



CHESTERFIELD COUNTY POLICE

COMPREHENSIVE



Introduction

The Chesterfield County Police Department (CCPD) was established in 1914 and has an authorized sworn strength of 557 and 132 non-sworn full-time employees and 53 part-time employees. In 2020, CCPD responded to 226,668 calls for service and conducted 416,002 police activities. The department achieved Virginia Law Enforcement Professional Standards Commission (VLEPSC) accreditation in 1998 and Commission on Accreditation for Law Enforcement Agencies (CALEA) accreditation in 2017. Our chief, Col. Jeffrey S. Katz, who was sworn in as Jan. 2, 2018.



Chesterfield County, Virginia, covers over 437 square miles, including 8,000 road miles, and is home to over 364,000 residents, making it the fifth-largest jurisdiction by population in the Commonwealth and the largest in the Richmond metropolitan area. Interstates 95, 295, and 895, along with U.S. Highway 1 and state highways 288 and 150, traverse Chesterfield County. We border Richmond, Virginia's capital city, to our north and the City of Petersburg to our south. This area is a destination for history enthusiasts and sports competitions. Chesterfield County is also the home of the largest of Virginia's state parks, Pocahontas State Park, which is frequented for its camping, hiking, and other activities.

CCPD is committed to the health, wellness, and safety of its personnel. CCPD has four reasons for existing and one of those is our personnel. Recruiting, retaining, and developing top-tier talent is a top priority. CCPD strives to create and maintain a culture that embraces taking care of our employees physically, professionally, and emotionally while providing them with all the tools necessary to perform their jobs safely. CCPD has made enormous investments in education, professional development, mental health support, and resources to support our personnel throughout their careers and into retirement financially. CCPD continuously evaluates and procures equipment to enhance the physical safety of its people. Most importantly here at CCPD, from the top down, we value people over process and believe that is how a healthy culture is created.

Community Engagement

Forming problem-solving partnerships is one of our agency's four key values; together, these four values are our why, the reason we do what we do. Establishing problem-solving partnerships is a core value because relationships with our community are essential for comprehensive and legitimate public safety. We believe our officers experience a safer working environment when our community relationships are strong. Out of our many community policing programs designed to form partnerships, the following are two examples of efforts focused on building relationships. These programs build trust through dedicated and inclusive efforts to communicate with our community.

CCPD has been participating in National Night Out with the National Association of Town Watch since 1984. CCPD consistently finishes in the top ten among agencies in category 1, which serve a population of over 300,000. Our rankings for the last five years are: 2017 – 5th, 2018 - 8th, 2019 - 7th, 2020 - 4th, and 2021 - 6th. Our Neighborhood Watch, Business Watch, Worship Watch, and Citizen's Academy programs feed into the success of our annual National Night Out celebration.

In 2021, CCPD incorporated SpidrTech technology to help gather data on our customer service. SpidrTech is a survey tool that helps measure the level of trust in our agency throughout our community. Each call for service from a wireless device generates a message with a survey link; on

this survey, the caller can offer feedback on the service received from the call-taker through the patrol officer. The collected responses are compiled and used to evaluate the levels of confidence in the department and the individual responding officer.



The resulting survey responses are provided bi-weekly to supervisors and command staff. Any significant negative response, complaint, or concern is followed up on by supervisors. More importantly, the results provide positive and encouraging feedback to the department and officers. They capture what we are doing right, which affirms and encourages officer performance. Over time, this

data helps us distinguish where trust is high and where we should focus on building relationships. Member wellness is enhanced through the objective display of community support for their work and commitment to public safety. Over the past five months, the Chesterfield County Police Department has achieved a 94% satisfaction rating from survey respondents, and 98% reported their interactions with our officers as “professional and respectful.”

CCPD maintains a robust social media presence, engaging with residents on multiple platforms. We started with Twitter, then joined Facebook, Nextdoor, YouTube, Instagram, and LinkedIn. We produce a podcast that is available on several other platforms, as well. More than 20 department members, primarily in our Uniform Operations Bureau, maintain individual Twitter accounts, which they use to communicate everything from road closures to positive news about their officers. Through our social media channels, we tell our story and show our heart to our community. We believe this open communication and engagement has strengthened our relationship community, which knows we both strive to give our best every day and own it when we fail to do so.

[Click here to view our department Facebook page.](#)

[Click here to view our department Twitter account.](#)

[Click here to view Col. Katz’s Facebook page.](#)

Officer Wellness

Eight Dimensions of Wellness

CCPD administers a robust employee wellness program in an effort to successfully support our members in their personal wellness journeys. Our program provides support, training, and education to improve our members' ability to be self-aware, recognize issues affecting them, and exercise proper coping skills before issues become problems. Our program focuses on eight dimensions of wellness: physical, mental, emotional, spiritual, environmental, financial, occupational, and intellectual. Our goal is to maintain a culture of trust in which our members request help for themselves and/or others without the fear of losing their credibility, respect, or career. It is our shared belief that we are responsible for ensuring our members have resources and information readily available to assist them as they pursue their health and wellness goals.

Eight Dimensions of Wellness



Peer Support and Critical Incident Stress Management

CCPD has one of the finest Critical Incident Stress Management (CISM) and Peer Support Teams in Virginia. This model program focuses on the emotional, physical, spiritual, and financial health of our officers by emphasizing training, education, and resources. Our organizational, top-down approach on wellness has helped reduce the stigma of officers reaching out for help or experiencing psychological trauma. [Click here to view brochure.](#)



Our CISM/Peer Support Team consists of 58 members, an 11:1 ratio of our workforce, representing all facets of our department, to include patrol, investigations, emergency communications, forensics, and civilian employees. Each team member is committed to caring about their fellow officers/coworkers and their families, and to helping them emotionally through any personal or professional issues at any time, day or night. Our department members know they can contact any team member, regardless of rank or assignment, by going on the peer support page of our police intranet and choosing a team member they feel comfortable talking to. This message has been instilled in recruits during the basic academy and officers during in-service trainings and roll calls. [Click here to view a video of an officer discussing her experience.](#)

Our team is unique in that we have three officer spouses who have been certified as peer supporters. Our department knows that our officers' families may also be affected by the job, and therefore we offer many of the same benefits to immediate family members. This includes peer support, EAP benefits, police chaplain services, and psychological counseling from board-certified police psychologist. Our civilian spouse team members help other spouses and family members who are in need and/or request peer support.

