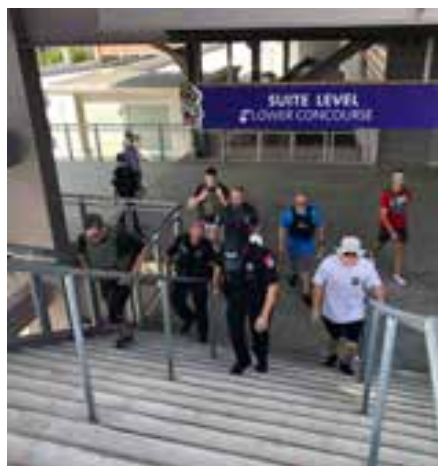


2020 Annual Report

Stay Strong...Never Alone



CITY OF HARRISONBURG
POLICE
DEPARTMENT



Mission

The Harrisonburg Police Department will partner with our community to reduce crime, solve problems and improve quality of life.

Vision

We will uphold our core values in behavior and demeanor with loyalty, honesty, integrity, poise and control. We will strive to master our skill sets and constantly seek knowledge.

Values

These values guide how we treat each other and the public we serve. We use these as the basis for our actions, including training, reinforcement, rewards and consequences, and alignment of policies.

Integrity

Our moral and ethical principles are reflected in our actions, words and conduct.

Accountability

We are obligated and willing to accept responsibility for our own actions, and the outcomes of actions we direct from others.

Honor

Honor is the foundation of our character, it is the quality that empowers us to exemplify uncompromising moral and ethical behavior.

Leadership

Through motivation, inspiration and mentorship (and through leading by example) we inspire employees to accomplish our mission.

Diversity

We are committed to create a diverse workforce and reflect the community we serve through inclusion, compassion and understanding



Chief's Message

Each year has its defining moments, 2020 has been such a year to say the least. From global pandemic to national civil unrest. The Harrisonburg Police Department remains true to our mission in partnering with our community to reduce crime, solve problems and improve the quality of life. We continue to move forward.



During the beginning of the pandemic, the Harrisonburg Police Department took immediate adjustments to ensure police service were not compromised. From our detectives staggering hours, telecommuting of staff and virtual rollcalls paid huge dividends in provided uninterrupted service. Utilizing our new RMS, we are able to track crime data effectively and make real-time adjustments that can be measured. We created, developed, and implemented our Strategic Tactical Analysis Team (S.T.A.T.) meeting, which removed past silos within department and provided a forum where all departments communicate in order to efficiently address community needs, crime trends, officer performance and training needs.

The Harrisonburg Police Department has accomplished much in 2020. We conducted a successful promotional process which produced (3) three new energetic captains to head each bureau: Administrative, Operations and Special Operations. HPD created a Latino Facebook page continuing our outreach efforts with our diverse community. The HPD also participated in partnership with PECO in district meetings connecting with residents.

Where other communities may have felt separated from their police department due to the pandemic, our Community Resource Unit (CRU) pushed forward. We conducted community caravans that include other city departments in provided an outward display of community unity. National Night Out was cancelled by many communities but not for HPD. We came together with our community leaders and celebrated National Night Out as a Community.

2020

2020

Accreditation has been a decade of struggle but through the leadership which began with former HPD Police Chief Eric English and the hard work of our Accreditation Manager, Erin Miller it was finally achieved on September 29th, 2020. Accreditation provides a helpful framework to ensure accountability by the department as well as protect our officers by liability. It also sculpts policies and procedures that will best serve the agency, so we best serve the Harrisonburg community.

In the 2019 Annual Report, HPD pledged to continue to focus on the reduction in crime with a concentration on property crime as that is where we experienced a spike in crime. HPD's efforts in 2020 resulted in a reduction of Crimes Against Persons of -16.8% and reduction of Crimes Against Property of -17.6%. HPD had the lowest in reported crime in 6 years.

I am proud of the men and women of the Harrisonburg Police Department. It's an honor to be part of such an amazing organization as we continue to break barriers and build bridges throughout our community. I am excited and energetic for 2021, "Service with a Purpose."



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

Gabriel Camacho
Interim Chief of Police





Accreditation

On September 29, 2020 the Harrisonburg Police Department was officially accredited by the Executive Board of the Virginia Law Enforcement Professional Standards Commission (VLEPSC). "It is my great pleasure to announce that after countless hours of hard work and team effort, the Harrisonburg Police Department is approved for Accreditation," said HPD's Interim Chief Gabriel Camacho.

Accreditation provides a helpful framework to ensure accountability by the department as well as protect HPD's officers by reducing liability. Accreditation enhances our agency's ability to prevent and reduce crime through effective and efficient delivery of services to the community. The accreditation process has also sculpted policies and procedures that will best serve the agency, which in turn best serves the City of Harrisonburg.



2020 Awards Banquet

These awards were presented during the annual 2020 Police Foundation Awards Banquet.



Man of the Year

Robert Barnard

Officer of the Year

Jacob Castellano

Life Saving Award

Seth McCaughan, C. Todd Miller, Chandler Thomas

Distinguished Service Award

Carl Cline

Award of Excellence

Courtney Driver, Philip Sturm, C. Todd Miller, B. Scott Jones, Amber Dinges, Wayne Westfall, Jr.

Community Service Award

Rod Pollard, Seth Fawley, Mike Gangloff, Daniel Long

Shojiki Award

Chris Watson

Harper Award

Leslie Brooke Wetherell

Leadership Award

Scott Drugo

Recruit of the Year

Stephanie Lanphier

Customer Service Award

Courtney Driver

Big Brothers Big Sisters Big in Blue Award

Chris Ray

Professional Standards

RECRUITMENT, HIRING AND INTERNAL INVESTIGATIONS

96

Interviews

13

Newly Hired
Employees

8

Promotions

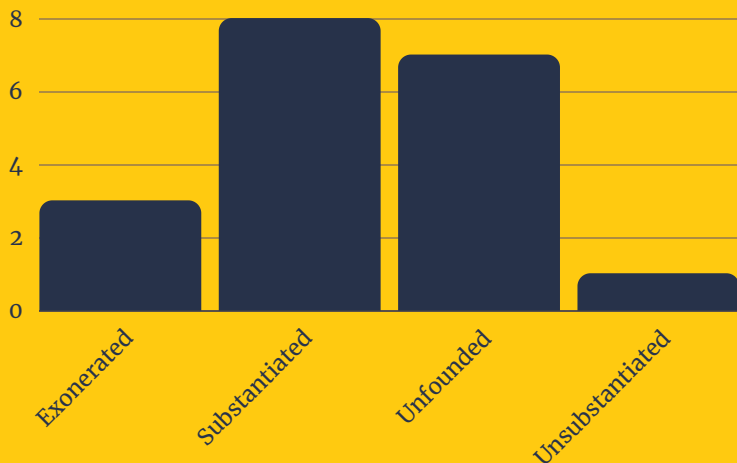
19

Investigations

The Professional Standards Unit consists of one Sergeant and two Detectives. In 2020, the primary responsibility of Officers Jewell and Langhans was to coordinate and conduct the recruitment and hiring processes for all new employees. This process can take up to four months from the time the job ad is posted until the officer is hired. For police officer hiring, this process includes arranging panel interviews, conducting thorough background investigations (including polygraphs, medical and psychological screenings.) In 2020 the Unit attended three community hiring events and interviewed 51 people.

