

City of Salem Police 2018 Annual Report



Our Mission and Vision

Mission

The mission of the City of Salem Police Department is to provide the public with the highest quality of service within our community. We shall act with integrity, honor, and respect while providing equal protection under the law.

Vision

We are a well prepared and highly-trained Police Department capable of providing a variety of valuable services, while safeguarding our community. As a Department, we shall hold ourselves accountable to serve the public daily with integrity, respect, and professionalism.

A Note from Chief of Police Michael Crawley

Safe in Salem

On behalf of the men and women of the Salem Police Department, I am pleased to present the 2018 Annual Report. This report aims to provide an annual review of the activities of the Department as it also contains statistical crime data and Division accomplishments.

Due to the increased scrutiny of our profession over the past several years it has caused us to re-examine our goals, policies and procedures to ensure that the best practices are being exercised. In 2018, we came closer to our goal of achieving National Accreditation with our initial on-site assessment through the Commission on Accreditation of Law Enforcement Agencies. During this assessment, members of the public were encouraged to participate in a public hearing which citizens provided valuable feedback to the Department.

Last year saw the implementation of our Crime Reduction Strategies. Through this initiative, the city was divided into four geographical zones of responsibility. Each zone was assigned to a specific Patrol Shift Commander giving them a better sense of ownership in addressing the needs of the community. This policing model is intended to create strong community partnerships as we work together to solve problems related to crime, fear of crime, social and physical disorder.

Like many other agencies across the Commonwealth, we have experienced a significant number of retirements and departures of sworn personnel. As a result, we find ourselves struggling to retain and attract the best talent to serve our community. Salem is a special place and requires a special kind of Officer to wear the uniform. The Department will continue to attract those individuals with a strong moral fiber and a strong sense of community to join its ranks.



Chief of Police

Michael Crawley

Chief Mike Crawley began his law enforcement career serving for more than three years with the Town of Vinton Police Department before joining the Salem Police Department in December 1999 as a Patrol Officer. Chief Crawley was promoted to the rank of Senior Police Officer and transferred to Salem's Detective Division in 2004 where he was assigned to the Special Investigation Unit. In 2006, Crawley was transferred to General Investigator where he rose to the rank of Sergeant in that Division.

He later served as the Services Division Sergeant handling the central supply and support component of the Department. He returned to the Patrol Division in 2014 before being promoted to the rank of Deputy Chief. He was named Salem's Department Chief on February 1, 2016,

A Roanoke City native, Chief Crawley graduated from Patrick Henry High School in 1991 and later attended Virginia Western Community College. He earned his Bachelor's degree from Bluefield College where he majored in Management and recently graduated from the F.B.I. National Academy Class #271.



Deputy Chief of Police Derek Weeks

Deputy Chief Derek Weeks began his career in law enforcement by serving four years in Roanoke with the City's Sheriff's Office. In 2001, he joined the Salem Police Department as a Patrol Officer and later transferred to Salem's Detective Division in 2006. Major Weeks was elected Officer of the Year by his departmental peers in 2007.

In 2009, he was promoted to the rank of Sergeant and he served in that capacity in the Patrol, Services, and Forensics Divisions of the Salem PD. During that period, Weeks graduated from the 81st Session of the Virginia Forensic Science Academy. In 2015, he was promoted to the rank Lieutenant and since then has served in both the Patrol and Detective Divisions.

Weeks graduated from Glenvar High School in 1992 and from Radford University in 1996 and the Professional Executive Leadership School (PELS) in 2018. He resides in Salem with his wife and two children. Like Crawley, he assumed his current post on February 1, 2016.



Administrative Services

Captain

Todd Clayton

Captain Todd Clayton began his career in law enforcement as a Deputy Sheriff in Pulaski County before joining the Salem Police Department in 1998 as a Patrol Officer.

During his career with the Salem Police Department, Captain Clayton has served through the years as a Patrol Officer, Detective, Sergeant in the Services and Patrol Divisions before being promoted to Lieutenant then Captain of Administration.

Captain Clayton is a graduate of the F.B.I. National Academy 252th session as well as a graduate of the Virginia Forensics Academy and completed TEEX Enhanced All Hazards/Incident Management/Unified Command at Texas A&M University.

Clayton is a graduate of Eastern Kentucky University where he earned a Bachelor of Sciences degree in Police Administration.

Clayton is currently married and has 3 children.



City of Salem “Love Sign”

The City of Salem unveiled its LOVE art at Library Square in 2018 as part of the Virginia tourism initiative. The massive 2500-pound sign, that is 7 feet tall and nearly 17 feet long, is unique from other LOVE signs around the Commonwealth in that it is completely mobile.

The sign's letters are made of steel and the five-foot wide base is aluminum. The peace sign was incorporated into the letter “O” of the sign because the word Salem is derived from the Hebrew word Shalom, which means Peace, Wholeness, Harmony and Tranquility.

Salem City Employees at the Street Department played a major role in the construction of the sign as they helped with the design, fabrication, welding, grinding and lettering. The talents of workers at B&M Sheet Metal in Roanoke, Sun Solutions in Vinton and R.C. Restorations in Salem also played major roles in developing the final product. In particular, R.C. Restoration donated the labor to paint the structure. This company did the same thing when it clear coated the 9/11 Memorial that is located at Fire Station One.

