

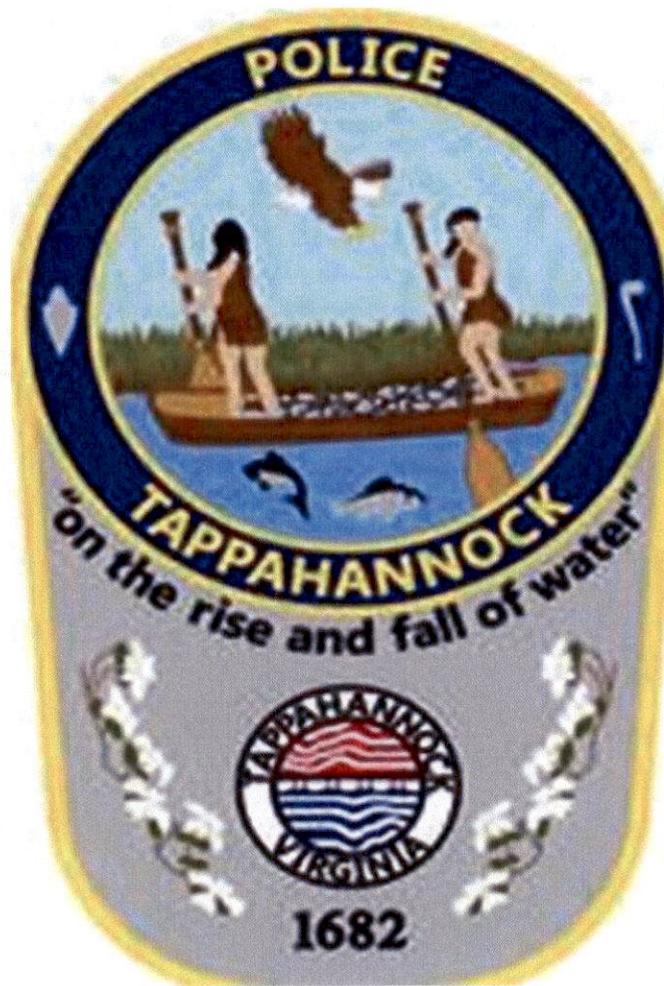


ANNUAL REPORT 2024

Tappahannock Police Department

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MESSAGE FROM THE CHIEF



The Tappahannock Police Department is proud to present its annual report for 2024, highlighting the significant achievements and tireless efforts of our dedicated officers over the past year. Despite undergoing leadership transitions during this time, the department has remained steadfast in its commitment to serving the residents of the Town of Tappahannock with honor, pride, integrity, and dignity.

On June 3, 2024, I had the distinct honor of assuming the role of Chief of Police, entrusted by the Town Council to lead this exceptional team. My leadership vision emphasizes organizational development, command and control, crime reduction, professional standards, and investigations. Central to this vision is ensuring that our department is equipped with the tools, training, and resources necessary to meet modern policing demands. I want to thank interim Police Chief Anthony “AJ” Panebianco for overseeing police functions during the first half of the year. He also ensured a smooth transition for me.

Following my arrival in the second half of the year, the department intensified its focus on reducing crime, enhancing administrative processes, improving operational effectiveness, and addressing traffic safety. Key initiatives included protecting critical infrastructure through improved reporting and documentation practices, exploring innovative strategies to mitigate speeding and traffic collisions, analyzing crime trends and problem areas, enhancing operational uniformity through appearance and professionalism, pursuing grant opportunities, and reinforcing accountability. These efforts are aimed not only at improving the quality of services provided by the department but also at fostering a safer, more welcoming environment for residents and visitors while advancing the department's goals.

In support of these priorities, we launched an aggressive approach to training, organizational management, and strategic planning. These initiatives focus on aligning officers and supervisors with the latest practices and technologies, including evidence-based policing strategies, rapid deployment techniques, and advanced tools. By integrating these philosophies, we aim to ensure that our team is prepared to effectively and efficiently address the evolving challenges of modern policing.

The department has also achieved significant progress in community engagement throughout the year. We participated in events such as National Night Out, Health Fairs, L.O.O.P programs, banquets, and church functions. By fostering strong relationships with residents, we have strengthened collaboration to address local concerns and solve problems impacting the Town. These efforts have not only built trust but have also reaffirmed our dedication to creating a safer and more connected community.

As we reflect on our accomplishments in 2024, we take pride in the dedication and professionalism of our team. We look forward to continuing our mission of serving the Town of Tappahannock in the year ahead. Colonel Thomas D. Carter, Chief of Police

The Building a Better, Brighter, Future, Tour!



Mission Statement

The mission of the Tappahannock Police Department is to provide effective and professional law enforcement in the protection of our citizens and enhance the quality of life in all communities within the town.

