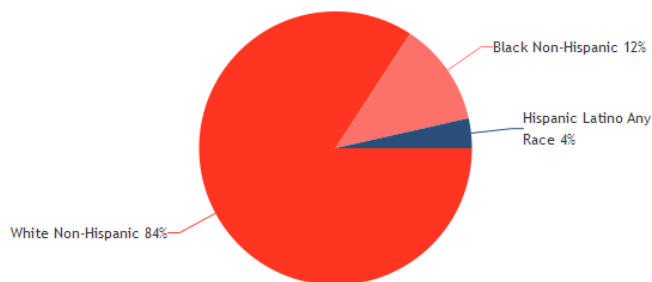
**Service Population**



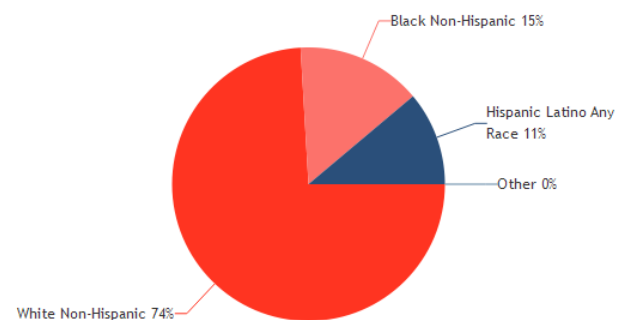
**Available Workforce**



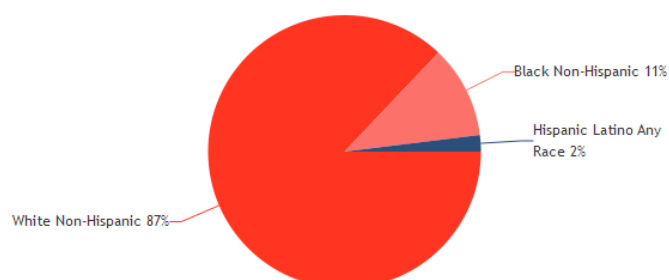
**Current Sworn Officers**



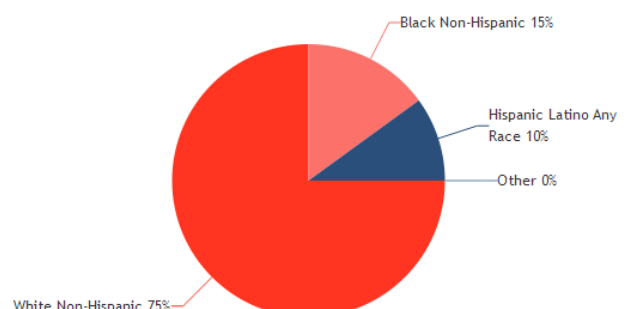
**Current Sworn Female Officers**



**Prior Sworn Officers**



**Prior Sworn Female Officers**



## Agency Demographics Report - Reaccreditation Year 4

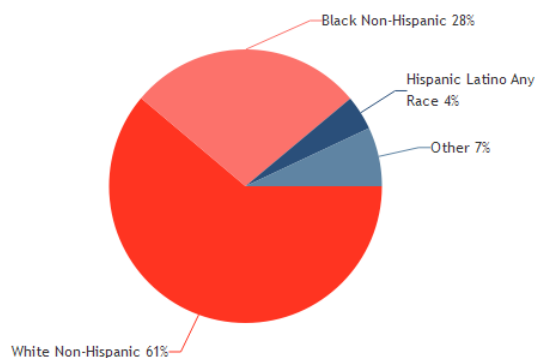
Data Collection Period: 1/1/2020 - 12/31/2020

	Service Population		Available Workforce		Current Sworn Officers		Current Female Sworn Officers		Prior Sworn Officers		Prior Female Sworn Officers	
	#	%	#	%	#	%	#	%	#	%	#	%
White Non-Hispanic	50230	61%	201606	76 %	147	87%	25	15%	144	84%	20	12%
Black Non-Hispanic	22848	28%	44138	17 %	18	11%	3	2%	21	12%	4	2%
Hispanic Latino Any Race	3361	4%	7424	3 %	4	2%	3	2%	6	4%	3	2%
Other	5729	7%	13018	5 %	0	0%	0	0%	0	0%	0	0%
Total	82168		266186		169		31		171		27	

