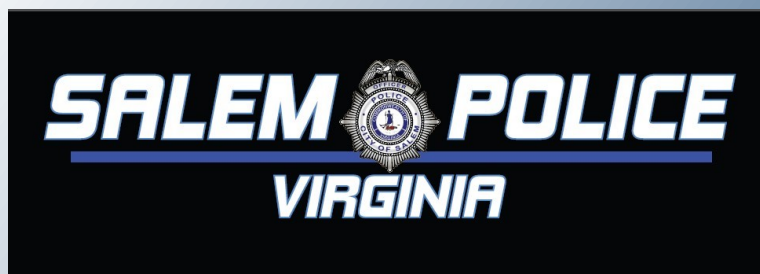


City of Salem Police Department 2019 Annual Report



Table of Contents.

Mission Statement	Page 3
Office of the Chief of Police	Page 4-7
Command Staff	Page 8
Accreditation	Page 9
Retirements and Promotions	Page 10-11
New Officers	Page 12
Department Demographics	Page 13-14
Patrol Division	Page 15-20
Detective Division	Page 20
Services Division	Page 21-23
Forensic Division	Page 24
Animal Shelter and Animal Control	Page 25
911 Center	Page 26-27
Arrest Information	Page 28-30
Department Accomplishments	Page 31-33
Community Events	Page 34-38
Retiree Appreciation	Page 39
Fallen Officers	Page 40



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 2019 Annual Report. This report aims to provide an annual review of the activities of the Department and it also contains statistical crime data and Division accomplishments.

For the last several years we have re-examined our goals, policies and procedures to ensure that the best practices are being exercised. In May of 2019, we achieved National Accreditation and received our award from the Commission on Accreditation of Law Enforcement Agencies (C.A.L.E.A.). I am proud to announce that we join an elite group of Law Enforcement Agencies throughout the United States, Canada, and Mexico that have completed the “Gold Standard” in national accreditation.

I consider the City of Salem a premier community in which to live, raise a family and work. Salem is second to none. With that being said, we still encounter the same negative social issues that hamper cities across the country. This is my official call for all members of the community to band together to take on the *quality of life* issues such as homelessness, mental illness, and drug addiction that are affecting the City of Salem and it will take each of us to make a difference.

To accomplish our mission, we are actively recruiting noble men and women who are serious about giving back to their community, making a difference and serving among Salem’s finest. It is important to our Officers to truly care about our community and to understand what it means to serve unselfishly and to serve with pride.

It is truly an honor to serve the citizens of the City of Salem. I look forward to another positive year in the Department and in the City.

Sincerely,



Mike Crawley
Chief of Police



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 a graduate from the prestigious 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 TEEEX 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 married and has 3 children.

Command Staff

Department Commanders



Lt. Michael Mills



Lt. Mike Early



Lt. Joshua Shelor



Lt. Scott Haston



Lt. Sean Slusser



Lt. Daniel Crouse



On May 4, 2019, the Salem Police Department was officially accredited by the Commission on Accreditation for Law Enforcement (CALEA) in Huntsville, AL. In order to receive this national accreditation the department had to demonstrate compliance with over 180 CALEA standards.

By participating in the CALEA process, we believe we have improved the quality of the services provided to our community, according to Chief Mike Crawley. Also with accreditation comes higher level of scrutiny and accountability not only to ourselves but to the citizens we serve.

Sergeant Todd Cheyney serves as the Accreditation Manager for the Salem Police Department. Chief Crawley states CALEA is considered the “Gold Standard for public safety” and Sgt. Cheyney has done a great job in helping the department achieve this goal. The department will move into CALEA’s four year Accreditation cycle that includes four annual remote, web based file reviews and a site based assessment in the fourth year.



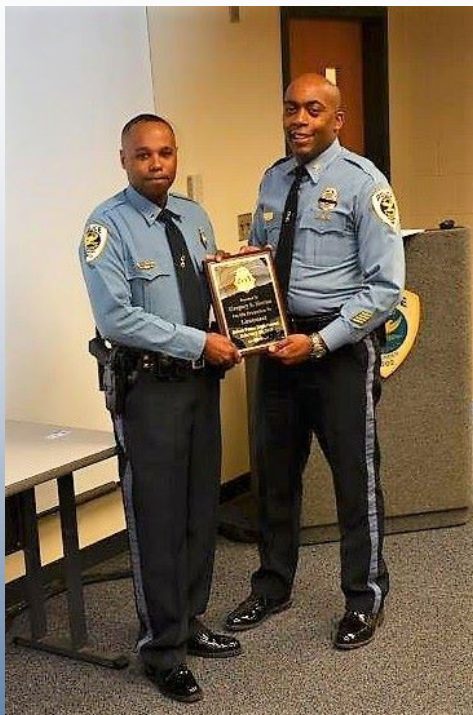
Retirements

Senior Police Officer David “DD” Wood retires after 27 years and 6 months of service with the Department.



Promotions

Sergeant Scott Haston was promoted to Lieutenant in charge of Services and Senior Police Officer Brian Stump was promoted to Sergeant in charge of Animal Control.