The Unit also coordinates all transfers and promotions within the Department. In 2020 they assisted in developing a new promotional process. They interviewed 12 candidates for Captain, Lieutenant and Sergeant promotions, resulting in 8 promotions. 45 interviews were conducted for specialty positions and transfers

Within the unit, Sergeant Watson was responsible for conducting all Internal Investigations involving serious violations of policy. Sergeant Watson also assists other supervisors with investigations and/or complaints handled at the division level. At the end of 2020, to be more effective, balanced, and to aid in the transparency to the community, Officers Jewell and Langhans began training to be able to conduct internal investigations, upgrading them from officers to Detectives.



10

Citizen
Complaints

5

Administrative
Investigations

4

Internal
Investigations

Promotions

In the Spring of 2020 the Department promoted 3 Captains, 2 Lieutenants and 2 Sergeants.

Pictured left to right:

Captain Carl Cline, Captain Rod Pollard, Captain Jason Kidd
Lieutenant Charles Grubbs, Lieutenant Phillip Read, Lieutenant Chris Monahan
Sergeant David Morris



All Police Corporals were upgraded to Sergeants, and the position of Corporal was removed. Upgraded to Sergeant were Wesley Douglas, Scott Drugo, Michael Gulino, Megan LaPrevotte, Daniel Long, Seth Luerssen, Brian Tusing, Christopher Watson, Wayne Westfall



Police Patrol

While this year was trying due to the pandemic that engulfed the world, the Operations Division never wavered in our commitment to the community. The Division maintained its core values of providing legitimacy and procedural justice. Our community is diverse and we strive to meet the needs of everyone. We adapted our protocols to allow the police to be visible, providing comfort that services were still being provided. While these times were hard for everyone, providing an avenue for legitimacy was a cornerstone. We learned how to use new technology such as Zoom and Go-To Meeting. We fostered relationships in which everyone could envision the four pillars of procedural justice:

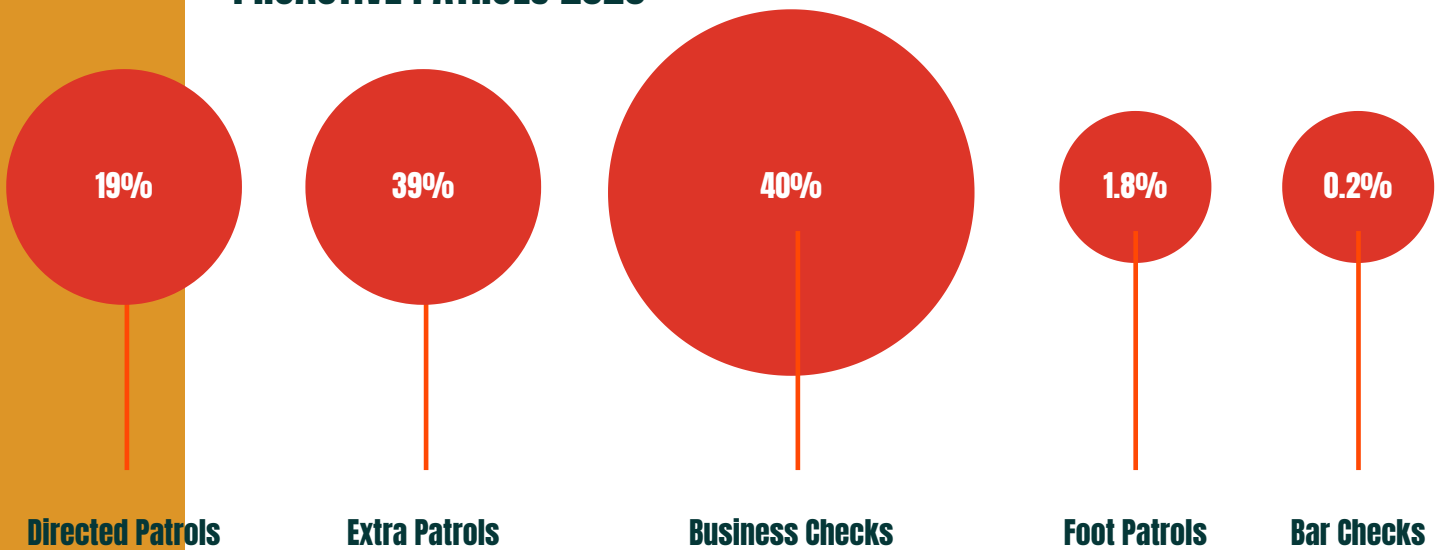
- Fairness in process
 - Transparency in actions
 - Providing everyone with a voice, and
 - Impartiality in decision making
-

Patrol Challenge 2020

Police Patrol is normally dominated by response to citizen calls and direct contact with the public being served. When the COVID-19 pandemic hit the Harrisonburg community in March of 2020, Patrol operations officers faced a need to change the existing policing philosophy to protect our officers from the virus while maintaining crime reduction and community support.



PROACTIVE PATROLS 2020



Patrol operations shifted our officers to work out of substations to reduce the likelihood of infecting each other if exposed to the virus. Operations began to emphasize proactive patrols to maintain police presence while reducing direct contact with the community. Officers quickly adapted to this change and were able to meet the community's needs.

Community Partnership: People's Equality Commission

The Harrisonburg Police Department partnered with the People's Equality Commission of the Shenandoah Valley to help achieve transparency and collaboration with our community through communication. Through several district meetings we held open and honest dialogue with the community members, discussing local and national issues around race, equality, and social change. These meetings provided legitimacy and procedural justice to the communities.



