



# FY 24-25 ANNUAL REPORT



JULY 1, 2024 -  
JUNE 30, 2025

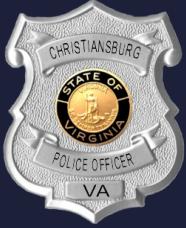
CHRISTIANSBURG POLICE DEPARTMENT

---

10 E. Main St.  
Christiansburg, VA 24073

540-382-3131

[christiansburg.org/police](http://christiansburg.org/police)



# TABLE OF CONTENTS

---



Introduction	01
Chief of Police	02
Organizational Chart	03
Services Performed	04
Demographic Data	05
Monies Generated & Grant Funding	09
Crime Prevention Report	10
Case Loads	12
Vice Report	13
Training	14
Accreditation	16
Ordinance & Parking Enforcement	17
K9	18
School Resource Officers	19
Flock Cameras	20
Drones	21
Internal Affairs & Citizen Complaints	22
Future Plans	23

# INTRODUCTION

**MISSION:** The Christiansburg Police Department is committed to providing the best possible police service by employing a team of highly motivated, trained professionals who are empowered to be their very best. We will partner with our community to increase safety, solve community issues, and enhance public trust through the use the latest law enforcement strategies and technology.

---

## CORE VALUES

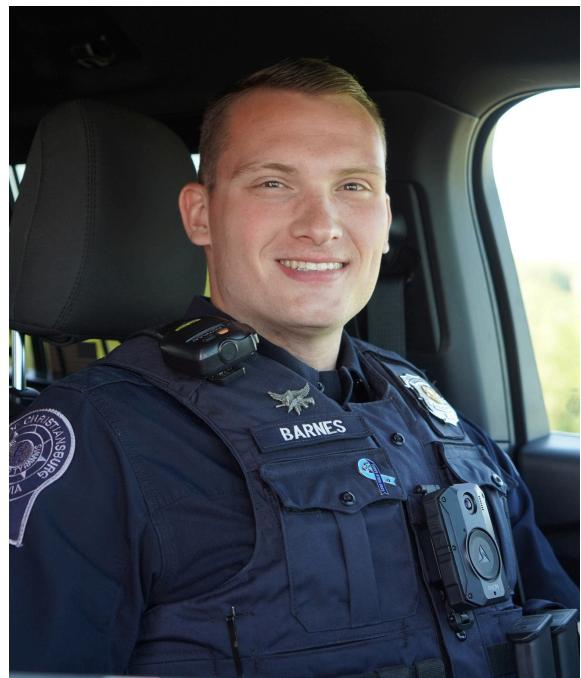
**Courage** - Courage is not the absence of fear. Instead, it is a willingness carry out one's duty even in the face of fear. As such, we will always display a selfless devotion to duty, never failing to act in the face of danger or adversity and we always display true courage and leadership for the community by having the strength do not what is easy, but what is right.

**Honor** - We recognize the badge we wear symbolizes a sacred trust our community has bestowed upon us, and, as its protectors, and we are committed to that duty. We will never forget that our community was built through the strength, diversity, character, and sacrifice of its citizens. Our badge represents our role in that community and the traditions of our profession. The honor of the wearing the badge is not something we are entitled to. Instead, it is the standard we strive to live up to.

**Integrity** - Law enforcement can only be effective when the public has trust in that system. Our personal and professional integrity is the cornerstone of that public trust. We must serve with honesty, truthfulness, and sincerity, treating all persons equally and with respect. We serve as role models to our community, and they must be able to trust in our unwavering commitment to always doing the right thing. As such, we will hold ourselves to the highest moral and ethical standards of conduct, both in our personal and professional lives.

**Professionalism** - We understand that our appearance, words, and demeanor, on and off the job, are the basis for the public's trust in us. We will always treat the public and our colleagues with courtesy and respect, while also being responsive to the community's needs. We will ensure that our officers and staff are highly trained, communicate effectively and deliver law enforcement services in the most prompt, efficient manner possible. We take pride in our duty and will work tirelessly to provide the best possible service to our community.

**Service** - Ours is a profession based on service. We are defined by our commitment to helping others and working for our community to make it a better place. We will help our community grow by embodying the philosophy of service before self. We hold sacred this duty and further, are committed to providing not just service, but servant leadership to our community by upholding and enforcing the law in a manner that treats all persons with dignity and respect. By setting this example for others to follow, we will create an environment where our community feels a sense of safety, security, and enrichment, and is empowered to reach its greatest potential.



# CHIEF OF POLICE

## CHIEF CHRIS RAMSEY

Chief Chris Ramsey was promoted to Chief of Police on September 1, 2023. He brings over 30 years of law enforcement experience in the New River Valley, having begun his career in 1995 with the Montgomery County Sheriff's Office. He joined the Christiansburg Police Department in May 2000.

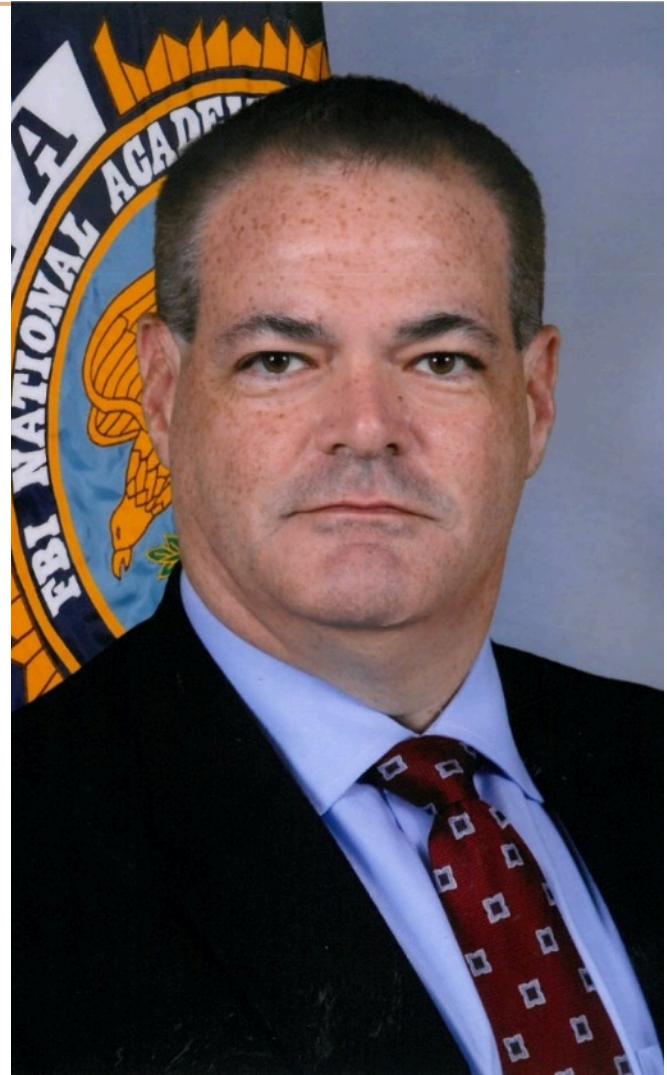
During his tenure with the department, Chief Ramsey has served in multiple roles, including Patrol Officer, Accreditation Manager, Patrol Sergeant, Patrol Lieutenant, Operations Captain, and, most recently, Assistant Chief of Police. He played a key role in developing and implementing the Department's Emergency Response (SWAT) Team and served as its inaugural commanding officer. He was the Tactical Commander during the William Morva manhunt and the Virginia Tech shootings on April 16, 2007.

