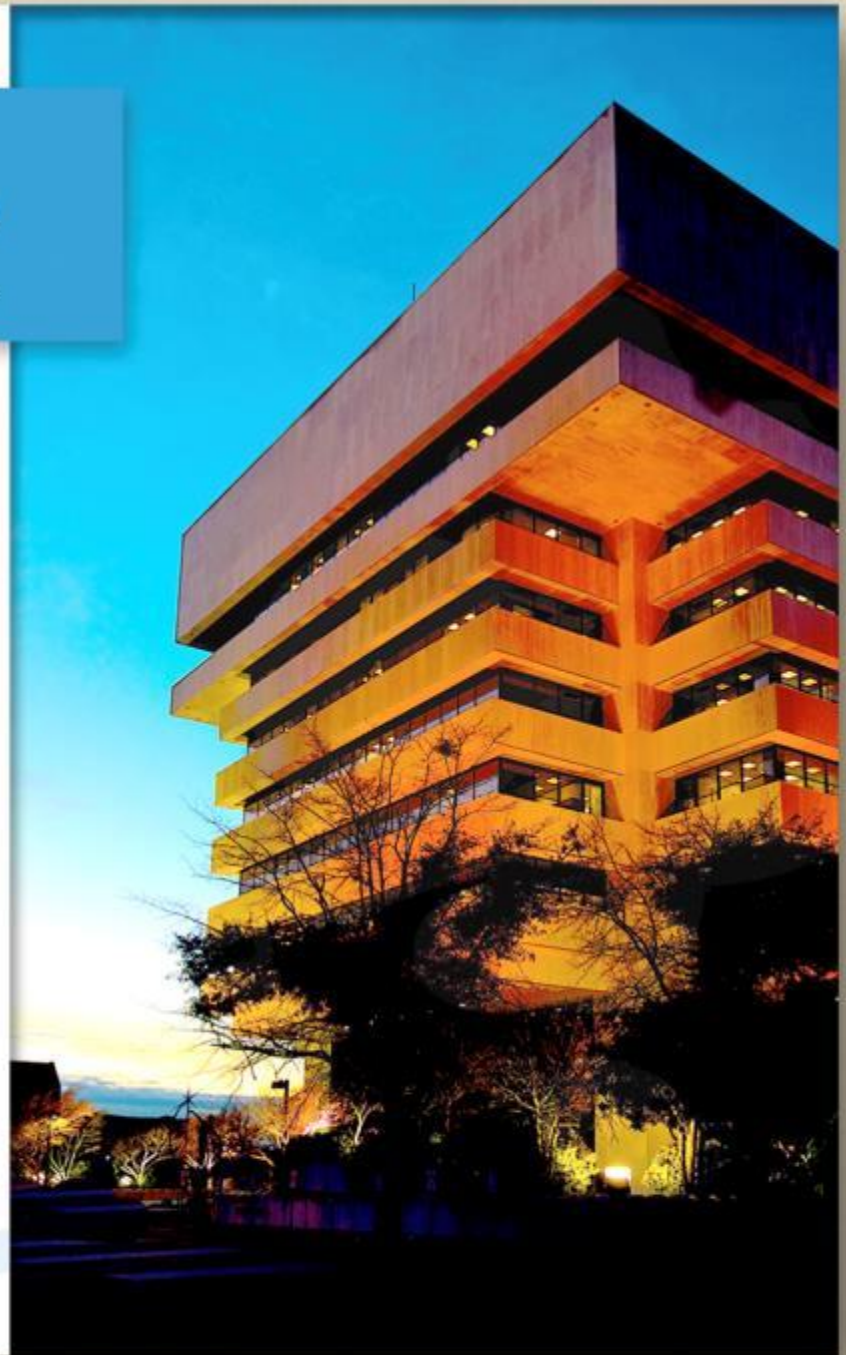


HAMPTON VA

Hampton Police Division



STATE OF THE CITY
21st Century Policing



Overview

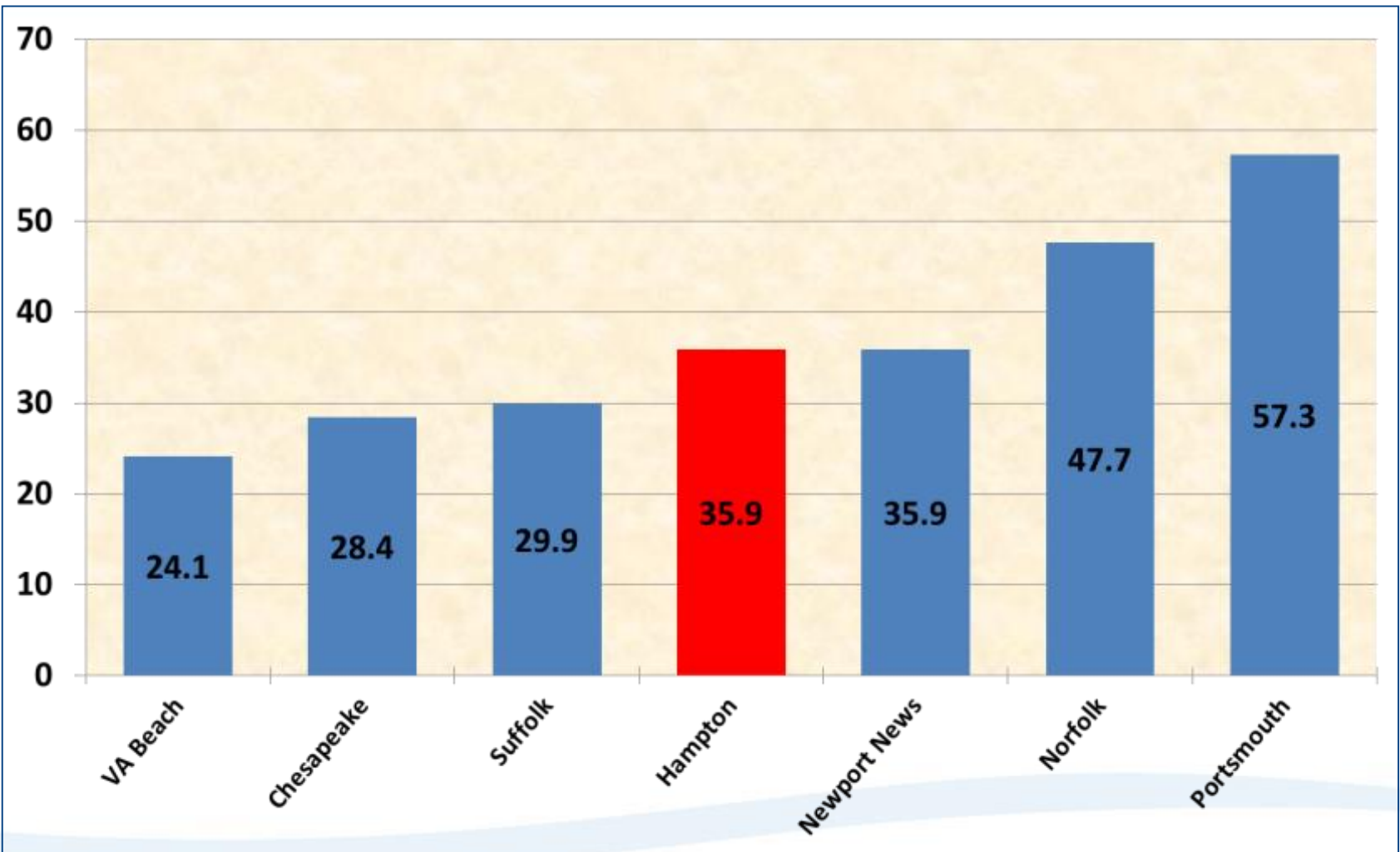
State of the City / Crime Trends



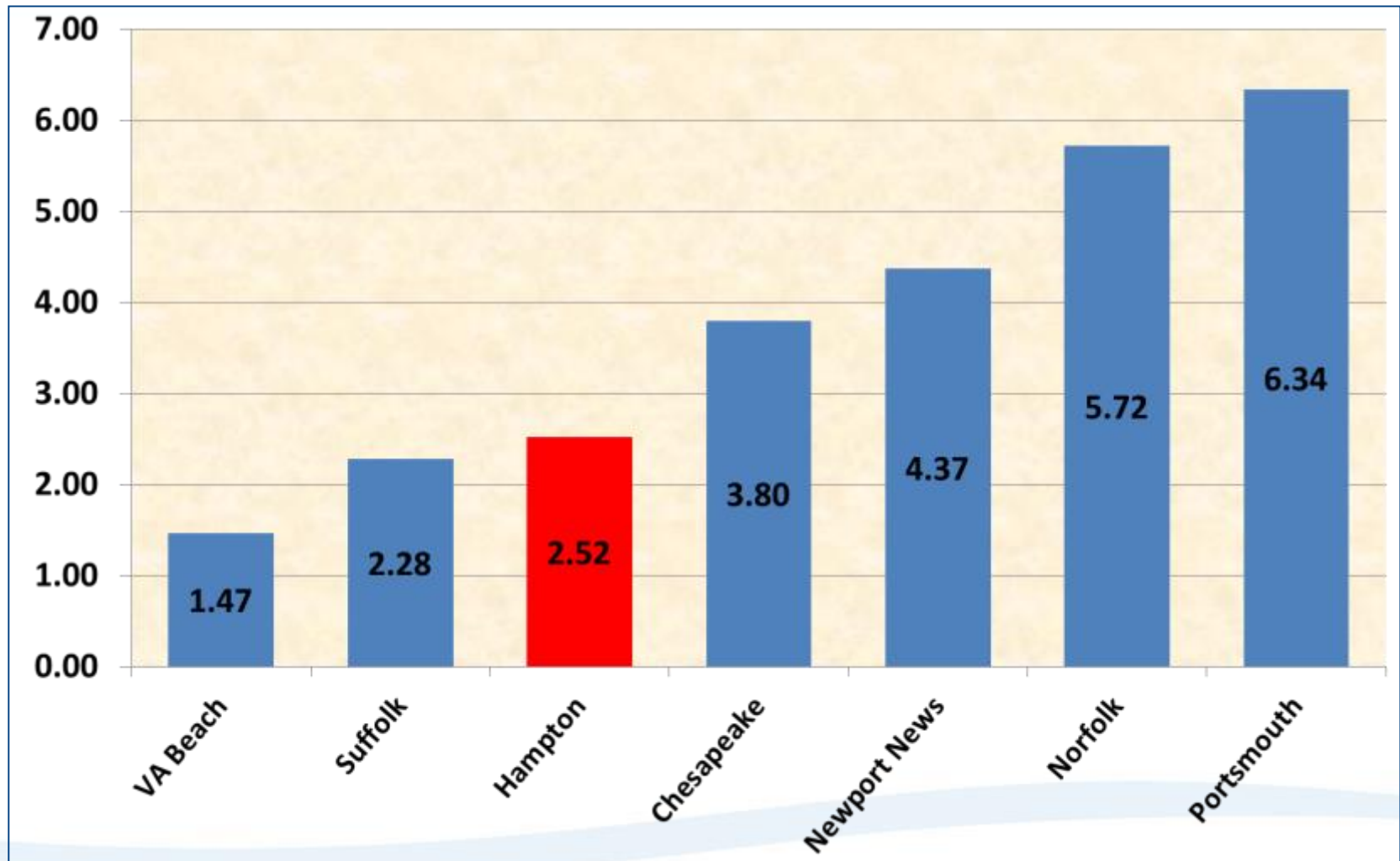
The President's 21st Century Policing Task Force Report & HPD Implementation

THE PRESIDENT'S TASK FORCE ON
21ST CENTURY POLICING
FINAL REPORT