Mental Health Crisis

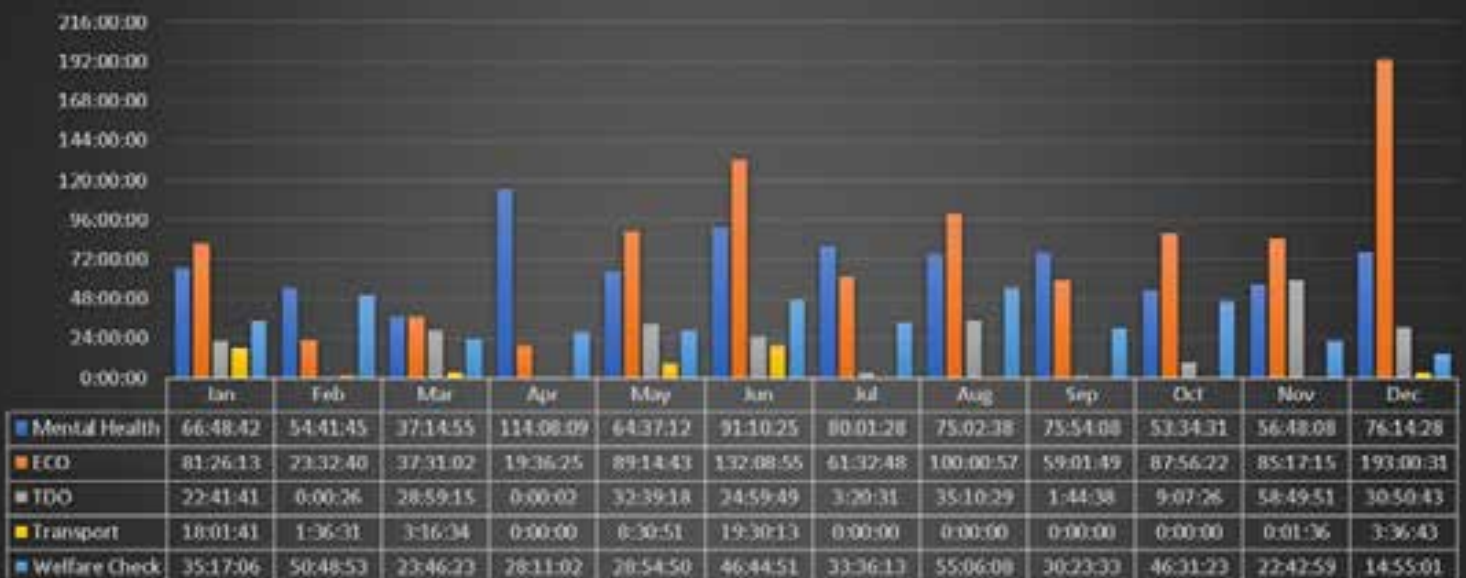
THE OTHER PANDEMIC

In 2020, the Patrol Division provided outstanding customer service to those suffering from Mental Illness. The below charts show the total time officers spent each month on services like assisting with mental health related situations, Emergency Custody Orders (ECO), Temporary Detention Orders (TDO), and transports to mental health service facilities.

Month	Mental Health	ECO	TDO	Transport	Welfare Check
Jan	66:48:42	81:26:13	22:41:41	18:01:41	35:17:06
Feb	54:41:45	23:32:40	0:00:26	1:36:31	50:48:53
Mar	37:14:55	37:31:02	28:59:15	3:16:34	23:46:23
Apr	114:08:09	19:36:25	0:00:02	0:00:00	28:11:02
May	64:37:12	89:14:43	32:39:18	8:30:51	28:54:50
Jun	91:10:25	132:08:55	24:59:49	19:30:13	46:44:51
Jul	80:01:28	61:32:48	3:20:31	0:00:00	33:36:13
Aug	75:02:38	100:00:57	35:10:29	0:00:00	55:06:08
Sep	75:54:08	59:01:49	1:44:38	0:00:00	30:23:33
Oct	53:34:31	87:56:22	9:07:26	0:00:00	46:31:23
Nov	56:48:08	85:17:15	58:49:51	0:01:36	22:42:59
Dec	76:14:28	193:00:31	30:50:43	3:36:43	14:55:01
Tot	846:16:29	970:19:39	248:24:07	54:34:09	416:58:23

Monthly Hours on Scene

Call Create to Clear by Unit



Significant Police Service

MARCH 30, 2020

Officers were involved with a pursuit through the City into Rockingham County. A standoff ensued with an armed subject and a passenger in the vehicle and Officers attempting negotiations. Officers were commended for their courage and bravery.

NOVEMBER 28, 2020

Officers responded to a homicide involving a knife. Responding officers quickly controlled the scene and preserved evidence. Officers and Detectives worked in the following weeks to reduce fears in the community and to listen to resident's concerns. The offender was quickly apprehended thanks to the teamwork and cooperation of all.

DECEMBER 2, 2020

Officers responded to an armed robbery in an apartment complex. They worked to develop an apprehension plan, and through teamwork, investigations and search warrants, they were able to arrest the violent offenders and help preserve the quality of live for the community.



DECEMBER 26, 2020

Officers responded to a house fire which had already engulfed the roof as they searched the home. They located and safely evacuated an adult from the home. These officers have been commended for their life-saving acts.

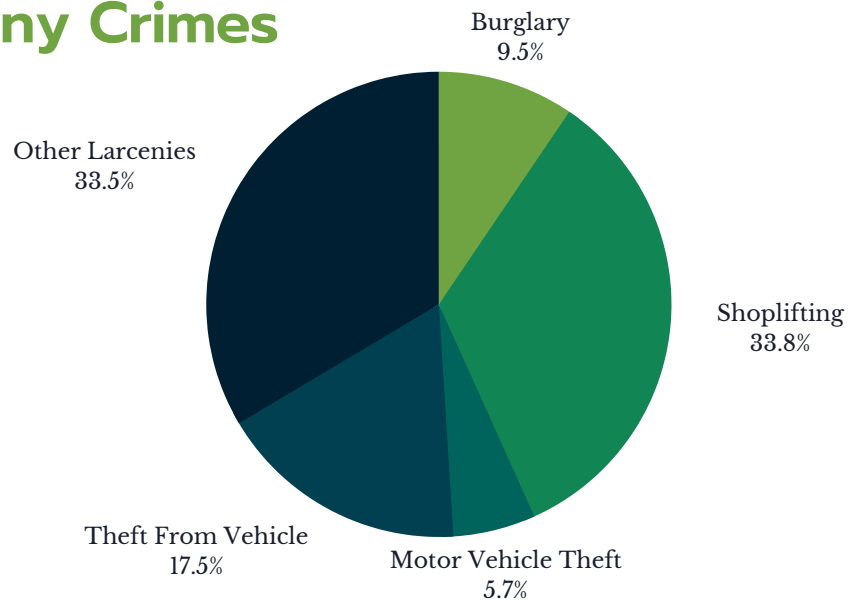
Statistical Analysis

Violent Crimes



Larceny Crimes

In 2020, Harrisonburg saw a 16.8 reduction in Crimes against Persons, and a 17.6 reduction in Property Crimes, the lowest in six years.



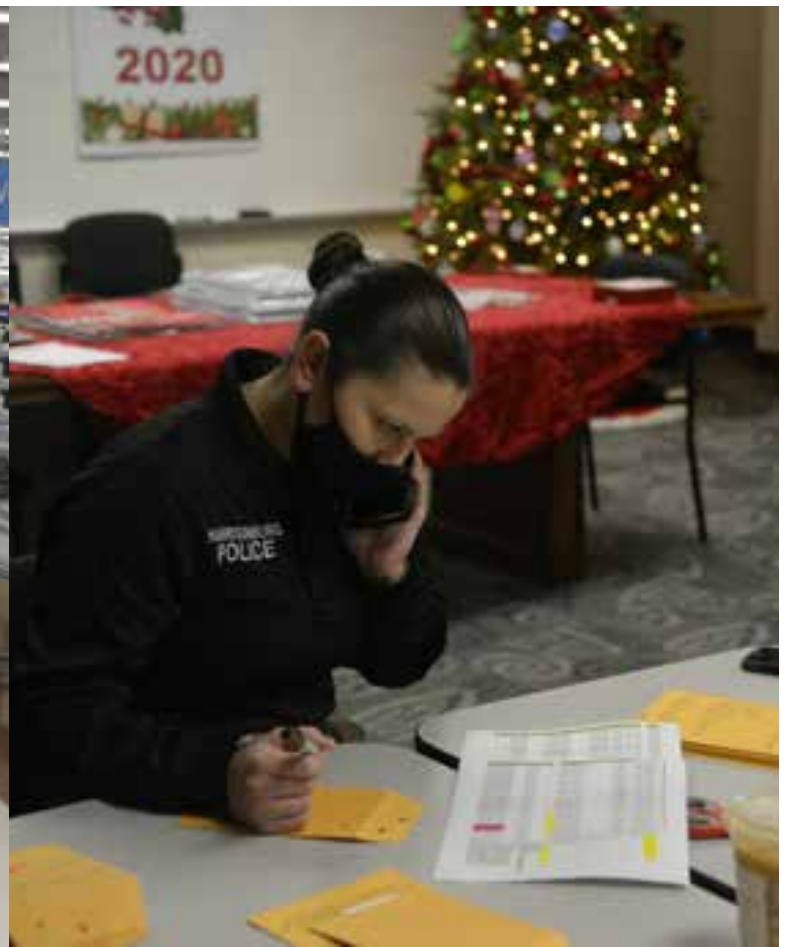
Community Resource Unit

The Community Resource Unit includes a DARE Officer, a Community Resource Officer, and School Resource Officers. To comply with restrictions under COVID-19, the unit relied on creative thinking and a strong history of community engagement to provide programs and assurance that HPD will always be there for its residents.