Our CISM/Peer Support Team has been accredited through the Virginia Office of Emergency Medical Services, which provides an umbrella for confidentiality protection under Virginia state code. Peer support has become so well-respected within our department that our Office of Professional Standards (OPS) has integrated having a team member give a ride home to any officer who has been placed on administrative leave due

to an internal investigation, is involved in an officer-involved shooting, etc. Additionally, officers under investigation by OPS are permitted to discuss their case with a member of peer support. This pragmatic approach is a win for everyone involved and is possible because of the trust established by our team members.

The team sponsors children's events throughout the year, such as Hop with Flop and Lunch with Santa. This year, our team also partnered with our police spouse's group to provide hundreds of candy grab bags that were distributed to children by officers for Halloween.

CCPD is very proud of its CISM/Peer Support Team and gives the team's coordinator the flexibility to share information and help other localities. The coordinator has provided several presentations in Virginia, including to the 2019 Virginia CIT Conference, the 2019 Metro Richmond Leadership Conference, and the 2019 Chaplain's Conference. He has also worked closely with other agencies that want to establish peer support programs.

CCPD contracts with a board-certified police psychologist who is available to our officers and their families 24/7. He is a member of our Critical Incident Stress Management and Peer Support Team, he responds to officer-involved shootings and other traumatic events, and he assists with our emotional and mental health trainings. He regularly visits with the deputy chief of police, with officers at roll calls, and with other areas of the department.

The Chesterfield Crisis Intervention Team (CIT) is a collaboration of professionals committed to assisting people in crisis who have mental illnesses or other brain disorders or are struggling for other reasons. This collaboration includes representatives from Chesterfield Mental Health Support Services, Police, Fire, Sheriff's Office, and subject-matter experts. CIT trains our first responders to effectively interact with and de-escalate people in crisis. The benefits of this training include decreased officer and citizen injuries, diminished litigation against law enforcement, fewer tactical team calls, decreased recidivism, and stronger community support for law enforcement.





Chesterfield CIT launched its first 40-hour training in November 2013. As of now, we have held 39 classes and trained 759 students. This total includes 592 sworn law enforcement officers from the Chesterfield County Police Department (410 currently working), 135 members of the Chesterfield County Sheriff's Office, and 46 representatives from regional law enforcement agencies. Our team also has trained a litany of non-law enforcement personnel from Chesterfield Fire & EMS (117), the Magistrate's Office (11), the Police Department (10), Mental Health (9), Community Corrections (8), Juvenile Detention (3), the Sheriff's Office (3), and Chesterfield Probation and Parole (1).

Despite COVID-19 shutting down all CIT training between March 2020 and August 2021, 56 percent of the sworn officers/supervisors assigned to Uniform Operations are trained in CIT, and 83 percent of sworn detectives/supervisors assigned to the Investigations Bureau are trained in CIT. Overall, the police department currently has 63 percent of its sworn officers/supervisors trained in CIT.

Chesterfield CIT is a member of the Central Virginia CIT (CVACIT), which meets every other month to discuss program ideas and issues that affect the region. Other members of the CVACIT are Henrico, Hanover, Richmond, D-19, and Crossroads CSB. The CVACIT also participates in a regional Train-The-Trainer on a quarterly/as-needed basis to help provide CIT instructors for each program.

Lt. Jeff Easton currently serves as the CIT coordinator for Chesterfield's program. He represents Chesterfield and Central Virginia by serving on

the Board of Directors for the Virginia CIT Coalition, which drafts policy and oversees issues affecting CIT statewide.

Critical Incident Stress Debriefing and Defusing

CCPD defines critical incidents as personal or professional incidents that induce an abnormally high level of negative emotions in response to a perceived loss of control. These events may include officer involved shootings, line of duty death or serious injury, or bearing witness to the aftermath of serious violent crime. CCPD has an array of resources designed to help officers navigate through these event types such as peer supporters, chaplains, and a qualified mental health professional. Certain critical incidents mandate critical incident stress debriefings or defusing such as officer involved shootings. Other events may trigger these resources based on the individual or workgroup and the observation of their supervisors.

CCPD offers formal one-on-one and or group discussions facilitated by a qualified mental health professional and trained peer support team members after a critical incident referred to a critical incident debriefing. These debriefings are designed to assist participants in understanding their emotions and strengthening their coping mechanisms after a critical incident. Critical incident defusing consists of brief confidential discussions between an employee involved in a critical incident and peer support team members immediately following an incident. The purpose of the defusing is to help the employee's cognitive functioning and to help prepare the employee to cope with the future stress reactions that may arise from the critical incident.

Police Chaplains Program

The Police Chaplains Program provides counseling and pastoral services to officers, their families, other departmental members, and members of our community whenever such services are requested. Police Chaplains are ordained/licensed, experienced clergy members who have received



training in their own faith and general training certifying them as a police chaplain. They are assigned to district stations, divisions or bureaus, or may be at-large members who voluntarily provide employees with emotional and spiritual support. Chaplains serve as non-sworn volunteers and their responsibilities include:

- Assisting CCPD members and their families, upon request, in times when the member or their family are under stress or in need counseling
- Assisting members and their families, upon request, following line-of-duty deaths, serious injuries, or other traumatic experiences
- Assisting officers in extending pastoral ministry to crime or trauma victims, their families, and other persons who encounter the police who may benefit from pastoral guidance
- Participating in special events honoring and recognizing police officers
- Participating in training classes

Chesterfield County Police Foundation

The Chesterfield County Police Foundation, Inc. was organized in 2000 to provide support and benevolent assistance to the Chesterfield law enforcement community. The foundation is composed of public-minded citizens who appreciate the unique demands made upon and challenges faced by the men and women who ensure the community's safety.

The organization is dedicated to supporting the Chesterfield law enforcement community by maintaining funds to support law enforcement personnel and their families to meet emergency needs. This fund is expressly designed to meet the immediate, short-term needs that arise before other resources are available. The Chesterfield County Police Foundation, Inc. is a charitable organization that is tax-exempt as defined under IRS rule 501 (c)(3). A contribution to the foundation is tax deductible.

The foundation provides continuous support in a variety of areas, which include but are not limited to:

- Short-term financial support for officers or their families during crisis situations

- Public outreach and education programs
- Recognitions programs
- Financial support for the Law Enforcement Officer Memorial Service
- Special programs deemed appropriate by the Police Foundation Board for which government funding cannot be used

The department has participated in assorted fund raisers to benefit the foundation. Examples include a golf tournament, No-Shave November, and Bike for the Blue – a bicycle ride from Richmond to Washington, D.C., during Police Week.

[Click here to view a video of Col. Katz talking about No-Shave November.](#)



Wellness Checks and Education

CCPD recognizes the benefits of voluntary “wellness checks” for all personnel and every member is encouraged to contact our department psychologist. Additionally, CCPD mandates annual wellness education and check-ins for members of our Forensic Unit, Crash Investigation Team, and Special Victims/Domestic Violence Section, as members in these areas are subject to observing and experiencing trauma and vicarious trauma at a higher rate. The following represents excerpts of each unit policy.

