



2018

ANNUAL REPORT

HARRISONBURG POLICE DEPARTMENT

Policing with a Purpose
www.harrisonburgva.gov/police

2018-2019

WHERE WE ARE NOW

Policing with a Purpose

Chief Sellers brought stability and reinvigoration to the organization. His leadership during his tenure with the Harrisonburg Police Department made the transition much easier. Several projects were in progress before I arrived to include the purchase of a new Records Management System (RMS) and our continued progression towards accreditation. Also, during that year our officers worked and solved a very difficult double homicide case with the help of several of our law enforcement partners. Their work on that case exemplifies the dedication and resolve from your officers.

On September 10, after retiring from the Richmond Police Department after almost 29 years of service I was fortunate enough to begin serving as the Police Chief for the City of Harrisonburg and lead this fine organization. My transition from Richmond to Harrisonburg has been extremely rewarding. I bring from experience the importance of community partnerships and relationship with our citizens, business owners, other city agencies and law enforcement partners. I established monthly Community Walks to help build relationships with our citizens. Each month our staff along with other city agencies and community members will go door to door in a neighborhood to see how we can better serve that community. This type of engagement will continue to be a focus for our team.

I also implemented some reorganization of the department to ensure our personnel were attached to the appropriate unit. This resulted in better communication and will continue into 2019. Our success will continue to occur with the help and cooperation of our citizens. The support from so many of our citizens has been extremely welcoming. In my short tenure thus far, I have witnessed the hard work, patience, and compassion displayed by the women and men of the Harrisonburg Police Department. I am excited about working with the community and my team to continue to provide quality service to the City of Harrisonburg.

CHIEF ERIC ENGLISH



Crisis Intervention

In 2018 the Virginia Crisis Team Coalitions selected the City of Harrisonburg / Rockingham County CIT Task force and Crisis Intervention Team Training as Program of the Year. The Rockingham/ Harrisonburg CIT program was implemented in 2013 and since then it has expanded beyond the general 40-hour training certification for first responders. The program is now a continuing resource center promoting partnerships between the Harrisonburg City Rockingham County Emergency Service Departments, the Community Service Board and Sentara Health, Rockingham Memorial Hospital. A Mental Health Assessment Center at RMH has been added as a first responder mental health case drop off point, allowing officers to quickly return to normal service. And the most recent addition, a City/County Mobile Crisis Team, is specifically dedicated to the intervention of mental health consumers released from jail or mental facilities. The team is tasked with doing home visits of those with mental conditions for the purpose of avoiding a crisis.

Each program has been designed, reviewed, and implemented through the collective efforts of the Task Force and its coordinator. The goal of the taskforce from its origination has always been a shared response and effort from all service providers to the communities we serve.



On October 17th, 2018, Officer Sarah Campbell was presented with the Crisis Intervention Team (CIT) 2018 Officer of the Year Award. The recognition given was for life saving actions during a critical incident involving a mental health patient wheeling a knife. The Award is presented to a single officer of the Commonwealth of Virginia by the Virginia CIT Coalition. Sarah received acknowledgment at the CIT annual conference in Blacksburg, VA.

2018 Rubio Family Murder

On August 7, 2018 Maria Isabel Giraldo Jimenez reported her mother, Elizabeth Rodriguez Rubio, and her niece, Angie Rodriguez Rubio, missing. She stated that she last saw them leaving the city with Hareton Jaime Rodriguez Sariol on August 5, 2018 in her mother's red 2001 Honda Civic. Sariol was supposed to drive them to Glen Burnie, Maryland where her mother was residing. When she was not able to contact her mother, she drove to her mother's address in Glen Burnie, but they were not there. Jimenez then received a call from Sariol who said he dropped Elizabeth and Angie off at the residence in Glen Burnie, MD, and drove back to the area, but her mother's car caught on fire on I-66 West near Front Royal.

The Investigation

Thus began an investigation that consumed the entire Criminal Investigations Division and other members of the Harrisonburg Police Department for the next 30 days, and involved multiple State and Federal Agencies across Virginia, Maryland, Pennsylvania, and even Cuba. With the assistance of Anne Arundel Sheriff's Office, it was determined that Elizabeth and Angie never arrived in Glen Burnie, MD. Furthermore, investigation revealed Sariol left the area the same day the car was discovered burned on I-66. A warrant was issued for Sariol charging him with Abduction. With the assistance of the U.S. Marshals and the Pennsylvania State Police, Sariol was stopped in Pennsylvania and taken into custody. His truck was searched, and he was interviewed. Investigators learned Sariol had previously been a police officer in Cuba; he had investigative training and experience that made the case even more difficult.