2015 Crime Rate per 1000 Population



2015 Violent Crime Rate per 1000 Population



City of Hampton

Part-I Offense YTD Comparison

Jan. 1 – Jul. 28, 2015 vs Jan. 1 – Jul. 28, 2016

| Part I Offenses | | | | |
|------------------------------|-----------------|-----------------|-------------|---------------|
| OFFENSE | YTD 2015 | YTD 2016 | DIFF | % DIFF |
| MURDER/NONNEG MANSLAUGHTER | 7 | 11 | 4 | 57.14% |
| FORCIBLE RAPE | 12 | 11 | -1 | -8.33% |
| ROBBERY | 89 | 82 | -7 | -7.87% |
| AGGRAVATED ASSAULT | 78 | 76 | -2 | -2.56% |
| TOTAL VIOLENT CRIME | 186 | 180 | -6 | -3.23% |
| BURGLARY | 339 | 302 | -37 | -10.91% |
| LARCENY | 1,900 | 1,950 | 50 | 2.63% |
| MOTOR VEHICLE THEFT | 172 | 170 | -2 | -1.16% |
| TOTAL PROPERTY CRIME | 2,411 | 2,422 | 11 | 0.46% |
| TOTAL PART I OFFENSES | 2,597 | 2,602 | 5 | 0.19% |