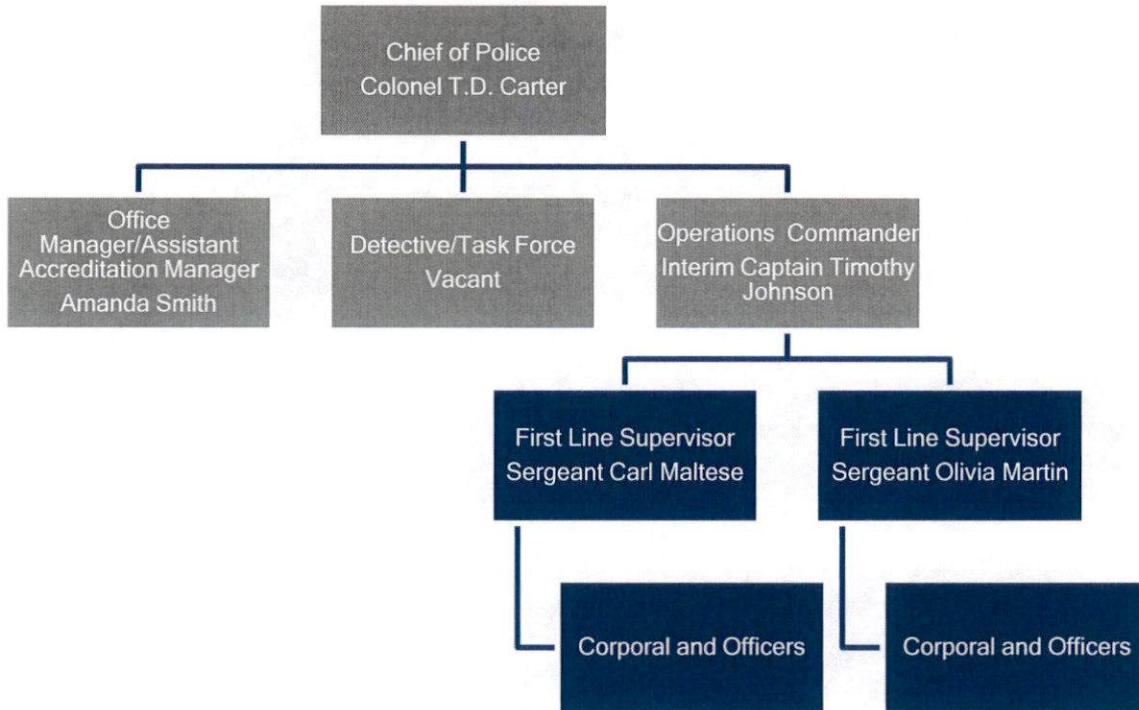
This is to be accomplished through the cooperation and respect of our citizens by the police departments' rigorous obedience to the Constitution of the United States and protecting the rights of all.

Core Values

The Tappahannock Police Department believes that we must have respect for the dignity of all those we protect, maintain fairness, have compassion for those we serve, be uncompromising with the integrity in the application of law enforcement by remaining focused on the “spirit of the law”, and ensure accountability by accepting responsibility for our actions.

ORGANIZATIONAL CHART

Revised 12/31/2024



OPERATIONS DIVISION



Staffing and Structure

The operations division is commanded by Interim Captain Timothy Johnson. Johnson began this role unexpectedly, late in 2024. However, he immediately aligned himself with the Chief's vision and stepped up for the needs of the department. Johnson is in command of two (2) Sergeants, one (1) temporary support officer, and six (6) patrol officers. Officers work a 12-hour pitman schedule which contributes to them being off every other weekend during a 14-day cycle. These members protect the Town of Tappahannock's 2.7 square miles and 2200 citizens (United States Census Bureau, 2020). All operational components have been inspected and supports the mission.

In addition to responding to police calls for service 24 hours a day, 365 days a year, Johnson is responsible for the various functions below:

- | | |
|----------------------------|------------------------------------|
| ◇ Police Chaplains | ◇ Property and Evidence |
| ◇ Community Engagement | ◇ Fleet Management |
| ◇ Department Accreditation | ◇ Inspections |
| ◇ Rapid Deployment | ◇ Office of Professional Standards |
| ◇ Task Force | ◇ Traffic Enforcement |
| ◇ Investigative Services | ◇ Building and Grounds |
| ◇ Case Management | |

Crime Comparison (2023 v. 2024)

“Evidence-Based Policing practices guide us in using the most promising and effective practices to get ahead of problems that may contribute to crime and disorder.” Colonel Thomas Carter

◇ Arrest

- a) 2023-186
- b) 2024-170

◇ Incident Reports

- a) 2023-237
- b) 2024-291

◇ Warrants

- a) 2023-415
- b) 2024-380

Partnerships

Chesapeake Bay Task Force

- ◇ Tappahannock PD maintained a partnership with the Task Force in 2024. Task force members assist with investigating VICE crimes in the Town and throughout the region.