The Timeline

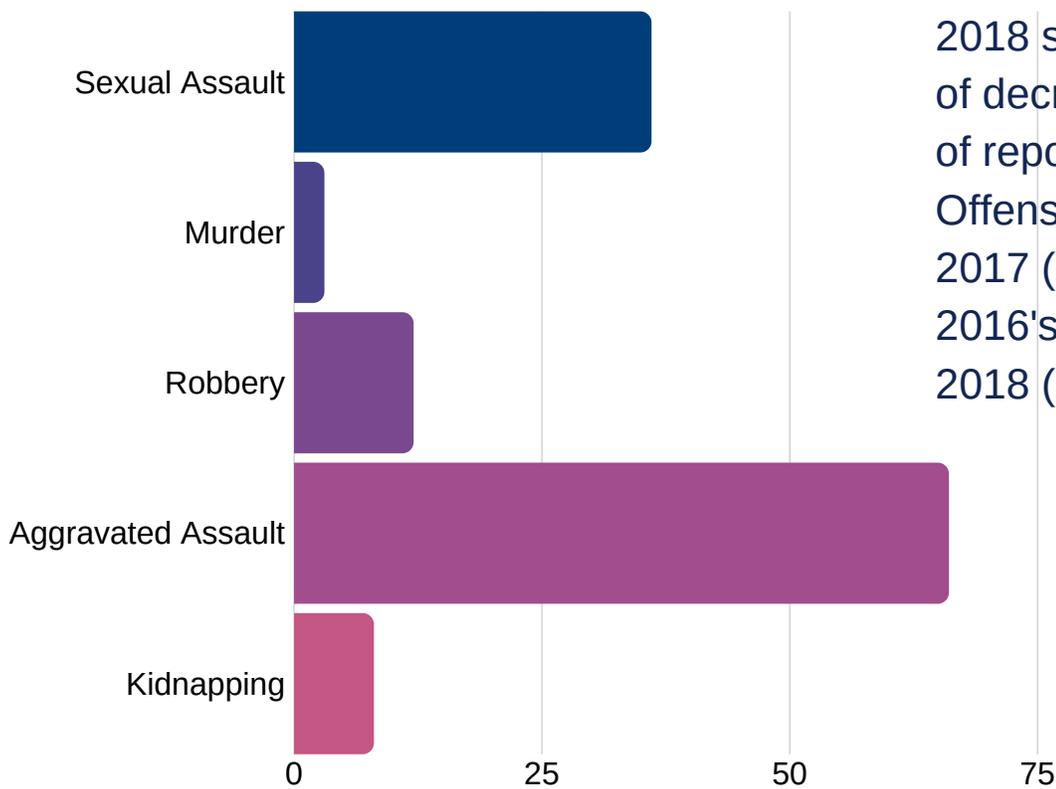
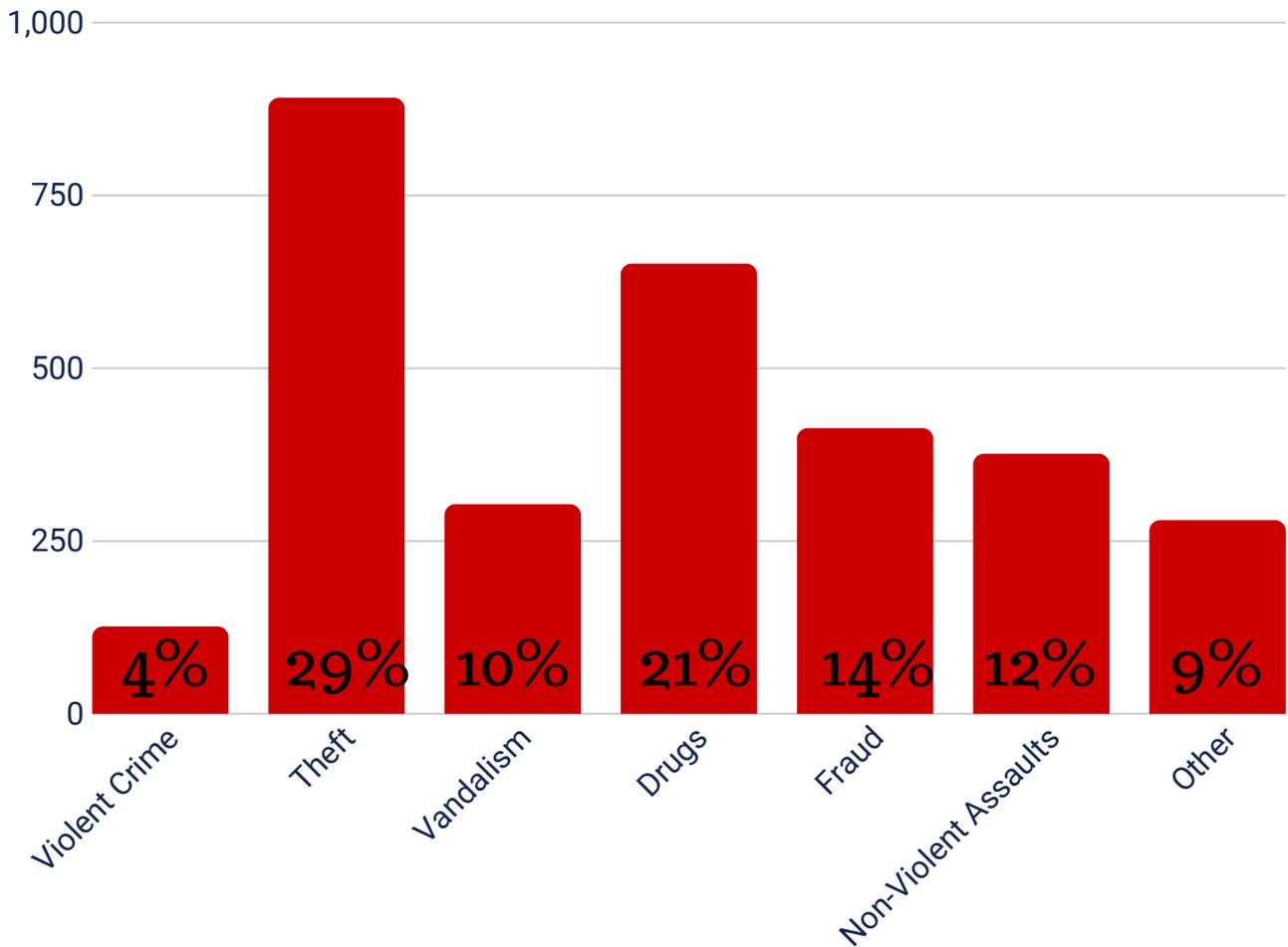
Meanwhile investigators were painstakingly piecing together a timeline of Sariol's whereabouts, from the time he left with Elizabeth and Angie until he was taken into custody in Pennsylvania, through the use of phone records. Every single move he made during that time period was followed up on, evidence collected, witnesses interviewed. Finally, Sariol was confronted with the totality of the information collected. Sariol made the decision to offer his cooperation in order to avoid Capital Murder charges and ultimately the death penalty. Sariol offered to show investigators where the remains of both victims were located. He gave a statement indicating that he shot both of them in the car on I-81 on the way to Glen Burnie, MD. He dismembered the bodies and buried the remains in multiple places across several counties. He travelled with investigators, showing them each location where they were able to recover most of the evidence.

The Plea

Hareton Jaime Rodriguez Sariol pled guilty to two counts of First Degree Murder and was later sentenced to 2 life sentences.