Chief Ramsey has also served as the Commanding Officer of the department's Bike Patrol Unit and Vice Unit, and has chaired both the Use of Force and Policy Review Committees.

He holds a bachelor's degree in psychology from Virginia Tech and a master's degree in criminal justice from Radford University. He is a graduate of the 261st Session of the FBI National Academy and the Virginia Association of Chiefs of Police Professional Executive Leadership School at the University of Richmond. He has been recognized as a Certified Law Enforcement Chief Executive by the VACP.

Throughout his career, Chief Ramsey has received numerous commendations, including the Police Star, the Combat Ribbon, and two Meritorious Service Awards.

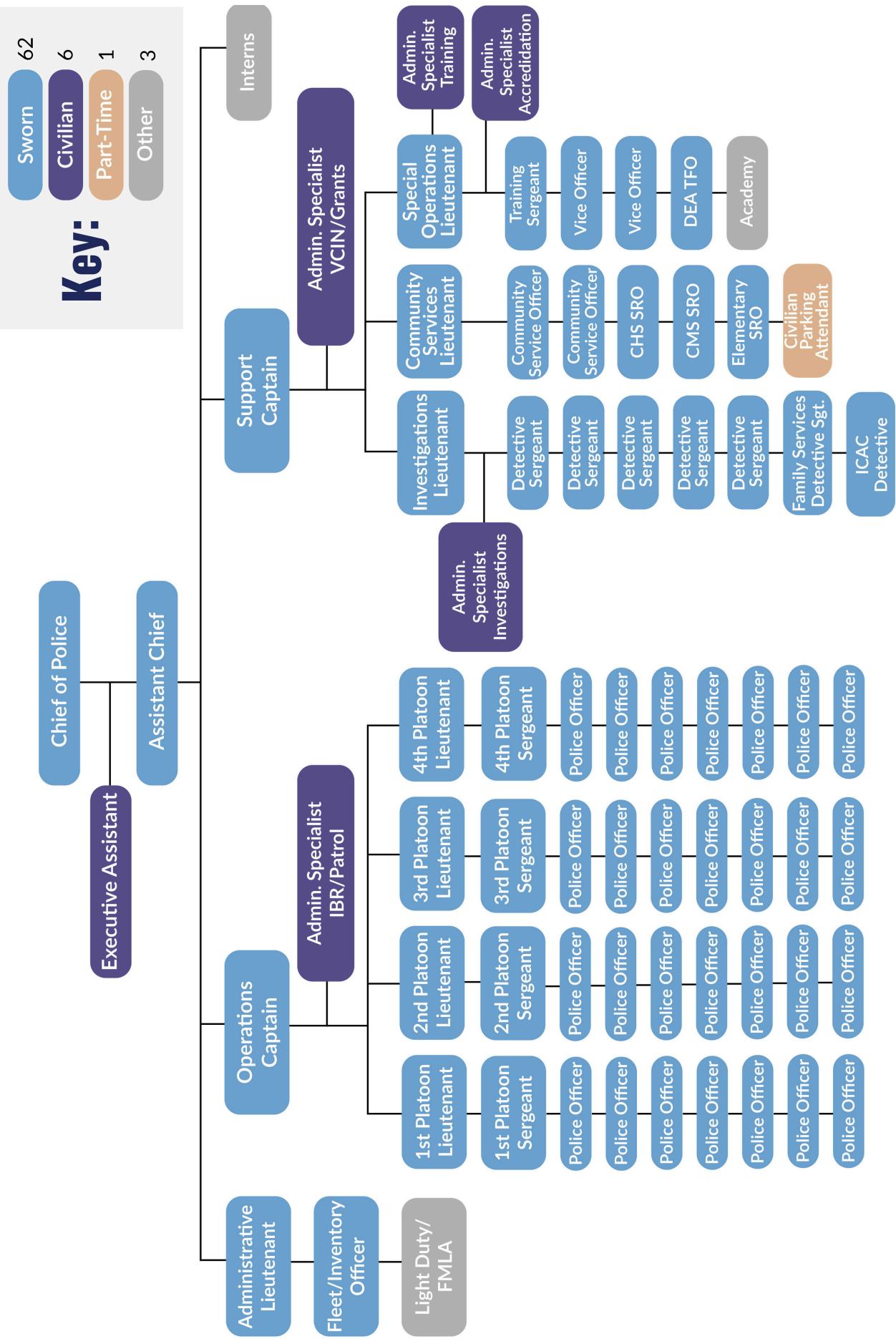
Chief Ramsey is deeply committed to the safety and well-being of both the community and the officers under his command. He considers it an honor to serve as the Town's Chief of Police.