The Community Convoy rolled out on four separate Wednesdays in April, with representatives from many City Services including Fire, Parks & Recreation, Transportation, Public Works, and the Electric Commission. The Convoy was repeated in September to carry teacher on school buses through student neighborhoods, in October to celebrate National Night Out community spirit, and again in December to transport Santa around town to spread joy.





Holiday Cheer Initiative

In partnership with the Harrisonburg Police Foundation, over \$28,000 in donations were used for holiday events in the community.

During Shop With A Cop, HPD employees shopped for gifts to be given to local children in need, plus gift cards for groceries and a meal for the children's families. Secret Santa giveaways continued with \$100 cash gifts given to surprised members of the community. A new donor provided local business gift cards to be distributed among the community as well. HPD employees pitched in to help, along with Police Auxiliary members, the Harrisonburg Police Foundation and the Community Police Academy Alumni Association. Christmas 2020 was truly a community affair!

K-9 Unit

HPD currently has four K-9 officers assigned to the Special Operations Division. The K-9s serve a crucial role in the Department with responsibilities that include supplementing patrol operations, bomb detection, scent tracking, drug detection and public relations. Due to three retiring K9 partners there are only two current active dogs.



Shadow and Carl Cline 2012-2020

Shadow was a dual purpose explosive detection/patrol utility K9. Shadow earned multiple awards from the Virginia Police Canine Association and the Iron Dog Competition.

Doerak and Tim Wright 2014-2020

Doerak and Tim both retired in December 2020. Doerak was directly responsible for 192 arrests, \$31,900 in seized drug funds, over 300 drug detection deployments and 11 evidence searches.



Ziva and Rod Pollard 2014-2020

Ziva began her career with the Department of Defense before joining HPD. She was certified as an explosive detection canine.



126 Narcotic Sniffs



\$29,000+
seized illegal drug money

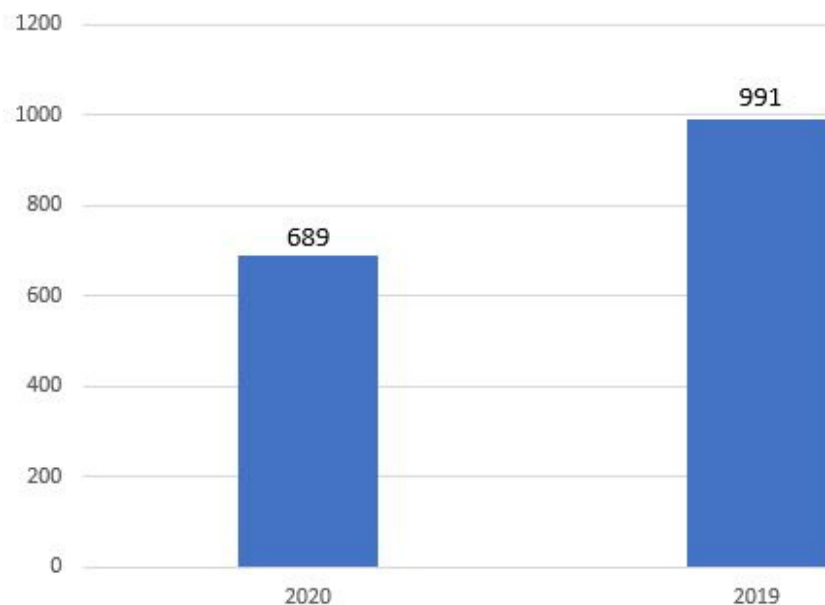
Traffic Unit

The Harrisonburg Police Department traffic unit focuses on traffic safety through traffic speed studies, intersection monitoring, crash investigations, enforcement actions and providing educational information to the community. The Unit utilizes traffic data to direct its actions; a major component of this data is information regarding traffic crashes that occur in the city. Areas of the city that are more prone to traffic crashes and areas that receive specific traffic-related complaints from the community receive a larger portion of the Traffic Unit's attention. Frequently the unit reinforces education rather than strict enforcement.



The general traffic flow through Harrisonburg changed significantly during the COVID-19 pandemic, with many fewer vehicles traveling on city streets. While enforcement statistics were lower during overall 2020, the unit continued to positively influence driver behavior through visibility, the use of tools such as the speed trailer, and through traffic crash investigations and reporting. During 2019 there were a total of 991 reportable traffic crashes on city streets in Harrisonburg, compared to only 689 reportable crashes during 2020, a reduction of 30.4%.

Reportable Traffic Crashes in Harrisonburg



Animal Care & Control

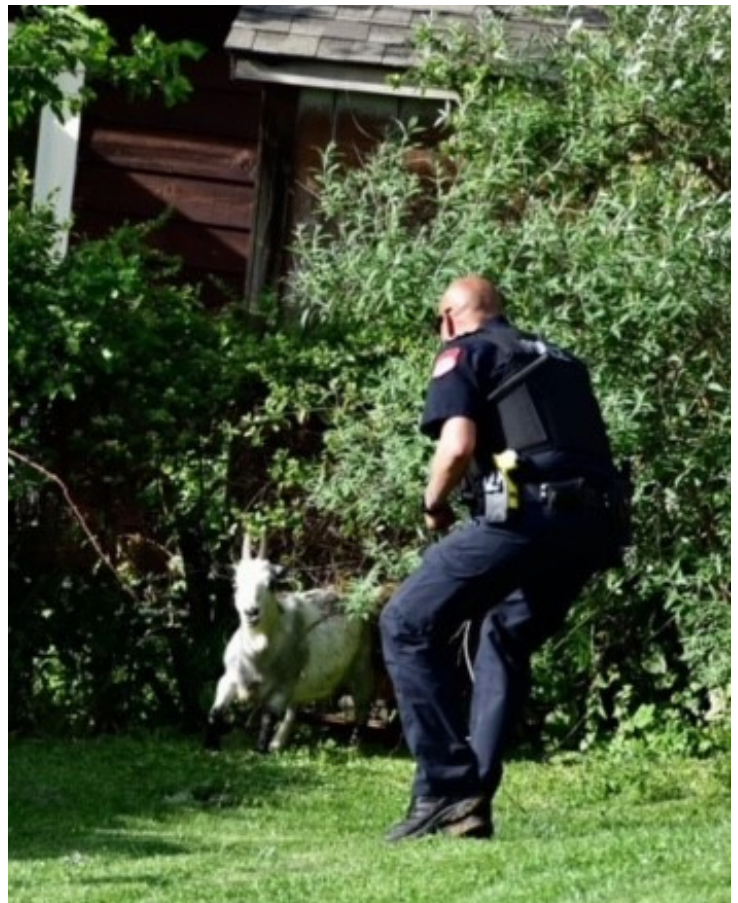
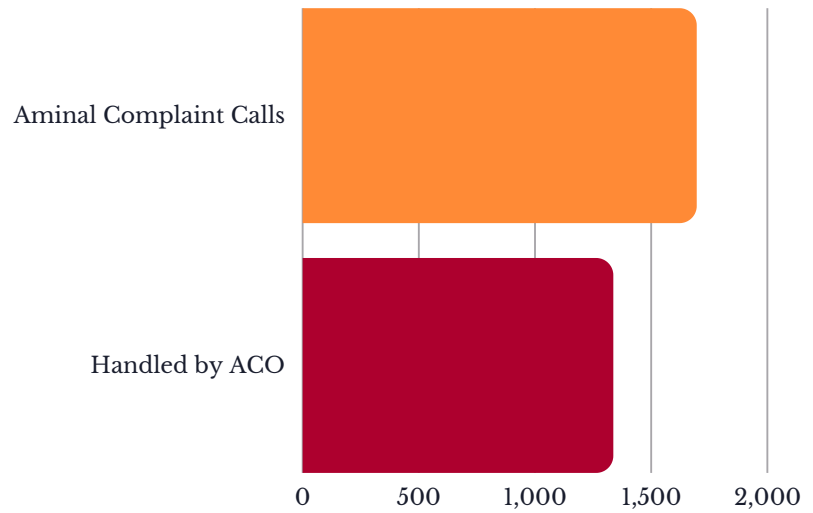