Marsha Garst held a press release on September 6, 2018 to acknowledge the excellent police work by the Harrisonburg Police Department, and to thank the Rockingham County Sheriff's Office, Shenandoah County Sheriff's Office, Virginia State Police, Federal Bureau of Investigation, Secret Service, National Center for Missing and Exploited Children, Mount Jackson Police Department, Spotsylvania County Sheriff's Office, Greene County Sheriff's Office, Orange County Sheriff's Office, Anne Arundel Sheriff's Office, Pennsylvania State Police, National Park Service, U.S. Marshal Service, Harrisonburg Fire Department, Dogs East, Virginia Department of Transportation, and Office of the Medical Examiner for their assistance in the case.

Crime Statistics



2018 saw our second year of decrease in the number of reported Group A Offenses - from 3313 in 2017 (a 10% reduction from 2016's 3676) to 3033 in 2018 (an 8% reduction)



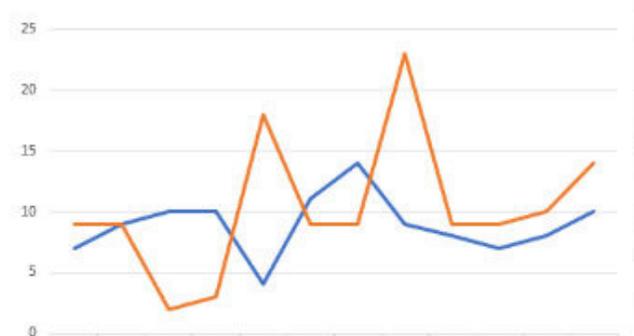
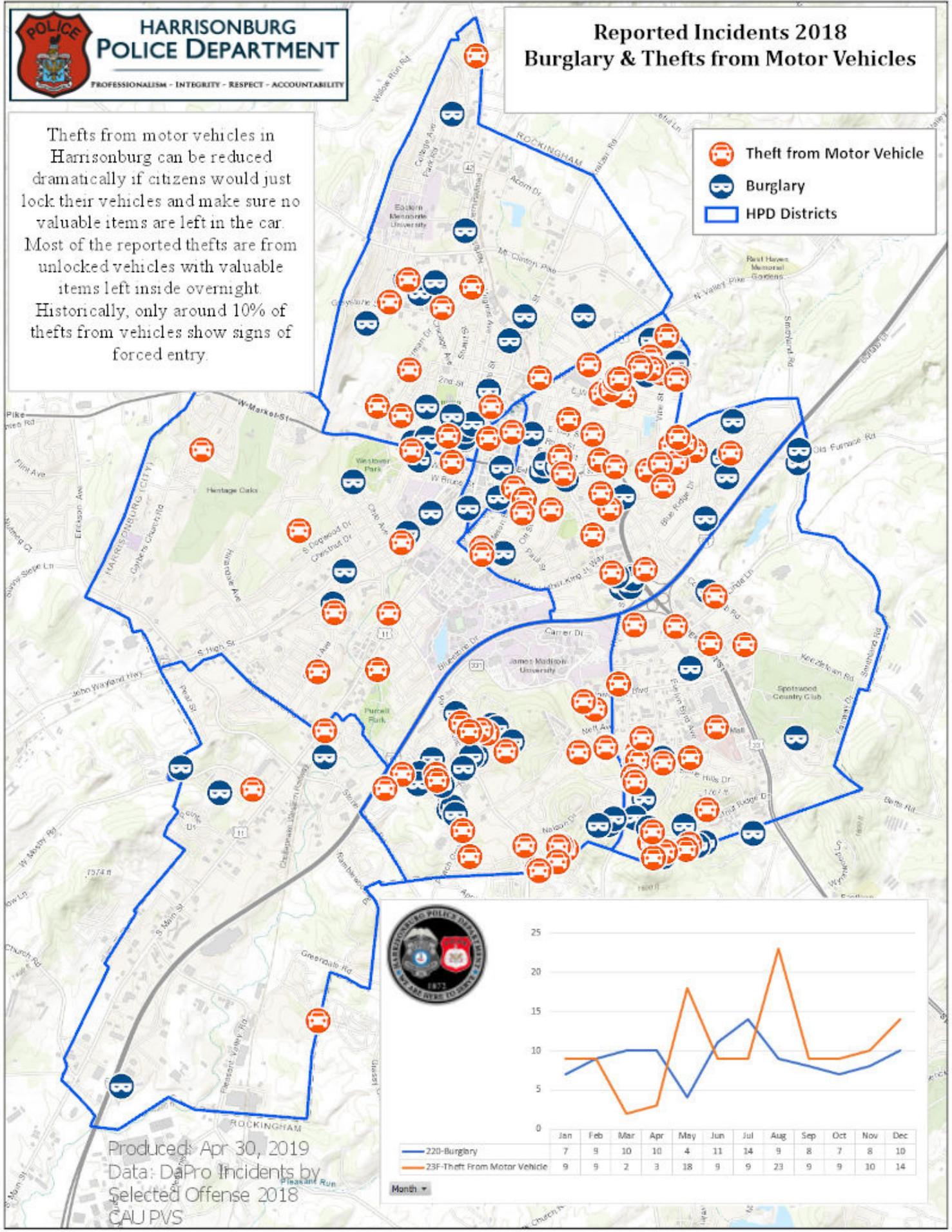
HARRISONBURG POLICE DEPARTMENT

PROFESSIONALISM - INTEGRITY - RESPECT - ACCOUNTABILITY

Reported Incidents 2018 Burglary & Thefts from Motor Vehicles

Thefts from motor vehicles in Harrisonburg can be reduced dramatically if citizens would just lock their vehicles and make sure no valuable items are left in the car. Most of the reported thefts are from unlocked vehicles with valuable items left inside overnight. Historically, only around 10% of thefts from vehicles show signs of forced entry.