Each member of the Forensic Unit, Special Victims/Domestic Violence Section, and Crash Investigation Team is required to meet with a police department-contracted mental health professional each calendar year as one of his/her training requirements. Individuals who hold the position of forensic investigator within the unit are required to meet with a

police department-contracted mental health professional twice each calendar year as one of his/her training requirements. This confidential conversation may cover both professional and personal topics, as well as general wellness and mental health education, resiliency assessment (e.g., work-life balance, social support, lifestyle factors, etc.), and a review of job-related stressors. These meetings are intended to provide employees with additional tools and resources for stress management and coping following exposure to potentially traumatic events that may occur while on the job. Any information shared by the employee with the mental health professional shall be strictly confidential and may only be shared if:

1. The employee reveals child, vulnerable adult, and/or elder abuse to the mental health professional;
2. The employee voices or demonstrates to the mental health professional that there is an immediate threat of harm by the employee to either himself/herself or to others;
3. There is a court order compelling disclosure of the confidential records; or
4. The employee signs a release of information form giving the psychologist permission to talk with appropriate department personnel. Otherwise, the only record the police department will receive from the contracted mental health professional is a record confirming the employee was present and therefore met this annual training requirement.

Annually, each unit commander, in coordination with Training Unit personnel, shall be responsible for designing and coordinating a two-hour wellness training block focused on general wellness and mental health education for their members. Copies of the training dates/times shall be forwarded to the training division to be maintained as a training record.

Respiratory Protection and Exposure Control

CCPD has established respiratory protection and exposure control programs to protect its members' health and wellness. All police recruits are evaluated on their physical ability to use a respirator by the Employee Medical Center physician prior to being issued a respirator (gas mask). If a recruit is not cleared, she or he is referred to their primary care physician for treatment. Once cleared each member is issued, fit tested, and trained in the use of a respirator. Additional fit testing is conducted

annually. CCPD has a designated respiratory program coordinator who coordinates with the county employee medical center physician when circumstances dictate an employee needs to be reevaluated. Supervisors conduct monthly inspection of issued respirators to ensure accessibility and functionality.

CCPD also has an exposure control plan with a designated exposure control compliance officer. The compliance officer, assigned to the police personnel division, ensures annual training for police personnel relating to communicable diseases, reviews and updates the department's exposure control plan annually, acts as the liaison between health care professionals and exposed employees, assists employees with post exposure medical testing and follow up, ensures confidential billing related to the employee, and maintains secure and accurate exposure related medical records. The exposure control compliance officer assists during exposure incidents by guiding supervisors through the appropriate steps to protect the employee through the process. In circumstances where the source of the exposure is uncooperative the compliance officer initiates the legal process of obtaining a court order.

My PD - Media and Messaging

The department's Media and Messaging Team focuses on external and internal communications. The team created My PD, a SharePoint site dedicated to sharing internal information. Members can easily access My PD through a link on our police intranet site. In response to the overarching concerns of employee wellness and the COVID-19 pandemic, Media and Messaging developed two pages on My PD to enhance our internal communications with all police and Emergency Communications Center (ECC) employees. The first page was created to inform employees of all COVID-19-related developments, including employee expectations and guidelines, as they happened. The second is a Wellness page, which was developed to foster employee wellness during a time of uncertainty and concern for not only public health, but also the health and wellbeing of our first responders. [Click here to view a screenshot of My PD.](#)

The Wellness page is designed based on the eight dimensions of wellness: physical, mental, emotional, spiritual, environmental, financial, occupational, and intellectual. Each dimension has a tab with links to

resources. For example, the Mental Wellness dimension contains a video message from our Peer Support Team to remind the department of the team's purpose and offer services for those struggling during the pandemic. The Financial Wellness dimension has links for budgeting, financial tips, and will preparation. This holistic approach offers resources and tips for the various wellness needs of our employees, understanding that no two people are the same and we all bring our own struggles with wellness from different aspects of our lives.

[Click here to view the peer support team's pandemic message.](#)

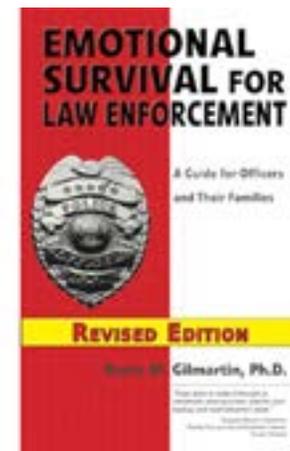
In January 2021, the department created the Wellness Coordinator position to develop our internal wellness programs and meet wellness goals. The Media and Messaging team was able to utilize her expertise in the different facets of wellness to create various internal wellness campaigns. The team worked with the Wellness Coordinator to create videos explaining and highlighting the LawFit test, the voluntary fitness assessment and even the Wellness Coordinator position itself. The Media and Messaging team is committed to supporting the department's wellness goals with relevant, timely, and authentic communication.



Education

In 2018, the department developed a mandatory in-service class on health and wellness. This class defined physical health and wellness as it pertains to department members. It contained information from FBI physical fitness studies and the American Heart Association. Other topics included how to identify stressors and cope with them, nutritional guides, and information on the Employee Assistance Program.

The 2019 mandatory in-service class was based on the book “Emotional Survival for Law Enforcement” by Dr. Kevin Gilmartin. This class included video clips of Dr. Gilmartin explaining various topics in his book followed by class discussion. Coincidentally — or maybe not — at the time this class was being formed, one of our officers offered to help. He felt he had been given a second chance in life and wanted to use his experience to help others. Hence, this class contained a video of him providing testimony of significant personal, physical, and emotional trauma, which nearly ended his career and his life. He spoke about his anger, not wanting to go home, losing his relationships, hypervigilance, isolation, and maladaptive coping, which ultimately led to his physical and emotional collapse when he asked God to take his life. Fortunately, his story has a happy ending in which his career is flourishing, he is healthy physically and emotionally, his family life is exemplary, and he is living a fulfilling and purposeful life. His example of vicarious resilience was exceptionally impactful.



Additionally, basic recruits are provided a copy of “Emotional Survival for Law Enforcement” and have discussions on each chapter throughout the academy.