Rappahannock Regional Academy

- ◇ Board (Regional Chiefs and Sheriffs)

Middle Peninsula Regional Jail

- ◇ Tappahannock PD maintained a partnership with MPRJ in 2024.

Essex County Sheriff's Office

- ◇ Tappahannock PD maintained a partnership with ECSO in 2024.

Virginia State Police

- ◇ Tappahannock PD maintained a partnership with VSP in 2024

Operations Calls for Police Service

◇ Directed Patrols

- a) 2023-10,347
- b) 2024-7,291

◇ Calls for Service

- a) 2023-16,108
- b) 2024-13,606



Traffic & Pedestrian Safety

According to VDOT, Tappahannock serves approximately 23,000 +/- vehicles traveling on Route 17 N/S (VDOT, 2019). Route 17 (Church Lane) is the main north-south road in the Town of Tappahannock's historic district. It is also a corridor of statewide significance for moving people and goods throughout Virginia and outside the state. A total of 1159 traffic summons were issued in 2024 on Route 17 and various other problem areas within the town. In comparison to 2023, this is a slight increase in enforcement from 1145. These numbers highlight the continued efforts of our officers to address traffic complaints within the Town. In 2024, there was one pedestrian-vehicle fatality that was not directly related to speeding. However, the incident highlights the importance of continuing to take an aggressive approach to traffic law violators. Colonel Thomas Carter is committed to continuing his efforts to develop strategies to address problems related to traffic law violations throughout the town. After an assessment of the problem areas, Carter has made recommendations that include speed enforcement cameras in school zones, additional police personnel for a traffic division, electronic ticketing, digitized speed signs, and various other suggestions. Department of Motor Vehicles grant funding in the amount of \$7400 was used to supplement some overtime expenses to conduct traffic enforcement.