ACO Officers

HPD's Animal Care and Control Unit consists of one civilian animal control officer and one dual-purpose sworn police officer/animal control officer, one of the only positions of its kind in the Commonwealth. The unit handles stray domestic animals, livestock and other wildlife. They are called to pickup and return strays, euthanize dangerous or potentially rabid wildlife, investigate reports of animal cruelty or dangerous animals and nuisance and ordinance calls.

Pictured above, ACO Reed helped rescue a red-shouldered hawk found by a group of fire personnel in training. After receiving treatment from the Wildlife Center, the hawk was returned and released back to the area where the firefighters had found it.

Pictured right, Officer Bechtel pursued a rampaging goat and cornered it on a second floor balcony. Not willing to be taken into custody, the goat jumped and escaped into the forest. Bechtel relocated and re-engaged in pursuit, eventually lassoing and wrangling the farm animal without injury.



Auxiliary Police

The Auxiliary Police Unit, founded in 2002, consists of six sworn law enforcement officers and nine administrative officers. All are citizen volunteers who dedicate time and service in support of the department's mission in the community. They regularly supplement operations and help us to put more officers on the street.

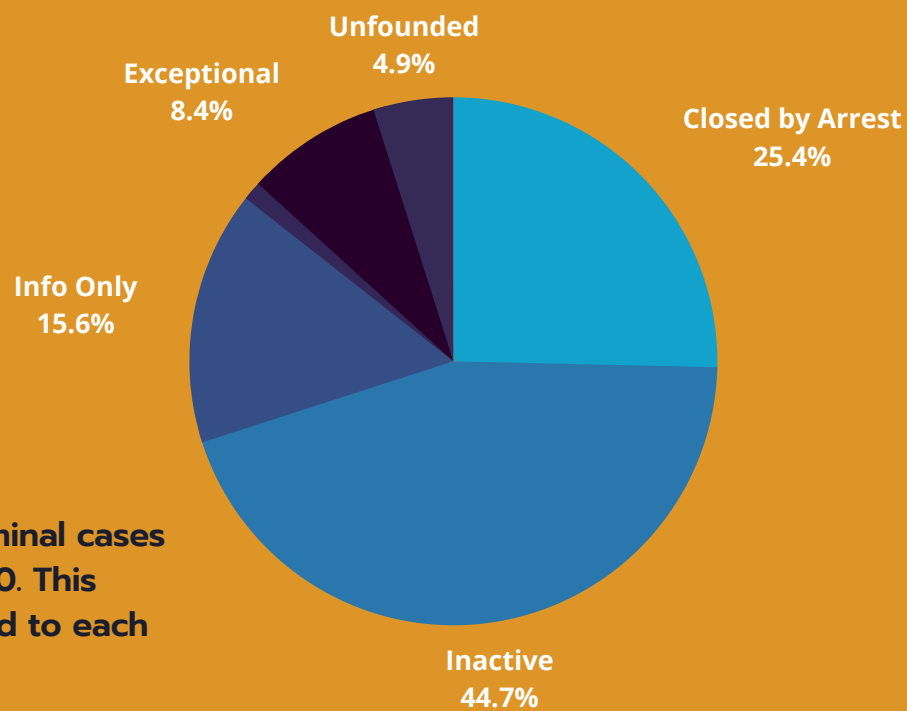
These volunteers have retired from positions within the local schools, the university system, local businesses, the medical professions, public relations, computer support, videography, engineering, corporate management, entrepreneurship, intelligence analysis and sales. They bring their unique perspective, community knowledge-base and professional expertise to the police department.





Investigations

The Major Crimes Unit assigned 470 criminal cases between nine general detectives in 2020. This averages out to about 52 cases assigned to each detective.



The impact from COVID-19 is believed to be a significant contributing factor as to why some crimes experienced an increase or decrease. Child cases, such as sexual assaults, dropped from 81 in 2019 to 58 in 2020. Children were not around mandated reporters as much in 2020 so we expect there are multiple unreported incidents. Fortunately, burglary cases dropped significantly with only 35 cases assigned in 2020. Harrisonburg experienced an uptick in motor vehicle thefts as well as the number of utility trailers that were stolen from the City. Several of the offenders arrested were responsible for multiple vehicle and trailer thefts. Fraud cases, including multiples types of scams, continue to be a large portion of cases assigned to the MCU. Very few cases are able to be pursued criminally due to the offenders being scattered throughout the world.

CHARGE Gang Task Force

The Combined Harrisonburg and Rockingham Gang Enforcement Unit is a multi-jurisdictional task force comprised of members from the Harrisonburg Police Department and the Rockingham County Sheriff's Office.