The 2020 mandatory in-service class, “Navigating Emotional Health,” focused on several aspects of wellness: physical, mental, spiritual, emotional, and financial. The concept of the class was formed after a sergeant approached LTC. Dan Kelly, Deputy Chief of Police for Support,

and told his personal story of struggles, and that he wanted to help further department wellness goals. The class was developed and taught by LTC Kelly (second in command) and the sergeant. The class focused on emotional and physical health and is based on the sergeant's own struggles. Major Brad Badgerow (fourth in command) would instruct when Lt. Col. Kelly was not available. A resource pamphlet was created and distributed during the class and is available on our police intranet under the Peer Support link. [Click here to view the resiliency brochure.](#)

Class discussion included the higher rates of health and emotional issues plaguing police officers: cardiovascular disease, heart attacks, high blood pressure, stroke, high cholesterol, diabetes, suicide, divorce, alcohol consumption, PTSD, trauma and vicarious trauma, and stress. The class also talked about stigma, vulnerability, and resilience. The focus of the class was to demonstrate how all wellness issues are dependent upon each other and how we must be disciplined to keep all aspects of wellness positive. The goal is to help officers understand they can have a long, happy, healthy career, retirement, and life if they take care of themselves. As officers, we must navigate emotional wellness through family, friends, resilience, rejecting stigma, being self-aware, and staying disciplined in owning our wellness.

[Click here to view a video of Lt. Col. Kelly discussing wellness.](#)

The cornerstone of the class centered on two testimonials. The first is by an officer who left our agency and is now working for another. She described physical issues so painful that they impacted her personal life and her ability to do her job. She spoke of her frustration with not attaining specialty assignments and on- and off-the-job trauma that impacted her emotionally. She began to abuse prescription and over-the-counter drugs to ease the physical and emotional pain. She spoke of how she isolated herself from family and friends, became angry and bitter, blamed others, faked being happy and lied to everyone, and ultimately felt as though she could not continue. Fortunately, she realized how much her pain and behavior impacted those she loved most. She knew she could not cause them any further distress.

She left our department to get a fresh start only to realize her PTSD, depression, and personal struggles followed her. Fortunately, she sought help and received it from her supervision, department, and a counselor.

She was recognized for her contributions to our wellness goals and concern for our members by Colonel Katz at our annual awards ceremony with the Community Recognition and Appreciation Certificate.

The second testimony is from the sergeant. He tells his story of growing up in rural Virginia, joining the Marines, and working various assignments with our agency; he served as both a member of our traffic safety section (which investigates traffic fatalities) and a sniper on our SWAT team. He shares how his personal relationships failed; he isolated from friends and family and did not want to be home. Instead, he found reasons to stay at work. He had ulcers, developed sleep and eating disorders, experienced a panic attack (which he thought was a heart attack), experienced night terrors, and endured daily vomiting caused by anxiety issues. He talked about stigma and how he could not bear the thought of others knowing his struggles; in his mind, if they knew, he would become a burden to them. He did not trust the system, i.e., peer support, EAP, the Chaplain's program, or the department psychologist. He feared losing his job and his peers losing confidence in him. His physical and emotional pain culminated in planning his suicide. Fortunately, as he describes, he is a planner and not spontaneous. The time he took to plan his suicide saved his life. He had time to consider how his suicide may affect his daughters. He reached out to EAP and was ultimately diagnosed with depression and anxiety. He is on medication and receives counseling and is now healthier than he has been in a long while.

[Click here to view a video of the sergeant's testimony.](#)

His hope is that by showing vulnerability and telling his story he will help others avoid suffering as he did. He advised officers to listen to their bodies and be self-aware. His body was trying to tell him he was not well – the ulcers, sleep disorders, eating disorders, etc., were all signs -- until his body and mind shut down and he had the panic attack. He emphasized that officers need to trust the system and know that you not only won't lose your job if you get help, but you will have a much greater chance of getting your life back on track. He came to every in-service and provided his testimony to all our member.

Lt. Colonel Kelly and Sergeant Jeff Barthlow were recognized with the Chief's Award for Excellence in 2020 for their in-service education class on wellness issues impacting officers and suicide prevention.

The title of the 2021 in-service Mental Health Refresher was “Resilience: What it is, Why it Matters & How You Can Improve.” The objective of the class was to move students beyond simply being aware of the signs and symptoms of stress, trauma, and hypervigilance to an understanding of what resilience is and how to be intentional about building resilience in their lives. The goal was for participants to gain an understanding of how the mind processes emotions and the importance of preventive mental wellness/resilience and accompanying coping strategies.

The class was two-fold: the first section centered around classroom discussion related to Steve Warneke’s Law Enforcement Distress Syndrome study, and the second was presented in conjunction with a mental health professional with a focus on training the resilient mind to orient toward goals, helps, and prevention. Warneke coined the term Law Enforcement Distress Syndrome and developed a series of survey questions related to: hypervigilance, revenge/vengeance, paranoia, distrust of others and motivations, anti-social behavior, chronic fear caused by fatalistic thinking, adrenaline addiction, depression/suicidal thoughts, and alcohol/substance abuse issues. These questions were provided to CCPD sworn personnel and their responses were compiled into data for class discussion. Instructors led the students through possible thoughts, reasons, and motivations for the answers provided by department personnel. The discussion was intended to help the participants recognize the many factors that influence law enforcement personnel on and off duty, and to reduce the stigma associated with each by engaging in open and direct classroom conversation. The second half of the class provided students with discussion, guided by a mental health professional, centered around the importance of a multiple modality approach toward resilience, achievement orientation to goals, preventative programs, and the importance of a social network/tribe.

The class concluded with a reminder of how important resilience is to their emotional, mental, and physical well-being. Students were encouraged to make resilience a daily focus with care for themselves, their families, and their careers. Students were provided resources and preventative coping mechanisms and reminded the class was motivated by care and concern.

[Click here to view Col. Katz’s Facebook post about resiliency.](#)

Members of the Peer Support Team and command staff attend yearly training through various venues, to include the Virginia Association of Chiefs of Police, the Virginia Department of Criminal Justice Services, and bringing subject matter experts to teach at our academy.