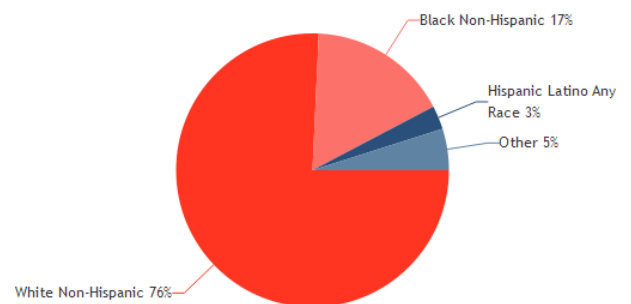
### Reaccreditation Year 4 Notes:

This year's statistics come from the end of 2019 due to the census being conducted in 2020. These numbers have not been released at this time and were unable to be placed in this years report.

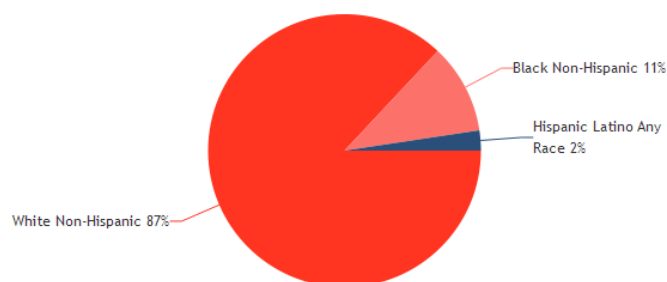
**Service Population**



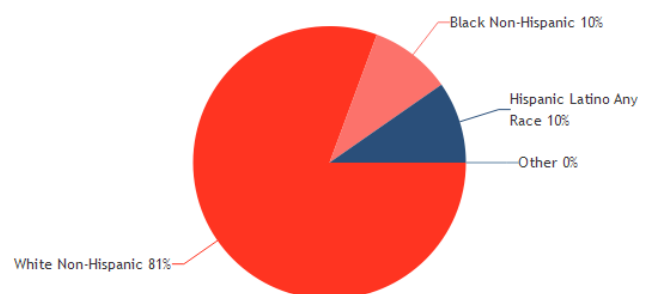
**Available Workforce**



**Current Sworn Officers**

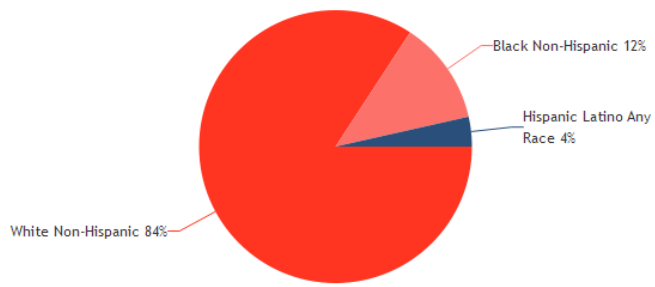


**Current Sworn Female Officers**

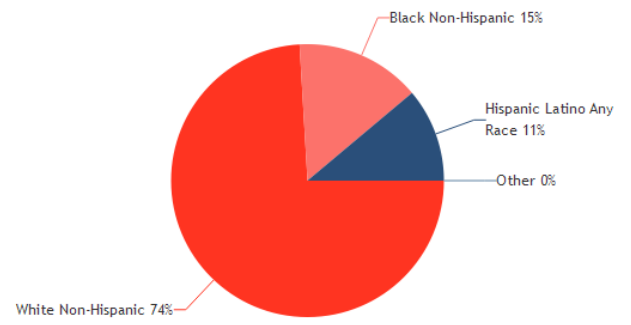




## Prior Sworn Officers



## Prior Sworn Female Officers



## Sworn Officer Selection - Reaccreditation Year 1

Data Collection Period: 1/1/2017 - 12/31/2017

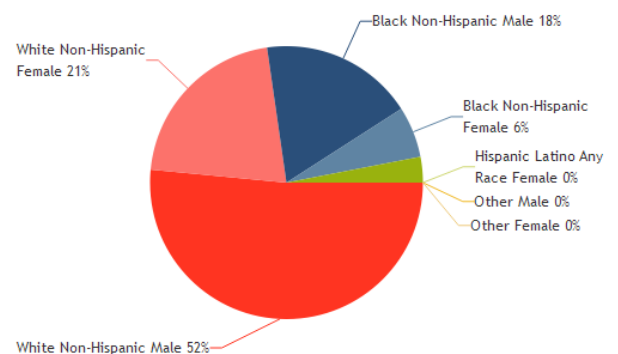
	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Applications Received									
Applicants Hired	17	7	6	2	1	0	0	0	33
Percent Hired	%	%	%	%	%	%	%	%	N/A
Percent of Workforce Population	15%		5%		1%		0%		N/A