City of Hampton Violent Offenses by Month

Jan. 1-Jul. 28, 2015 vs. Jan. 1-Jul. 28, 2016

| | MURDER/NONNEGLIGENT MANSLAUGHTER | | | | | | | | | | | |
|----------|----------------------------------|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|
| | JAN | FEB | MAR | APR | MAY | JUN | JUL | AUG | SEP | OCT | NOV | DEC |
| YTD 2015 | 2 | 0 | 1 | 1 | 1 | 1 | 1 | | | | | |
| YTD 2016 | 2 | 1 | 0 | 3 | 1 | 2 | 2 | | | | | |

| | FORCIBLE RAPE | | | | | | | | | | | |
|----------|---------------|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|
| | JAN | FEB | MAR | APR | MAY | JUN | JUL | AUG | SEP | OCT | NOV | DEC |
| YTD 2015 | 1 | 0 | 1 | 5 | 4 | 0 | 1 | | | | | |
| YTD 2016 | 1 | 0 | 0 | 1 | 6 | 1 | 2 | | | | | |

| | ROBBERY | | | | | | | | | | | |
|----------|---------|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|
| | JAN | FEB | MAR | APR | MAY | JUN | JUL | AUG | SEP | OCT | NOV | DEC |
| YTD 2015 | 16 | 2 | 11 | 14 | 11 | 19 | 16 | | | | | |
| YTD 2016 | 20 | 8 | 17 | 13 | 10 | 5 | 9 | | | | | |

| | AGGRAVATED ASSAULT | | | | | | | | | | | |
|----------|--------------------|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|
| | JAN | FEB | MAR | APR | MAY | JUN | JUL | AUG | SEP | OCT | NOV | DEC |
| YTD 2015 | 13 | 6 | 10 | 4 | 15 | 11 | 19 | | | | | |
| YTD 2016 | 9 | 9 | 10 | 6 | 16 | 14 | 12 | | | | | |

City of Hampton Property Offenses by Month

Jan. 1-Jul. 28, 2015 vs. Jan. 1-Jul. 28, 2016

| | BURGLARY | | | | | | | | | | | |
|----------|----------|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|
| | JAN | FEB | MAR | APR | MAY | JUN | JUL | AUG | SEP | OCT | NOV | DEC |
| YTD 2015 | 56 | 26 | 48 | 55 | 71 | 47 | 36 | | | | | |
| YTD 2016 | 62 | 42 | 34 | 34 | 40 | 38 | 52 | | | | | |

| | LARCENY | | | | | | | | | | | |
|----------|---------|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|
| | JAN | FEB | MAR | APR | MAY | JUN | JUL | AUG | SEP | OCT | NOV | DEC |
| YTD 2015 | 330 | 196 | 247 | 255 | 271 | 313 | 288 | | | | | |
| YTD 2016 | 284 | 231 | 229 | 319 | 310 | 267 | 310 | | | | | |

| | MOTOR VEHICLE THEFT | | | | | | | | | | | |
|----------|---------------------|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|
| | JAN | FEB | MAR | APR | MAY | JUN | JUL | AUG | SEP | OCT | NOV | DEC |
| YTD 2015 | 30 | 14 | 15 | 23 | 33 | 26 | 31 | | | | | |
| YTD 2016 | 24 | 14 | 16 | 30 | 21 | 27 | 38 | | | | | |

Wythe Sector



North Wythe

South Wythe



North Wythe Part 1 Offenses

Jan. 1-Jul. 28, 2015 vs. Jan. 1-Jul. 28, 2016

| Part I Offenses | | | | |
|------------------------------|-----------------|-----------------|-------------|----------------|
| OFFENSE | YTD 2015 | YTD 2016 | DIFF | % DIFF |
| MURDER/NONNEG MANS LAUGHTER | 1 | 0 | -1 | 0.00% |
| FORCIBLE RAPE | 3 | 1 | -2 | -66.67% |
| ROBBERY | 26 | 10 | -16 | -61.54% |
| AGGRAVATED ASSAULT | 14 | 22 | 8 | 57.14% |
| TOTAL VIOLENT CRIME | 44 | 33 | -11 | -25.00% |
| BURGLARY | 94 | 111 | 17 | 18.09% |
| LARCENY | 472 | 569 | 97 | 20.55% |
| MOTOR VEHICLE THEFT | 50 | 61 | 11 | 22.00% |
| TOTAL PROPERTY CRIME | 616 | 741 | 125 | 20.29% |
| TOTAL PART I OFFENSES | 660 | 774 | 114 | 17.27% |