◇ **Vehicle Crashes**

- a) 2023-113
- b) 2024-117

◇ **Citations Issued**

- a) 2023-1145
- b) 2024-1159

◇ **DUI Arrest**

- a) 2023-25
- b) 2024-23

◇ **Number of Traffic Check Points and Traffic Initiatives**

- a) 2023-0
- b) 2024-2

◇ **Top 5 Citations Issued**

Driving While License

Revoked/Suspended

- a) 2023-32
- b) 2024-27

Holding Phone

- a) 2023-31
- b) 2024-24

Driving Without License

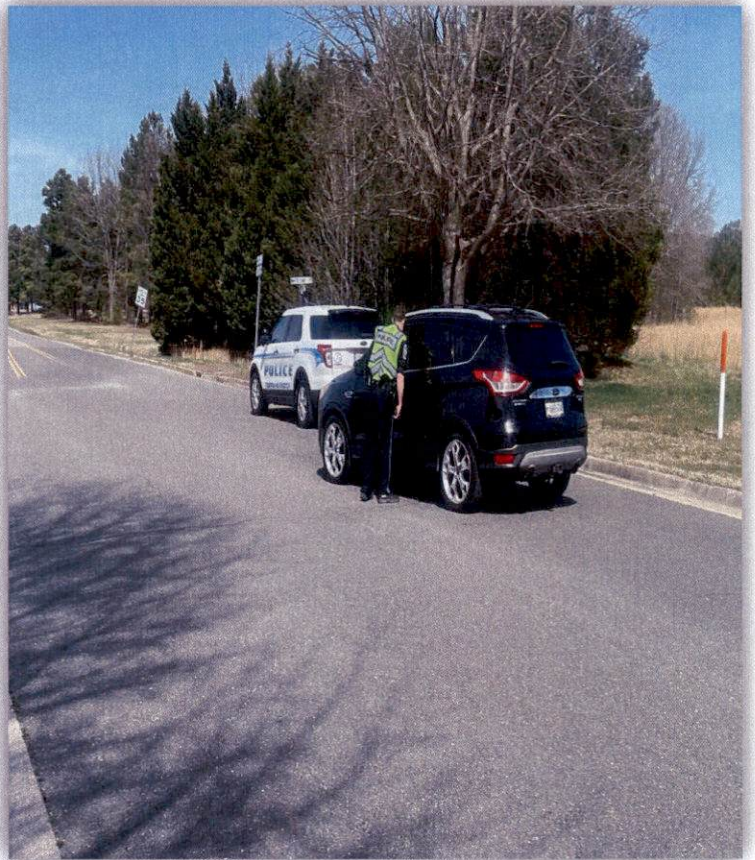
- a) 2023-50
- b) 2024-41

Speeding 15-19 Over Posted Limit

- a) 2023-397
- b) 2024-295

Speeding 20 Over Posted Limit

- a) 2023-239
- b) 2024-213



Violent Crime

Murder and non-negligent Manslaughter

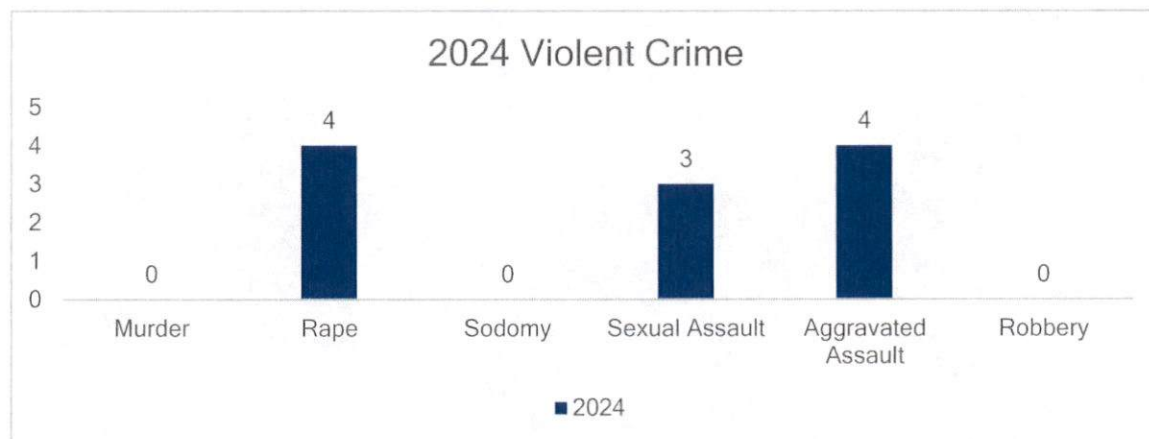
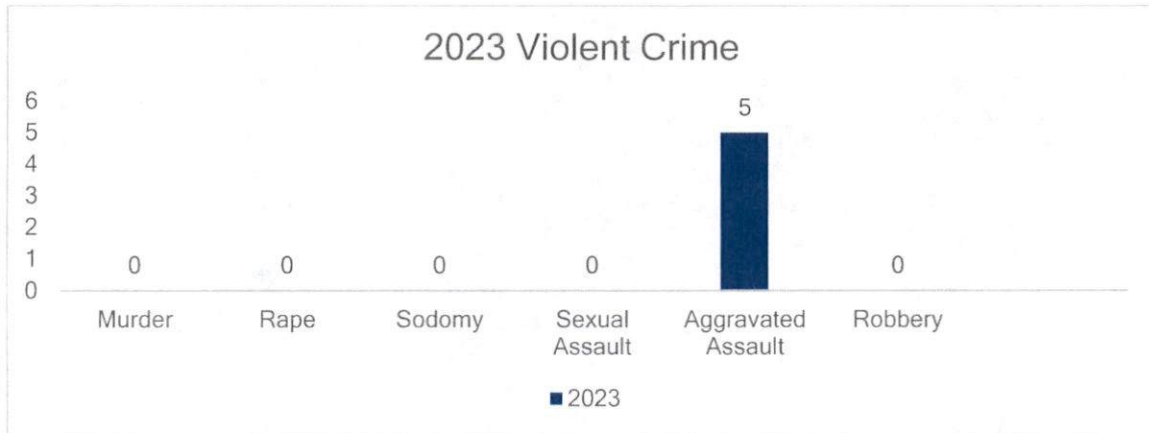
Rape