### Reaccreditation Year 1 Notes:

In addition to the above applications, we received 5 male applications where the applicants race was unknown, and 1 female application where the applicants race was unknown.

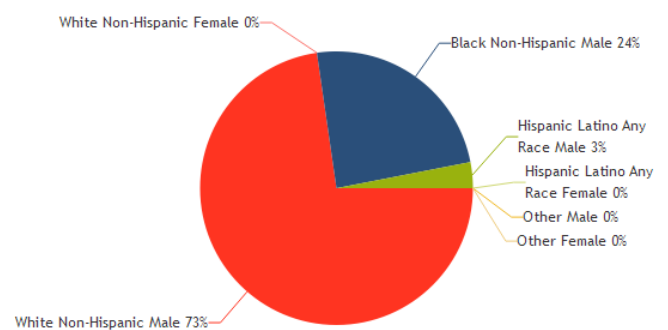
#### Applications Received

#### Applicants Hired



#### Percent Hired

#### Percent of Workforce Population



### Legend

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

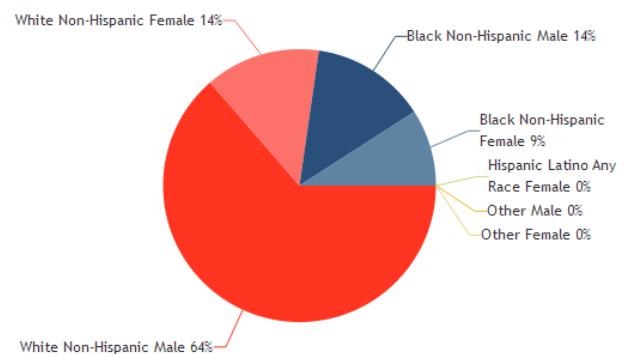
## Sworn Officer Selection - Reaccreditation Year 2

Data Collection Period: 1/1/2018 - 12/31/2018

	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Applications Received									
Applicants Hired	14	3	3	2	0	0	0	0	22
Percent Hired	%	%	%	%	%	%	%	%	N/A
Percent of Workforce Population	11%		3%		0%		0%		N/A

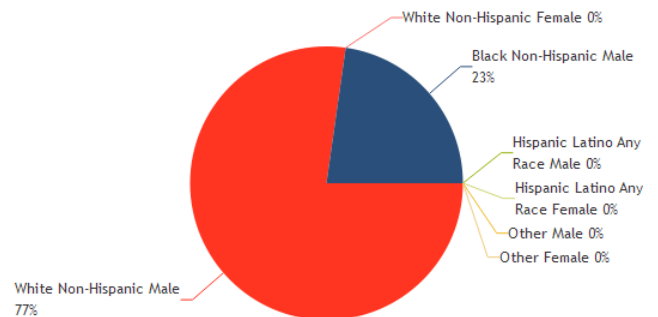
### Applications Received

### Applicants Hired



### Percent Hired

### Percent of Workforce Population



### Legend

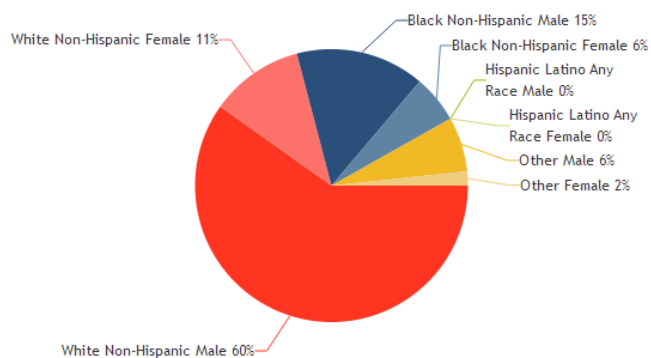
White Non-Hispanic Male	
White Non-Hispanic Female	
Black Non-Hispanic Male	
Black Non-Hispanic Female	
Hispanic Latino Any Race Male	
Hispanic Latino Any Race Female	
Other Male	
Other Female	