56

CASES ASSISTS WITH CITY AND COUNTY

69

EXECUTED SEARCH WARRANTS

22

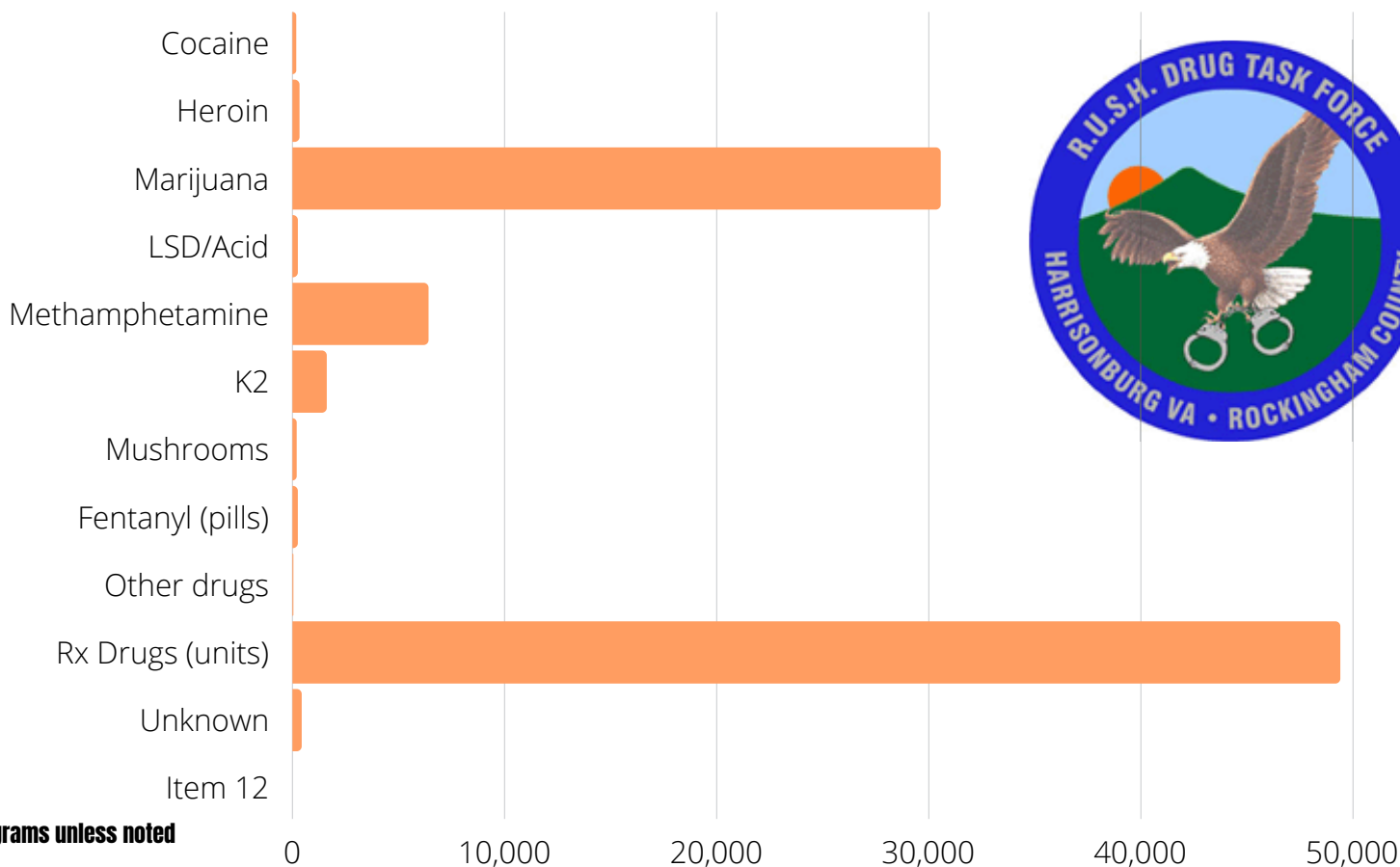
US MARSHALS FUGITIVE CASES

21

WANTED PERSONS APPREHENDED

R.U.S.H. Drug Task Force

HPD Detectives with the RUSH Drug Task Force, a regional narcotics task force comprised of HPD, Rockingham County Sherriff's Office, state and federal agents, handled 477 cases in 2020, up from 438 in 2019. Of those, 79% were investigated, originated or had some connection in the City of Harrisonburg. Detectives obtained 281 criminal charges and seized 4 vehicles, 21 weapons and over \$108,000 in 2020. Marijuana, methamphetamine and prescription drugs were the most seized drugs in 2020 by either weight and/or quantity.



Violence Against Women

The Domestic Violence and Violent Crimes Against Women (DOVV) detective has investigatory responsibility and management oversight of all HPD activities related to violent crimes against women with a special focus on domestic violence. This position serves as a critical tool to ensure victims receive proper initial and follow-up services by HPD officers. The detective also works to connect victims to appropriate community and local women's advocacy resources as well as provide related training and guidance to department personnel.

Internet Crimes Against Children

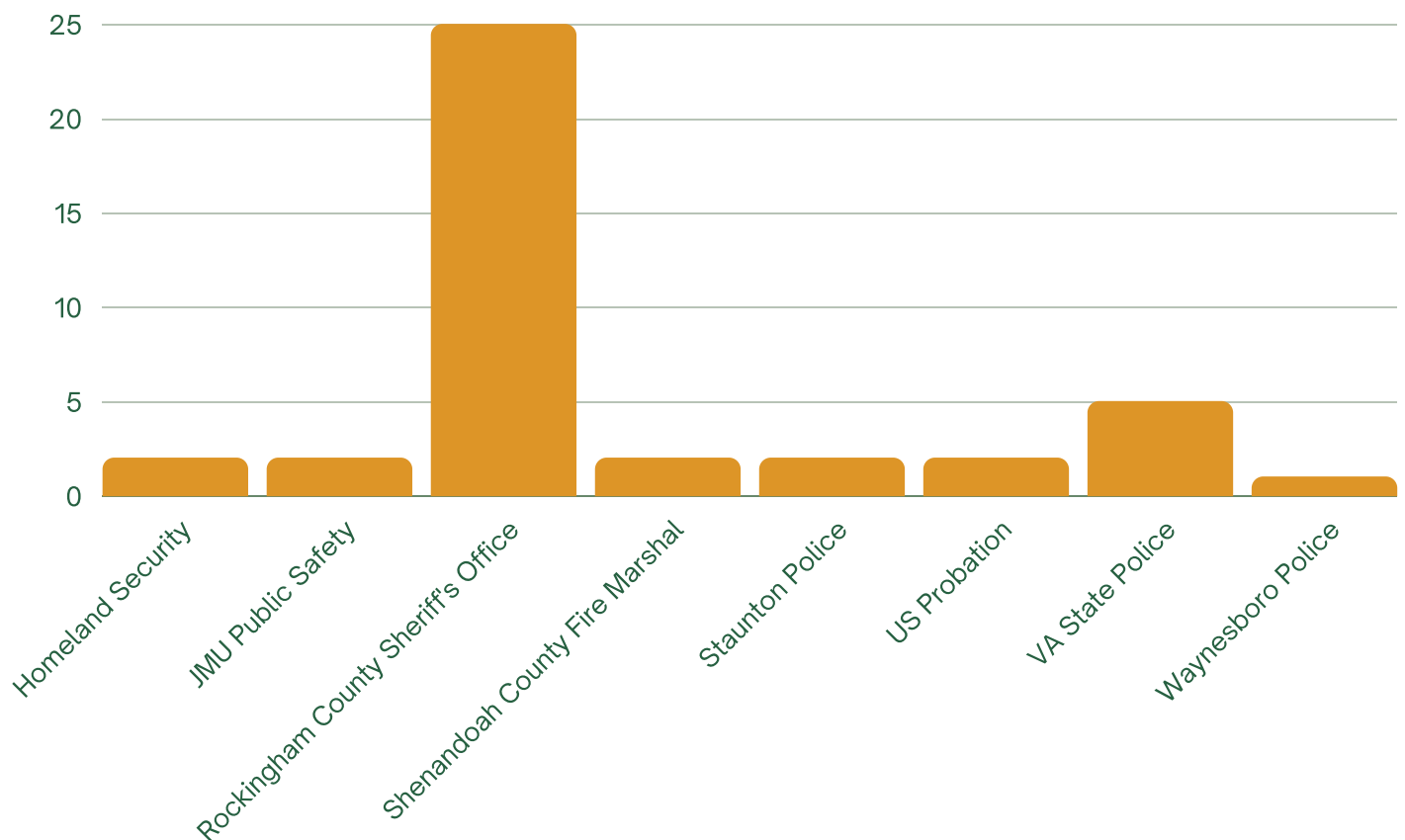
The Harrisonburg Police Department is a member of the Northern Virginia Internet Crimes Against Children (ICAC) Task Force. HPD's ICAC detective conducted 38 separate investigations including 22 enticement cases and 10 cases of possessing, distributing and/or manufacturing child pornography cases. These investigations resulted in the issuance of 64 court orders/subpoenas and 84 search warrants. Several of these cases were transferred to and/or prosecuted by federal law enforcement agencies.