Lt. Scott Haston

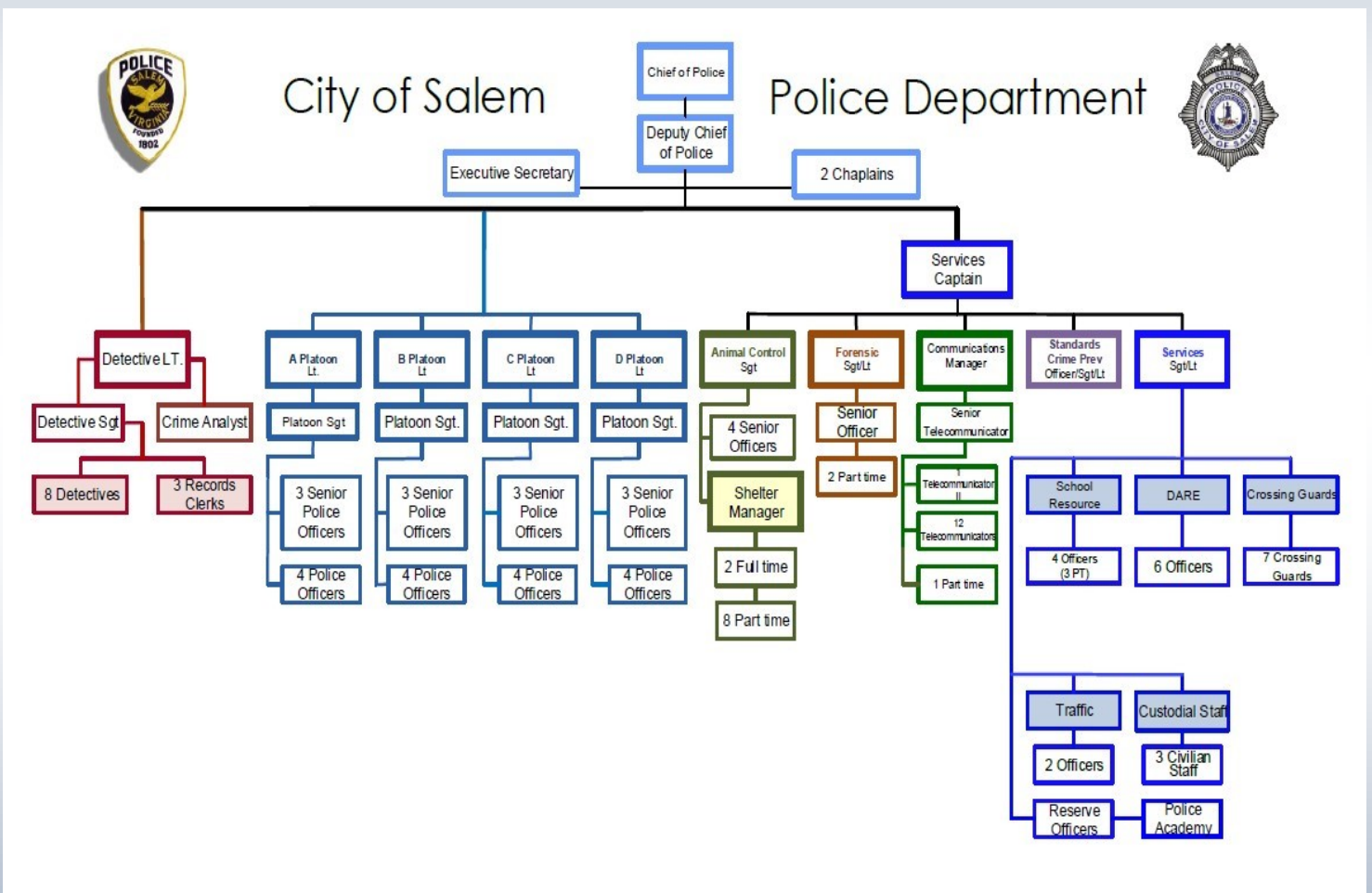


Sgt. Brian Stump

New Officers



Organizational Chart



DEPARTMENT DEMOGRAPHICS

Salem Police Department Composition

Department strength (sworn)	2016	2017	2018	2019*
Authorized Strength	65	65	67	72
Actual Strength	63	63	62	71

2019 Department Composition by Race/ Sex

Race	Department Population 2019	Percentage 2017	Percentage 2018	Percentage 2019
White Males	53	87.5	80.6	74.6
White Females	6	3.13	6.4	8.4
Black Males	8	7.81	9.6	11.3
Black Females	0	0	0	0
Hispanic Males	2	1.56	1.6	2.8
Hispanic Females	0	0	0	0
Asian Males	2	0	1.6	2.8
Asian Females	0	0	0	0
Totals	71	100	100	100

*In 2019, the Salem Police Department employed 71 sworn full time and part time personnel, 43 non-sworn personnel with a total of 114.