South Wythe Part 1 Offenses

Jan. 1-Jul. 28, 2015 vs. Jan. 1-Jul. 28, 2016

| Part I Offenses | | | | |
|------------------------------|-----------------|-----------------|-------------|---------------|
| OFFENSE | YTD 2015 | YTD 2016 | DIFF | % DIFF |
| MURDER/NONNEG MANSLAUGHTER | 3 | 6 | 3 | 100.00% |
| FORCIBLE RAPE | 1 | 2 | 1 | 100.00% |
| ROBBERY | 31 | 25 | -6 | -19.35% |
| AGGRAVATED ASSAULT | 29 | 25 | -4 | -13.79% |
| TOTAL VIOLENT CRIME | 64 | 58 | -6 | -9.38% |
| BURGLARY | 84 | 76 | -8 | -9.52% |
| LARCENY | 592 | 599 | 7 | 1.18% |
| MOTOR VEHICLE THEFT | 55 | 46 | -9 | -16.36% |
| TOTAL PROPERTY CRIME | 731 | 721 | -10 | -1.37% |
| TOTAL PART I OFFENSES | 795 | 779 | -16 | -2.01% |

Community and Problem Oriented Policing (CPOP)



Get Connected

Stay Connected



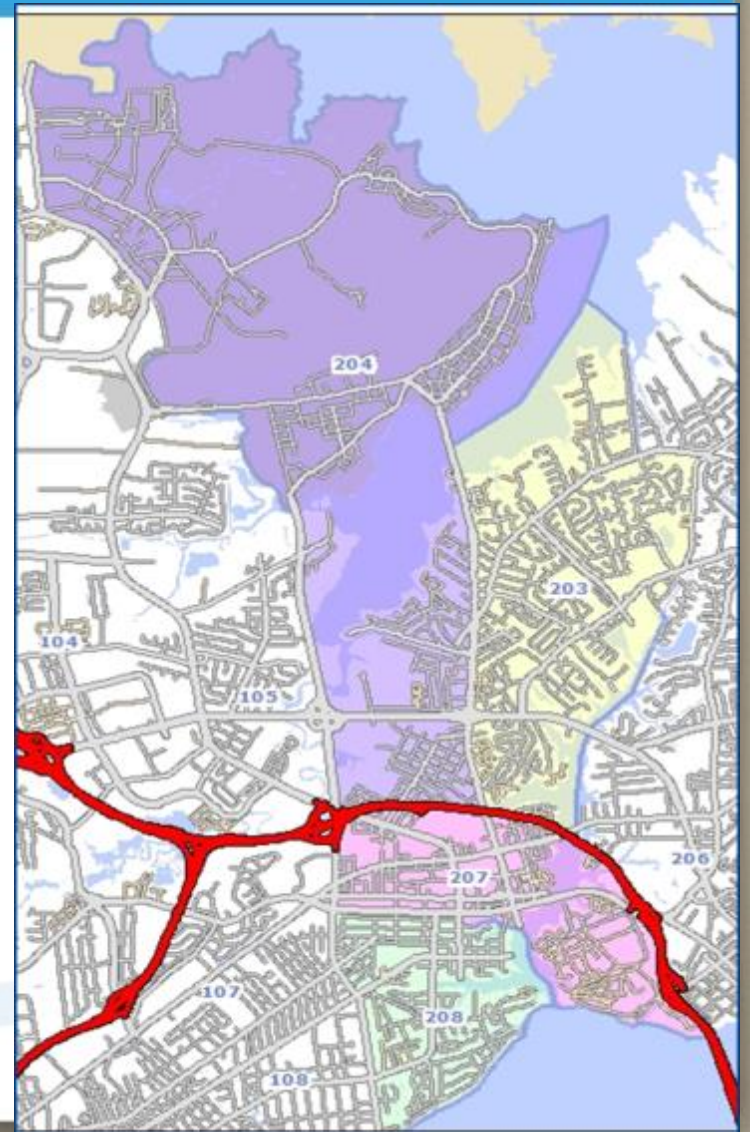
Chesapeake Sector



East Chesapeake



West Chesapeake



East Chesapeake Part 1 Offenses

Jan. 1-Jul. 28, 2015 vs. Jan. 1-Jul. 28, 2016

| Part I Offenses | | | | |
|------------------------------|-----------------|-----------------|-------------|---------------|
| OFFENSE | YTD 2015 | YTD 2016 | DIFF | % DIFF |
| MURDER/NONNEG MANSLAUGHTER | 2 | 2 | 0 | 0.00% |
| FORCIBLE RAPE | 6 | 4 | -2 | -33.33% |
| ROBBERY | 13 | 20 | 7 | 53.85% |
| AGGRAVATED ASSAULT | 15 | 15 | 0 | 0.00% |
| TOTAL VIOLENT CRIME | 36 | 41 | 5 | 13.89% |
| BURGLARY | 79 | 62 | -17 | -21.52% |
| LARCENY | 409 | 407 | -2 | -0.49% |
| MOTOR VEHICLE THEFT | 31 | 28 | -3 | -9.68% |
| TOTAL PROPERTY CRIME | 519 | 497 | -22 | -4.24% |
| TOTAL PART I OFFENSES | 555 | 538 | -17 | -3.06% |