Digital Evidence Forensics Lab



HPD's Digital Evidence Forensics Lab (DEFL) is the leader in the Shenandoah Valley for providing comprehensive forensic examinations of computers, cellular phones, tablets and other forms of digital media. In 2020, the lab performed 236 examinations. While most examinations were for HPD, the DEFL conducted 41 examinations for local, state and federal law enforcement agencies. These examinations assisted officers and detectives with cases ranging from larceny, fraud, breaking and entering, drug investigations, internet crimes against children, missing persons and homicide investigations.



Notable Cases

FEBRUARY 2020

Detectives received a report of a 14-year-old juvenile female sending and receiving sexually explicit pictures with a 36-year-old adult male. The male was posing as a juvenile male to connect to his victims. This case is one of many that was assigned to our Internet Crimes Against Children (ICAC) detective. The detective identified and located the male suspect in Georgia and discovered that the suspect was communicating with and had met with multiple juvenile victims. Homeland Security Investigations (HSI) assisted in taking the predator into custody.

MAY 2020

An unknown male entered the 7-Eleven on N. Mason Street around 3:30AM and began a vicious and unprovoked assault on the clerk with a metal baseball bat. The masked offender has yet to be identified.

MAY 2020

Detectives received a report of a parental abduction of a 3-year-old girl and immediately issued an Amber Alert. The father was previously investigated for sexual assault against the child and was not supposed to have any contact. Detectives utilized technology from the HPD Digital Evidence Forensics Lab and quickly located the father in Charlottesville attempting to flee to Mexico with the child. The girl was safely reunited with her family and the father was taken into custody.



Notable Cases

NOVEMBER 2020

An argument between two friends became violent and one male was fatally stabbed. The suspect fled the scene prior to police arrival. Detectives worked tirelessly to identify the suspect and scoured the City for him. Their efforts paid off and he was taken into custody a little more than 24 hours after the crime occurred.

NOVEMBER 2020

Detectives investigated a residential breaking and entering near downtown. The suspect broke through the front door to the apartment and began assaulting the victim with a handgun. During the assault the suspect fired one round, stole some electronic items and then fled. Gang Task Force detectives received a tip, conducted surveillance and took the suspect into custody with the assistance of HPD's SWAT team.



DECEMBER 2020

A woman was shot in the face at a motel and the suspect fled in a U-Haul truck. A pursuit ensued where the suspect pointed a gun at an HPD officer, shot at a VSP Trooper and rammed several police vehicles. VSP used an armored vehicle to ram the U-Haul off the road in Woodstock. HPD Detectives coordinated with multiple law enforcement agencies to process several locations associated with this event. Detectives obtained warrants for attempted murder and malicious wounding and the suspect is awaiting trial. The female survived the brutal attack and detectives worked with her in the aftermath of the event to assist her in her recovery.

Crime Solvers

www.hpdcrimesolvers.org



157

tips Received

12

tips led directly to an arrest

10

payouts (2 refused payment)

\$3,380

total amount paid



32 of 49 individuals have been arrested in 2020 after appearing on HPD's Felony Friday Facebook posts.

29 of 46 individuals have been arrested in 2020 after appearing on WHSV TV3's Wheel of Justice.

HPD's Scam of the Week on Facebook ran 5 posts and had a reach of 37,000.

Public Information Officers



Officers serving on the PIO team provide 24/7 media support in addition to performing their normal duties. During the COVID-10 pandemic the Department recognized a need to deliver more educational information to the community. The team stayed connected with residents through coverage of events such as the Community Convoys and food drop-offs, and by sharing information and updates from the Governor's Office.

HPD created a new facebook latino page, striving to inform and involve our growing Hispanic community

www.facebook.com/PoliceaHarrisonburgEnEspanol



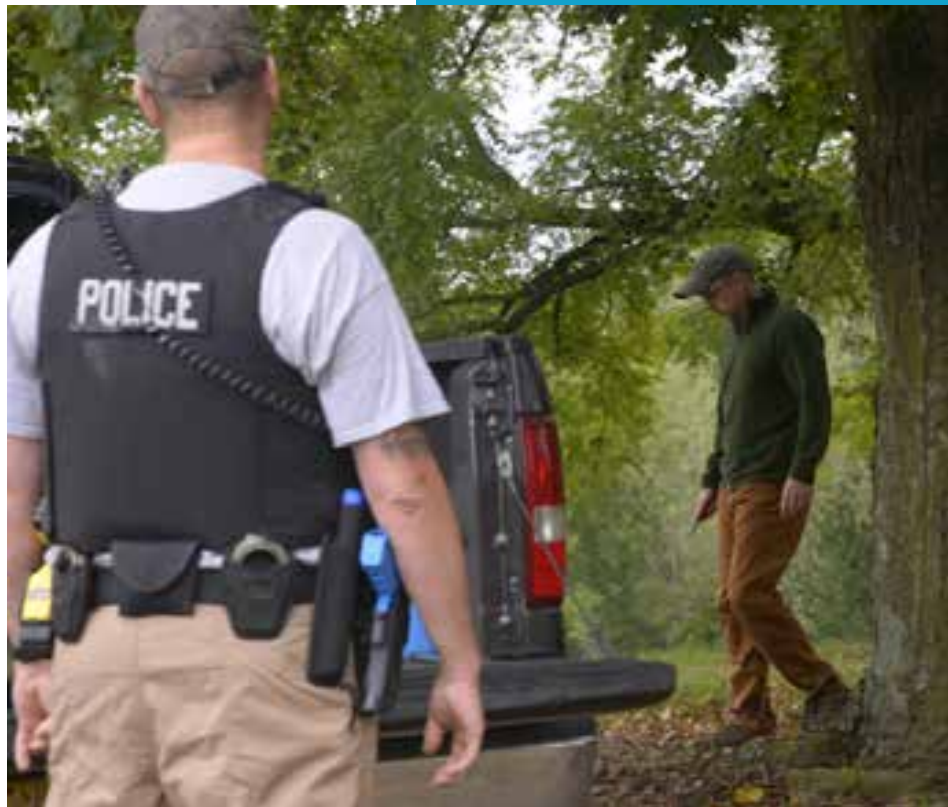
The team manages the Police Department's social media platforms to report the news, celebrate community accomplishments, and promote many initiatives such as Shop-With-A-Cop, National Police Week, the Special Olympics Torch Run, the Mid-Atlantic Burn Camp, the Adventure Race, and National Night Out.