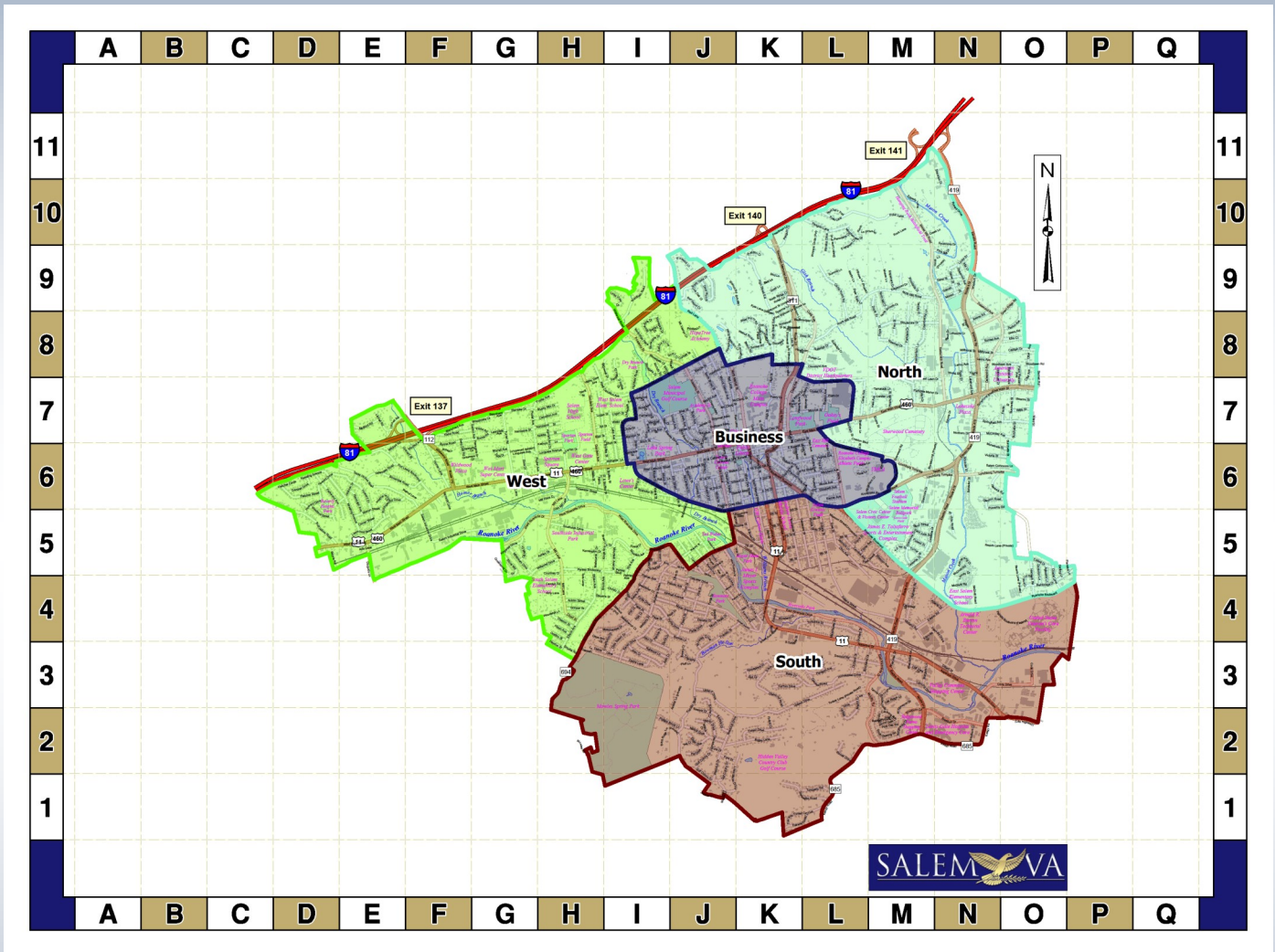
Divisions

Patrol Division

The Patrol Division consists of 54 sworn Patrol Officers. Over the 2019 year, our Patrol Division drove a total of 675,303 miles.



Patrol Zones

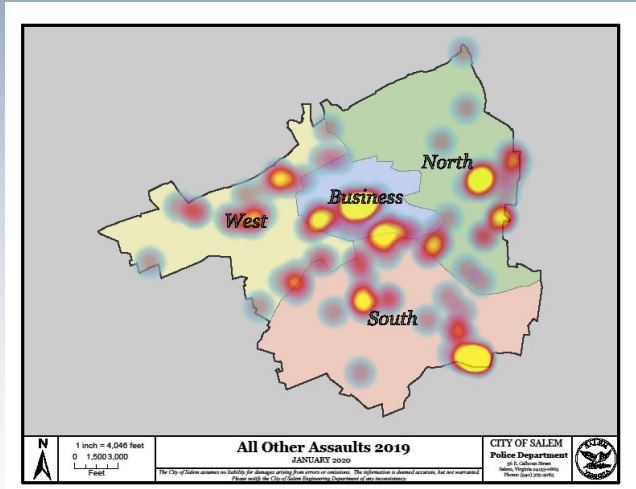


West Zone– Lt. Early
North Zone– Lt. Slusser
South Zone– Lt. J. Shelor
Business Zone (Downtown)- Lt. M. Mills

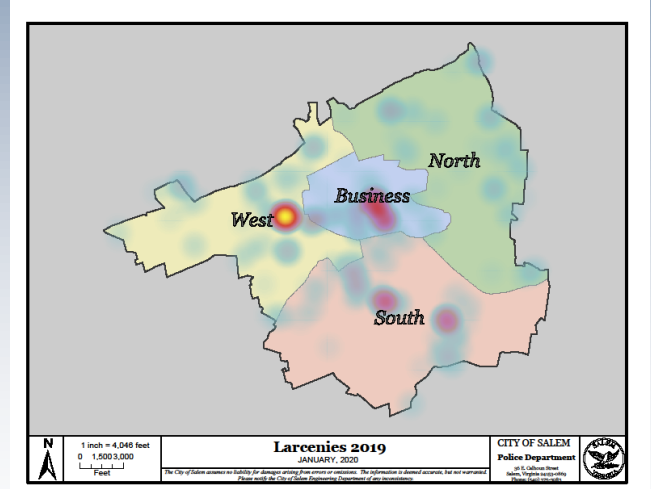
2018 & 2019 Overview and Comparison

VIOLENT CRIMES	2018	2019	Change +/-	% Change
Arson	2	1	-1	-50%
ASSAULT OFFENSES:				
Aggravated Assault	6	8	+2	+33%
Simple Assault	96	85	-11	-11%
Domestic Assault	143	102	-41	-29%
Assault on Police Officer	9	7	-2	-22%
<i>Total Assault Offenses</i>	254	202	52	-21%
Homicide	1	0	-1	*
Abduction	8	3	-5	-63%
Prostitution	0	0	0	*
Robbery	7	4	-3	-43%
Sex Offenses (Forcible)	9	9	0	0%
PROPERTY CRIMES	2018	2019	Change +/-	% Change
Bribery	0	0	0	*
BURGLARY OFFENSES:				
Burglary (Non-Residential)	22	24	+2	+9%
Burglary (Residential)	22	16	-6	-27%
<i>Total Burglary Offenses</i>	44	40	-4	-9%
Counterfeiting	45	10	-35	-78%
Property Damage	136	127	-9	-7%
NARCOTICS OFFENSES:				
Narcotics Violation	345	243	-102	-30%
Narcotics Paraphernalia	5	12	+7	+140%
<i>Total Narcotics Offenses</i>	350	255	-95	-27%
Embezzlement	15	30	+15	+100%
Extortion	0	1	+1	+100%
Fraud Offenses	104	130	+26	+25%
Gambling Offenses	0	0	0	*
LARCENY OFFENSES:				
Shoplifting	125	149	+24	+19%
Larceny from a Building	112	119	+7	+6%
Larceny from a Vehicle	88	48	-40	-45%
All Other Larcenies	118	124	+6	+5%
<i>Total Larceny Offenses</i>	443	440	-3	<1%
Vehicle Theft	27	19	-8	-30%
Pornography	7	3	-4	-57%
Stolen Property	4	5	+1	+25%
Weapons Violations	60	15	-45	-75%