## Sworn Officer Selection - Reaccreditation Year 3

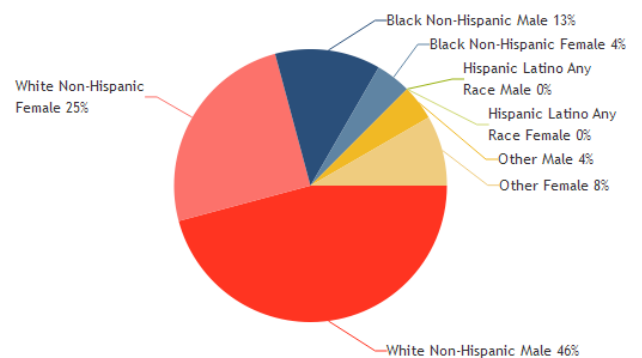
Data Collection Period: 1/1/2019 - 12/31/2019

	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Applications Received	286	53	73	27	0	0	31	8	478
Applicants Hired	11	6	3	1	0	0	1	2	24
Percent Hired	4%	11%	4%	4%	%	%	3%	25%	N/A
Percent of Workforce Population	10%		2%		0%		2%		N/A

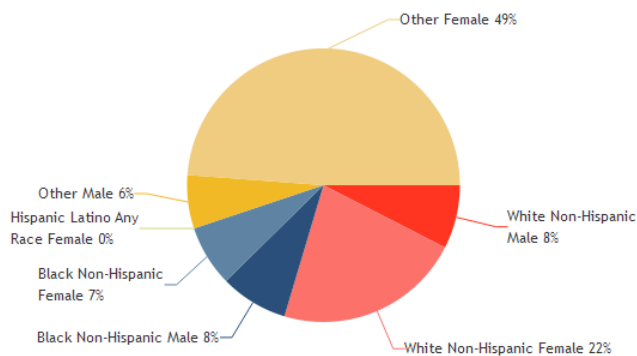
**Applications Received**



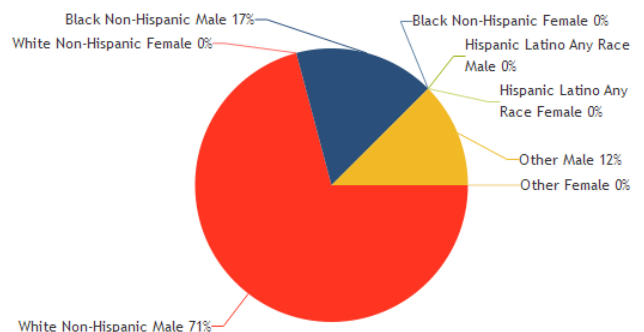
**Applicants Hired**



**Percent Hired**



**Percent of Workforce Population**



## Legend

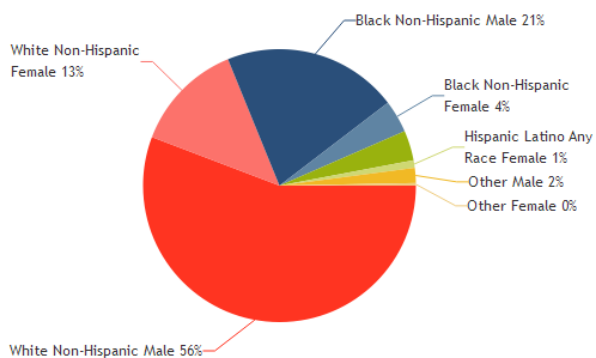
White Non-Hispanic Male	
White Non-Hispanic Female	
Black Non-Hispanic Male	
Black Non-Hispanic Female	
Hispanic Latino Any Race Male	
Hispanic Latino Any Race Female	
Other Male	
Other Female	

## Sworn Officer Selection - Reaccreditation Year 4

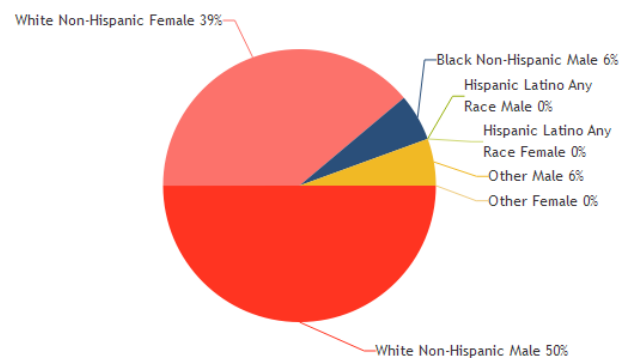
Data Collection Period: 1/1/2020 - 12/31/2020