[Click here for an example of a Wellness Training Bulletin.](#)

Members promoted to the level of lieutenant colonel, major, and captain should have a diversified training background with extensive education in the areas of leadership, supervision, administration, and related areas. On the job training for captains occurs to a degree to which the newly promoted individual is reasonably acclimated to the new position. Augmented through attendance at outside advanced leadership courses and management training. The department encourages members to continue their formal education and to participate in professional training opportunities. The department facilitates formal attendance through:

- The National Criminal Justice Command College (University of Virginia / Virginia State Police)
- Professional Executive Leadership School (University of Richmond / Virginia Association of Chiefs of Police)
- Naval Post Graduate Institute
- Department of Criminal Justice Services Training
- University of Notre Dame Professional Certificate in Management
- Federal Bureau of Investigation National Academy
- IACP educational programs
- Metro Richmond Public Safety Leadership Academy
- National Center for Missing and Exploited Children (NCMEC)
- VACP New Chief / Deputy Chief Training
- FEMA / NIMS Leadership and Management Courses

Financial Wellness

In 2019, the department offered a discounted Dave Ramsey Financial Peace class to all members; this class was taught by Financial Peace instructors. A condensed Financial Peace course was taught during the department’s mandatory 2020 in-service training. A mandatory training module for line-of-duty death benefits was completed in 2021. The county’s Employee Assistance Program (EAP) provider also offers resources for retirement planning, will preparation, taxes,

relocation, mortgages, insurance, budgeting, debt, bankruptcy, and more. Chesterfield County offers retirement seminars and dedicated resources for members to schedule appoints with an HR representative to discuss retirement options. The county contributes 95% of the funds for members' Virginia Retirement System pension. The county also partners with Empower Retirement for members to enhance to their retirement and reach financial goals. The department's internal website also has several easy-to-find links under the Employee Wellness - Financial tab. In 2021, a public safety pay plan was established to eliminate compression, enhance retention, and ensure members reach top pay in their pay scale at 25 years of service.

Spousal Wellness Support

Many of our wellness efforts don't stop with our officers – their family members have access to some of the same resources. Benefits and resources for family members include:

- Access to the department psychologist.
- Access to the Peer Support Team; three police spouses are trained and on the team.
- Access to the EAP.
- Access to the police foundation.
- A department liaison for traumatic events that affected their officer, line-of-duty deaths, suicide, etc.
- Attendance at a community-hosted officer appreciation day. During this free annual event, the community comes out to support officers and their families by offering opportunities for relationship building through events for kids, food, beverages, music, etc.

[Click here to view a video of Col. Katz discussing this family event.](#)

- The opportunity to join a Facebook page for police spouses that was established by spouses and endorsed by Col. Katz.
- The opportunity to attend a condensed Emotional Survival for Law Enforcement training class designed for family members of our officers. Below are some of the responses received to the class:

This class was amazing! I would recommend it to any LEO spouse! It was so insightful to really see how their brains work while at work and at home and how to help them cope with

the emotional roller coaster they deal with daily! Thank you so much for offering a class this important to spouses and our officers!

I loved this class! My hubby has been with CPD for 28 ½ years and I'm so glad that they now offer a class like this. I believe it will make a huge difference in the lives of the younger families especially!

My husband has only been in law enforcement for 4 years and I kept thinking that I wish they had offered this class at the very beginning! I truly believe it will save marriages!

Me too!! It was not an easy road in the earlier years, so glad to see what they are doing to care for our loved ones now!

I just wanted to say a quick "Thank you" for offering the companion class on the topic of Emotional Survival for Law Enforcement. I know that it was helpful to me, and it seemed to be very helpful to the other women that attended. I felt that, even though this is a difficult subject to talk about, it was presented in such a manner that made us feel comfortable enough to talk about it.

Wellness Coordinator

The Chesterfield County Police Department established a wellness coordinator position in December 2020. This position is held by a sworn officer who seeks out, develops, and coordinates training for employee wellness. The wellness coordinator is a resource for all ranks and assignments within the department, is a member of the Peer Support program, and is a trained LawFit instructor. The wellness coordinator is a vital part of our agency's efforts to increase officers' quality of life and to foster solutions to encourage the emotional, physical, financial, and overall health of CCPD members.

The wellness coordinator is a Certified Personal Trainer, and she facilitates department



resources and trainings to further employee wellness. One example is the “Employee Wellness” page on My PD. It is updated weekly with information on wellness. Resources include links to the EAP, the “Try this instead of that” nutritional quick guide, at-home workouts, and an open forum for book suggestions.

HCA Virginia Sports Medicine

In October 2020, the department partnered with Chesterfield Fire & EMS and HCA Virginia Sports Medicine to provide recommend individual fitness options to enhance members’ overall health and wellbeing.

Drew Stewart, an athletic trainer with HCA VA Sports Medicine, explains: “The program is focused around developing a well-rounded tactical athlete. Our mission is to forge lasting relationships and help guide officers through a healthy, resilient, and robust career. The desire is for each officer to reach their maximal performance potential. We provide our public safety members with the tools necessary to meet the physiological tasks of any given day. All areas of physical fitness are addressed and programmed specifically to meet the job demands of the police officer. Periodized strength training, aerobic, and anaerobic exercise are all key components of our programming.”

There is an athletic trainer and a strength and conditioning specialist on site at the training academy five days a week. They offer individualized programming, tiered programs, rehabilitation, nutrition coaching, injury evaluation/functional movement screening, and group strength and conditioning classes. A few of the modalities they provide include cupping therapy, E-Stim, Massage Gun, Hawk Grips, and athletic taping. [Click here to view trainer bios.](#)



“One of the hardest things about getting started on your fitness journey is knowing what to do and how to do it. With the programing and instruction that Drew provides that is all taken care of. All that’s left is deciding to take action and put the work in. I have been using programs designed by Drew for the past year and I have seen improvement in my strength, conditioning, and overall heath by getting rid of nagging injuries and creating more stability in my joints. When something feels off, I

head in to see Mike who helps me get back to normal. Overall, I am very pleased with the health and wellness program that the department provides, and I’m extremely grateful for all the careful attention and care that both Drew and Mike have provided me over the past year!” CCPD Officer

Wellness Programs/Practices

The wellness coordinator develops programs for incoming recruits and communicates with eligible applicants to answer any questions they may have. She offers both recruits and applicants advice on how to mentally and physically prepare for their upcoming academy. The wellness coordinator is introduced to aspiring applicants during the pre-employment LawFit testing for pre-certified officer and basic recruit applicants. Once an applicant passes the background process, they are eligible to participate in the Recruit Readiness Program (RRP). Two months prior to their academy start date, voluntary workouts are held at the training academy two days per week for those in the RRP. These workouts give the future recruits an idea of what exercises can best prepare them physically for the academy. The attendees also get to bond with their future academy-mates as they start their law enforcement journey together. The wellness coordinator emails all workouts for the applicants that are unable to attend the RRP dates.

[Click here to view a video about our Recruit Readiness Program.](#)

“Getting out here to be with the people that you are going to be in the academy with is a great experience. When I first got here it was a little bit more than your traditional workout at home, when you have people around you, you tend to push yourself a little harder and perform to your best ability.” -81st Basic Police Recruit

“The workouts we are doing are slowly working up to being harder and harder each time, so that has built my mentality and also my stamina.”- 81st Basic Police Recruit

“You can only prepare so much at home on your own, but you don’t know what to expect (when you start the police academy). I am over 30 and felt I really needed this. I can honestly say that I feel a lot more prepared and ready for the academy.” 81st Basic Police Recruit

The wellness coordinator teaches a health and wellness course to all incoming basic police recruits, pre-certified officers, and police service aides incorporating the eight dimensions within overall wellness. Topics include difficulties with shift work and how to overcome them, meal prepping guides, how to properly read nutritional facts and ingredient lists, working fitness into your work/life balance, financial planning, and more.