Population Served

Size

14.31

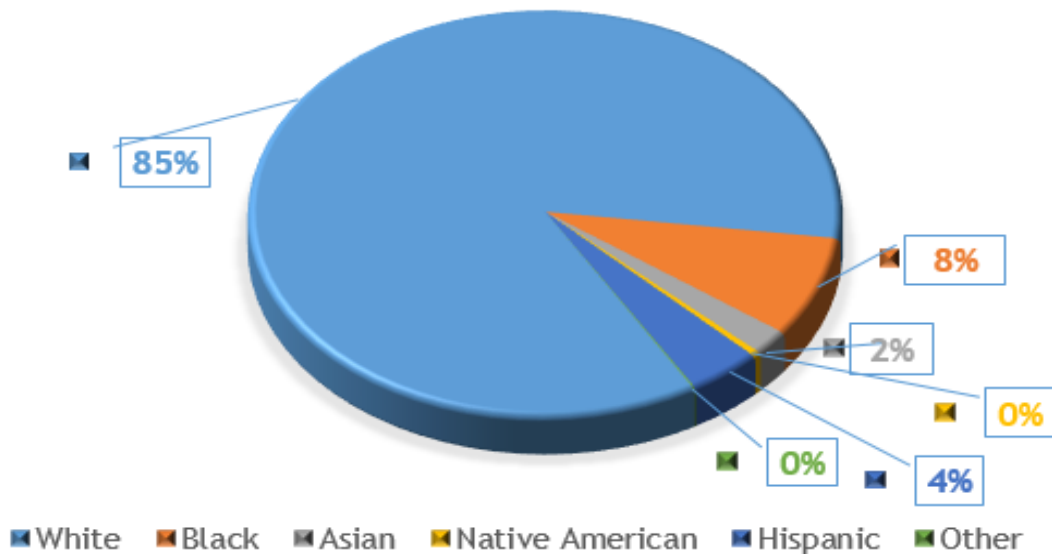
Square Miles

Population

24,802

(2010 Census)