	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Applications Received	188	44	70	13	12	3	6	1	337
Applicants Hired	9	7	1	0	0	0	1	0	18
Percent Hired	5%	16%	1%	0%	0%	0%	17%	0%	N/A
Percent of Workforce Population	9%		1%		0%		1%		N/A

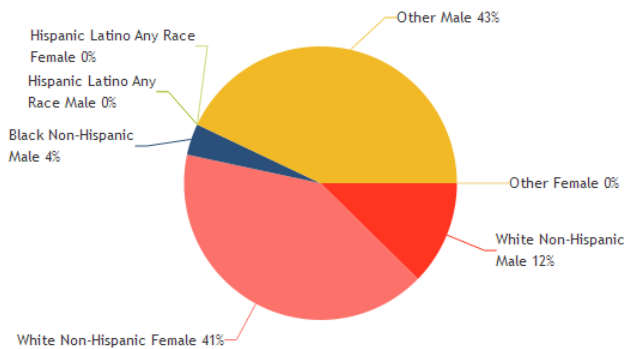
### Applications Received



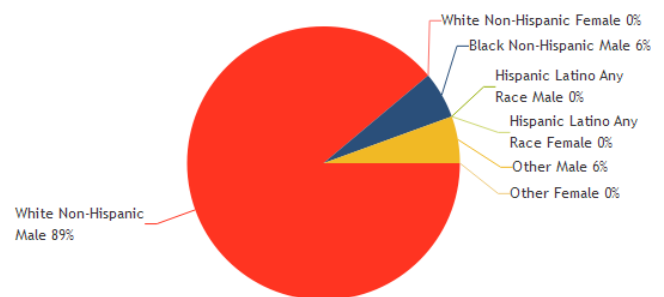
### Applicants Hired



### Percent Hired



### Percent of Workforce Population



## Legend

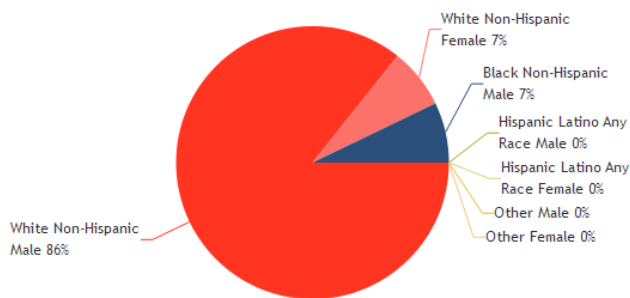
White Non-Hispanic Male	
White Non-Hispanic Female	
Black Non-Hispanic Male	
Black Non-Hispanic Female	
Hispanic Latino Any Race Male	
Hispanic Latino Any Race Female	
Other Male	
Other Female	

## Sworn Officer Promotions - Reaccreditation Year 1

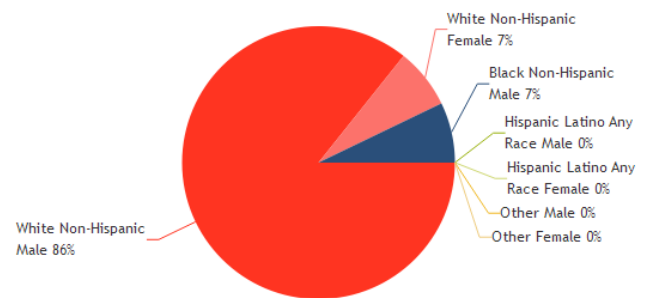
Data Collection Period: 1/1/2017 - 12/31/2017

	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Tested	12	1	1	0	0	0	0	0	14
Eligible After Testing	12	1	1	0	0	0	0	0	14
Promoted	5	0	0	0	0	0	0	0	5
Percent Promoted	42 %	0 %	0 %	%	%	%	%	%	N/A