In 2021, the wellness coordinator developed a new fitness assessment. It is the current recruit fitness test, given four times per academy, and is the incentivized voluntary test for all officers. This Voluntary Fitness Assessment incorporates

functional fitness for personal and professional health. It assesses overall fitness levels by utilizing exercises that focus on strength, endurance, and core stamina, as well as cognitive and fine motor skills. Officers may take the assessment off-duty for compensable time back or on duty. Incentives are based on the officer's score. Officers may use the assessment as a point-gaining activity for their Mobile Health app as part of the county's C-Fit Program, (subsequent explanation

forthcoming). They can also earn interdepartmental recognition, such as most improved score, top score for age group/gender, and top overall score. Officers who participate in the Career Development program may also earn points toward career progression. [Click here to view a detailed description of our Voluntary Fitness Assessment.](#)

In 2021, CCPD conducted an anonymous, internal survey dealing with areas of officer wellness, ideas on how to improve, and an open comments section. This information is used when formulating training. Additionally, CCPD partnered with a local dietician who hosted a nutrition

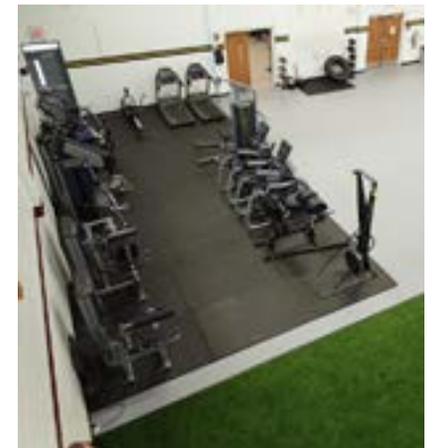


class in January 2021 and currently counsels members of the department. [Click here to view the results of our wellness survey.](#)

The Eanes-Pittman Public Safety Training Center, where police training is held, is also home to the public safety gym facility. It is open 24/7 for public safety personnel and is equipped with free weights, weight



machines, cardio machines, and a gymnasium for alternative workouts. Several changes and additions were made in 2021 as a joint effort by CCPD, the Chesterfield Sheriff's Office, and Chesterfield Fire & EMS, who all utilize the space. All changes were made to have a superior facility for functional and versatile fitness training. Some of the changes include a section of turf in the gymnasium, additional sets of dumbbells and kettlebells, foam rollers, yoga mats, and 15 TRX straps. Officers may also take advantage of discounted gym memberships through the county wellness program.



[Click here to view a list of fitness center discounts.](#)

[Click here for the C-Fit Fitness Schedule.](#)

CCPD developed a logo for its wellness initiatives that has been added to department apparel and internal designs. It features a badge shaped outline, a heart with heartbeat rhythm, a barbell, and the words: “Mind. Body. Heart.” This symbolizes



three major components of wellness focused on by CCPD.



Incentives for working out include points towards earning \$360 for the C-FIT program and Career Development progression, fitness ribbons, and recognition based on achievement.

Annual physical fitness tests began in 2020 with the LawFit test. The department average time to complete the test was 1:20. In 2021, the test was modified to a voluntary fitness assessment due to COVID and other contributing factors. In 2022, both the LawFit test and the voluntary fitness assessment will be conducted. The LawFit test is now the department’s fitness test for police officer applicants. Yoga is offered through multiple outlets in the county’s wellness program.

[Click here to view a video introducing LawFit.](#)

[Click here to view a video of Col. Katz discussing LawFit.](#)

[Click here to view a video of Col. Katz speaking to officers about LawFit.](#)

[Click here to view a video of our applicant LawFit test.](#)

The C-Fit program, in partnership with the county contracted health provider, offers a wellness incentive program to employees covered by the county’s health plan. The goal of the incentive program is to promote the Primary Care Physician (PCP)-patient relationship and increase health awareness and healthy behaviors among employees. Participants can earn up to \$360 a year by accruing points tracked in their Mobile Health account. Some of those points can be earned by completing healthy activities like logging physical activity, completing well-being modules, and

doing a health assessment that you track in your Mobile Health account, and some you earn by completing important preventative visits with your primary care provider, such as an annual physical, age/gender-related preventative screening, or dental cleaning. The more points earned, the more money received. Employees may earn \$120 at three different point levels: Level 1: 3,000 points and \$120; level 2: 6,000 points and \$240; and level 3: 9,000 points and \$360.

There is also 16-week program to lose weight, adopt healthy habits, and reduce the risk of developing Type 2 diabetes. The incentive to complete this program is a free Fitbit Flex 2 or Zip. Additionally, there are programs for tobacco cessation, sleep wellbeing, fitness tracking, nutrition, work happiness wellbeing, financial fitness wellbeing, physical activity wellbeing, social wellbeing basics, stress, and resilience.

The police department has placed first in the countywide C-FIT competition for overall participation and completion of fitness initiatives.

The county offers a robust EAP program, which is outlined in a graphic on the next page.

Patrol vehicles

CCPD assigns each officer a vehicle and they are responsible for its care and maintenance. CCPD has discovered that assigned vehicles are kept in better condition and better maintained than those in a traditional pool fleet. Vehicles are approved, with limitations, for off-duty use in the county. Over 95% of our officers qualify to keep their assigned vehicle at their home. Officers who do not qualify for a take-home vehicle do not have to share their vehicle with others on a routine basis. CCPD believes a take-home car policy and allowing off-duty use of assigned vehicles enhances public safety and improves the lives of its officers. Assigned vehicles allow officers to become familiar with the capabilities and limitations of what is arguably their most important piece of equipment, and this familiarity increases officer safety.

In 2018, CCPD purposely began converting its patrol fleet to all SUVs. SUVs allow for more head and leg room and have wider doors and higher ground clearance, which provides more comfort and makes them easier to enter and exit than a sedan. The ever-increasing amount of equipment

GuidanceResources Employee Assistance Program (EAP)

Contact Us... Anytime, Anywhere

No-cost, confidential solutions to life's challenges.

Call: 855.278.6865
TTY: 800.697.0353

Your toll-free number gives you direct, 24/7 access to a GuidanceConsultant™, who will answer your questions and, if needed, refer you to a counselor or other resources.