- Theft from Motor Vehicle
- Burglary
- HPD Districts



Month	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec
220-Burglary	7	9	10	10	4	11	14	9	8	7	8	10
23F-Theft From Motor Vehicle	9	9	2	3	18	9	9	23	9	9	10	14

Produced: Apr 30, 2019
 Data: D:\Pro Incidents by Selected Offense 2018
 CAU PVS

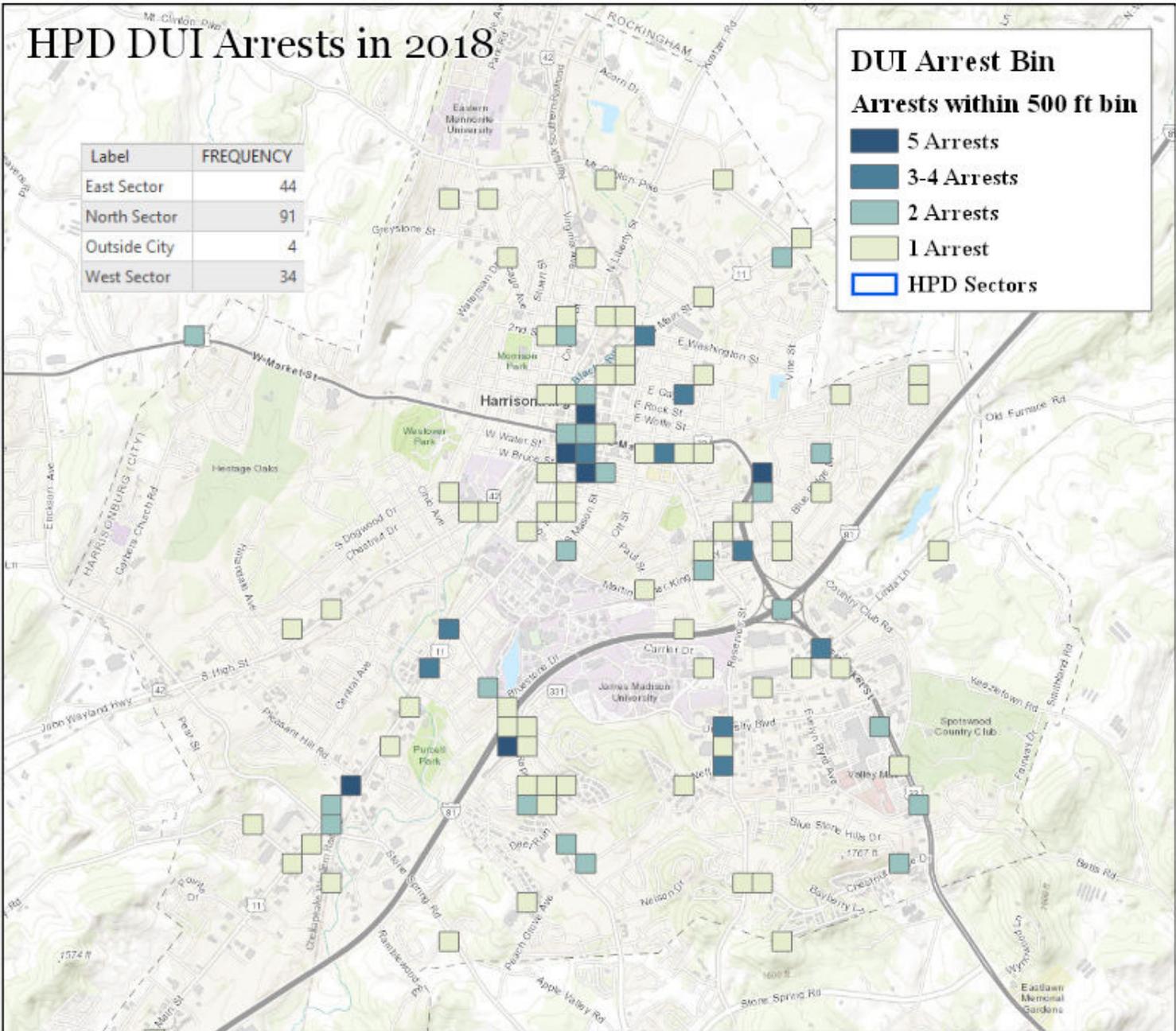
HPD DUI Arrests in 2018

Label	FREQUENCY
East Sector	44
North Sector	91
Outside City	4
West Sector	34

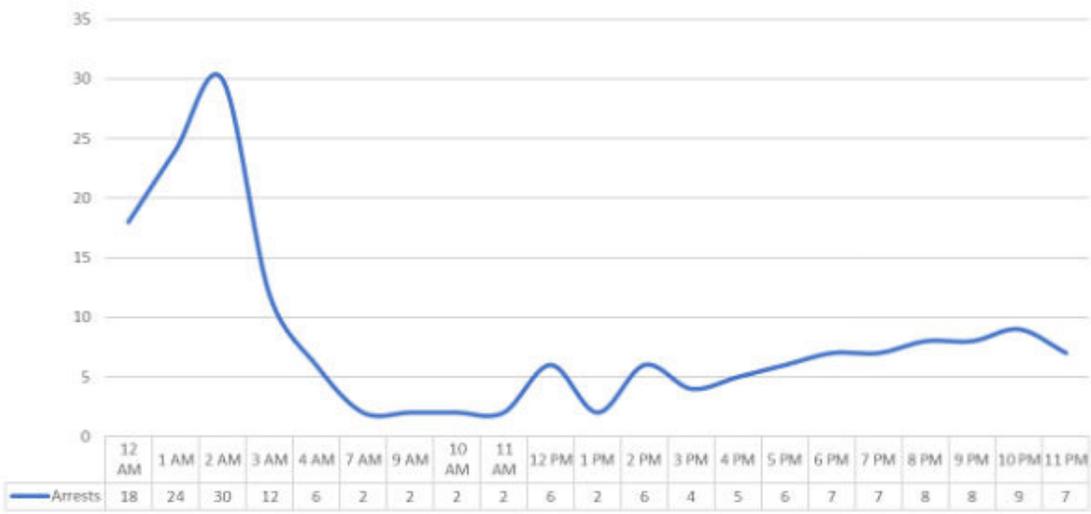
DUI Arrest Bin

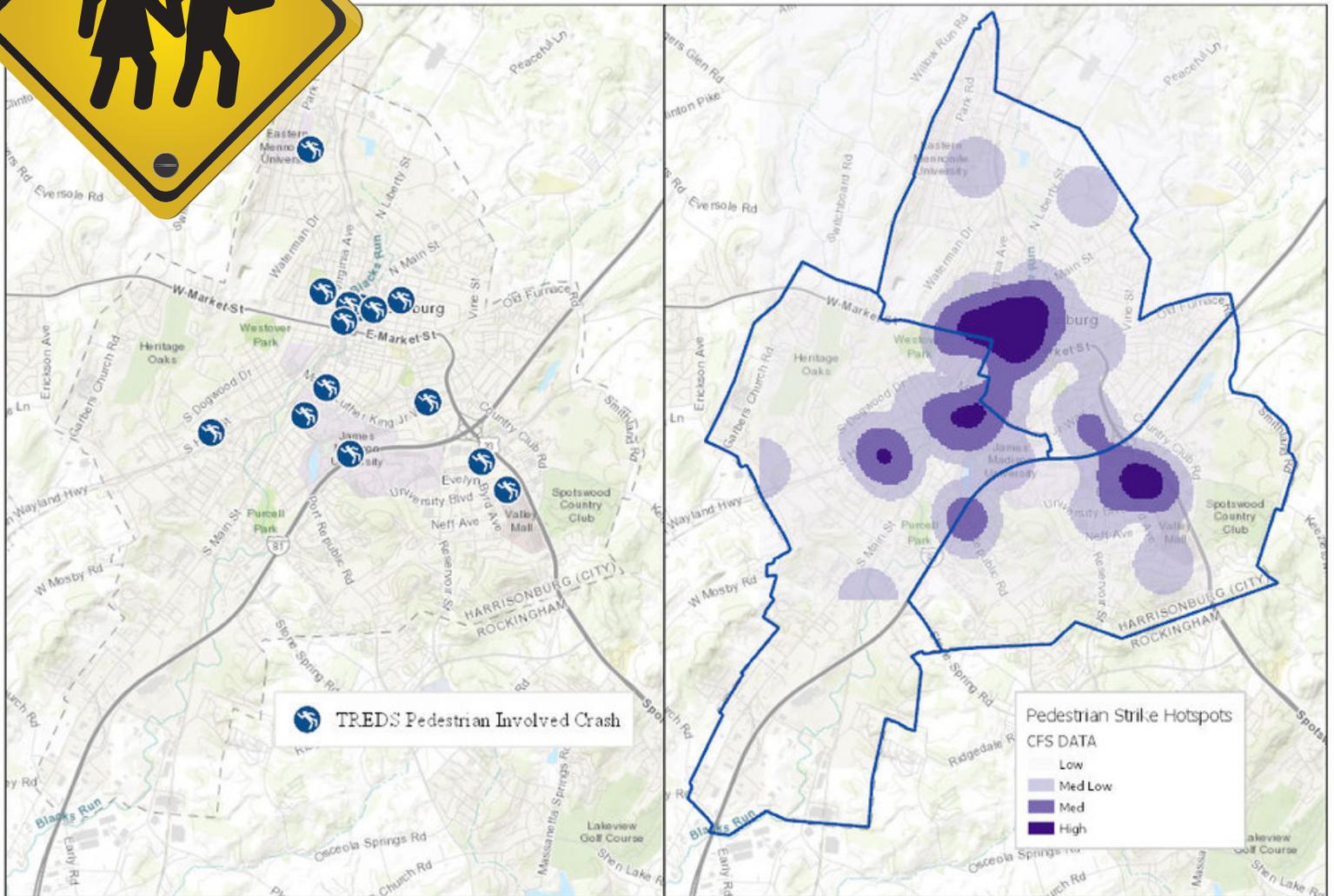
Arrests within 500 ft bin

- 5 Arrests
- 3-4 Arrests
- 2 Arrests
- 1 Arrest
- HPD Sectors



DUI Arrests 2018
Time of Day Rounded Nearest Hour





Crashes Involving Pedestrians in 2018

Prepared: Feb 15, 2019
CAU PVS
Data Source: VDOT TREDS and
DaPro Calls by Selected Call Type

Pedestrian Crash Prevention

In the 2018 fiscal year, HPD was awarded funding through the Virginia Department of Motor Vehicles Highway Safety Program to help meet the goal of reducing pedestrian involved crash fatalities from 2 in 2016 to zero in 2018, and to reduce crashes causing pedestrian injury from 19 in 2016 to 9 in 2018.

With 32.5 overtime hours worked across 16 Selective Enforcement Patrols dedicated to pedestrian safety, we reached and exceeded this goal with zero pedestrian fatalities and only 1 serious injury in 2018. Charges included speeding, reckless driving, failure to obey traffic signs/signals, pedestrian violations and seat belt violations.

Stratified Policing

During March of 2018 members of the Harrisonburg Police Department attended training events from professors at Radford University on an evidence-based policing strategy known as Stratified Policing. This approach involves identifying and analyzing repeat calls for service at a specific area or location to better allocate agency resources where they are needed most. The strategy utilizes resources from the entire agency and other community partners for an immediate response. This approach requires frequent communication, data sharing, collaboration, and accountability to ensure results. As problem locations are identified that need attention, supervisors are assigned to address these issues to reduce repeat calls for service and ultimately prevent crime.