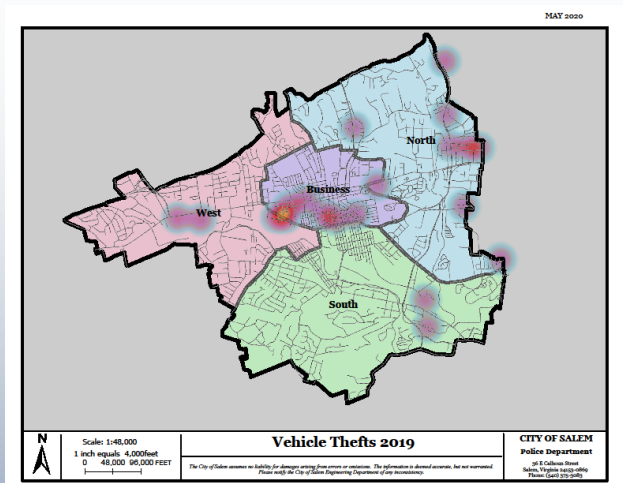
Crime Mapping by Patrol District



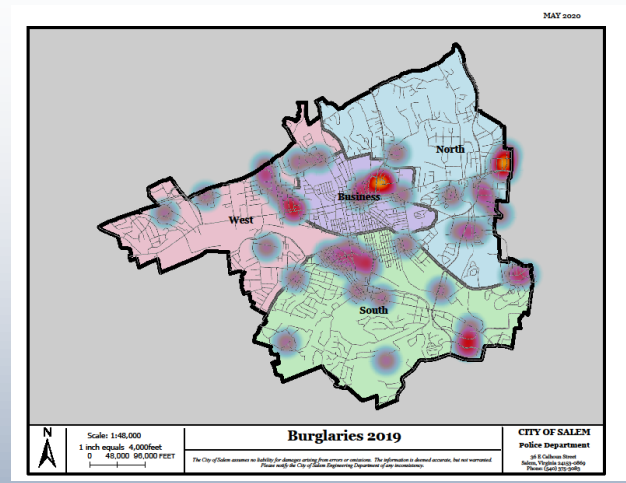
Citywide assaults in 2019.



Citywide Larcenies in 2019.



Citywide vehicle thefts in 2019.



Citywide burglaries in 2019.

Mental Health Related ECO/TDO

CALL TYPE	Count
ECO/TDO	280
Suicide Threats	135
TOTAL	415

PERSONNEL TIME SPENT ON ECOs/TDOs		
	ECO	TDO
Total Time On Call	531.19 hours	471.15 hours
Average Time On Call	2:05 hours	1:23 hours

Detective Division

In 2019 the staff of 5 Detectives worked 506 case files during the year. Two Special Investigations Detectives worked 70 narcotics cases.

- 418 concealed weapon permits were issued in 2019.**
- Detectives participated in 3 Help Eliminate Auto Theft (H.E.A.T.) events in 2019.**
- Our background investigator completed 18 background investigations on applicants.**
- One Detective is a member of the Drug Enforcement Administration (D.E.A.) regional task force.**
- Conducted 6 testing dates for applicants.**

Services Division

The Services Division functions as a centralized administrative component for specialized units and has the primary responsibility of providing support services and resources to all department elements. This division is also responsible for providing logistical supply (uniforms and equipment) to all elements of the Department.

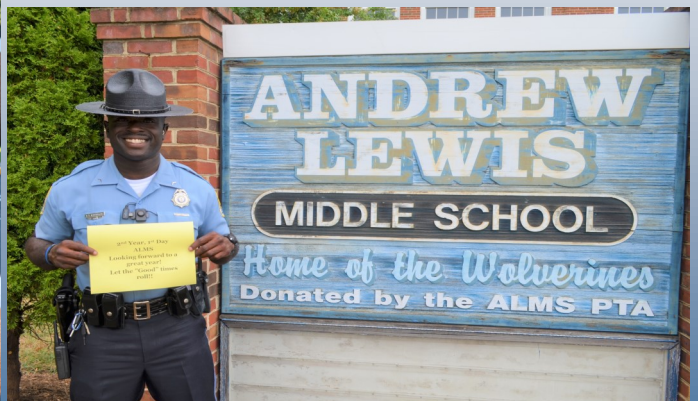
The Services Division is responsible for the following areas:

- **School Resource Officers**
- **D.A.R.E.**
- **Traffic**
- **Crossing Guards**
- **Parking Enforcement**
- **Custodian Staff**
- **Academy Recruits**