Sodomy

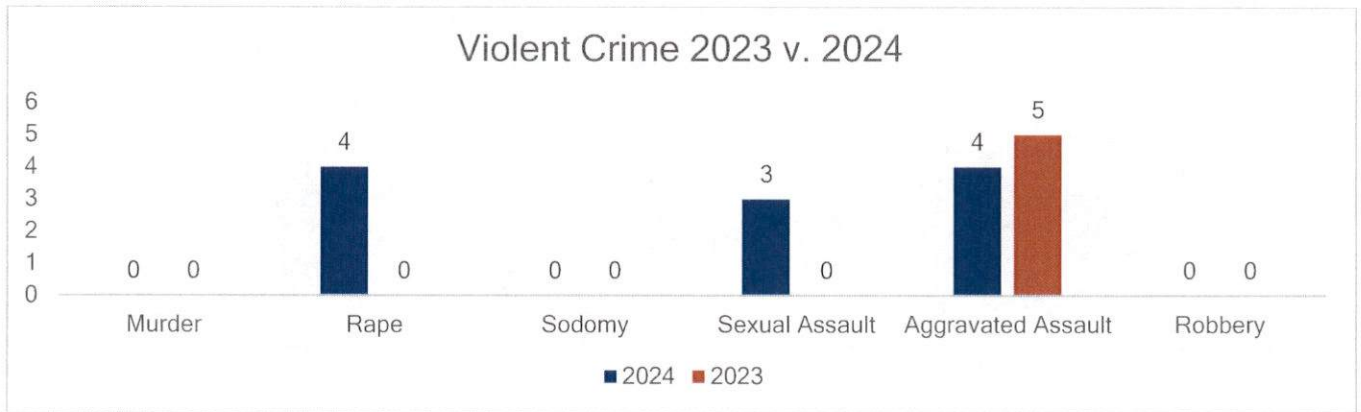
Sexual Assault with Object

Aggravated Assault

Robbery



Executive Summary



Property Crimes

B & E
Larceny/Shoplifting
Motor Vehicle Theft
Arson



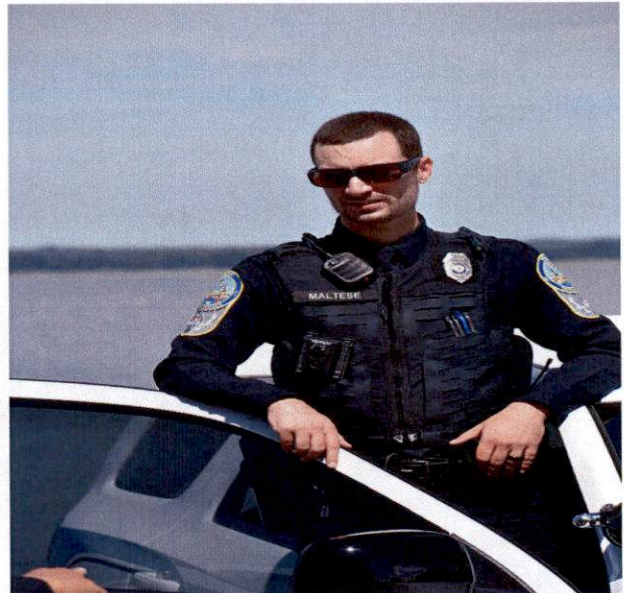
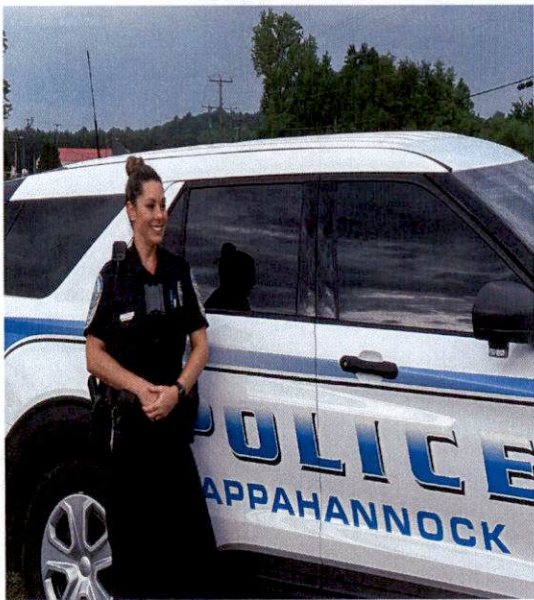
Top Arrest

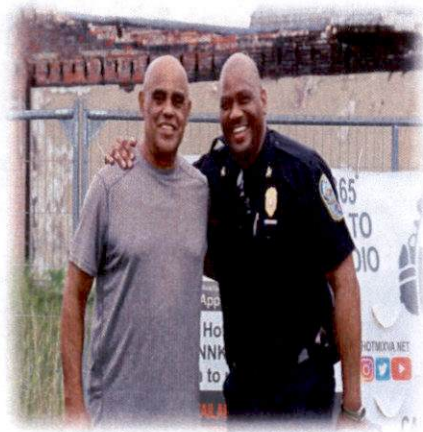
- ◇ 2024-Shoplifting/Larceny (63)
- ◇ 2024-Drug Offences (21)
- ◇ 2024-Public Intoxication (19)
- ◇ 2024-Domestic Assault (14)