# Christiansburg Police Department Organizational Chart

Effective 11/20/23



# Services Performed

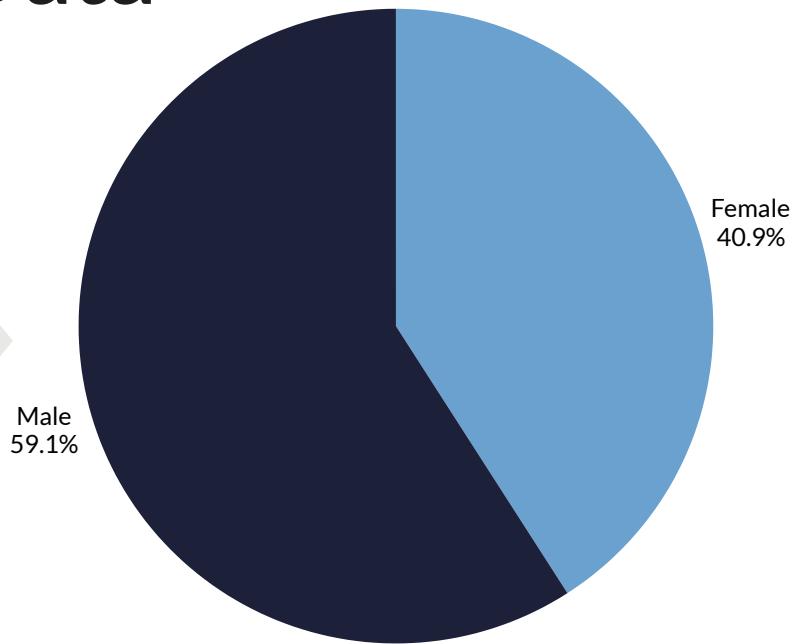
	FY 2025	FY 2024	FY 2023
<b>Criminal Offenses Reported</b>			
Murder/Nonnegligent Manslaughter	1	0	0
Sexual Misconduct Offenses	39	28	6
Assault and Battery	164	155	153
Arson	0	0	0
Burglary/Breaking and Entering	15	28	7
Robbery	1	3	1
Motor Vehicle Theft	4	9	2
Shoplifting and Larceny	468	332	182
Forgery and Fraud	155	86	98
Weapon Violation	28	38	25
Drug Charges	152	155	109
Juvenile Crimes	32	30	8
Other Criminal Offenses	946	730	671
<b>Total Criminal Offenses</b>	<b>2,005</b>	<b>1,594</b>	<b>1,262</b>
<b>Traffic Warrants</b>			
Speeding	697	363	470
Seat Belt/ Child Seat	377	233	427
Expired Stickers	783	449	782
Improper Equipment	17	24	13
Stop Sign/Traffic Signal	153	147	167
Suspended/No License	283	204	183
DUI	200	128	144
Reckless Driving	56	41	30
Other Traffic Arrests	487	488	464
<b>Total Traffic Warrants</b>	<b>3,053</b>	<b>2,077</b>	<b>2,680</b>
<b>Communication Services</b>			
Calls received (Police)	22274	20046	43624
Escorts	143	129	146
Accidents Worked	1042	1027	995
Assist Motorists	2514	2334	2546
Alarms Answered	876	680	806
Building Checks	8002	11633	*
School Checks	262	547	*
TDO	67	78	*
Rescue	4519	4429	4805
Fire Dept	1348	1101	1038
<b>Total of Communication Services</b>	<b>41,058</b>	<b>42,004</b>	<b>53,960</b>
<b>Parking Services</b>			
Fire Lane	1	1	0
Improper Parking	12	6	0
Handicapped Parking	0	1	0
Other	13	7	17
<b>Total of Parking Services</b>	<b>26</b>	<b>15</b>	<b>17</b>
<b>Total of Services Performed</b>	<b>46,142</b>	<b>45,690</b>	<b>57,919</b>
<b>Total Mileage</b>	<b>445,801</b>	<b>401,522</b>	<b>479,089</b>

\* Building Checks, School Checks and TDO's were separated out of "other" police calls for 2024

# Demographic Data

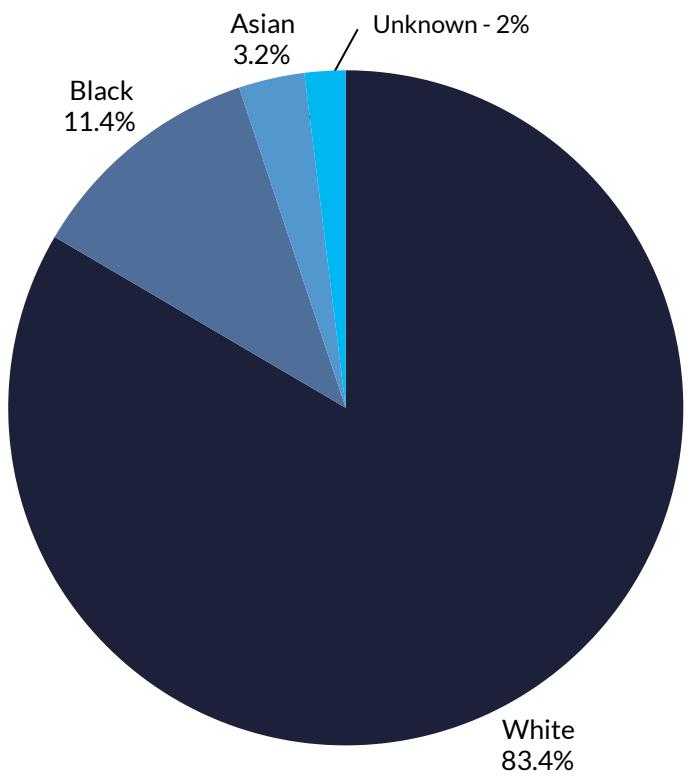
## VEHICLE STOPS BY SEX

- Male - 3518
- Female - 2436



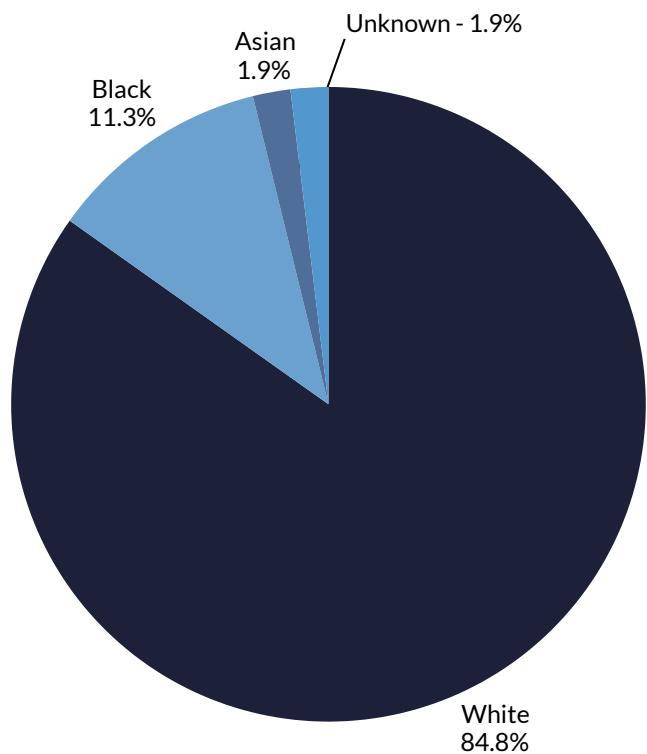
## VEHICLE STOPS BY RACE

- White - 5,022
- Black - 688
- Asian - 190
- Unknown - 118
- American Indian - 0