West Chesapeake Part 1 Offenses

Jan. 1-Jul. 28, 2015 vs. Jan. 1-Jul. 28, 2016

| Part I Offenses | | | | |
|------------------------------|-----------------|-----------------|-------------|---------------|
| OFFENSE | YTD 2015 | YTD 2016 | DIFF | % DIFF |
| MURDER/NONNEG MANS LAUGHTER | 1 | 3 | 2 | 200.00% |
| FORCIBLE RAPE | 2 | 4 | 2 | 100.00% |
| ROBBERY | 19 | 27 | 8 | 42.11% |
| AGGRAVATED ASSAULT | 19 | 14 | -5 | -26.32% |
| TOTAL VIOLENT CRIME | 41 | 48 | 7 | 17.07% |
| BURGLARY | 82 | 53 | -29 | -35.37% |
| LARCENY | 388 | 374 | -14 | -3.61% |
| MOTOR VEHICLE THEFT | 36 | 35 | -1 | -2.78% |
| TOTAL PROPERTY CRIME | 506 | 462 | -44 | -8.70% |
| TOTAL PART I OFFENSES | 547 | 510 | -37 | -6.76% |

Safe & Clean

Results:

Criminal Summonses – 539

Total Summonses – 8,568

Parking Violations – 950

Citizen Business Contacts – 3,960

Keep Checks – 10672

DUI's – 168

Field Interview Cards – 10672

Park & Walks - 713

Weapons Violations - 260

TOTAL VIOLATIONS CITED: 11,313

TOTAL ARRESTS: 1,752

HPD Overtime Totals: \$362,213.13

Questions?



PRESIDENT'S TASK FORCE ON 21ST CENTURY POLICING



The President's Task Force on 21st Century Policing Report

- **Pillar 1**: Building Trust & Legitimacy (*Capt. Wideman*)
- **Pillar 2**: Policy & Oversight (*Maj. Archie*)
- **Pillar 3**: Technology & Social Media (*Maj. Brighton*)
- **Pillar 4**: Community Policing & Crime Reduction
(*Maj. Gallop*)
- **Pillar 5**: Training & Education (*Lt. Keller*)
- **Pillar 6**: Officer Wellness & Safety (*Capt. Thornton*)

The President's Task Force on 21st Century Policing Report

Total Overall Recommendations

(as related to police division responsibility)

60 Recommendations

Total # of Recommendations HPD to Improve Upon:

(as related to police division responsibility)

36 Recommendations*

** Action Items fall under each recommendation and may include multiple independent items. If an area of improvement is contained in an Action Item, the overall recommendation is included as an area for improvement*

Pillar 1 – Building Trust & Legitimacy

Capt. Wideman

Overview

“People are more likely to obey the law when they believe that those who are enforcing it have the legitimate authority to tell them what to do...The public confers legitimacy only on those they believe are acting in procedurally just ways.”

9 Recommendations Issued

HPD Improvement Areas: Compliance with All
General Improvement overall for long-term goals



Pillar 1 – Building Trust & Legitimacy

Capt. Wideman

Recommendations

Law enforcement cultures should embrace a guardian mindset to build public trust and legitimacy.

Law enforcement agencies should acknowledge the role of policing in past and present injustice and discrimination and how it is a hurdle to the promotion of community trust.

Law enforcement agencies should establish a culture of transparency and accountability in order to build public trust and legitimacy.

Law enforcement agencies should promote legitimacy internally within the organization by applying the principles of procedural justice.

Law enforcement agencies should proactively promote public trust by initiating positive non enforcement activities to engage communities that typically have high rates of investigative and enforcement involvement with government agencies.

Pillar 1 – Building Trust & Legitimacy

Capt. Wideman

Recommendations

Law enforcement agencies should consider the potential damage to public trust when implementing crime fighting strategies.

Law enforcement agencies should track the level of trust in police by their communities just as they measure changes in crime.

Law enforcement agencies should strive to create a workforce that contains a broad range of diversity including race, gender, language, life experience, and cultural background to improve understanding and effectiveness in dealing with all communities.

Law enforcement agencies should build relationships based on trust with immigrant communities. This is central to overall public safety.

Pillar 1 – Building Trust & Legitimacy

Capt. Wideman

WHAT ARE WE ALREADY DOING

- Guardian vs. Warrior mentality: truly the protect & serve philosophy (law enforcement oath)
- Improve quality of life through long term problem solving
- Treating people with dignity and respect; transparency; practicing procedural justice
- Participation in community events and activities; take the opportunities to have non-enforcement interactions
- Officer support and safety through equipment, social and mental sustenance
- Improve communications, transparency and access to information

Pillar 1 – Building Trust & Legitimacy

Capt. Wideman

WHAT ELSE CAN WE DO?