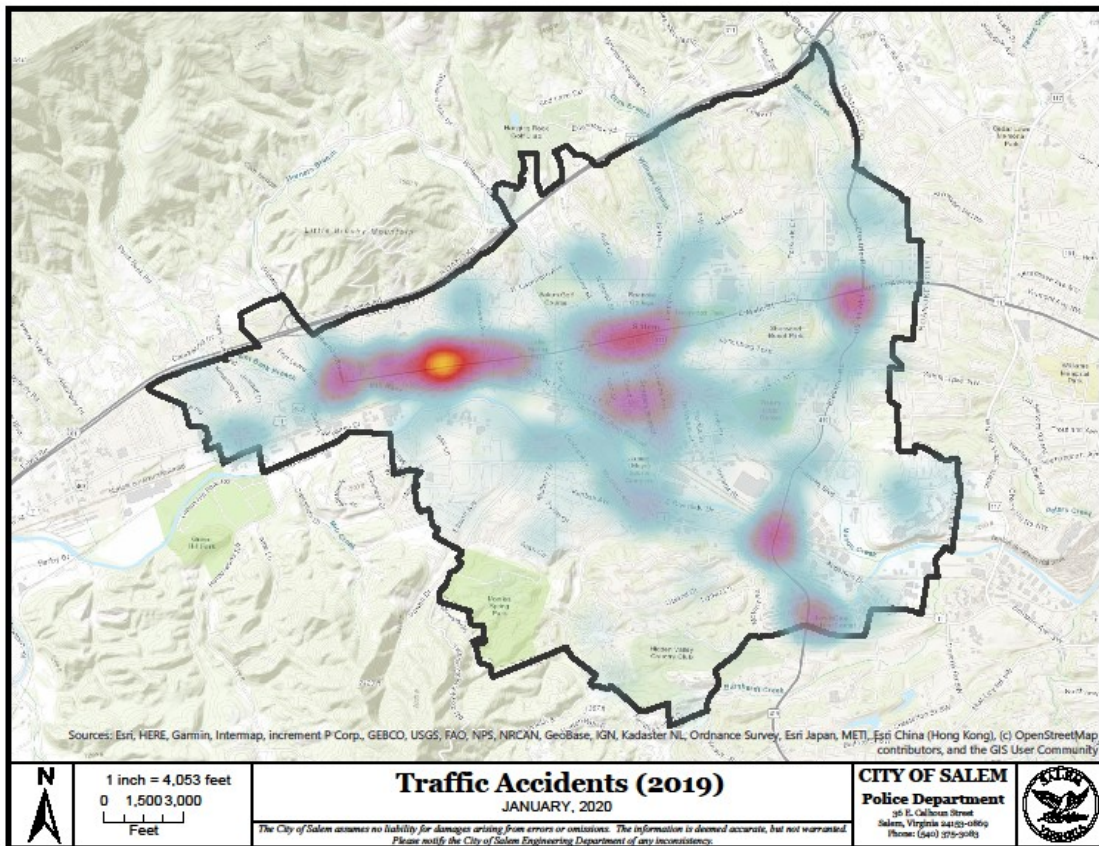
Services Division

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



Total Traffic Crashes

Year	2019
Traffic crashes on Public Streets	759
Traffic crashes on Private Property	264
Total	1,023



High percentage crash locations.

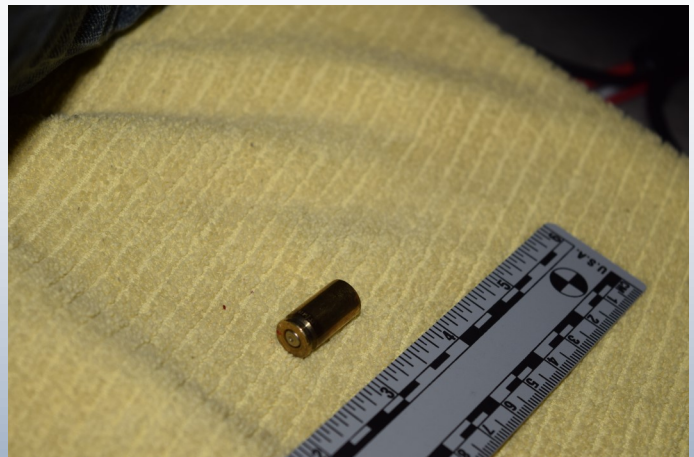
Evidence/Forensic Division

Total evidence items submitted in 2019.	1854
Total items submitted to Lab.	41
Total number of weapons* submitted.	71

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

Electronic media downloads	62
Number of hours	124 hours

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



8 Audits were completed of our Evidence/
Property Room in 2019.



Animal Shelter 2019 Annual Report

Species	On Hand: 1/1/19	Stray	Seized	Bite Case Quarantine	Surrendered by Owner	Other	Total
Dogs	12	193	1	34	109	33	382
Cats	30	215	0	21	97	30	393
Other Companion Animals	0	1	0	0	7	0	8
Hybrid Canines	0	0	0	0	0	0	0
Equine	0	0	0	0	0	0	0
Livestock	0	0	0	0	0	0	0
Poultry	0	3	0	0	0	0	3
Total	42	408	1	55	213	63	786

Animal Control 2019 Calls for Service

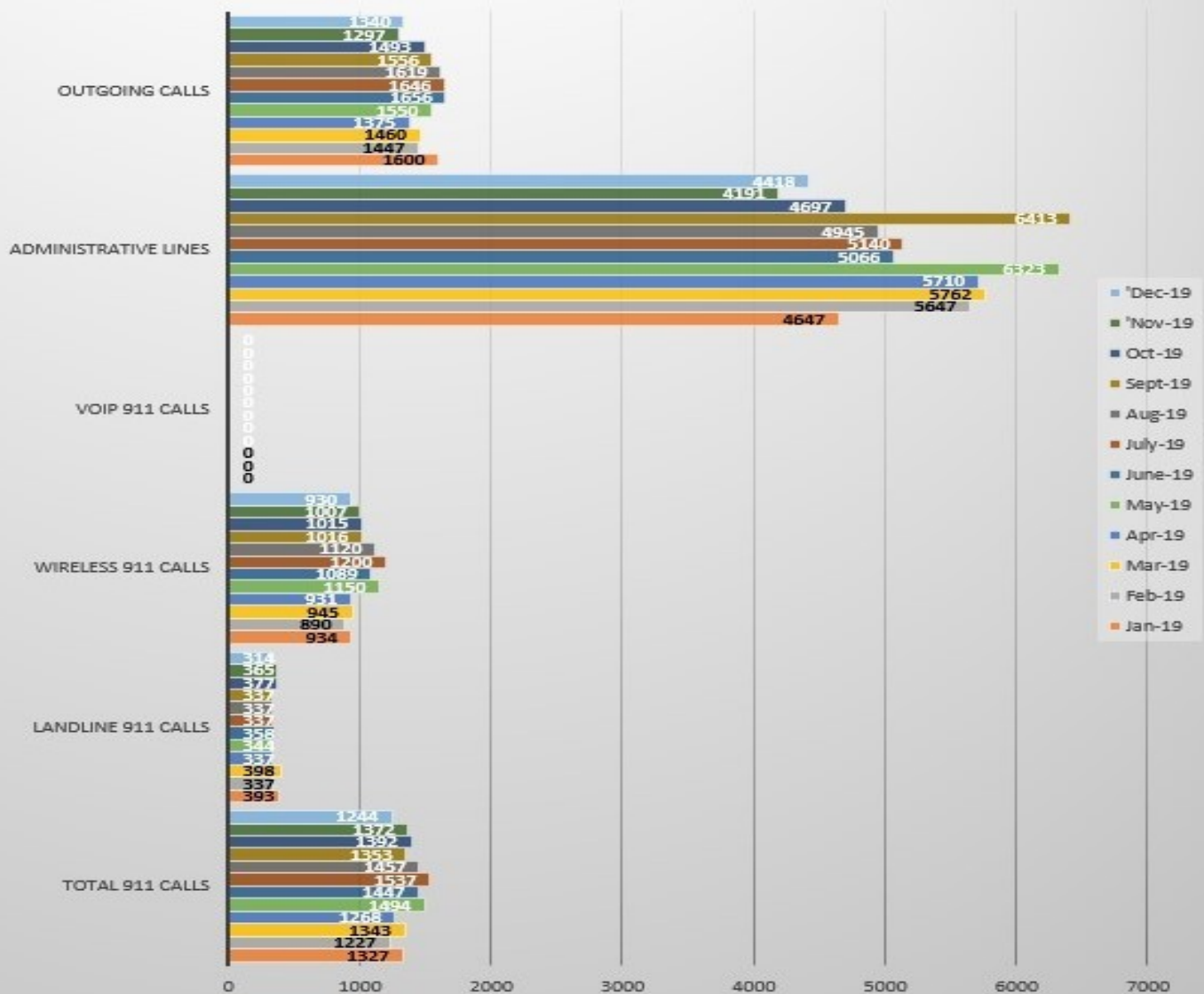
Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Totals
108	110	140	175	295	268	309	257	186	239	148	107	2,182