Community Engagement

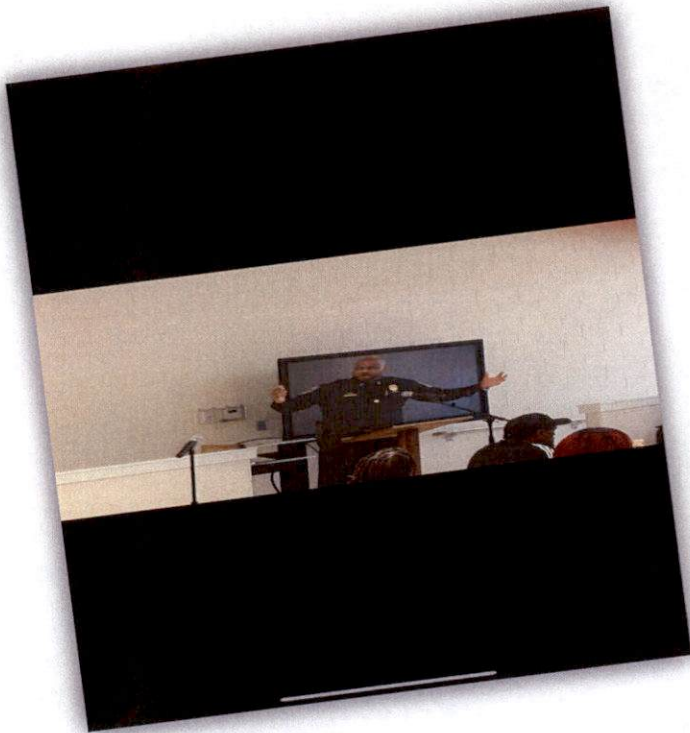
Members of the Tappahannock Police Department understand the importance of building a relationship with the community. In 2024, we are pleased to announce that we have spoken at, attended, participated in, and organized the following events:

- ◇ Farmers Market
- ◇ Purdue 50th Anniversary
- ◇ Rotary Club Meeting
- ◇ Moose Lodge Club Meeting
- ◇ Hot Mix Radio Interview
- ◇ Triad Ceremony
- ◇ Volunteer Fire Department Ceremony
- ◇ Soul By the River
- ◇ St. Margaret's School Walk Through
- ◇ Business Community Walk
- ◇ Central Park Soft Opening
- ◇ Romas' Owner Management Meeting
- ◇ St. Johns Episcopal Church Cookout
- ◇ 4th of July Softball Game
- ◇ National Night Out
- ◇ Trunk or Treat
- ◇ Triad Christmas Luncheon
- ◇ Coffee With the Captain
- ◇ L.O.O. P Pizza Party
- ◇ Essex Sheriff Christmas Luncheon
- ◇ Java Jacks Brunch With A Cop
- ◇ Shop With A Cop
- ◇ Prince Street Appreciation Breakfast
- ◇ Breast Cancer Awareness Rally
- ◇ DEA Drug Take Back
- ◇ Car Fit





Tappahannock PD First Annual National Night Out 2024 organized by Corporal T. Williams, donations by the Moose Lodge, Walmart, Hot Mix Radio, and various others.



Pictured above left: Corporal Williams conducting Community Policing

Pictured above right: Officer Ashley conducting a ride-along

Pictured below left: Chief Carter speaking at the Triad Health Fair

Pictured below right: Amanda and Captain Johnson serving breakfast for a fundraiser.