CITY POPULATION- RACE DEMOGRAPHICS



Males

Females

11,656

13,146

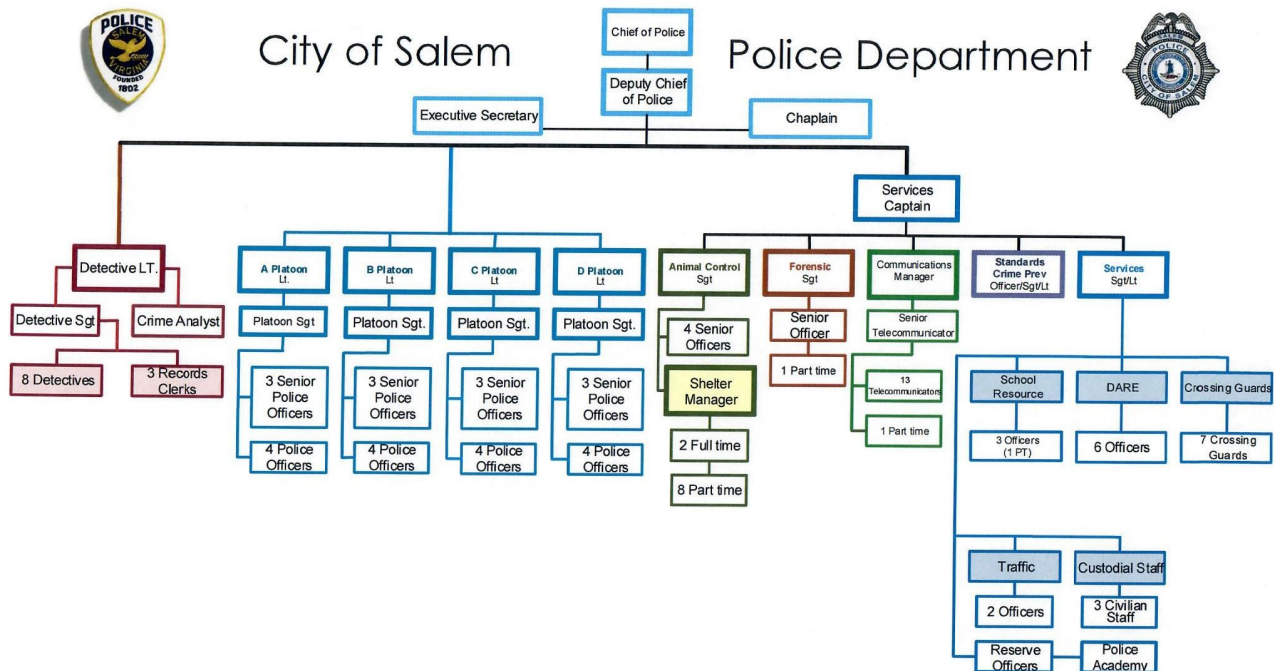
47%

53%

Median Household Income

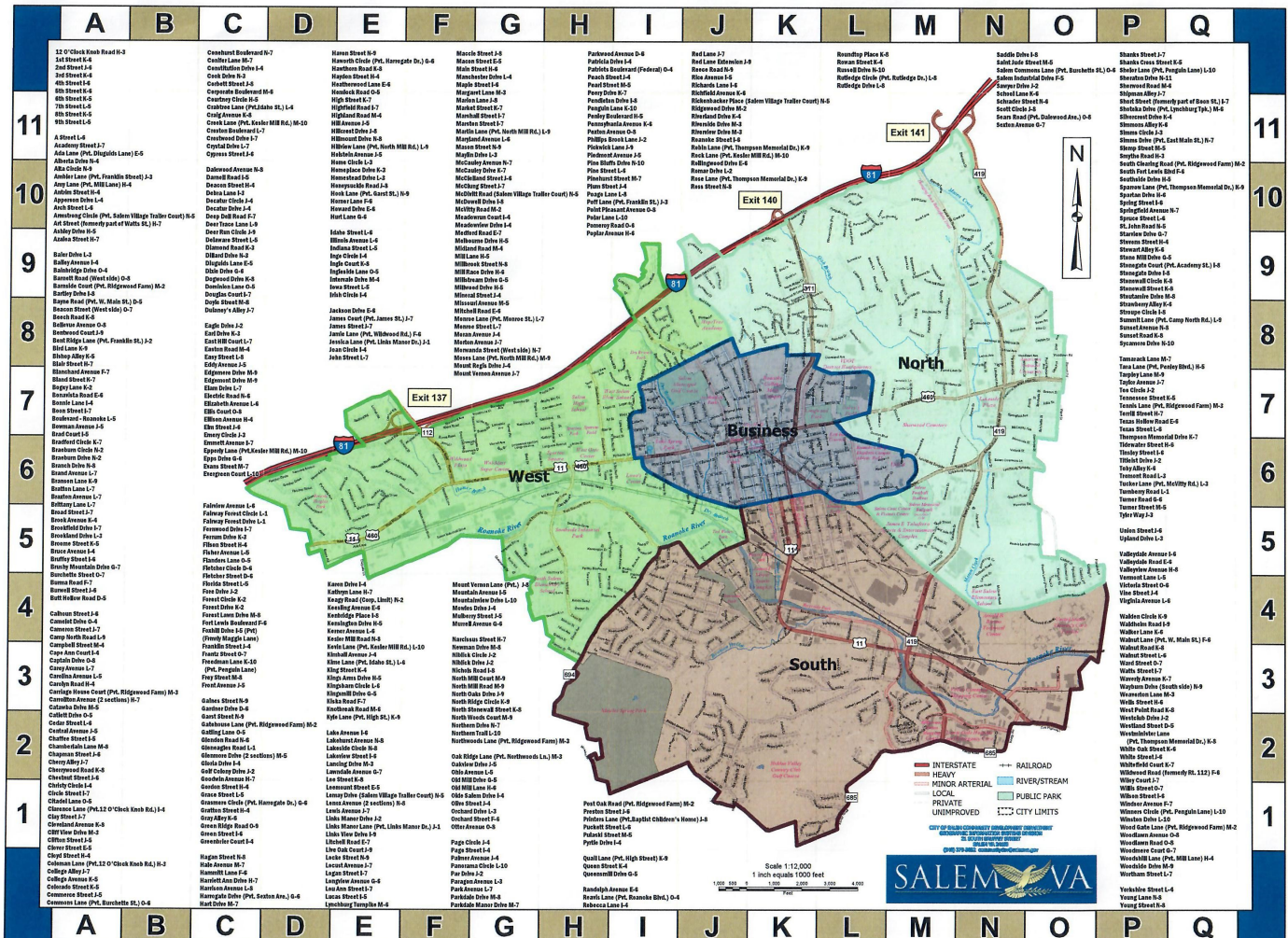
\$53,990

Organizational Chart



Rev: 11/27/2018

Patrol Zones



West Zone– Lt. Early
North Zone– Lt. Slusser
South Zone– Lt. J. Shelor
Business Zone (Downtown)- Lt. M. Mills

DEPARTMENT DEMOGRAPHICS

Salem Police Department Composition

Department strength (sworn)	2016	2017	2018
Authorized Strength	65	65	67
Actual Strength	63	63	62

2018 Department Composition by Race/ Sex

Race	Department Population	Percent-age 2018	Percent-age 2017
White Males	50	80.6	87.5
White Females	4	6.4	3.13
Black Males	6	9.6	7.81
Black Females	0	0	0
Hispanic Males	1	1.6	1.56
Hispanic Females	0	0	0
Asian Males	1	1.6	0
Asian Females	0	0	0
Totals	62	100	100

In 2018, the Salem Police Department employed 62 sworn personnel, 43 non-sworn personnel with a total of 105.

Division

PATROL:

The Salem Police Department employed 33 sworn patrol officers in 2018. Over the 2018 year, patrol officers drove a total of 675,303 miles.

DETECTIVES:

In 2018, the staff of 9 detectives worked 599 case files during that year.

TELECOMMUNICATIONS:

There were 15 full-time Telecommunicators in our Department.

Dispatch took a total of 39,238 calls for service in 2018.

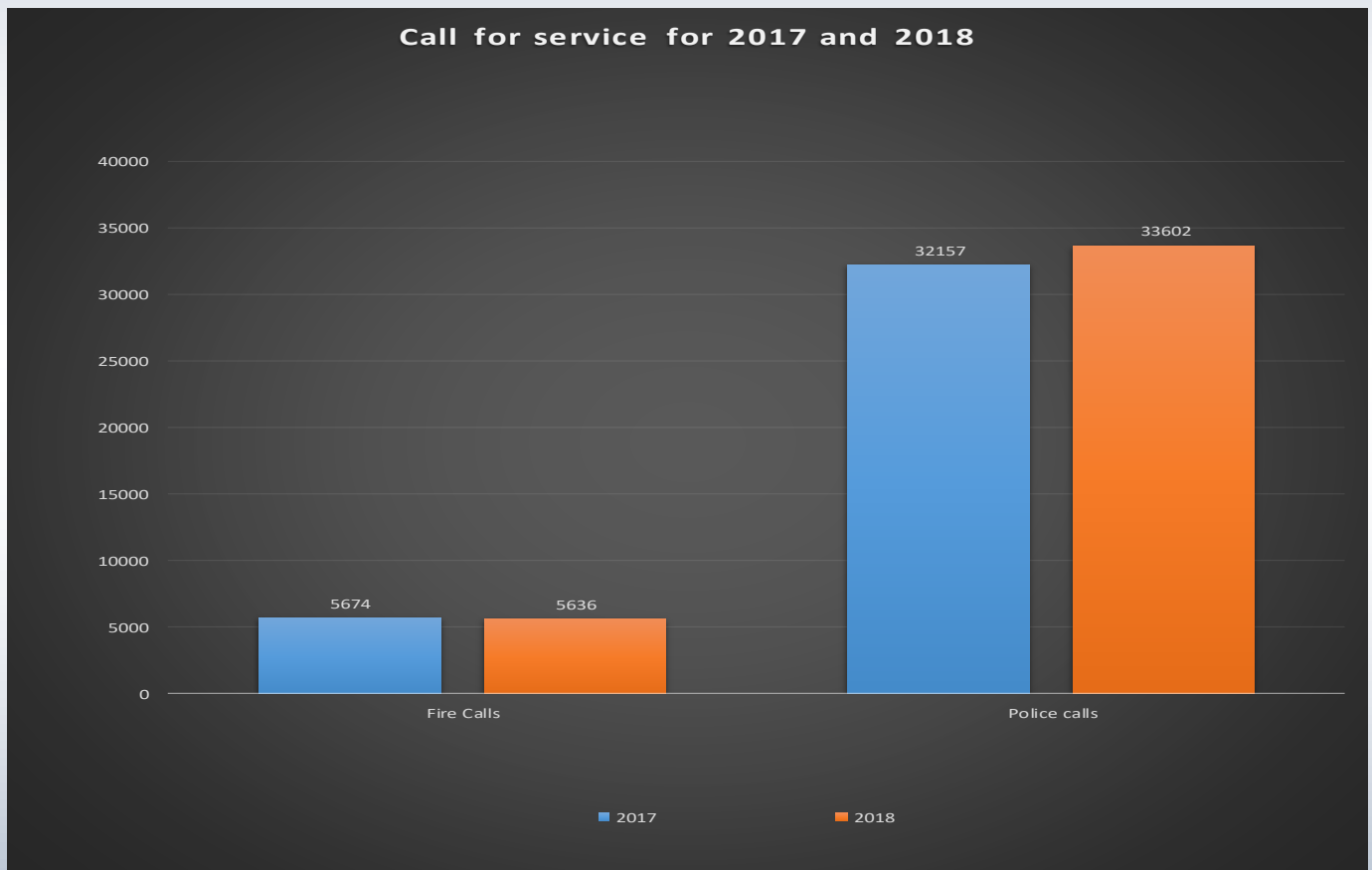
33,602 were Police related calls, and 5,636 were Fire Department/Rescue related