Online: guidanceresources.com
App: GuidanceNow™
Web ID: Chesterfield County

Log on today to connect directly with a GuidanceConsultant about your issue or to consult articles, podcasts, videos and other helpful tools.

24/7 Support, Resources & Information



Contact Your GuidanceResources® Employee Assistance Program (EAP)

Call: 855.278.6865
TTY: 800.697.0353

Online: guidanceresources.com
App: GuidanceNow™
Web ID: Chesterfield County

Copyright © 2019 CamPsych Corporation. All rights reserved.

Confidential Emotional Support

Our highly trained clinicians will listen to your concerns and help you or your family members with any issues, including:

- Anxiety, depression, stress
- Grief, loss and life adjustments
- Relationship/marital conflicts

Work-Life Solutions

Our specialists provide qualified referrals and resources for just about anything on your to-do list, such as:

- Finding child and elder care
- Hiring movers or home repair contractors
- Planning events, locating pet care

Legal Guidance

Talk to our attorneys for practical assistance with your most pressing legal issues, including:

- Divorce, adoption, family law, wills, trusts and more
- Need representation? Get a free 30-minute consultation and a 25% reduction in fees.

Financial Resources

Our financial experts can assist with a wide range of issues. Talk to us about:

- Retirement planning, taxes
- Relocation, mortgages, insurance
- Budgeting, debt, bankruptcy and more

Online Support

GuidanceResources® Online is your 24/7 link to vital information, tools and support. Log on for:

- Articles, podcasts, videos, slideshows
- On-demand trainings
- "Ask the Expert" personal responses to your questions

Wellness Tools

HealthyGuidance® helps you make positive lifestyle changes. You and any adult family member in your household can get the tools and support you need to make smarter decisions about your health. This confidential program includes health coaching from certified health coaches by phone on:

- Lifestyle Coaching
- Sleep Management
- Tobacco Cessation
- Weight Management
- Healthy Families
- Healthy Pregnancy
- Back Care
- Motivate Me!
- Learn to Run

Free Online Will Preparation

EstateGuidance® lets you quickly and easily create a will online.

- Specify your wishes for your property
- Provide funeral and burial instructions
- Choose a guardian for your children



Copyright © 2019 CamPsych Corporation. All rights reserved. To view the CamPsych HIPAA privacy notice, please go to www.guidanceresources.com/privacy. CamPsych complies with applicable federal civil rights laws and does not discriminate on the basis of race, color, national origin, age, disability or sex.

required in policing and the shrinking size of modern police package sedans made the decision appropriate when considering the wellness and comfort of our police officers.

Employee Medical Center

The Chesterfield Employee Medical Center provides occupational health and wellness services for all Chesterfield government employees.

This facility and program were designed to provide medical care for all departments. The center's goal is to provide efficient care for workers' compensation injuries with minimal time missed from work, as well as wellness visits for employees. Wellness visits would include minor and urgent health care needs unrelated to work injuries. Wellness visits do not require deductible payments. The center provides hepatitis, COVID, and flu vaccinations to department members, as well as COVID testing.

The department is working with the Employee Medical Center and other county departments to establish mandatory physical examinations for all sworn officers.

Retirees

The department has a retiree committee and a dedicated point of contact in the department for all issues. With nearly 200 active retirees, the Chesterfield County Police Department makes keeping them engaged a priority. The Administrative Staff Officer serves as a liaison between our current personnel and retired members. Retirees are kept apprised of news and current goings on within the department through regular messages. The Chesterfield Retired Police Officer Association hosts quarterly dinner/business meetings. These meetings are typically held at the Eanes-Pittman Public Safety Training Center. The association typically



takes part in the annual police awards ceremony, as well as Basic Recruit Academy and Pre-Certified Officer Academy graduations. The association provides a plaque to the “Rookie of the Year” from each academy class. Two representatives from the association present the plaque, along with a monetary award, to the winner from each class at the department’s annual awards ceremony.

Each year, we host a picnic for all retired members; this is usually the best attended event for the retirees. The picnic affords the chance to catch up with old friends and chat with newly retired members and current department members, including many members of the department’s command staff. The department also gives retirees the opportunity to qualify with a firearm at the department range if they participate in LEOSA. Aside from the regular quarterly meetings, many of the retirees gather for group breakfasts and lunch each month, as well. While these gatherings are far less formal, they still give the retirees a chance to catch up and reminisce about their time with the department.

Uniforms

The department integrated a class B uniform to provide a more comfortable and functional option for our officers. The material is stretchable, lighter weight, breathable yet water repellent, and can be worn with an exterior ballistic vest. The exterior vest is equipped with molly which enables officers to reduce the weight on the belt and distribute it to the vest in efforts to reduce lower back and hip issues. The vest also provides options for comfort during high and low weather temperatures.

Our upgraded outerwear has three layers, is water repellent, and permits officers to wear the first layer under the outer vest carrier which provides an additional layer of warmth while permitting access to equipment.



Wellness in Practice

Sadly, our agency experienced the anguish of losing our first officer to suicide in 2021. Suicide is always confusing to those left behind. We all question ourselves, asking what we could have done to prevent such a tragedy. Even with our efforts to end the stigma, provide education, and expose our officers to personal testimony of struggles and strength to overcome, we still lost our friend and colleague. In the aftermath, we chose to provide a funeral commensurate with a line-of-duty death. Though suicide is not considered a line-of-duty death, we recognize that the years of stress on an officer throughout their career may have, at a minimum, contributed to the stress they experienced in their lives.

We believe this was the only way to properly mourn for our friend and celebrate his devotion and sacrifice in the service of others. We were questioned about our choice. “Why would you glorify suicide? Won’t this lead to more suicides?” We are not glorifying the cause of death. But we also do not hide from uncomfortable realities. By celebrating the officer’s life and his accomplishments, he is remembered for all the good he did in his life, not how he chose to end it. We do, however, share our story of this situation to inform others and open new avenues of communication to discuss suicide and offer comfort and hope to those in need. The cultural shift has been welcomed and benefited our agency, our members, and our community in a healing and supportive manner.

[Click here to view Col. Katz’s Facebook post about the community’s support after our officer’s suicide.](#)

COVID-19 Response

CCPD was quick to act at the start of the pandemic. The department has a captain that serves as the emergency preparedness coordinator. The coordinator immediately partnered with Chesterfield County Emergency Management, the Virginia Department of Health, the Virginia Department of Emergency Management, and the Metro Richmond Public Safety Work Group. Through these partnerships, CCPD was able to quickly share information, PPE, and other resources. CCPD placed orders for PPE early in 2020 and was able to stay ahead of the curve before PPE became a scarce commodity. Through its emergency preparedness coordinator, CCPD was able to accomplish the following:

PPE: All officers were issued N95 masks, cloth masks, hand sanitizer, safety glasses, face shields, and cleaning supplies for vehicles and workspaces. CCPD partnered with local businesses to accept donations of non-surgical masks, hand sanitizer, and vehicle decontamination services. Stocks of PPE, cleaning supplies, and hand sanitizer were distributed to all police facilities to allow officers to quickly replenish their supplies as needed. We acquired and maintained enough of these items that we were able to share with the Chesterfield County Sheriff's Office and Chesterfield Fire & EMS.