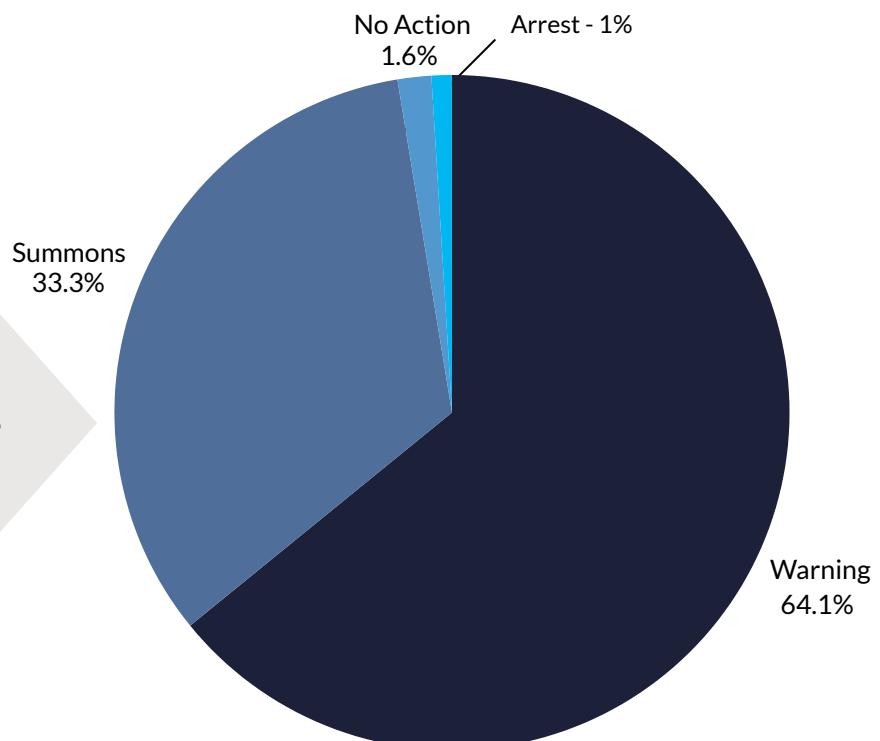
## SUMMONS BY RACE

White - 1682	Unknown - 38
Black - 225	American Indian - 0
Asian - 38	



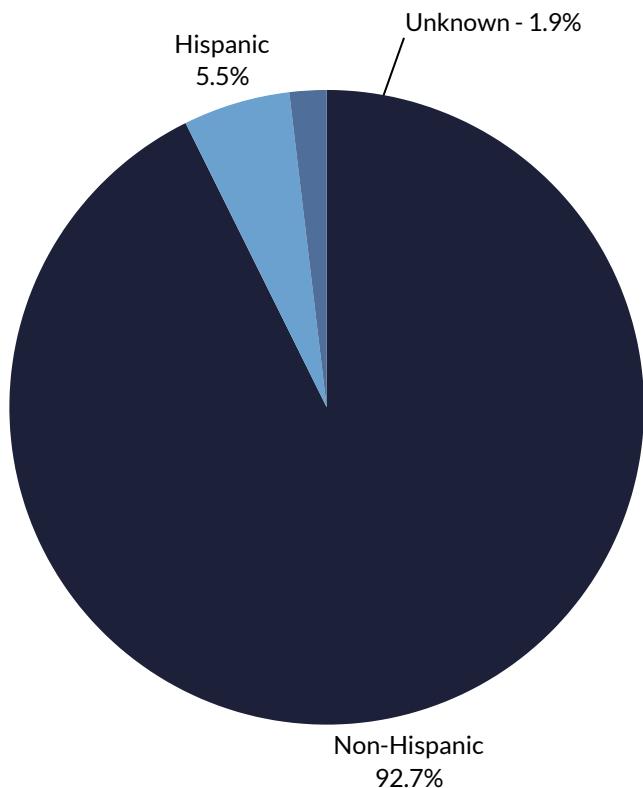
## OUTCOME OF STOP

Warning - 3820	No Action - 96
Summons - 1983	Arrest - 58



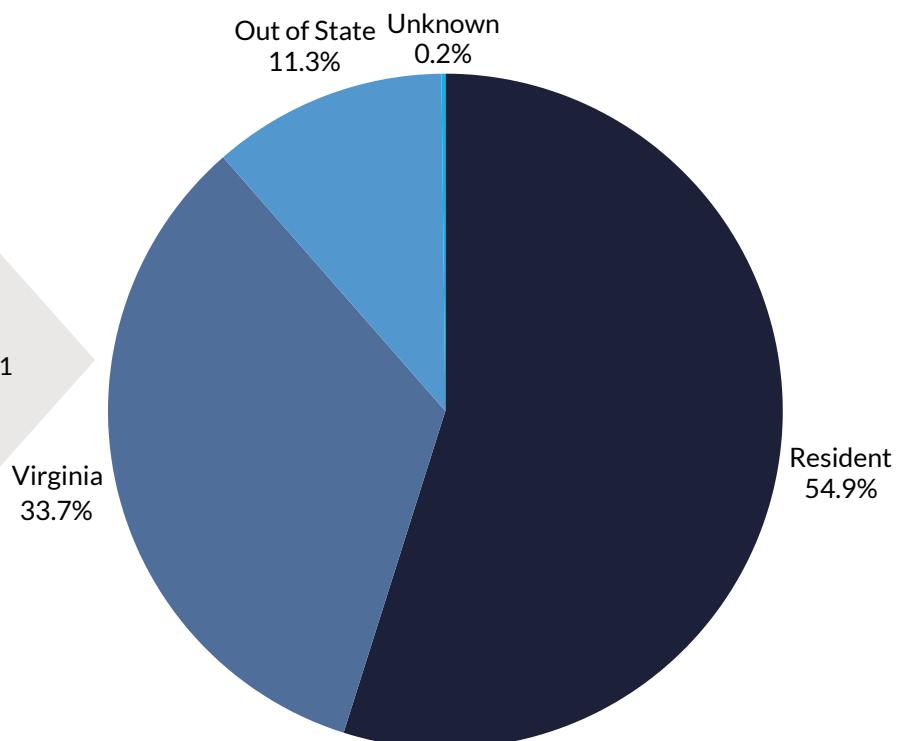
## ETHNIC ORIGIN

- Non-Hispanic - 5523
- Hispanic - 332
- Unknown - 102



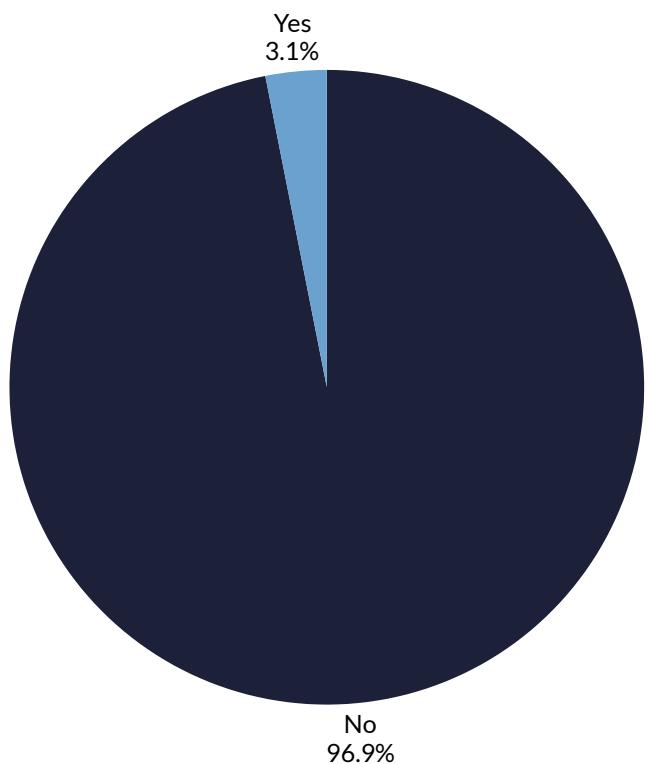
## RESIDENTIAL STATUS

- Resident - 3269
- Out of State - 671
- Virginia - 2006
- Unknown - 11



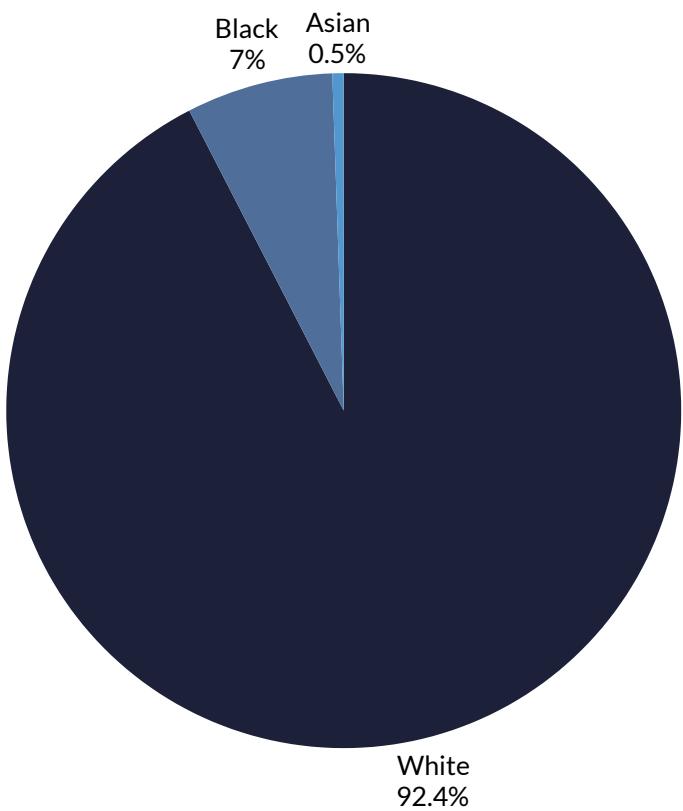
## VEHICLE SEARCH

- Yes - 185
- No - 5772



## VEHICLE SEARCH BY RACE

- White - 171
- Black - 13
- Asian - 1
- Unknown - 0



# Monies Generated

**Accident:** Money generated from insurance companies requesting accident reports

**Criminal:** Money generated from requests for criminal background checks

**Fingerprint:** Money generated from people needing to be fingerprinted for various reasons

**IBR:** Money generated from people requesting incident reports

	Accident	Criminal	Fingerprint	IBR	Carfax	Total
July 2024	20			1		\$220
Aug. 2024	42	1		1		\$475
Sept. 2024	22					\$215
Oct. 2024	31			1	1	\$360
Nov. 2024	18					\$180
Dec. 2024	28			1	1	\$390
Jan. 2025	25				1	\$380
Feb. 2025	21				1	\$310
March 2025	18					\$175
April 2025	15			1	1	\$320
May 2025	13				1	\$175
June 2025	7			1		\$170
<b>Totals</b>	<b>260</b>	<b>1</b>	<b>0</b>	<b>4</b>	<b>8</b>	<b>\$3,370.00</b>

# Grant Funding Obtained

Grant Name	Number	Dates	Amount
Byrne/Justice Assistance Grant	525887	7/1/24 - 9/30/25	\$31,418