SALEM
POLICE

SALEM 911

Calls for Service

Police Calls	Total Call Count
33,602	39,238



Patrol Division



Animal Control

2018 Annual Report

Species	On Hand: 1/1/19	Stray	Seized	Bite Case Quarantine	Surrendered by Owner	Other	Total
Dogs	17	216	4	25	106	19	387
Cats	18	238	0	20	230	15	521
Other Companion Animals	0	2	0	0	12	0	14
Hybrid Canines	0	0	0	0	0	0	0
Equine	0	0	0	0	0	0	0
Livestock	0	1	0	0	0	0	1
Poultry	0	0	0	0	0	0	0
Total	35	457	4	45	348	34	923



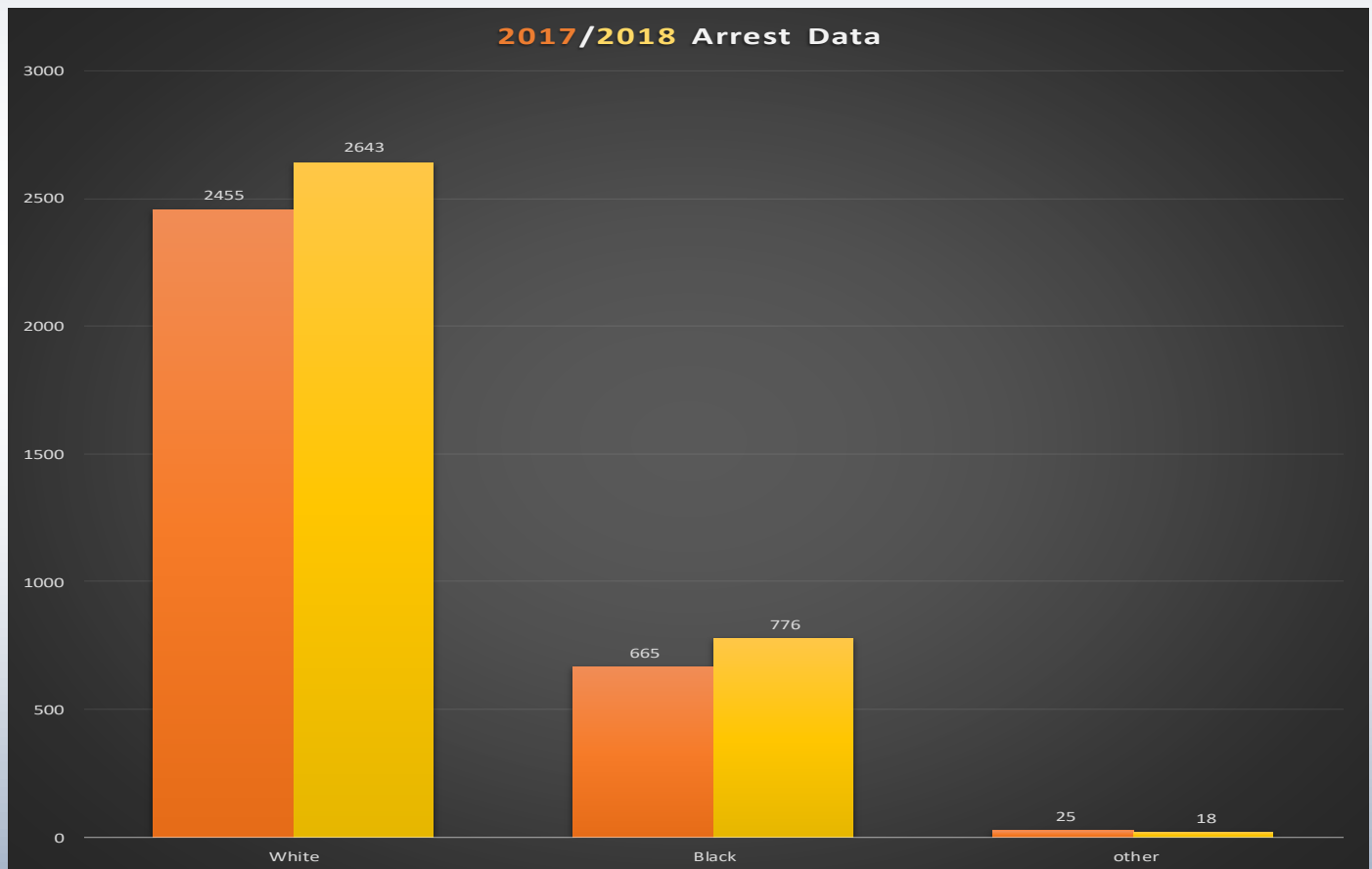
2018 YEARLY OVERVIEW AND 2017 COMPARISON.