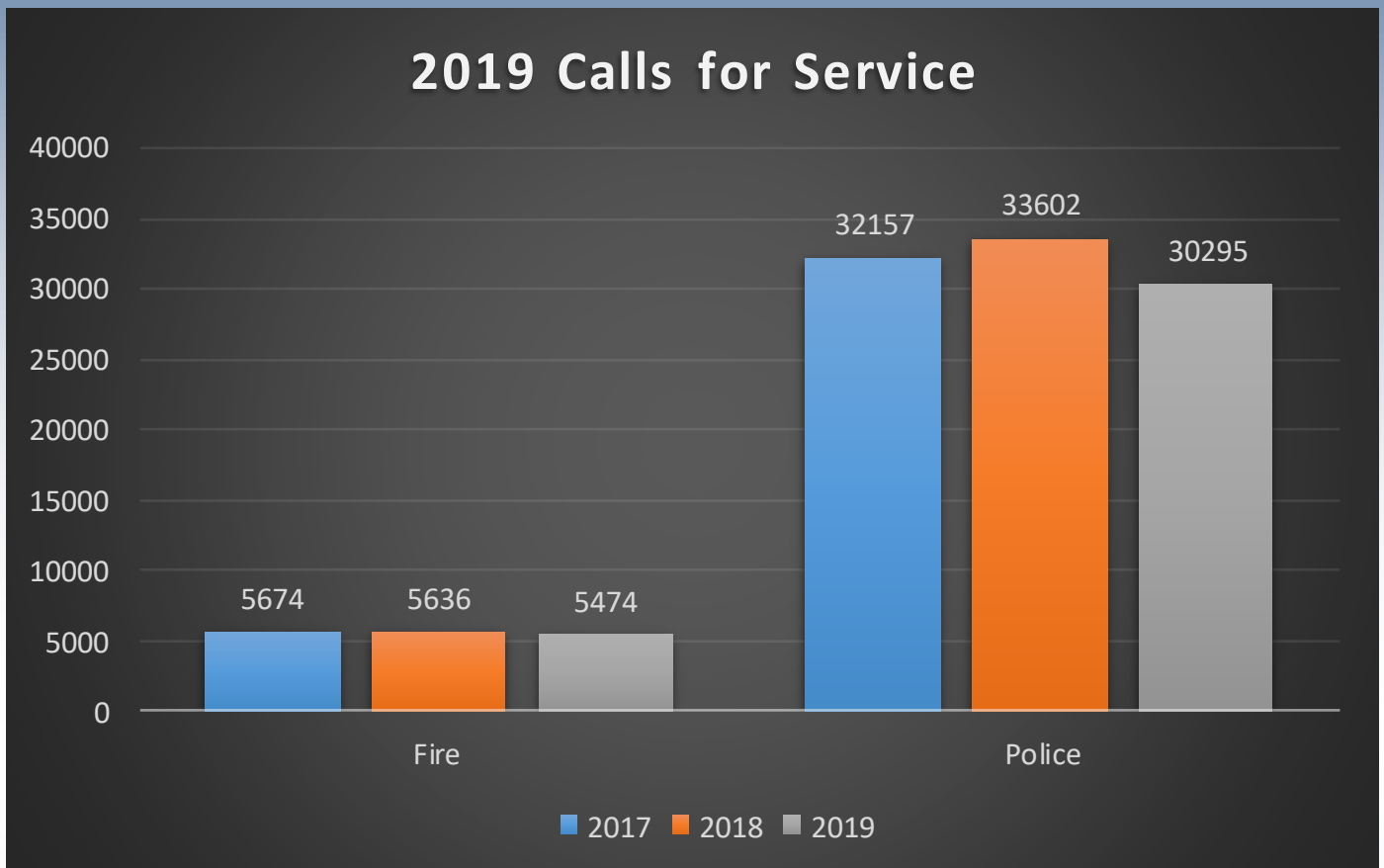
911 Center 2019 Annual Report

Total 911 calls	Total Police calls
39,238	30,295

Telephone Calls



911 Center



911 Center accomplishments

- Radio system upgrade to 800 Mhz.
- Addition of Telecommunicator II position.
- Updated Emergency Medical Dispatch guide cards.
- Installation of new Locution for Fire/EMS.
- Telecommunicators completed 156 hours of training.
- Taught "When to call 911" to Salem school children.
- Attended job fairs, Citizens Academy with Officers.
- Planned and implemented quality assurance program.