Lineweaver Project

In mid-December 2018, during the department's annual retreat, the leadership team took a closer look at areas of high call volume within the city. By using the newly adopted stratified policing approach, we identified the public housing property of the Polly Lineweaver Apartment Complex on 265 North Main Street as one of the high call response locations. Using the stratified approach, members within the patrol division devised a plan of action, using strategic measurable objectives with the goal of reducing calls for service fitting the location's demographics. The group then shared the information with the City Housing Authority Administration in the hopes of collaborating to address the property's internal issues. To this point, the action plan is on schedule and the current results are positive with a 30% decline in calls for service at the complex. Members involved in the project are continuing to work together in a proactive way, using a combined resources, education, and focused enforcement measures to improve the quality of life for the residents within this community. It may be premature to call this project a complete success, but the members involved in the project continue to move forward and are very optimistic of a favorable outcome.

Merchant Log Books

A Merchant Logbook initiative was launched in 2018 to increase officer presence at strategic locations. A critical review of calls for service and other data revealed locations that could benefit from extra police presence due to criminal and other unwanted activities. With cooperation from the business owner a logbook was placed inside the business that officers were required to sign. This initiative got officers out of their vehicles, built relationships with business staff, owners and customers and provided the extra police presence to deter and reduce crime in and around that specific location.