VIOLENT CRIMES	2017	2018	Change +/-	% Change
Arson	1	2	+1	50%
ASSAULT OFFENSES:				
Aggravated Assault	9	6	-3	-50%
Simple Assault	127	96	-31	-32%
Domestic Assault	140	143	+3	+2%
Assault on Police Officer	12	9	-3	-33%
Total Assault Offenses	288	254	-34	-13%
Homicide	0	1	+1	100%
Abduction	5	8	+3	+37%
Prostitution	1	0	-1	*
Robbery	8	7	0	*
Sex Offenses (Forcible)	5	9	+4	+44%
PROPERTY CRIMES	2017	2018	Change +/-	% Change
Bribery	0	0	0	*
BURGLARY OFFENSES:				
Burglary (Non-Residential)	11	5	-6	-120%
Burglary (Residential)	32	22	-10	-50%
Total Burglary Offenses	43	27	-16	-59%
Counterfeiting/Forgery	24	45	+21	+47%
Property Damage	139	136	-3	-2%
NARCOTICS OFFENSES:				
Narcotics Violation	296	345	+49	+14%
Narcotics Paraphernalia	15	5	-10	-200%
Total Narcotics Offenses	311	400	+39	+10%
Embezzlement	13	15	+2	+13%
Extortion	0	0	0	*
Fraud Offenses	68	104	+36	+34%
Gambling Offenses	0	0	0	*
LARCENY OFFENSES:				
Shoplifting	132	125	-5	-4%
Larceny from a Building	172	112	-60	-53%
Larceny from a Vehicle	66	88	+22	+25%
All Other Larcenies	128	118	-10	-8%
Total Larceny Offenses	498	444	-54	-12%
Vehicle Theft	43	27	-16	-59%
Pornography	5	7	+1	+14%
Stolen Property	10	4	-6	-40%
Weapons Violations	26	60	+34	+57%

Arrestee Demographics

In 2018, we had a total number of 3,437 arrestees. Below is a breakdown of the demographics of those arrested.

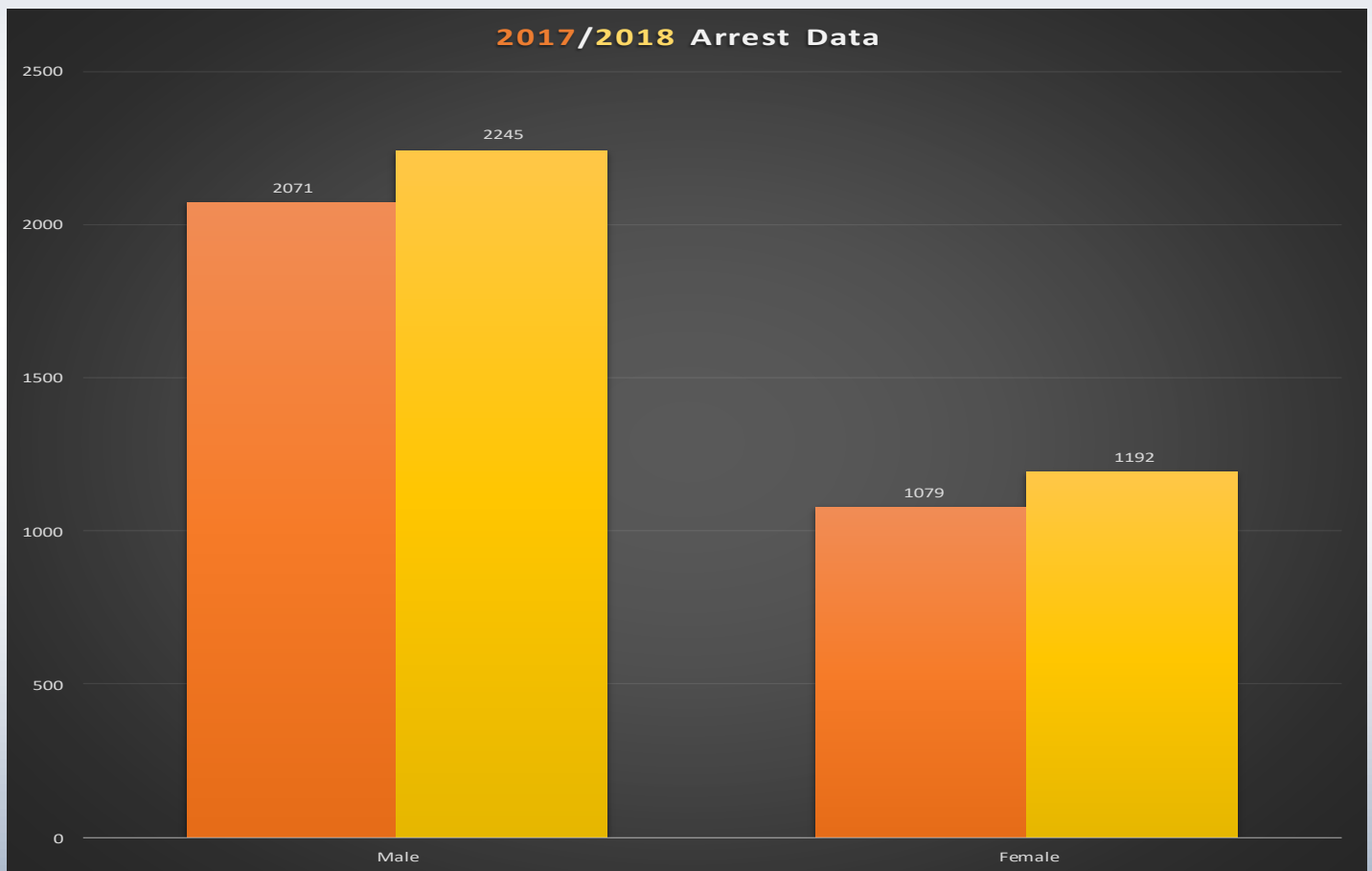
2017 and 2018 Arrests by race.