Population Served

(Based on US Census 2018 estimated data)

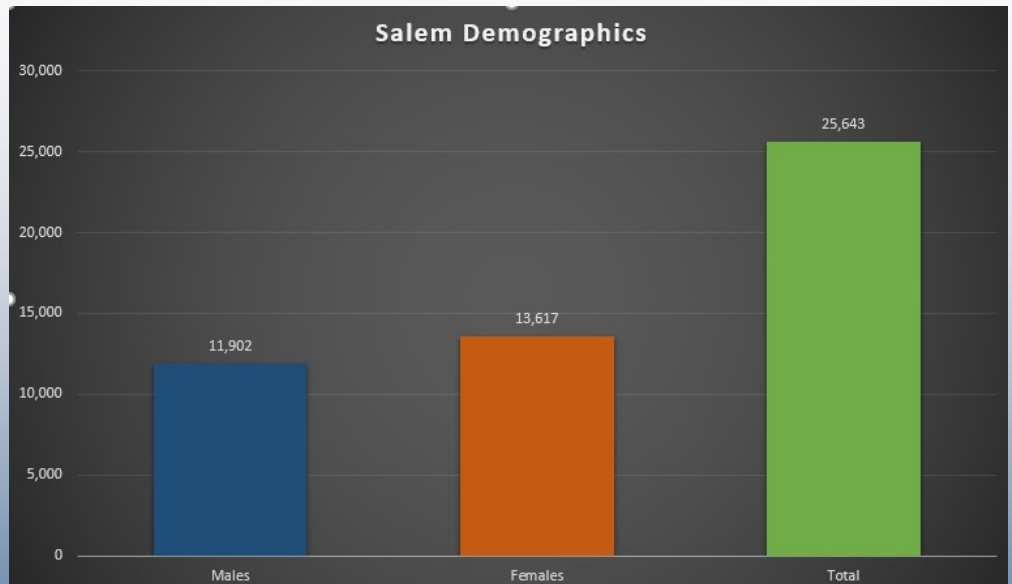
Salem was founded in 1802, and the first charter was granted in 1806 to "The Town of Salem in the County of Botetourt." The present charter was granted by the General Assembly in 1968, upon petition of the now City of Salem, to reflect the necessary change since Salem has become a City.



The City owns and operates its water system, electric distribution system, and sewer system. The rates for these services compare favorably with the surrounding localities and the Commonwealth as a whole.

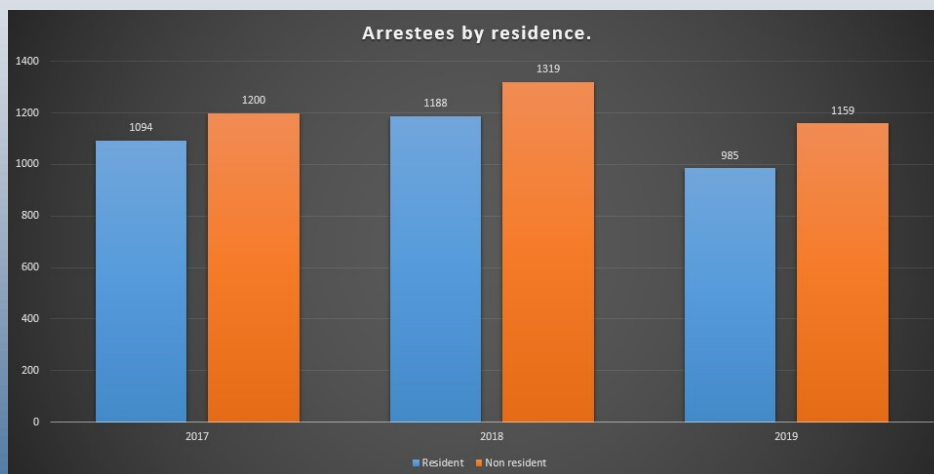
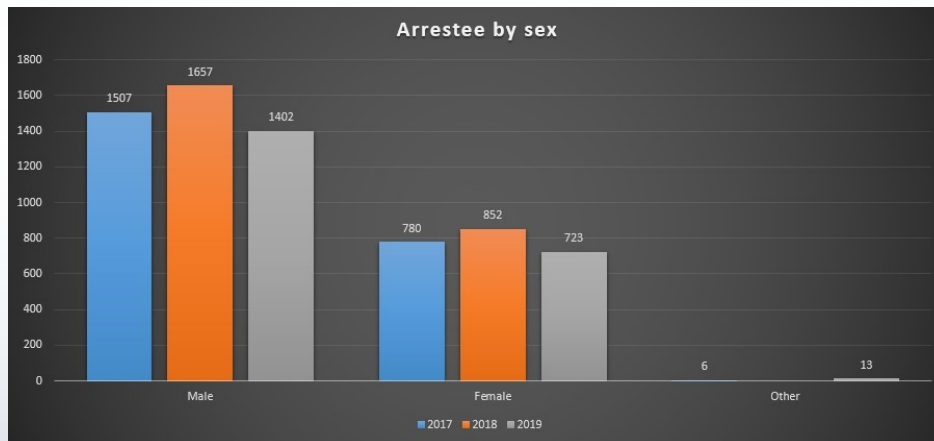
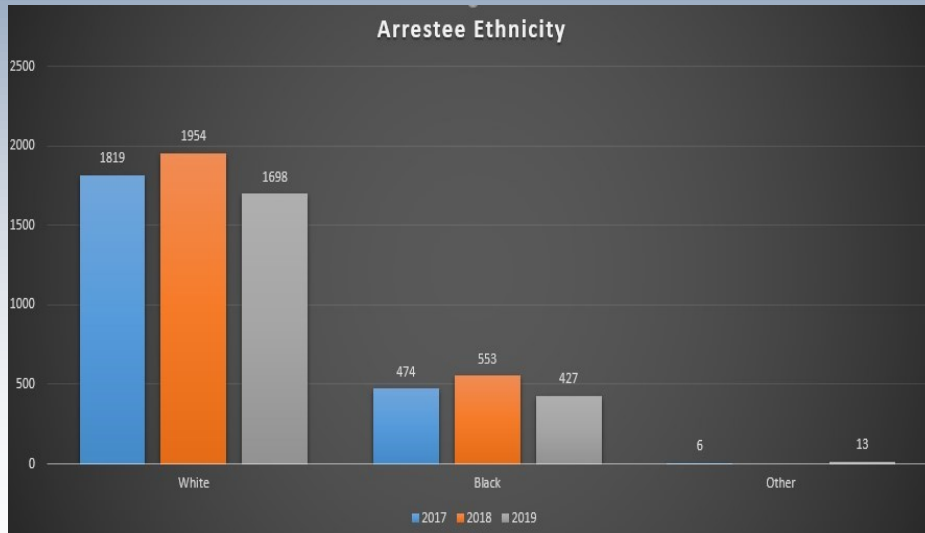
Situated in the Shenandoah Valley between the Allegheny and Blue Ridge Mountains on the Roanoke River, Salem possesses all the beauty and grandeur that nature can bestow.