ICAT Training

Integrating Communications, Assessment, and Tactics (ICAT) is a training program that provides first responding police officers with the tools, skills and options they need to defuse a range of critical incidents successfully and safely. ICAT is designed especially for situations involving persons who are unarmed, or armed with weapons other than firearms, and who may be experiencing mental distress or crisis. HPD officers were trained through ICAT in the Fall of 2020, with emphasis on decision making, crisis recognition and response, tactical communications and negotiations, and operational tactics. Video case studies and scenario-based exercises provided opportunities for officers to practice the ICAT skills.

Training Sergeant Daniel Claxton explained that the ICAT model "blends well with our existing programs on de-escalation, tactical communication, and crisis intervention. Our aim is to prepare officers to deal with dynamic and dangerous situations through the best training possible."





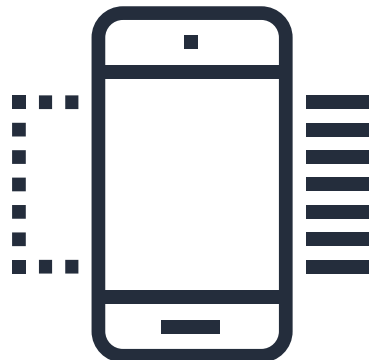
Evidence

In late 2019, HPD transitioned to a new software system, requiring that all of HPD's entire Evidence Inventory had to be transferred from the old Evidence Management System to the new software.

After an evidence audit and inspection was completed during the 2020 Accreditation assessment, HPD's Evidence Room was lauded as a model of efficiency and accuracy. The Department's Evidence Office is often called upon by members of other local law enforcement agencies in regards to evidence policies, practices and procedures.



6,000+
individual pieces of evidence
transferred in 8 months

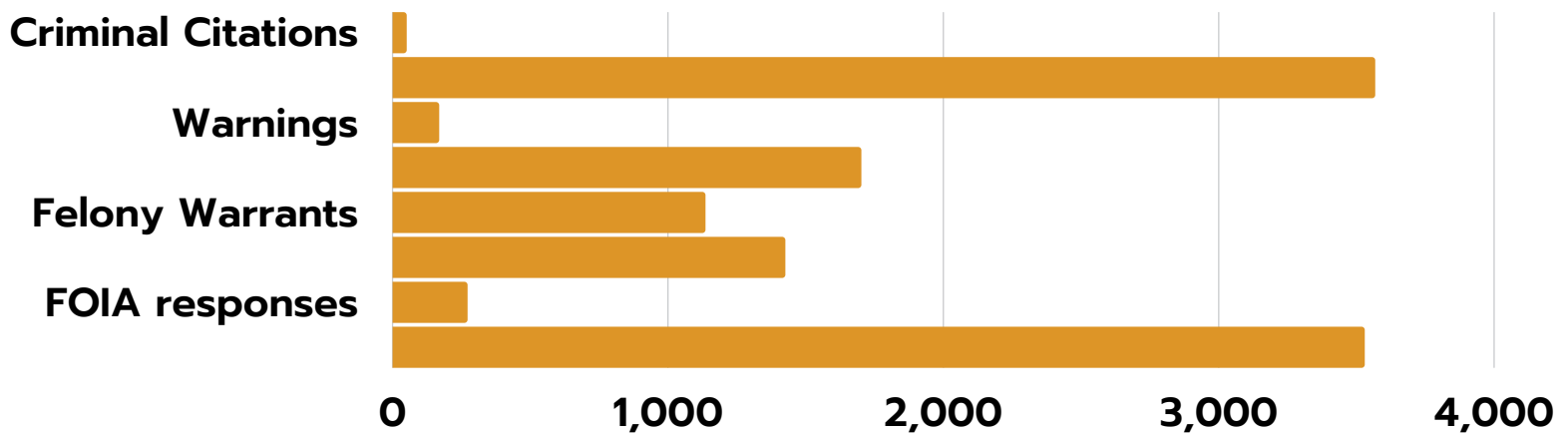




Police Records Unit

HPD Records specialists are the ambassadors when it comes to assisting visitors to the Public Safety Building. Our specialists not only enter and manage data on a daily basis, they assist with fingerprinting services, background checks, Freedom of Information Act (FOIA) requests, Salvation Army shelter passes, crash reports and serving as notaries for the Department.

The Records specialists are also responsible for making and maintaining accurate data in the new Records Management System (RMS) with Tyler Technologies. They also interact with the Virginia Criminal Information Network (VCIN) system which is utilized throughout the Commonwealth (working in conjunction with the National Crime Information Center (NCIC)), as a repository for information on wanted persons, stolen items, criminal histories, missing persons, and other law enforcement data.





Police Resource specialist

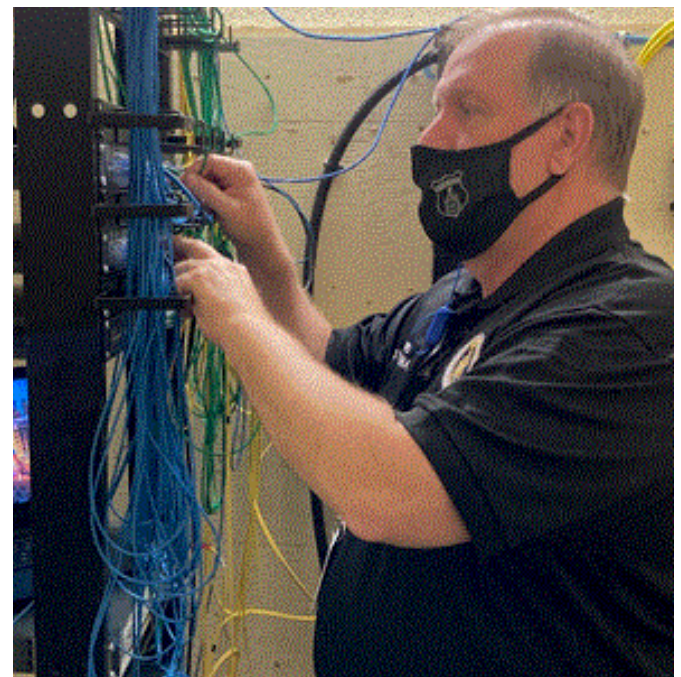
The Police Resource Specialist position was created in 2020 with the purpose of providing a more effective and efficient service to the citizens of Harrisonburg needing non-emergency police services. The civilian position provides prompt services including fingerprinting, notary services, report requests and copies. The position provides flexibility to the Records Specialists working in the front office of the Public Safety Building, and allows sworn police officers to remain proactive in the field to handle higher priority issues.

Primary Objectives:

- reduce the number of non-emergency calls handled by patrol
- increase the amount of discretionary time for patrol officers
- increase the availability of patrol units in response to higher priority calls

Information Technology

The addition of a Technology Support Specialist in the Spring of 2020, coupled with hiring a new Systems Analyst in July, has afforded the HPD a more responsive solution to the daily needs of the Department. The newly hired analyst continues to review all HPD-specific services and makes improvements to infrastructure and software as needed. The Tech Support Specialist works closely with City IT to make sure HPD specific support is provided in a timely manner.



15-20%

of police calls can be diverted to an alternative form of response



Captain
THOMAS HOOVER
1983-2020



Lieutenant
ROGER KNOTT
1990-2020



Master Police Officer
EDMUND SKELTON
1994-2020



Master Police Officer
TIMOTHY WRIGHT
1996-2020



— HAPPY —
Retirement



Animal Control Officer
JETTA EARHART
1999-2020