DMV Police Traffic Services	BPT-2025-55086-25086	10/01/24-09/30/25	\$10,780
DMV Alcohol	ENF_AL-2025-55062-25062	10/01/24-09/30/25	\$10,600
Bullet Proof Vest Program	None	8/31/2025	\$5,115
<b>Total</b>			<b>\$57,913.00</b>

# Crime Prevention Report

## FY 24-25

### Public Events

---

Tours of the Police Department	4	Child Care Facility Visits	0
Attendance at Kids Fairs	2	Senior Academy	1
Wilderness Trails Day	1	Citizens Academy	1
Thanksgiving Deliveries	3	Teen Academy	1
Senior Care Fair	1	Vacation Bible School Visits	0
Juneteenth Celebration	0	March of Dimes	0
Special Olympics Torch Run	1	Child Fingerprinting	2
Car Seat Check Events	0	Halloween Safety Parties	1
Recruiting Events	0	Fall Festival	1
Shred-A-Thon	2	McGruff/Darren Appearances	0
TRIAD Meetings & Presentations	12	Public Speaking Engagements	5
TRIAD Conference	0	VIN Etching	2
Regional Crime Prevention Meetings	0	Annual Appreciation Luncheon	1
School Visit, Seatbelt Giveaways, Assemblies, etc	4	All Other Events	7

**Total Events: 52**

# Crime Prevention Report

## FY 24-25

### Public Training

---

Bank Robbery Training	2	Gun Safety Training	2
Bicycle Rodeo	0	Holiday Scam Training	0
Bicycle Safety Talk to Kids	0	Identity Theft Class	0
Personal Safety Training	1	Keeping Our Children Safe	0
Church Security Training	1	Workplace Safety Training	0
Neighborhood Watch	0	"Refuse To Be A Victim" Training	1
Investment Fraud Training	1	Business Security Assessments	3
Telemarketing Scam Training	2	Home Security Assessments	0