Arrestee Demographics

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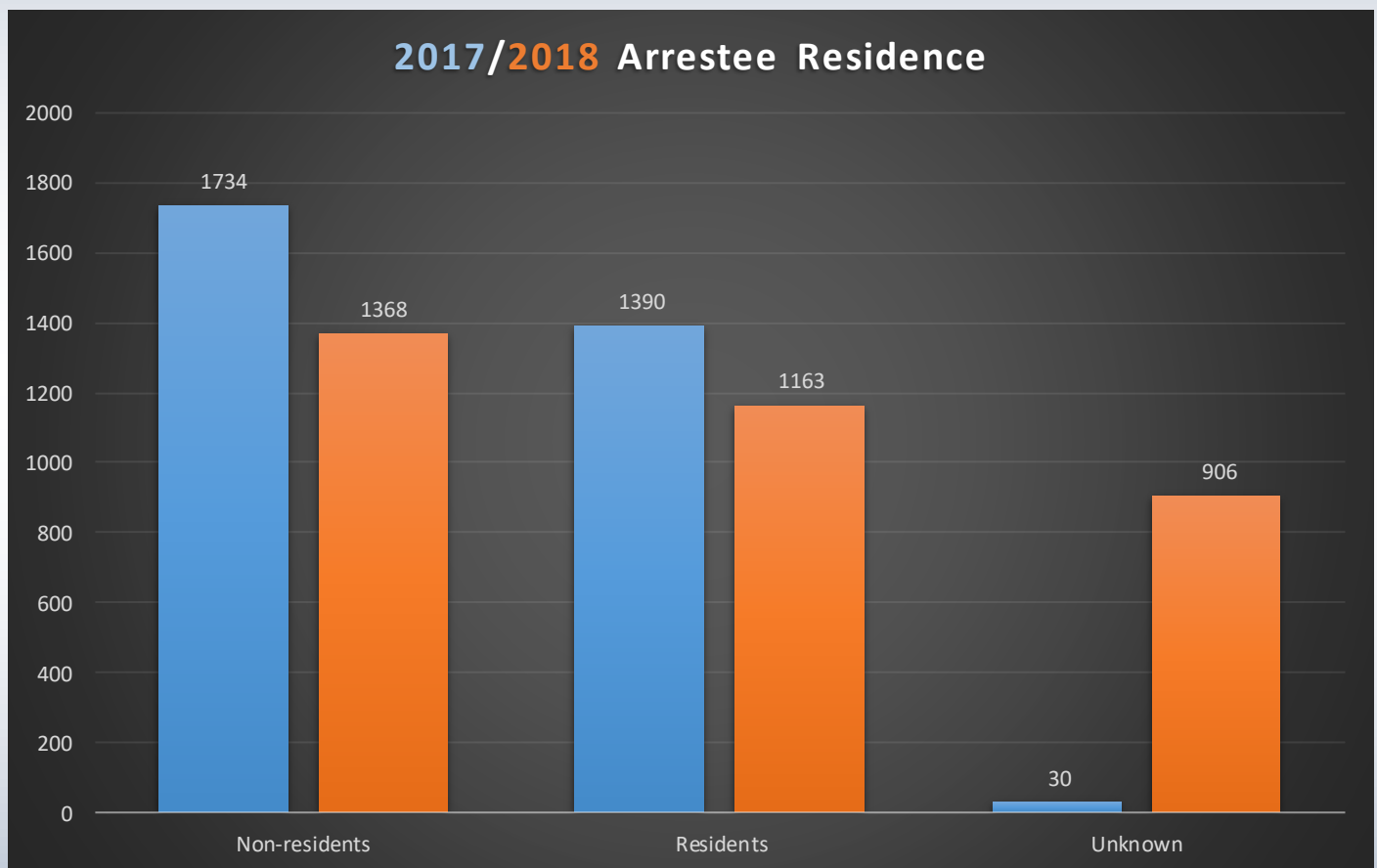
2017 and 2018 Arrests by sex.



Arrestee Demographics

In 2018, we had a total number of 3,437 arrestees. Below is a breakdown of the demographics of those arrested.

1,368 were non-residents, 1,163 were residents and 906 were unknown.



Assault on Law Enforcement Officers

There were 9 assaults on Salem Police Officers in 2018.

Use of Force v. Number of Arrests

Use of Force against an arrestee: 10

Number of Arrests: 3,437

Vehicle Pursuits v. Total Vehicle Stops.