- Maintain the progress with outreach efforts to the community, public education & awareness programs, and officer training
- Capitalize on HPD's Social Media Branch and continue to expand on the resources to facilitate enhanced community engagement



Pillar 2 – Policy & Oversight

Maj. Archie

Overview

“Citizens have a constitutional right to freedom of expression, including the right to peacefully demonstrate.”

13 Recommendations Issued; 8 Action Items

- 10 Recommendations/Action Items are compliant through current P&P, etc.

HPD Improvement Areas:

- 11 Recommendations/Action Items require SOP/P&P modification and/or revision

Pillar 2 – Policy & Oversight

Maj. Archie

MODIFICATION / REVISION

Recommendation 2.2

Law enforcement agencies should have comprehensive policies on the use of force that include training, investigations, prosecutions, data collection, and information sharing. These policies must be clear, concise, and openly available for public inspection.

Action Item 2.2.2

These policies should also mandate external and independent criminal investigations in cases of police use of force resulting in death, officer-involved shootings resulting in injury or death, or in-custody death

Overview & Current Status

The Hampton Police Division is part of the collaboration between the seven Hampton Roads cities regarding the development of a plan to establish Virginia State Police as the external investigative body. The Virginia Beach Police Department is the lead agency and is currently working on a draft a MOU

Action Plan

It is recommended HPD continue to pursue participation in the regional effort

Pillar 2 – Policy & Oversight

Maj. Archie

Action Item 2.2.4

Policies on use of force should also require agencies to collect, maintain, and report data to the Federal Government on all officer-involved shootings, whether fatal or non-fatal, as well as any in-custody death

Overview & Current Status

The Hampton Police Division maintains comprehensive policies regarding police Use of Force (UoF) to include protocol regarding the training of personnel, investigation of force related incidents, data collection, and information sharing.

Action Plan

It is recommended that the Central Records Unit develop IBR codes to specifically capture officer-involved shootings

Pillar 3 – Technology & Social Media

Maj. Brighton

Overview

“Implementing new technologies can give police departments an opportunity to fully engage and educate communities in a dialogue about their expectations for transparency, accountability, and privacy.”

18 Recommendations Issued

HPD Improvement Areas: 13 Recommendations

Pillar 3 – Technology & Social Media

Maj. Brighton

ACTION PLANS

- Implement smart technology that prevents the tampering or manipulating of evidence.
- Encourage public engagement and collaboration.
- Gain input from all levels of the agency and members of the community to gauge the effectiveness of new technology.
- Adopt new technologies that will better serve people with special needs or disabilities.
- Body Worn Cameras.
- Increase public trust & access through technology-based community engagement.

Pillar 3 – Technology & Social Media

Maj. Brighton

Current Efforts

- Crisis Intervention Training
- Deployment of 240 BWC's
- Local programs for those with special needs and disabilities.
- Designated person to build public trust through various social media platforms.
- The Open Data Project

Pillar 3 – Technology & Social Media

Maj. Brighton

Suggested Actions

- Add civilian(s) to the Technology Review and Policy Committee(s)
- Increase HPD/Private Partnerships with regards to technology
- Implement security features to prevent or identify attempts to manipulate or alter evidence
- Educate the community on the limitations of the BWC's
- Gain community buy-in through the utilization of surveys using social media & Town Hall meetings.

Pillar 3 – Technology & Social Media

Maj. Brighton

Suggested Actions

- Implement a PR campaign to educate public about free or inexpensive Apps
- Bar Coding System
- Replace in-car cameras with units that are capable of remote automated download
- Build a Real-Time Crime Center
- Incorporate an Unmanned Aircraft System (UAS) Program
- Smart Devices
- Unified E911 Center
- Next Gen911

Pillar 4 – Community Policing & Crime Reduction

Maj. Gallop

Overview

“Community policing requires the active building of positive relationships with members of the community.”