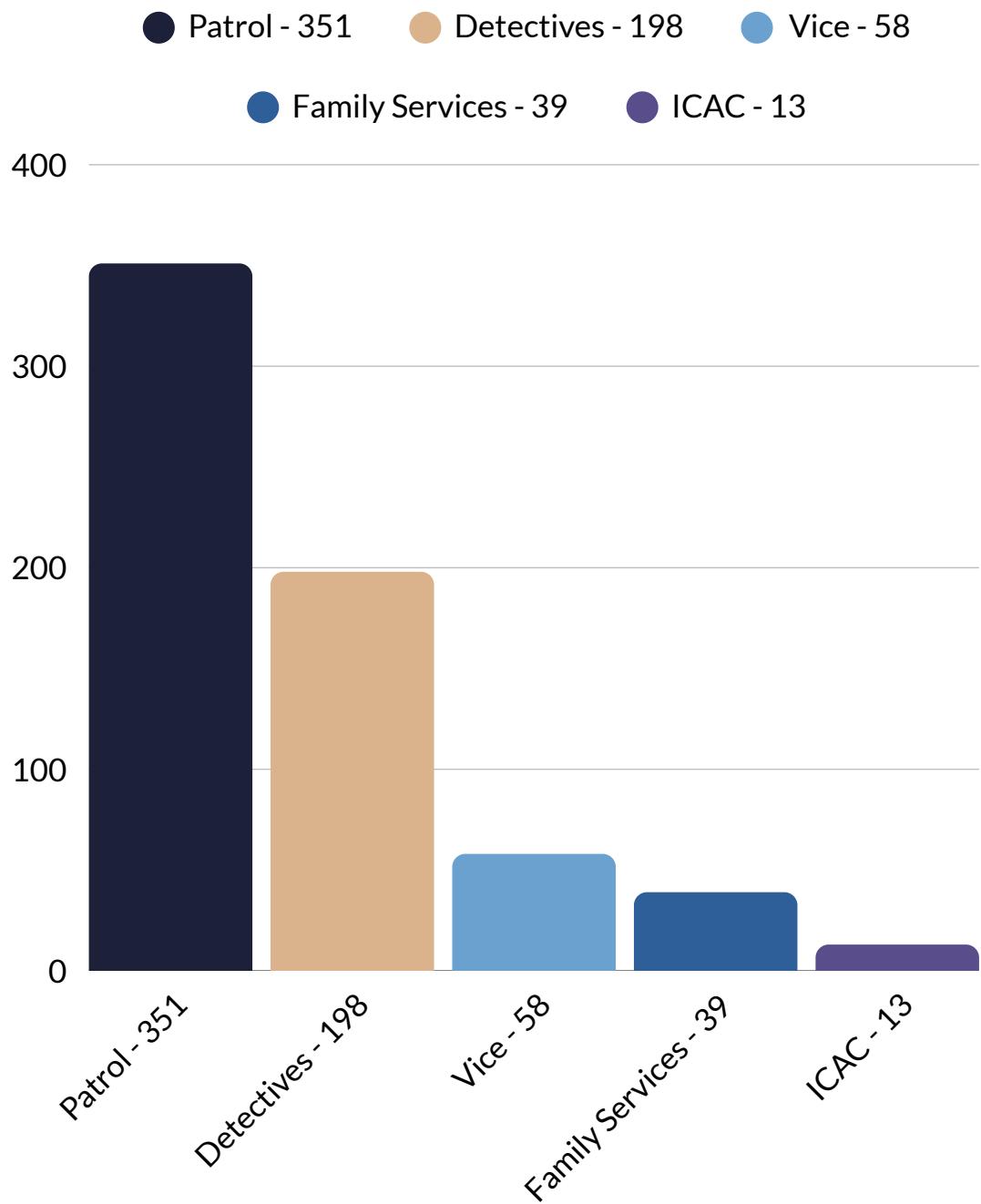
**Total Public Trainings: 13**

### Crime Prevention Officer Training

---

Security for Houses of Worship Training	1	Basic Crime Prevention Training	1
<b>Total Officer Trainings: 2</b>			

# Case Loads



# Vice Report

## NARCOTIC INVESTIGATIONS (SPECIAL OPERATIONS DIVISION)

(13) Controlled Purchases Conducted

- Prescription Drugs
- Marijuana
- Methamphetamine
- Cocaine
- Heroin
- LSD
- Vape Buy

(22) Controlled Purchase Assists

(6) Call outs

(35) Search Warrants, (0) Consent Searches

(7) Search Warrant Assists

(9) Assigned cases-Vice, (57) General Investigations

(2) Postal Interdiction Operations Conducted (Fed Ex, USPS)

Approximately 100 Interview hours conducted—Vice; Approximately 20 hours General Investigations

Approximately 50 hours of Surveillance conducted—Vice; Approximately 20 hours General Investigations

(10) Other Miscellaneous Assist Cases (Drone, Vice, and General Investigations)

*(Personnel assigned to Vice were temporally re-assigned to Patrol (July-August) and General Investigations (March-June) because of man-power for 6 months for 2024-2025)*

Respectfully Submitted,

Chris Heidt  
Special Operations Lieutenant



# Training

## MEMO

To: Chris Ramsey , Chief of Police  
From: Lt. Chris Heidt  
Date: June 13, 2025  
Subject: Career Development & Training

---

Pursuant to SOP # 2-05 attached you will find a summary of training attended through the Cardinal Criminal Justice Training academy by CPD personnel through June 13, 2025. In addition to Academy sponsored training, agency personnel have also received training in several specialty areas including:

- **2024 TACOPS East Conference (7 ERT Members)**
- **2024 TACOPS South Conference (4 ERT Members)**
- **FBI LEEDA/CLI Leadership Training (1 Lieutenant, 1 Sergeant)**
- **Basic Academy (8 Recruits)**
- **ICAC Training (1 Investigator)**
- **VA Crimes Against Children Conference (3 Investigators)**
- **LLRMI training (2 Lieutenants)**
- **Driver Instructor Certification (1 Officer)**
- **Three C's of Leadership class (2 Officers)**

The above list is not inclusive of all training agency personnel received in the past fiscal year. Below is a summary. This list does not include Quarterly Use of Force Training or in- house training.

- Agency Personnel received approximately 2400 hours of law enforcement training. This number does not include in house training programs that were initiated within the agency.
- 5 officers attended and received Breath Alcohol Operator recertification
- 2 VICE officers attended the Human Trafficking in Narcotics Investigation
- 1 Lieutenant and 1 Sergeant attended the FBI/LEEDA/CLI Leadership Training
- 11 ERT members attended the TAC OPS Conferences/EXPOS
- 3 Investigators attended the VA Crimes Against Children Conference
- 1 Officer and 1 Sergeant attended the HITS Training Seminar
- 2 Lieutenants attended the LLRMI training
- 3 officers attended the VA Interview/Interrogation/Gang Conference
- 6 officers attended Strategic Law Enforcement Interviewing
- 4 officers attended UAG Drone Testing and received Drone Certification
- 2 investigators attended the Crimes Against Children Conference
- 3 officers and 1 ERT member attended the ARIDE class
- 2 Sergeants attended Background Investigations
- 2 ERT members attended the 2025 Conference on Violent Crime
- 1 Investigator attended Foundations of Child Death Investigation



# Training

## MEMO CONTINUED

- 2 officers attended Three C's of Leadership class
- 2 officers attended the Fundamentals of Crash Investigation class/are part of crash team now
- 2 Officers attended DUID Training for Law Enforcement
- 1 Sergeant and 1 Investigator attended Initial Response to Missing Children Incidents
- 2 Sergeants attended Managing Police Discipline
- 2 Investigators attended Introduction to Fire Patterns
- 1 Lieutenant and 1 Accreditation Member attended the CALEA Conference
- 1 Lieutenant and Chief attended the VALEAC Conference
- Chief attended 2 VACP/1 VACALEA Conferences
- 6 Officers attended Criminal Justice Academy
- 1 Officer attended the Fairfax Criminal Justice Academy
- 1 Officer attended the New River Criminal Justice Academy
- 1 Officer received certification in Driver Instruction

Upon review, it appears that with the addition of leadership training and succession planning, our current level of training is acceptable. The agency continues to develop a strong cadre of instructors and continues to provide a great deal of specialty training to personnel. Training of agency personnel remains well above the mandated minimums and it is recommended that we strive to maintain at these levels.

This evaluation of agency's efforts in training and career development finds that agency personnel are well trained to perform their current duties. Further, the implementation in the succession planning/training has certainly taken the department a further step in the right direction as far as overall career development. This summary includes training report is a summary of training completed throughout the fiscal year 2024-2025.

Respectfully Submitted,

Chris Heidt  
Lieutenant of Special Operations and Training



# ACCREDITATION

During the 2024-2025 accreditation year, all documentation for Term 1 has been located and all files will be complete. The Christiansburg Police Department was assessed for Re-Accreditation on June 9th, 2024, thru June 12th, 2024. Chief Ramsey attended the Commission hearing on October 3<sup>rd</sup>, 2024, and the Christiansburg Police Department was re-accredited for the 7<sup>th</sup> consecutive time. On June 29<sup>th</sup>, 2025 the Christiansburg Police Department completed its 25 years of continuous State Accreditation. Our initial accreditation certificate was awarded on June 29<sup>th</sup>, 2000. The Christiansburg Police Department was the 12<sup>th</sup> State Accredited Agency in Virginia. There are now 110 state accredited police agencies in Virginia according to the VLEPSC website.