CALL TYPE	COUNT
VEHICLE PURSUITS	4
VEHICLE STOPS	10,557
Percentage of Pursuits v. Traffic Stops	0.04%



Total Traffic Crashes

Year	2018
Traffic crashes on Public Streets	904
Traffic crashes on Private Property	180
Total	1,084



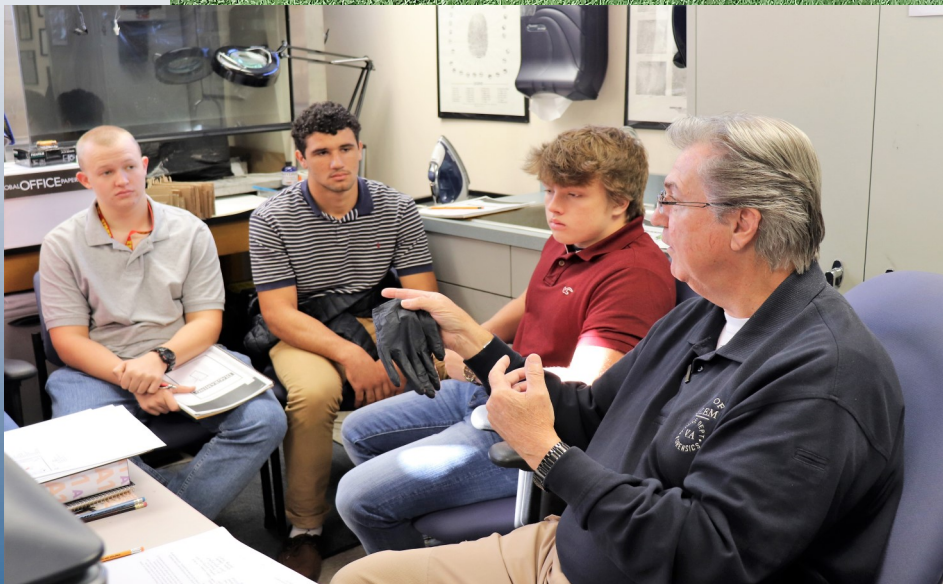
Citizen Complaints

Disposition	2018
Founded	1
Unfounded	3
Not Sustained	1

Concealed Weapons Permits

**399 permits
were processed
in 2018**





Mental Health Related ECO/TDO

CALL TYPE	Count
ECO/TDO	465
Suicide Threats	123
TOTAL	588

PERSONNEL TIME SPENT ON ECOs/TDOs		
	ECO	TDO
Total Time On Call-	150.35 hours	306.13 hours
Average Time On Call-	1:55.03 hours	1:21.42 hours

Evidence/Forensic Division

Total evidence items submitted in 2018.	2,223
Total items submitted to Lab.	590
Total number of weapons* submitted.	110

* Weapons includes knives, guns, brass knuckles, axes etc.



Calls for Service involving Firearms.

	2017	2018	2019*
Involved in a crime	22	64	19
Safekeeping	10	6	0
Reported stolen	81	23	2
Recovered stolen	16	4	1
Total Firearms	129	97	22

* 2019– from January 1 2019– February 11 2019

8 Audits were completed of our Evidence/
Property Room in 2018.

Evidence/Forensic Division

Forensic analysis of electronic devices.

Total items	53
Number of hours	158 hours

Items include cellphones, tablets, thumb drives, media storage devices and CDR vehicle downloads.



Retirements



Lt. Mike Hodges



Lt. Mike Brightwell

Retirements



Senior Animal Control Officer
Chris Dillman



Senior Telecommunicator Vanessa Goad

Promotions



Sgt. Weddle



Sgt. Swain



Lt. J. Shelor



Sgt. Malek



Lt. Early



Sgt. Miller, Sgt. Cheyney Lt. Slusser

Officer of the Year for 2018



SENIOR OFFICER JOE HOLDER IS OFFICER OF THE YEAR

The Salem Police Department's Officer of the Year for 2018 is known for his ability to stay calm and maintain order even when everything around him is in a chaotic state.

Joe Holder, a Senior Police Officer from Roxboro, North Carolina, found himself in the middle of two very different life or death situations in 2018. His professional, focused and clear-headed responses to both instances led his fellow officers in Salem to select him for this annual honor.

"I try to hold myself and my peers to a higher standard each day," says Holder. "I have a very difficult time accepting compliments and commendations, so I have a hard time believing that I deserve this honor for what I did."

The 26-year-old is in his fourth year of service with the Salem Police Department. He arrived in town after serving his country for four years in the United States Marine Corps. Holder joined the Marines shortly after graduating from Danville's Westover Christian Academy.

"We see good people at their worst moment and often the stuff we see is enough to make you want to go home and not come back," he says. "But this is why we need people who have the fortitude necessary to stick it out and respond to these serious calls that we have each and every day."

"When you can show up at the scene, assess people and know what can set someone off or calm them down, it is critical," says Holder. "We have a lot of boxes to check and often they have to be checked in a few seconds, so having a goal-oriented mindset and staying on an even keel is what gets the officers and other people out of these instances alive."

Holder will be formally honored by the Salem-Roanoke County Chamber of Commerce.

Telecommunicator of the Year for 2018



CHARLY JONES IS NAMED SALEM'S 911 TELECOMMUNICATOR OF THE YEAR FOR 2018

The recipient of the Salem Police Department's Telecommunicator of the Year Award is a veteran employee who takes pride in leading by example. Charly Jones was voted this honor by her fellow 911 communicators for her outstanding contributions to the department in 2018.

"I try to stay positive and I know that this department cannot run properly unless you have a cohesive team and an atmosphere of helping one another," says Jones. "We are constantly trying to build each other up to create a stronger dispatch center that ultimately benefits the citizens."

Jones was recently promoted to Senior Communicator in the 911 Center and she says working in emergency services, where you are often helping people when they need assistance the most, has always been her professional goal.

Jones is a 2002 Salem High School graduate who worked with the Vinton Volunteer Rescue Squad as an EMT before joining the Salem Police Department in 2010.

"You have to learn how to compartmentalize your day because it can be detrimental to your family, if you take it home," she says. "The outcomes may not always be what we want when we receive a 911 call, but we do our best to help others and make our community a better place."