7 Recommendations Issued; 24 Action Items

(3 of which are the Federal Government’s responsibility)

HPD Improvement Areas: 8 Recommendations/
Action Items

Pillar 4 – Community Policing & Crime Reduction

Maj. Gallop

Recommendations HPD is Currently Performing:

- Community engagement in managing public safety (4.1)
- Least Harm Resolutions (4.1.1)
- Integration of the Crisis Intervention Team model (4.3.1)
- Protect the dignity of all (4.4)
- Neighborhood Problem Solving (4.5)
- Partnerships with the Juvenile Court, HCS, Human Services, Police, Sheriff, CSB and other community partners (4.6)
- Programs for Youth (4.7)

Pillar 4 – Community Policing & Crime Reduction

Maj. Gallop

Recommendations HPD is Improving Upon:

- Encouraging opportunities for officers, youth & other community members to interact (4.2)



- Development of a Criminal Justice Academy with HCS (4.6.1)

Pillar 4 – Community Policing & Crime Reduction

Maj. Gallop

Recommendations HPD Plans to Implement:

- Comprehensive Study (4.2)
 - Distribution of officers
 - Civilianizing positions
- Realign Units (4.2)
- Multi-disciplinary community team approaches to crisis situations (4.3)
- Juvenile reintegration upon release-pathway for integration (4.6.7)



Pillar 4 – Community Policing & Crime Reduction

Maj. Gallop

Action Item 4.5.3

Law enforcement agencies should establish formal community/citizen advisory committees to assist in developing crime prevention strategies and agency policies as well as provide input on policing issues

Overview & Current Status

- Neighborhood Commission & Citizens' Unity Commission to develop neighborhood strategies
- Civic Communication Board to assist in Crime Prevention
- Ad Hoc Group to analyze problems & propose solutions with the above groups
- Participation provides expertise, builds public support and acceptance

Pillar 4 – Community Policing & Crime Reduction

Maj. Gallop

Action Item 4.5.3 (continued)

Action Plan

- Partner with and Train the Citizens Engagement Advisory Commission (CEAC) on HPD Policies and Operations
 - Extension of Citizens' Unity Commission; advisory body of City Council
 - Reactive resource on issues related to any City department of prominent concern to citizens
 - Critical role; must be perceived by community and the respective City Department as **neutral** as a reactive reviewing body of critical incidents
- The Hampton Police Division is developing a Citizen's Police Advisory Committee (CPAC)
 - Will advise HPD on crime prevention strategies, and agency policies
 - Goal: 12 members representing cross-section of the community

Pillar 5 – Training & Education

Lt. Keller

Overview

“Hiring officers who reflect the community they serve is important not only to external relations but also to increasing understanding within the agency”

13 Recommendations Issued



HPD Improvement Areas: 4 Recommendations

Pillar 5 – Training & Education

Lt. Keller

First 2 Recommendations to Improve

Adult Learner – 5.1

1. Problem Based Learning (PBL)
2. Patrol Training Officer (PTO)

Partnerships with Higher Learning – 5.1, 5.3

1. Procedural Justice
2. 7 Habits of Highly Effective People
3. Hampton University
4. Christopher Newport University
5. St. Leo's University
6. FBI National Academy
7. ECPI

Pillar 5 – Training & Education

Lt. Keller

Last 2 Recommendations to Improve

Understanding Addiction – 5.8

Implicit Bias & Cultural Responsiveness – 5.9

1. Fair & Impartial Policing
2. Hampton University – “Policing the Intersection”
3. Interactions with LGBTQ population, Muslim, Arab, South Asian communities and/or immigrant/non-English speaking groups

Pillar 6 – Officer Wellness & Safety

Capt. Thornton

Overview

“The wellness and safety of law enforcement officers is critical not only to themselves, their colleagues, and their agencies but also to public safety”

8 Recommendations

(5 of which are the Federal Government’s responsibility)

3 HPD Improvement Areas



Pillar 6 – Officer Wellness & Safety

Capt. Thornton

- Recommendation 6.2
 - Law Enforcement agencies should promote safety & wellness at every level of the organization
 - Enhanced partnership with Bon Secours
 - Video Series (Nutrition, 12. hr. LEO exercise)
 - Incentives
 - Quiet Rooms
 - Precision Immobilization Technique
 - Patrol Vehicle
 - Review of new models & safety accessories



Pillar 6 – Officer Wellness & Safety

Capt. Thornton

- Recommendation 6.4

Every Law Enforcement Officers should be provided with individual tactical first aid kits and training, as well as anti-ballistic vests

- TTLS Kits & Training
- AED's (approximately 100)



- Recommendation 6.6

Law Enforcement agencies should adopt policies that require officers to wear seatbelts and anti-ballistic vests and provide training to raise awareness of the consequences of failure to do so

- Suggest ALL uniformed officers wear their issued anti-ballistic vest
- Training
 - “Is Today Your Day” video (2016 Key Training)
 - “Below 100” (Spring 2017)
 - LEOKA (FBI-sponsored training, twice a year)



Conclusion / Questions