Our agency completed the 1<sup>st</sup> term of its 8<sup>th</sup> Re-Accreditation process. The next on-site assessment for the Christiansburg Police Department will be in year 2028. The Office Accreditation will be hosting mock file reviews for Term 1 documents in the Fall of 2025. This is very important process to have outside Assessors conduct mock file reviews and this is another step to ensure success in being re-accredited in 2028. This will also ensure that Christiansburg Police Department will remain in compliance all applicable standards of VLEPSC.

Chief Ramsey will conduct a random audit of the Accreditation files during Term 1 to ensure that all files are up to date and all documentation was and is being received for all applicable standards. When these mock file reviews are held Assessors provide the Office of Accreditation with valuable feedback and recommendations at the conclusion of each Mock Assessment conducted. This will give the Office of Accreditation a chance to look over recommendations and make corrections to individual files if needed.

Also, in addition to providing supervision to Special Operations and Accreditation I am responsible for facilitating the hiring processes for police officer. The Office of Accreditation is also tasked with maintenance all training records for all sworn and non-sworn personnel at the Christiansburg Police Department. Moving forward, I would like to make significant progress in digitalizing the Accreditation, Training, and Hiring Process. The advantages to moving toward digital records include the reduction of storage paper files, greater efficiency in the accessibility of files, and the greater efficiency in the number of man hours consumed in managing these three areas. In this past term we have been working to secure funding to acquire management software specifically designed to manage these processes, specifically for police agencies.

Our department has been keeping excellent records to document that our agency is receiving and reviewing Town and Departmental Policies on a regular basis. All inventories for issued equipment have been copied to accreditation for tracking. Regular roll- call training attendances records continue to be conducted on shift level by supervisors are filed in accreditation for past year. All outside training attended by sworn or non-sworn personnel are tracked and recorded for each individual in the departmental Records Management System, additionally to that there are also hard copies keep for each individual employee as well.

Respectfully Submitted,

Chris Heidt  
Special Operations Lieutenant



# Ordinance Statistics

Reported by Officer David Wall

JULY 1, 2024 - JUNE 30, 2025

- 41 Ordinance Violations
- 85 Alarm Entries
- 3 Alarm notices sent out
- 16 Speed studies
- 0 Cigarette Checks
- 40 Inoperable Vehicles
- 268 SRO Hours
- 3 Court Hours
- 5 Letters served for the Town of Christiansburg
- 40 Hours in Meetings
- 48 Hours of Training

PATROL FUNCTIONS

- 0 10-46 Keys
- 5 Fingerprints
- 5 Child Safety seats installs
- 0 Traffic Stops
- 144 Building Checks/School Walk Throughs

# Parking Enforcement Statistics

VERBAL WARNINGS

- Fire Lane – 43
- Disobey Signs – 162
- Handicap – 28
- Curb lines Intersect – 4
- Fire Hydrant – 0
- Excess Time – 23
- Wrong Way – 5
- Prohibited -- 6

CITATIONS

- Fire Lane – 1
- Disobey Signs – 12
- Handicap – 0
- Curb lines Intersect – 0
- Fire Hydrant – 0
- Excess Time – 7
- Wrong Way – 0
- Prohibited - 6

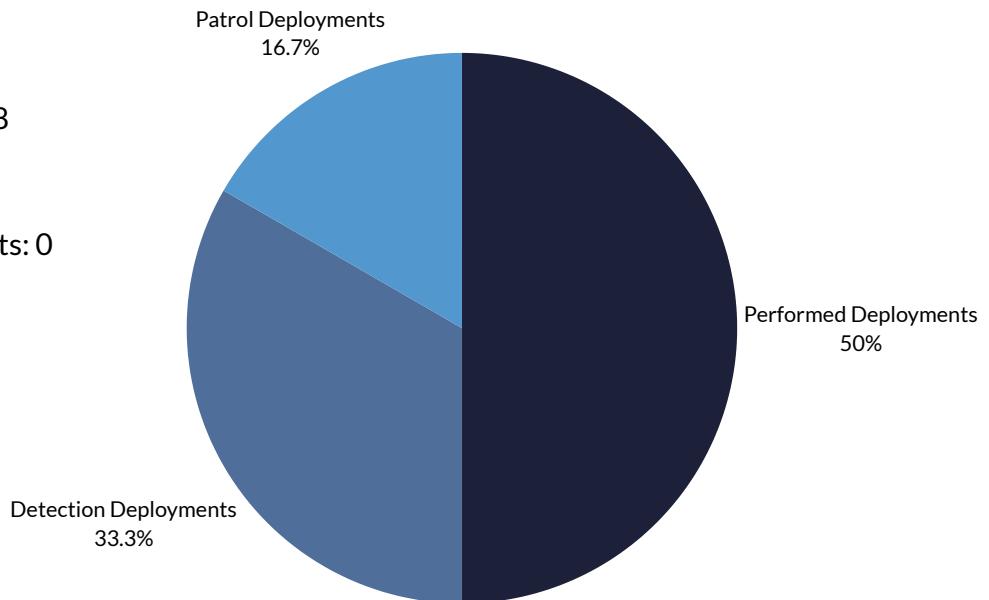
KEYS/LOCKOUTS

Total of 87

# K9 Division

## Overview

Performed Deployments: 78  
Detection Deployments: 52  
Patrol Deployments: 26  
Not-Performed Deployments: 0  
Dog Not Deployed: 0  
Canceled Enroute: 0  
Arrests With Bites: 1  
Total Arrests: 23



HEATH HYATT AND K9 PINO



AARON LUSK AND K9 LOKI



# School Resource Officers

The Town of Christiansburg is committed to ensuring the safety of our students and school staff while also building positive, lasting relationships between law enforcement and young people. To support this mission, the Town funds three full-time School Resource Officer (SRO) positions at Falling Branch Elementary School, Christiansburg Middle School and Christiansburg High School. SRO coverage at Christiansburg Elementary School and Christiansburg Primary School is provided by deputies from the Montgomery County Sheriff's Office through a cooperative agreement.

Together, these officers play a vital role in both protecting and connecting with the youth in our community.



A portrait of SRO Nick Barnes, a man with a beard and glasses, wearing a dark police uniform with a name tag that reads "BARNES".

**NICK BARNES**  
Falling Branch Elementary

A portrait of SRO Eric McClanahan, a man with short hair, wearing a dark police uniform with a name tag that reads "MCCLANAHAN".

**ERIC MCCLANAHAN**  
Christiansburg Middle School

A portrait of SRO Adam Abdelaziz, a bald man, wearing a dark police uniform with a name tag that reads "ABDELAZIZ".

**ADAM ABDELAZIZ**  
Christiansburg High School

# FLOCK CAMERAS

On July 23, 2024, the Christiansburg Police Department implemented a department-wide operation using a six-camera Flock network. This system was not available to users until training on both use of the system and departmental policy was completed.