Above: St. Margaret's School students conduct community service at the police

Below: Captain Johnson and Deputy Hayes pose at National Night Out



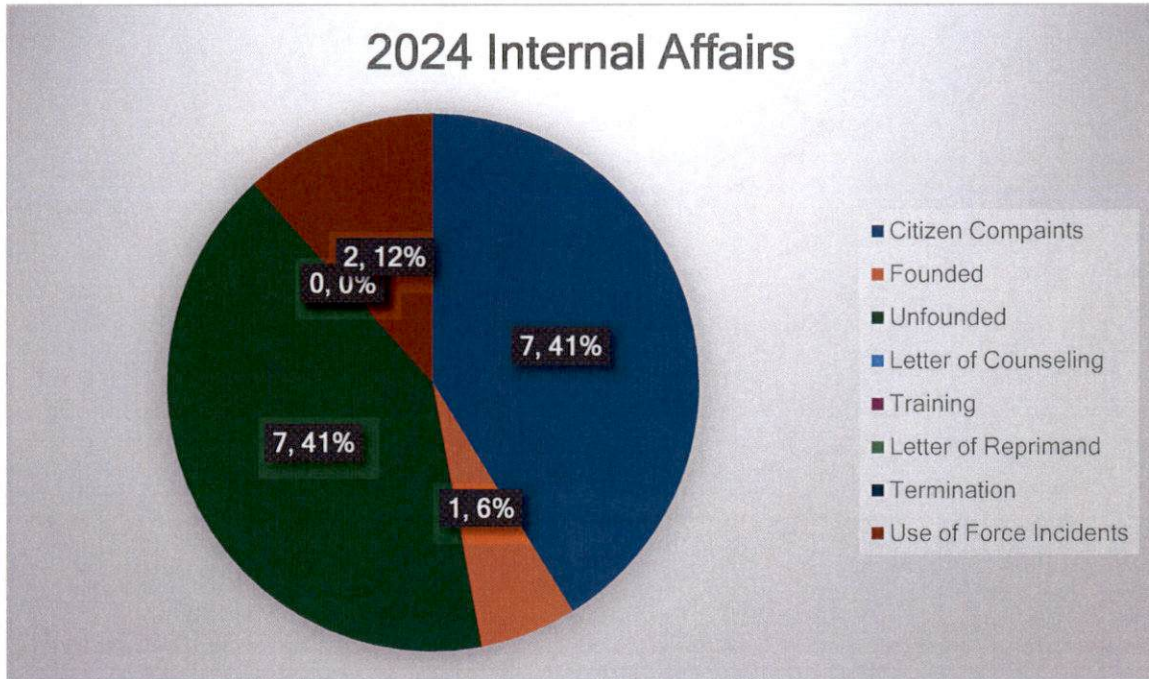


Left: Chief Carter and Corporal Williams and Chaplain Dr. Johnson conduct breast cancer awareness at CATO.

Below: Sergeant Maltese pose with McGruff the Crime Dog at Shop with a Cop, donations by the Moose Lodge, Walmart, Hot Mix radio, and various others.



Internal Affairs Investigations



Citizen Complaints

2023-0

2024-0

2023-1

2024-7

Letter of Reprimand

2024-7

Letter of Counseling

2023-0

Founded

2023-1

2024-0

2023-1

2024-0

Termination

2024-1

Training

2023-0

Unfounded

2023-0

2024-0

Use of Force Incidents-

2024-2 Both Within Policy

Building trust and legitimacy within the community remains a core priority for our department. In 2024, the leadership team reinforced our commitment to the department's principles and values through comprehensive policy implementation and oversight. Officers were equipped with a new body camera system, which is now utilized on all calls for service and during citizen interactions. These systems not only serve as a critical tool for gathering essential evidence in criminal investigations but also play a key role in enhancing accountability and ensuring transparency with the public. Colonel Carter encourages members of the public who have concerns about interactions with officers, case handling, or any other internal matter to use our citizen complaint form on the Town's website.

Hiring/Retention/Retirement

2024 Total: Twelve (12) Full-Time Employees, Two (2) Part-Time Employees, Two (2) Chaplains
Chief of Police and an Interim Police Chief-1

Captain- 1 (Resigned November 2024)

Sergeants-2

Corporals-2, (1 Retired December 2024)

Detective-1

Officers-4

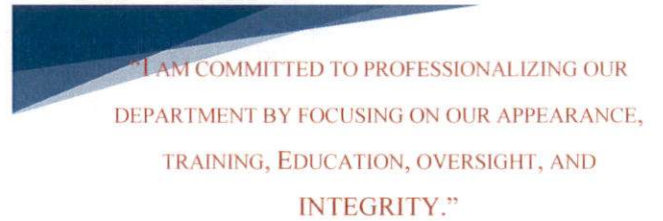
Officer-1 (Recruit Officer Academic Inefficiency)

Firearms Instructor-1 Part-time (Resigned November 2024)

Patrol Officer-1 Part-time (Resigned July 2024)

Office Manager-1 non-sworn

Chaplains-2 (Volunteers)