**Tested**



**Eligible After Testing**



**Promoted**



**Percent Promoted**



### Legend

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

## Sworn Officer Promotions - Reaccreditation Year 2

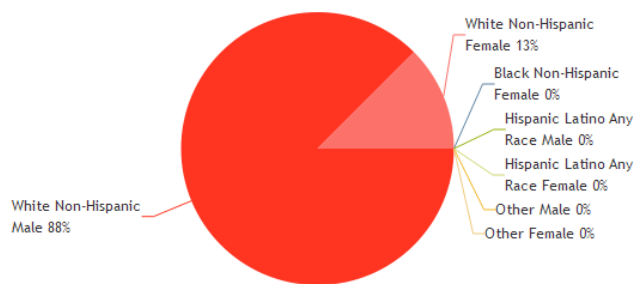
Data Collection Period: 1/1/2018 - 12/31/2018

	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Tested	7	1	0	0	0	0	0	0	8
Eligible After Testing	7	1	0	0	0	0	0	0	8
Promoted	7	1	0	0	0	0	0	0	8
Percent Promoted	100 %	100 %	%	%	%	%	%	%	N/A

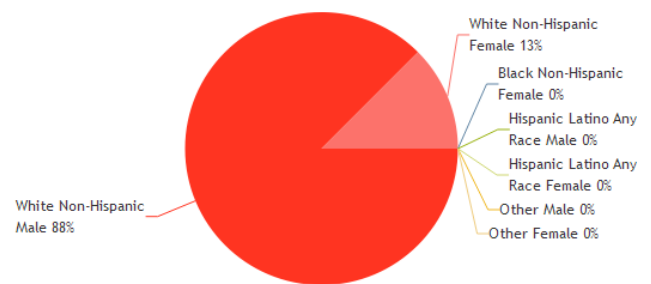
### Reaccreditation Year 2 Notes:

During 2018 LPD did not have a sergeant's nor a Captain's process. Officers promoted in 2018 to these positions were taken from the 2017 processes for each which causes the numbers to appear as they do.

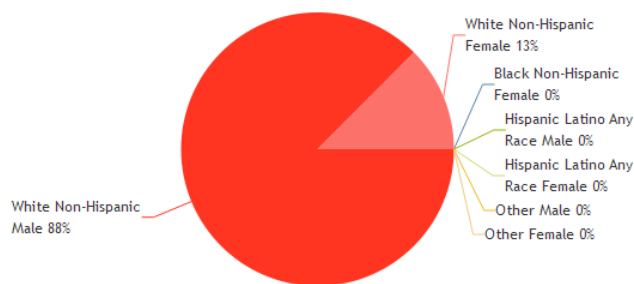
#### Tested



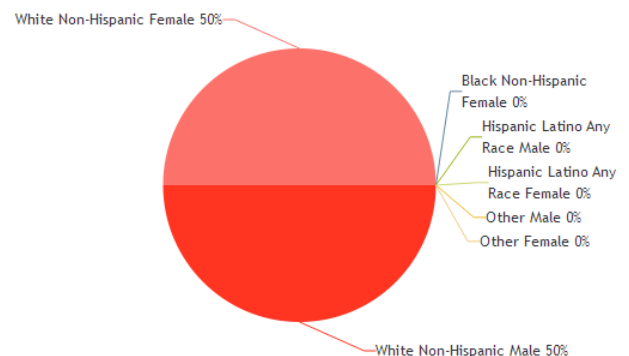
#### Eligible After Testing



#### Promoted



#### Percent Promoted



### Legend

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

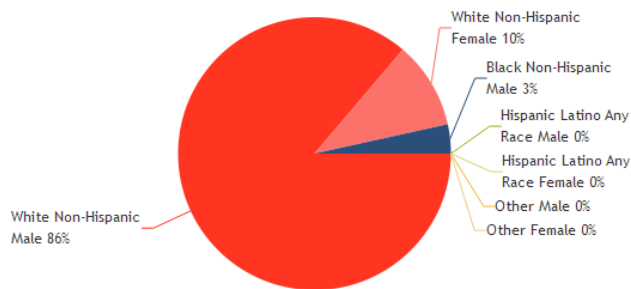


## Sworn Officer Promotions - Reaccreditation Year 3

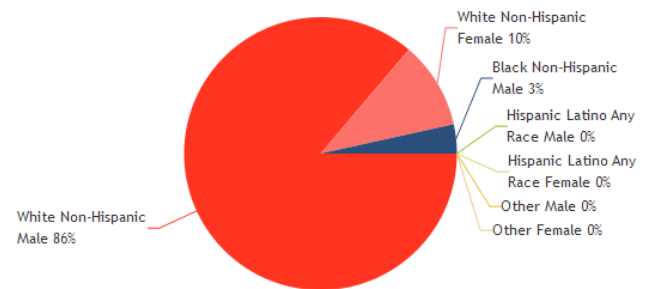
Data Collection Period: 1/1/2019 - 12/31/2019