## POLICY STATEMENT

- The ALPR systems operated by the Christiansburg Police Department shall only be utilized for law enforcement or purposes consistent with all applicable federal and state laws. The use of Automated License Plate Readers (ALPR) is intended to provide law enforcement personnel with an automated method of identifying vehicles and license plates.
- It is the policy of the Christiansburg Police Department that no ALPR shall be used, intentionally or otherwise, in a manner that might compromise the legitimate privacy concerns of private citizens. All data that is collected and stored by the ALPR system shall be used for official law enforcement purposes only. Misuse of equipment or database records shall result in disciplinary action.

---

## RESULTS

- 1,077,895 Vehicle Reads
- 682 Searches by Agency Users
- 95 Criminal Cases
- Successful info obtained in 70 of those
- 278 Hot List Hits
- 59 False Hits
  - 85% of these fall into one of three categories:
    - Bad/Invalid Read
    - Sex Offender
    - 1 Stolen Plate

### Case Examples:

- Located shooting suspects from another jurisdiction
- Located a suspect in downtown Christiansburg who was wanted for shooting into multiple occupied dwellings in another state
- Located suspects in weapons violations
- Located suspects in multiple domestic violence cases
- Located suspects in multiple shoplifting cases
- Located multiple stolen vehicles
- Recovered multiple firearms
- Located suspects in multiple child pornography cases



*Flock cameras are automatic license plate readers (ALPRs) designed to enhance public safety by capturing detailed vehicle information through a high-speed, high-resolution, solar-powered camera system.*

# DRONES

The Christiansburg Police Department utilizes drones, particularly through a partnership with the Montgomery County Sheriff's Office's UAS (Unmanned Aircraft Systems) team, to enhance public safety operations. These drones are employed in various situations, including search and rescue, crime scene investigation, and tracking suspects.

## DRONE TEAM

- Lt. Phillip R. Townley
- Christopher A. Roop
- A. Jade Shrader (FTO)
- Jarrett W. Rhodes (FTO)
- Matthew D Cooper
- Victor Campos Jr. (FTO)
- Timothy D Hidle (FTO)
- Olivia Boyd
- Seth Whittemore

## RESULTS

- 100 hours of logged Drone Training
- 234 hours of logged Drone Criminal flights
- 184 hours of logged Drone Noncriminal flights (such as Missing persons situations)
- 26 reports for Drone Flights / Assistance



# INTERNAL AFFAIRS & CITIZEN COMPLAINTS

As noted, the Christiansburg Police Department counts Professionalism and Integrity among its Core Values. To that end, the Department investigates all allegations of misconduct. We recognize that police operations are often confrontational by their nature, but we expect our employees to maintain a professional demeanor regardless. We hold ourselves accountable for our actions just as we do the public. Valid complaints of serious misconduct trigger an internal affairs investigation conducted by Command Staff. Allegations of problematic, but less serious conduct is investigated as a personnel complaint by employee supervisors. The table below details the dispositions of internal affairs investigations and personnel complaints received over the past three years.

Internal Affairs	2022	2023	2024	Total
Unfounded Complaint	0	0	0	0
Employee Exonerated	0	0	3	3
Complaint Not Sustained	0	0	0	0
Complaint Sustained	0	1	1	2
Personnel Complaints	2022	2023	2024	Total
Unfounded Complaint	2	3	6	11
Employee Exonerated	0	1	5	6
Complaint Not Sustained	1	0	0	1
Complaint Sustained	0	0	2	2
Totals	3	5	17	25

## DISPOSITIONS

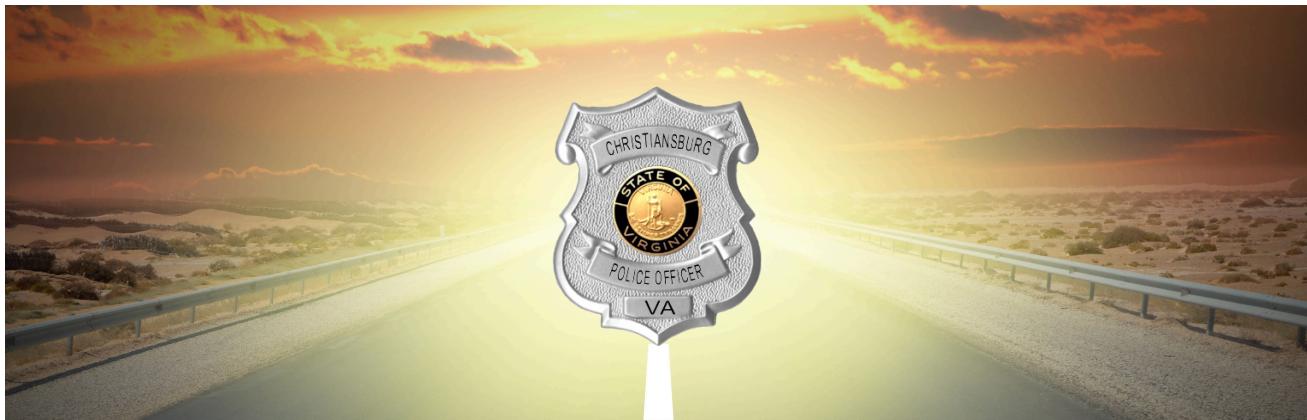
**Unfounded** – Investigation revealed that the allegation was false or that the alleged conduct never actually happened

**Exonerated** – The alleged behavior occurred, but the conduct was not inappropriate, improper, illegal or a policy violation.

**Not Sustained** - There was not enough evidence to prove or disprove the allegation

**Sustained** - The alleged conduct did occur and was inappropriate, improper, illegal or otherwise in violation of policy.

# FUTURE PLANS



The coming year we will be one of growth and transition for the Christiansburg Police Department, as it will for all law enforcement agencies nationwide. We anticipate the well-earned retirement of several long-time employees who have served as leaders throughout all levels of the Department. As such, we will continue to expand our recruiting efforts as we strive to hire only the best and brightest candidates in a highly competitive market. To that end, we will be implementing a new personnel structure that offers multiple opportunities for career growth within the agency, beyond the traditional route that relied almost exclusively on promotion. Under the new structure, officers who have achieved the required years of service, and the accompanying specialized skills and training, will be eligible to be the status of Police Officer II or Police Officer III. This represents an opportunity for officers to continue along the path of career development even if they don't choose to become a supervisor. In addition to this, we will continue to review all other benefits and opportunities to ensure we remain competitive with other agencies. This will allow us to continue to provide the citizens of Christiansburg with highly trained, professional officers who are dedicated to providing service and servant leadership.

Our efforts will continue to grow and improve. The Christiansburg Police Department has been State Accredited for 25 years. Our next step is to achieve National Accreditation, a goal we've already begun laying the foundation for and will continue to build on this year.

We recognize that the Town is continually growing, and with the implementation of passenger rail service already well underway, the rate of growth is expected to accelerate in the coming years. As such, we will continue to leverage technology—such as our drone and Flock camera programs—to serve as force multipliers and enhance our effectiveness and efficiency. We will also pursue innovative ways to partner with our community to address emerging areas of concern, including homelessness, fraud, and the ongoing influx of dangerous drugs.