Race and Origin	Percentage of Population
White	85.3%
Black	7.0%
American Indian	0.1%
Asian	1.8%
2 or more races	3.3%
Hispanic or Latino	3.2%
Pacific Islander	0.1%



Arrestee Demographics

In 2019, we had a total number of 2,125 arrestees. Below is a breakdown of the demographics of those arrested.



Assault on Law Enforcement Officers

There were 9 assaults on Salem Police Officers in 2019.

Use of Force v. Number of Arrests

Use of Force against an arrestee: 30*

* In 2019 the Department began to document “display of weapon to effect an arrest” which contributed to an increase to Use of Force.

Number of Arrests: 2,125

Vehicle Pursuits v. Total Vehicle Stops.

CALL TYPE	COUNT
VEHICLE PURSUITS	9
VEHICLE STOPS	4,983
Percentage of Pursuits v. Traffic Stops	0.18%

Department Accomplishments

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

The National Criminal Justice Command College (NCJCC) is an intensive, 10-week, residential program for mid-to-upper-level law enforcement supervisors, executives in corrections, and managers in corporate/private security. Focused on leadership and collaboration, NCJCC provides an integrated, cutting-edge approach to criminal justice education. The program is held in Richmond, VA, and is a partnership between UVA and the Virginia State Police.

Sgt. Cooper receives his diploma from Chief Crawley at the University of Virginia. Sgt. Cooper joins Lt. Daniel Crouse, Lt. Sean Slusser and Lt. Joshua Shelor as graduates of the program.



Virginia Department of Forensic Science Academy.

The Virginia Forensic Science Academy is only available to sworn and civilian personnel of criminal justice agencies within the Commonwealth of Virginia whose duties include the collection of physical evidence. It is designed to give these personnel the necessary training to enable them to fully utilize the expertise of the Department of Forensic Science (DFS). The nine week school provides classroom instruction by qualified forensic experts and numerous practical exercises and evidence collection demonstrations.

Senior Police Officer Christopher Shelor receives his diploma from the Forensic Academy. Officer Shelor joins Major Derek Weeks, Captain Todd Clayton, Lt. Scott Haston and Detective Scott Akers as graduates of the program.



Department Accomplishments

H.E.A.T. Award Winner

Major Weeks and Detective Adkins display the Department and Individual awards for 2019.



V.A.C.P. Traffic Safety Award

Major Weeks and Lt. Haston are presented with the 2nd place award for traffic, bicycle and pedestrian safety.



Officer of the Year for 2019



The Salem Police Officer of the Year for 2019 earned the respect of his peers and the Department's annual honor for being in the right place at the right time on two separate occasions.

“A big part of being a good patrol officer is having a sense of calmness,” he says. “A lot of what we do is surrounded by negativity, so if we can keep things as calm as possible and shine a positive light on things, I think it really helps.”

Webb joined the Salem Police Department in November of 2015. Before coming to Salem, he worked for the Western Virginia Regional Jail and the Botetourt County Sheriff's Office. Webb also volunteered his time with Roanoke County Fire and Rescue.

“Senior Officer Webb is a very humble and quiet person, who not only strives to do well at work, but someone who also works hard at being a good family man,” says Mike Crawley, Salem Police Chief. “He really understands the concept of being a ‘guardian of the city’ and he has done a great job of demonstrating our philosophy of polite and professional policing initiatives.”

Webb has been instrumental in training new officers for the patrol division in his role a Field-Training Officer.

“Identifying and improving any weakness in a positive way is critical to becoming a good officer,” says Webb. “You want to help them grow and also let them know the mentality you need to have in order to make a positive impact on society.”

Community/Department Events



Community/Department Events

These are some of the events that we host and/or participate in throughout 2019.

D.A.R.E. Picnic:

The Salem Police hosts all Salem School's 5th graders. This year the bad weather made us move the event indoors at South Salem Elementary.



9/11 Memorial Stair Climb: Employees participate in the memorial stair climb each year to honor the first responders 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 day.



Community/Department Events

These are some of the events that we host and/or participate in throughout 2019



Cookies and Cruisers: The Department partnered with Chick-fil-a of Salem for a community event that brought together children and adults for a fun night of Police cruisers, a motorcycle and delicious Chick-fil-a cookies.



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 conference championship football game featuring H.B.C.U. teams held at Salem Stadium.
- **2019 Drug Take back:** A partnership with the D.E.A to safely remove unwanted medication from homes. We have safely destroyed **989** pounds of unused medication.
- **Santa in the Classroom:** Held annually for Department employee's and their families.
- **Christmas Tree Lighting & Parade:** Held the first Friday of December.



Community/Department Events



Sgt. Todd Cheyney threw out the first pitch at the 2019 National Night Out held at Salem Memorial Ballpark 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. These individuals also set the standard of professionalism that the citizens of Salem still experience. We are honored those retirees 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