Mental Health Intervention Crisis Team

The Mental Health Intervention Crisis Team (MICT) is continuing to have a positive impact in our community. Since the team's origination, the MICT officer's responsibilities have expanded. Not only do they serve as the primary officer responding for mental illness service calls, the team is now directly connected to a network of resources which include our local Community Service Board, Sentara RMH and county law enforcement. This network is specifically organized to deal with the copious amount of mental health cases that have drastically impacted our service area. Over the last year, there has been a 38% increase in mental health-related response calls. The police department and connected resources have diligently worked together to absorb the additional work with minimal impact to the quality of service.

In addition to their daily duties, the team members continue to support the regional CIT (Crisis Intervention Team) training program. Team members serve as trainers and advisers for the program, which aims to improve our relationships with peer groups and develop new partnerships with first responders and other mental health organizations.

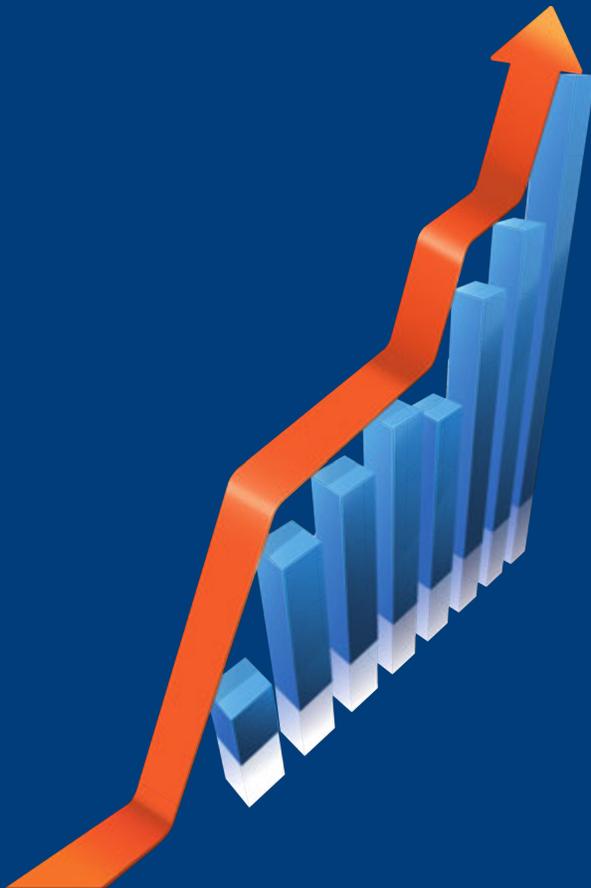
Mental Health by the Numbers

32%

average increase in
mental health related
offenses in the last year

614

Number of Mental
Health Related Offenses
in 2018, compared to 466
in 2017



230

Number of Emergency
Custody and Temporary
Detention Orders in
2018, compared to 168
in 2017



Community Walks

On November 20th the Harrisonburg Police Department implemented its first Community Walk. Organized by the District supervisor, officers from HPD along with other City and community partners went door-to-door to meet residents, discuss any criminal or quality of life concerns, promote awareness for community resources and to just have a good face-to-face conversation. This event was so well received that other areas of the City began asking for a Community Walk to be held in their neighborhood. The HPD is already planning several Community Walks for 2019!

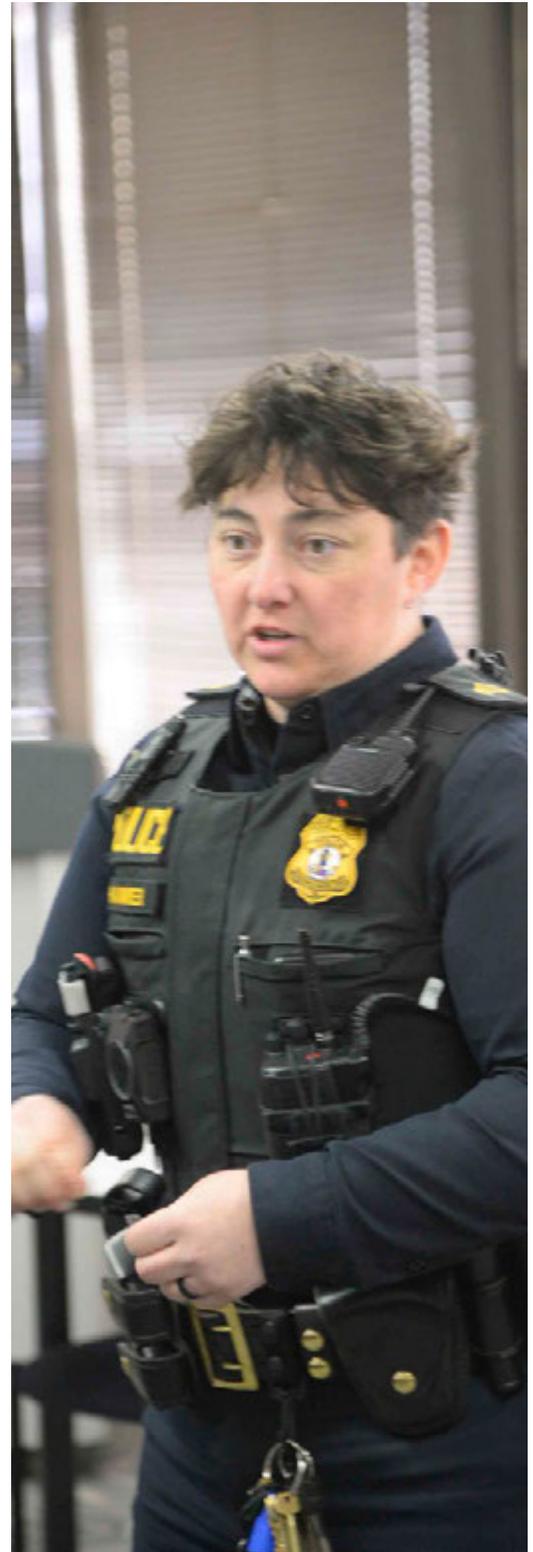
Military Service

HPD is proud to employ many personnel that not only serve as police officers at the local level, but are also veterans or are currently soldiers in a part-time basis in various branches of the U.S. military to ensure domestic and global freedom. HPD officers serve with the U.S. Army, Army National Guard, U.S. Air Force, and U.S. Marine Corps in a reserve capacity. As an example, Sergeant Rachel Hammer was recently deployed with the U.S. Army in support of Operation Enduring Freedom to Guantanamo Bay, Cuba to support joint Task Force Guantanamo missions. We expect to welcome her home in mid to late 2019. We thank and appreciate all veterans and current military personnel for their service!