Department Accomplishments

H.E.A.T. Award Winner

Chief Crawley and Detective Adkins display the individual award for 2018.



V.A.C.P. Traffic Safety Award

Chief Crawley is presented with the 2nd place award for traffic, bicycle and pedestrian safety.



University of Virginia's National Criminal Justice Command College (NCJCC).

Lt. Slusser receives his diploma from the staff at the University of Virginia.



School Resource Officer's

All of the schools in the City of Salem have a D.A.R.E officer or School Resource Officer assigned to them.



Community/Department Events

These are some of the events that we host and/or participate in throughout 2018.

DARE Picnic: The Salem Police hosts all Salem School's 5th graders. The picnic is held yearly at Longwood Park.



9/11 Memorial Stair Climb: Employees participate in the memorial stair climb each year to honor the firefighters that lost their lives in the NYC Towers in 2001. The event is held in downtown Roanoke at the Wells Fargo Tower.

Touch a Truck— An annual event sponsored by Roanoke County Parks and Rec. The event is held at Green Hill Park and allows children to climb in a Police car and see what the Officers use during their shift.



Community/Department Events

These are some of the events that we host and/or participate in throughout 2018



Salem Fair: The Salem Fair is the largest open gate fair in the state and has been recognized as one of the Top 100 Fairs and expositions in the nation. Yearly over all attendance of the fair has been estimated at over 350,000 people.



Salem Red Sox: The Salem Red Sox are a Minor League Baseball team in Salem, Virginia. The team, known from 1995 through 2008 as the Salem Avalanche, was previously affiliated with the Houston Astros from 2003 to 2008 and the Colorado Rockies from 1995 to 2002. Prior to 1995, the franchise played under several different names and affiliations. The Red Sox play home games at Haley Toyota Field at Salem Memorial Ballpark, a 6,300 seat facility opened in 1995 that hosted the Carolina/California League All Star Game in 2006.

Community/Department Events



Other Notable Events:

- **TRIAD:** (Reducing Crimes Against The Elderly) Shred events and other safety related events held at various times throughout the year.
- **C.I.A.A Bowl Game:** A semi-final football game featuring H.B.C.U. Teams.
- **Drug Take back:** A partnership with the D.E.A to safely remove unwanted medication from homes.
- **Santa in the Classroom:** Held annually for Department employee's and their families.
- **Christmas Tree Lighting & Parade:** Held the first Friday of December.



National Night Out

Officer of the Year
Cody Keen throws out
the first pitch at
National Night Out
held at Salem
Memorial Stadium in
August.

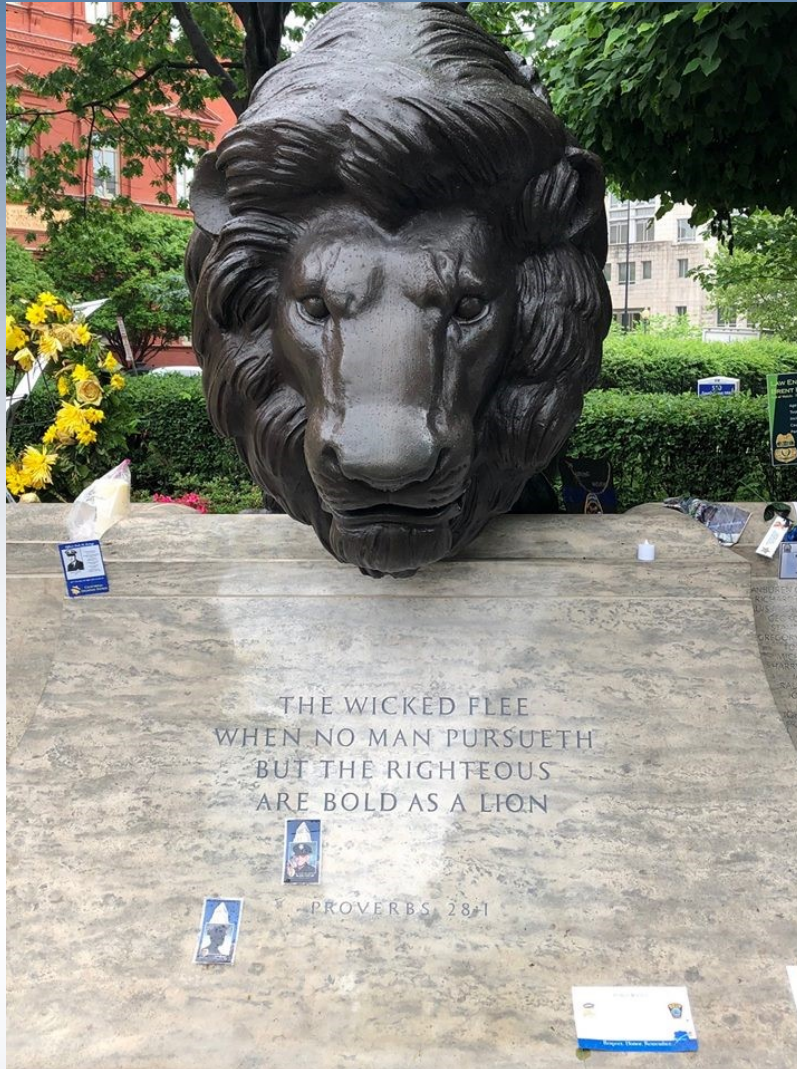


Honoring our Retiree's

Every December the Department holds their annual retiree breakfast to honor those that laid the groundwork for the Department and set the standard of professionalism that the citizens of Salem have experienced. We are honored those retiree's continue to share their memories and experiences with our new Officers.



Fallen Officers



Patrolman Russell McCurry

E.O.W. February 29, 1976

Patrolman William Howard Thompson

E.O.W. April 5, 1970

Patrolman Harry Willard Darnall

E.O.W. December 3, 1923