	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Tested	25	3	1	0	0	0	0	0	29
Eligible After Testing	25	3	1	0	0	0	0	0	29
Promoted	10	0	0	0	0	0	0	0	10
Percent Promoted	40 %	0 %	0 %	%	%	%	%	%	N/A

**Tested**



**Eligible After Testing**



**Promoted**



**Percent Promoted**



### Legend

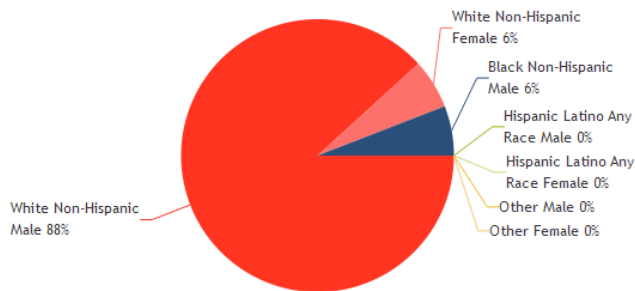
White Non-Hispanic Male	
White Non-Hispanic Female	
Black Non-Hispanic Male	
Black Non-Hispanic Female	
Hispanic Latino Any Race Male	
Hispanic Latino Any Race Female	
Other Male	
Other Female	

## Sworn Officer Promotions - Reaccreditation Year 4

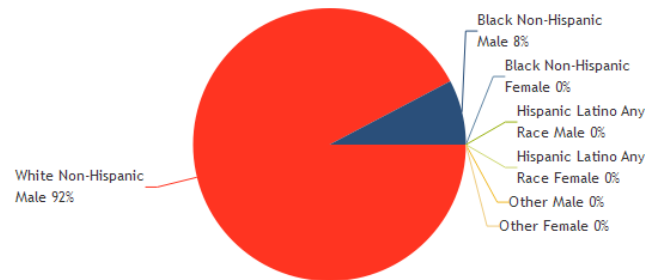
Data Collection Period: 1/1/2020 - 12/31/2020

	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Tested	15	1	1	0	0	0	0	0	17
Eligible After Testing	12	0	1	0	0	0	0	0	13
Promoted	5	0	1	0	0	0	0	0	6
Percent Promoted	33 %	0 %	100 %	%	%	%	%	%	N/A

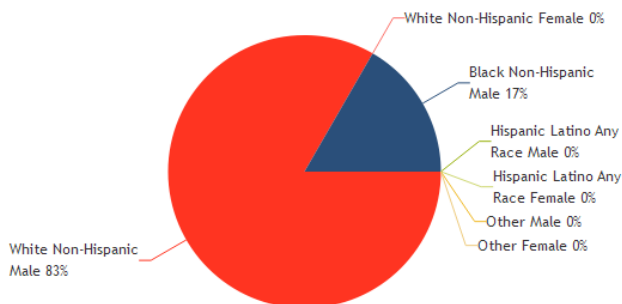
**Tested**



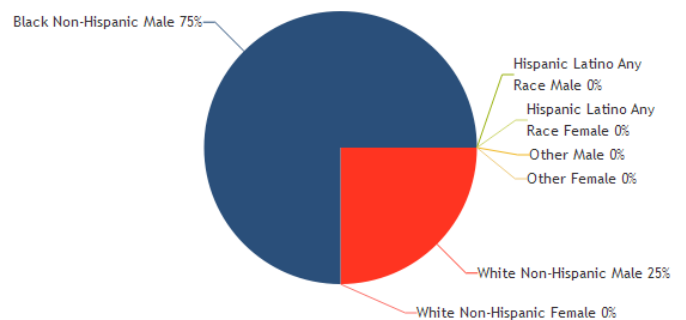
**Eligible After Testing**



**Promoted**



**Percent Promoted**



## Legend

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