HPD ACTIVELY EMPLOYS

25

**CURRENT OR FORMER
SERVICE MEMBERS**



Secret Santa



For the 5th consecutive year, the Harrisonburg Police Department executed the “Secret Santa” program in support of the local community. An anonymous citizen, identified only as “Secret Santa,” provides a \$10,000 gift to administer a two-phased program that provides assistance to individuals in need of financial support as follows:

The first phase consists of Harrisonburg Police Department officers randomly providing \$100 to individuals while conducting traffic stops, and through other citizen contacts, to help with car repairs, Christmas gifts, and other such needs.

The second phase consists of the “Shop with a Cop” activity that is conducted at Target and other stores at the Valley Mall. Harrisonburg Police Department officers accompany children while they shop for toys for the holidays. Each child is allowed to spend \$100, and they often select gifts for their family members as well. This event is also supported by Country Cookin’ at Valley Mall, who donates a meal for the entire group. Followed by free photos with Santa.

The “Secret Santa” program affords positive interactions with the public during the holiday season by demonstrating goodwill, and it equally touches the lives of citizens and the HPD officers who participate in the events.



Community Resources

The Community Resource Unit (CRU) is assigned to the Administrative Division of the Harrisonburg Police Department. CRU is a collaborative effort of crime prevention, education and community engagement. CRU's goal is to foster a positive working relationship between the Police Department and the citizens that we serve. The CRU is currently comprised of a Sergeant, Community Resource Officer and Dare Officer.

The CRU works closely with the citizenry and businesses in the community by sponsoring events such as the Explorer Program, Community Police Academy, Chiefs Advisory Board and On the Road Collaborative. Also included under the unit are special programs such as, Special Olympics Torch Run, and National Night Out. Thereby fostering a positive image of the Harrisonburg Police Department, creating a safer and more secure community and working environment.





Highlights

- C.R.A.S.E Trainings (10)
- Security Assessments (6)
- Community Safety Trainings (10)
- Outside agency Board Meetings (17)
- Educational trainings (20)
- Presentations - Public Day Care/Pre-Schools (5)
- DARE Program - All 4th Graders in Harrisonburg City Schools
- HCPS Kindergarten/PreK Community Helper Presentations (30)
- HPD Tours (6)
- Brent Berry Food Drive (4)
- Child Identification Events (4)
- DUI Prevention Golf Cars/Seat Belt Convincer Driver's Ed Classes (4)
- Turks Baseball DARE Night
- Safe Kids Summer Safety Events with HCPS Mobile Café (8)
- Massanutten Regional Library Police Day and Reading Event
- Mid-Atlantic Burn Camp Visitor's Day
- Skeleton Festival Downtown Trick or Treating Event
- JMU Freshman Downtown Block Party Seat Belt Convincer
- JMU American Criminal Justice Association - PD Tour and Range Demonstrations
- Mercy House Christmas Party - Santa Escort

On the Road Collaborative

Community Resource Unit planned and participated with the On the Road Collaborative at Thomas Harrison Middle School (Fall) and Second Home (Spring). This event was a weekly event held every Tuesday for one hour that spanned eleven weeks. The objective was to educate approximately twenty sixth graders on the different aspects of police. During these events' different divisions from the Harrisonburg Police Department participated and shared their expertise of their job. The participation by police provides positive influences for the kids and helps build strong community foundations that may last a lifetime.

Bigs In Blue

Interested police officers serve as a mentor, being a positive role model that will have a lasting effect on a child's life. The program has grown through the years, as it started out with four officers the first year and now has over 10 police members. In 2018 the Bigs in Blue program which was a collaborative effort between the Harrisonburg Police Department and Big Brothers/Big Sisters of Harrisonburg-Rockingham. The program allows police the opportunity to help young kids make positive decisions and develop into positive productive community members.



National Night Out

Our National Night Out celebrations will begin with a kick-off event at the City Municipal building. The night will proceed with a caravan of city government, public safety and community leaders traveling through the city. The caravan will make several stops in the city at several neighborhood gatherings. Our focus as a police department is to promote police-community partnerships and neighborhood camaraderie, which is the focus of NNO. The Harrisonburg Community was recognized nationally for the efforts during NNO, placing 20th in the nation for communities between 50,000 and 100,000 community members.



Explorer Program

The Harrisonburg Police Department's Explorer Program had two members from the original class graduate from high school and move on to college in 2018. Two new Explorers joined the ranks in 2018 and are excited to begin the learning process. One of the topics revisited this year was traffic direction with senior Explorers assisting by instructing the newer Explorers with guidance from Officer Klotz and Officer Bowers. The classroom came alive with real life experience in a busy

Community Police Academy

In 2018 the Harrisonburg Police Department hosted its 23rd annual Community Police Academy. The goal of the Community Police Academy is to build a relationship between the Police and the community we serve. This relationship is built by allowing the community to see behind the scenes ethical and professional look at the men and women that serve the community. The community members gain insight into the different areas of police work to include but not limited to, patrol operations, major crimes, S.W.A.T. and K-9.



Restorative Justice In Action

A patrol officer answered a call for service for shoplifting at a local convenience store. The officer responded to the incident and was briefed by the store manager. It was determined that a young man had concealed merchandise and attempted to shoplift a few dollars worth of candy from the store. The officer had the juvenile detained and questioned him about the larceny offense. The young man immediately admitted to the wrong doing and accepted full responsibility for his actions. The young man pleaded with the officer that he had made a mistake and asked if there was anything that he could do to make amends.

The Patrol Officer spoke with the store manager and offered a Restorative Justice solution to the situation. The officer spoke about the parties coming together and discussing the harms that have been caused and discussing opportunities for reparation. The RJ Process would provide an opportunity to hold the offender accountable by creating obligations that could restore trust and relationships.