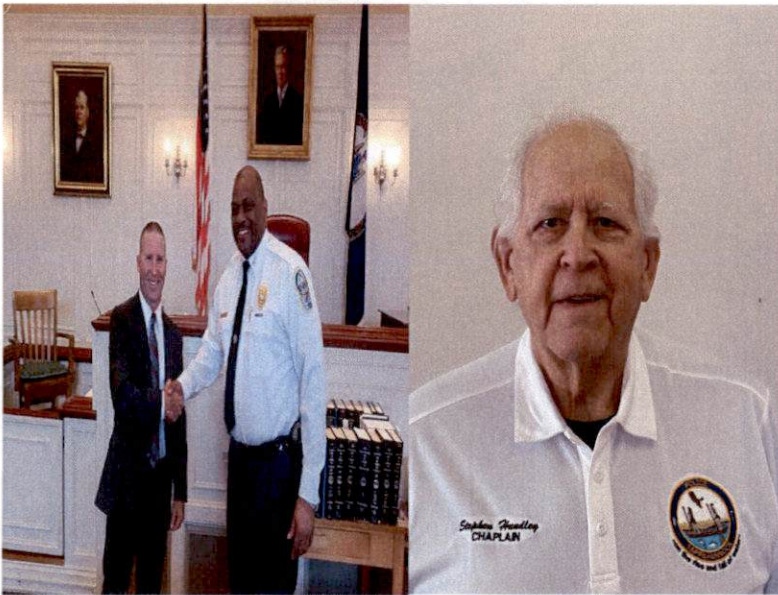


Colonel Thomas D. Carter

Hiring Campaigns

Two hiring campaign posters for the Tappahannock Police Department. The left poster is blue and white, featuring the text "we are hiring join our team" and lists benefits for Non-Sworn Police Officer's, Sworn Police Officer's, and Sworn Police Officer's. It also includes the email "asmith@tapp-pd.org" and a phone number "Call 804-643-2040 for More Details". The right poster is red and white, featuring the text "Tappahannock Police Department IS NOW RECRUITING Pre-Certified Police Officers" and lists benefits: "Free Health and Dental Insurance, Competitive Salary, Virginia Retirement System, Take-Home Vehicle, 18 Annual Leave Days".

A hiring campaign poster for the Tappahannock Police Department. It features three officers standing in front of two patrol cars. The text "WE ARE HIRING!!!" is prominently displayed in large, bold letters. Above the officers, it lists "BENEFITS INCLUDE: Competitive Pay, Free health coverage for employees, Take-Home car (20 air mile limit), Work in a diverse and progressive agency." and includes a QR code. The text "TAPPAHANNOCK POLICE DEPARTMENT APPLICATION & INFO: www.tappahannock-va.gov or scan the code below" is also present.



Left: Officer Brian Wright joined the team in 2024.
Right: Stephen Hundley joined the team as the new Police Chaplain along with Dr. Ella Johnson, not pictured. Both are volunteers.



Corporal Shaun Boone retired after more than three decades of service in December 2024.



2024 Promotions/Awards/Honors/Appointments



In 2024, officers were awarded for promotions to Sergeants, and appointments to Corporal and Captain. Additional awards included Officer of the Year, Hicks/Evans Award, Town Manager recognition, Madd Award, and Forensic Academy award. We recognize the importance of professional development and highlighting success.

2024 Staff Inspections/Evaluations

Accreditation- In 2024, the department successfully achieved reaccreditation through the Virginia Law Enforcement Professional Standards Commission (VLEPSC). This accomplishment reflects the department's unwavering commitment to upholding the highest standards of law enforcement practice and ensuring full compliance with all regulatory guidelines. The department's dedication to professionalism and adherence to VLEPSC standards highlights its ongoing effort to provide exemplary service to the community while maintaining operational excellence. In 2025, the Chief and all members of his executive team will receive training in accreditation to ensure a clear understanding of the program and operational components are following standards.

Fleet Management- All vehicles in use have undergone biannual inspections and are fully compliant with the regulatory guidelines set forth in department policy and accreditation standards. The police department currently operates a fleet of thirteen (13) vehicles, with mileage ranging from 9,000 miles on the lowest end to 116,000 miles on the highest. There are no deficiencies effecting operations.

Uniforms- In 2024, all uniforms were updated to a Class B, BDU-style uniform, featuring dark blue tactical pants and a choice of long sleeve or short sleeve shirts. Officers have the option to wear either an over or under vest with this uniform. For courtroom and ceremonial occasions, officers wear a Class A or B dress uniform, with solid blue pants that include hidden leg pockets. Shirts are available in both long sleeve and short sleeve options. In Circuit Court, long sleeve shirts and a tie are required. These uniform changes ensure a professional appearance and promote consistency among officers. There are no deficiencies effecting operations.

Building and Grounds- The police department is located at 104 Commerce Road, Tappahannock, Virginia, 22560. The building is secure and offers easy access to the public. A handicap accessible sign is prominently displayed at the front of the building, in compliance with the ADA Act. Ample parking is available in both the front and side areas of the building. Inside, all lights, doors, and locks are functioning properly. However, the carpet requires replacement, and several minor updates are needed throughout the facility. An Automated External Defibrillator (AED) is securely mounted on the wall and has been inspected according to safety standards. The VCIN terminal is housed in a locked office, ensuring it is not accessible to the public. Overall, the building is fully equipped to support the operational and administrative needs required for continuous police operations. There are no deficiencies effecting operations.

We would like to thank our Town Council, Town Manager and the community for supporting us throughout 2024 while working together to ensure that we have adequate resources to enhance the safety of all in the Town of Tappahannock. We would also like to thank our two volunteers, Dr. Ella Johnson, and Stephen Hundley for their dedicated service as Police Chaplains.

Tappahannock Police Department
The Building a Better, Brighter, Future Tour!

END OF REPORT