The case was referred to the Harrisonburg Police Department's Restorative Justice Program for processing. The process involved inviting all parties to include the police officer to the table for a circle process. During the RJ circle process, the offender, his mother, his brother, the store manager, the police officer and the RJ practitioner discussed the incident and the harms to ALL parties. His mother and brother talked about how this incident had impacted their lives and relationships, the store manager talked about how this impacted the trust between the two parties and the police officer talked about how this impacted the police department. At the conclusion of the conference, a young man had been given a second chance to learn from his mistakes and re-build he trust and relationships that he had damaged. HPD's Restorative Justice Program provided us with the platform to affect change within our community. The young man has went on to participate in the education and awareness of HPD's Restorative Justice Program to the public by giving his testimonial. Furthermore, he has also be awarded a scholarship to a local university due to his academic achievements.

Trust and transparency between law enforcement agencies and the people is vital to community stability, officer safety, and effective policing. Building trust between police and the community that we serve is an essential component of positive interactions and engagement while conducting conflict resolution. Implementing restorative justice is an important and viable way to re-direct bad behavior and build trust between law enforcement and the diverse community that our officers serve and protect.

Restorative Justice Defined:

Restorative justice is an approach to justice in which the response to a crime is to organize a meeting between the victim and the offender, sometimes with representatives of the wider community.

CAD PROJECT

TYLER TECHNOLOGIES

In 2018, the City of Harrisonburg and surrounding jurisdictions contracted with Tyler Technologies for the City's new CAD and records management system. This new system will replace the outdated DaPro records management system which has been in use with this agency since 1996. The initial search for the new system began in 2017 with a review of three proposals from major software companies. The City awarded the contract to Tyler in March of 2018.

Most of the Tyler project was data driven to include contract review for Tyler modules and supporting software/hardware. HPD also started the current data conversion process, which in turn will convert all existing data within the DaPro records management system over to Tyler and the new RMS system. This will allow officers to research historical data and information as we move into this new system. HPD's build team also reached out to and visited other agencies within VA that are utilizing Tyler to better understand issues and advantages of the system

BRAZOS

2018 also saw the start of HPD's new e-citation program "Brazos" replacing the current APS e-citation program. Brazos is owned by Tyler technologies and is a one stop shop for e-citation. With Brazos all data will be automatically transferred over into the Tyler record management system for future use and officer safety. HPD's build team worked to complete this project with many hours of data entry, consulting with the VA supreme court along with Tyler technologies. The Brazos e-citation project was completed and went live in the beginning of 2019 for HPD. The build team continues to work towards the "Go Live" date for CAD and RMS, which is expected to occur in November of 2019. These builds are from the ground up, allowing for a custom system being designed for HPD and surrounding agencies.

ACCREDITATION

In 2018, the Accreditation Office completed a revision of 198 existing departmental policies and supplements. A process was initiated by reviewing each existing document and editing/rewriting as needed.

Once this laborious process was completed, the documents were further evaluated with assistance from the Chief of Police, his command staff, the city attorney's office, and various subject matter experts (SME's) to determine if all material fit within the goals and objectives of the department, fulfilled the standards set forth by the Virginia Law Enforcement Professional Standards Commission (VLEPSC), and could stand up legally as recommended by the department's policy management software provider (Lexipol). By the end of the year, 133 policies and supplements were readied to be released to the department staff for acknowledgement. With the services provided by Lexipol, the department not only provides sound policy to its employees in service to the community, it also maintains a strong legal defense with continuously updated policies, and enhances personnel growth and accountability through acknowledgement, tracking, and training tools.

198

policies reviewed

133

policies released

NEXT STEPS:

Work now begins on over 550 policy standards needing documentation in order to reach the goal of accreditation (mid to late 2019).

Once we have proofs of compliance documented, we can plan for the Assessment by the Virginia Law Enforcement Accreditation Coalition.

Unmanned Aerial Vehicle Team

In 2018, UAV capabilities were enhanced by the addition of drone technologies such as higher resolution cameras employing both increased magnification and thermal imagery, and all-weather capability with the ability to carry and deploy items to aid in search and rescue operations. These advances, coupled with the addition of newer platforms, such as the Matrice 210 (pictured) keep the Harrisonburg-Rockingham UAV Team on the cutting edge of service to the community from the air.

The Harrisonburg-Rockingham UAV Team consists of members from the Harrisonburg Police and Fire Departments, Rockingham County Fire and Rescue and Dayton Police. This team manages the training, maintenance and use of UAV's and Robots across the City and County.

In 2018 The UAV Team deployed over 36 missions across Virginia including accident reconstructions, crime scene photography, woodland fire support, and search and rescue for missing persons.





Our New Vision

As a Department 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. The Harrisonburg Police Department will become THE choice for new police officers - the only organization where new officers desire to work. As a department, we work together with a unified purpose, focused approach, and global mindset.

Our New Mission

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

Our New Values

- **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** 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.

Our Goals for 2019

Strategy for policing

1

Staffing and Incentives:

We will increase staffing by 7% over the next four years, including increasing diversity by 8%.

2

Improving Operating Space: We will look into a Capital Improvement Project for a new or improved Public Safety Building with room for growth and the infrastructure for technology expansion

3

We will increase our vehicle fleet and related equipment over the next four years.

4

We will improve financial processes through holding quarterly budget reviews, updating our purchasing procedures, and having more oversight over expenditures

5

We Will improve customer service with a Crime Reduction Policy, Public Communicataions Plan and further development of Mental Health Crisis initiatives

6

We will strive for operational excellence with a Stratified Policing Policy, changes to technology, fleet management and uniform/equipment purchases.

7

We will develop expertise in our employees through more diverse recruitment; an updated recognition and rewards program; updated pay scales; peer support programs and clear communication of expectations.

2018 Awards Recipients



MEDAL OF VALOR

Dwayne Jones
Justin Kline

DISTINGUISHED ACTION

Sarah Campbell

DISTINGUISHED SERVICE

Greg Deeds

LIFE SAVING AWARD

Cody Burgoon
Rachel Hammer
Brian Jones
Tyler Morris
Alex Piper
Mark Stutes

AWARD OF EXCELLENCE

Kevin Argiro
Greg Deeds
David Hanlon
Dylan Johnson
Phillip Read
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GRIMES**
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