Sanitation: CCPD worked with the county fleet manager to adopt and utilize the Ford-recommended heating program to decontaminate over 300 department vehicles during scheduled service appointments. The department also worked with buildings and grounds to provide daily cleaning of office workspaces, as well as on-demand sanitization of specific work areas when needed.

Communication: CCPD utilized its pre-existing internal communications platforms to provide updates regarding the pandemic and the seemingly ever-changing health recommendations. This information was shared via a SharePoint platform, email, and internal video messaging from the chief and other members of command staff. The shared information, developed with the county Employee Medical Center, provided guidance on COVID-related issues, such as quarantine guidelines, close contact, exposure, travel restrictions, time accounting, and general information. CCPD's emergency preparedness coordinator participated in all county and region briefings and shared that information, which included local, regional, and state trends, with the rest of command staff.

Remote work: CCPD quickly acquired the necessary technology for remote work for almost all positions in the department that could work remotely. Employees in support and administrative positions were transitioned to remote work. Even investigative positions were transitioned to majority remote work. Staff and unit meetings were conducted via TEAMS or Zoom. Recruiting and hiring became almost entirely remote, with in-person meetings kept to a minimum. In-service training was transitioned to virtual platforms whenever possible. In-person classes, both basic and in-service, were broken down to smaller classes where social distancing was possible and safety protocols regarding masks, etc., were strictly

enforced. The department's tele-service program was beefed up to allow officers with compromised immune systems to perform telephone reporting, thus limiting their contacts with the public. Exposed officers placed on quarantine who were asymptomatic were provided training and equipment to perform tele-service duties from their homes.

Patrol Protocols: The Chesterfield County Emergency Communications Center developed a COVID screening protocol for all 911 and non-emergency calls. Information gathered in this screening process was included in the dispatch of the call for service as "wear PPE." Officers were directed to wear N95 masks when making arrests, transporting individuals or prisoners, or when notified to wear PPE by the ECC. Prisoner transports were directed to be made by a prisoner transport vehicle unless unavailable. If a PTV was unavailable, prisoner transports were to be made by a police vehicle equipped with a partition. Prisoner transports in non-partitioned vehicles were prohibited. Officers were also encouraged to speak to people outside of buildings whenever reasonable.

Vaccination: CCPD worked with Chesterfield Fire & EMS to prioritize vaccination opportunities for the sworn workforce. Vaccinations began in January 2021 and by mid-February every officer who wanted to be vaccinated had the opportunity to be vaccinated.

Quarantine: CCPD has followed all recommended guidance from the CDC and Virginia Department of Health relating to protecting its workforce after reports of exposures. Potential exposures were reported immediately to the Employee Medical Center, which conducted contact tracing and made quarantine recommendations. CCPD ensured that no employees suffered any loss of income because of quarantine regardless of whether their exposure was work related.

CCPD's multifaceted efforts at COVID mitigation to ensure the physical well-being of its essential workforce have been consistent and well communicated to all its employees. To date, the CCPD has never had more than 2% of its sworn workforce out on quarantine at any given time.

Final Thoughts on Officer Wellness

We remain committed to the wellness of our officers. We are eager to improve with our newly added wellness coordinator, expanding our HCA contract, implementing yearly physicals, continued education for mental and emotional health and suicide prevention, reinforcing current programs, and obtaining equipment and technology to keep our officers safe. One example of a program to be implemented this year is acquiring a facilities dog.

Officer Safety

Training Academy

CCPD owns and operates its own training academy, which aligns with our priority of attracting, developing, and retaining top-tier talent. The academy works to meet and exceed the training requirements set by the Virginia Department of Criminal Justice Services (DCJS). The academy trains basic police recruits, pre-certified (lateral transfer) police officers, and police service aides, and provides annual mandatory and elective in-service training for all department members. The Eanes-Pittman



Public Safety Training Center is a shared facility, with space dedicated to Chesterfield County Fire & EMS and the Chesterfield County Sheriff's Office. The facility offers classroom space, staff offices, a MILO training room, a gymnasium, and a weight room with shower and locker amenities. The training division is commanded by a captain who is assisted by a lieutenant. The remaining staff include three training officers, a range master, a lead driving instructor, a head TASER instructor, a police specialist, a training specialist, two sergeants, and administrative support personnel.

Driving Range Facility

CCPD operates a self-contained, 71-acre driving range where its members practice basic driving, skills driving, motorcycle training, skid pan driving, emergency vehicle operation (EVOC), and precision immobilization technique (PIT) training. It consists of a classroom, a 1.4-mile emergency vehicle operators' course with four fully functioning traffic signals, an observation tower with a 360-degree view and state of the art traffic signal controls, the ability to restrict access during driving evolutions, a separate skid pan and skills pan area, a garage for minor vehicle repairs, and sheltered pavilions.

The EVOC course is capable of training vehicle operations at speeds that exceed 100 mph. The Enon Facility operates approximately 300 days a year training current and recruit police officers. The facility is also an asset to the region: several of our area law enforcement partners utilize the facility for their agency EVOC training. For 2022, Chesterfield Police will train personnel in the precision immobilization technique (PIT), a tool that officers can use to safely end some vehicle pursuits. Beyond the extensive emergency driver training provided to police recruits, all officers receive biennial EVOC or pursuit training. [Click here to view our Enon Driving Course.](#)

Firearms Range

Adjacent to its driving range, CCPD operates a firearms range that consists of a main range building, a classroom, and a two-bay, fully baffled outdoor range. Each bay has 10 lanes.

The firearms range is currently undergoing a \$2 million upgrade, which includes the installation of new steel plating, new baffling, a new target

system, and upgraded lighting, as well as complete re-flooring and painting.



Basic recruits complete 13 days of firearms training that include firearm-related polices, safe weapon handling, and passing the required Department of Criminal Justice Services objectives and courses. All recruits are required to pass all courses with a minimum of 75 percent, which exceeds the DCJS minimum standard of 70 percent. Ammunition is provided for this training.

Sworn police officers qualify with their firearms each year to maintain certification. The officers complete a classroom portion that covers policies related to use of force, weapon safety, nomenclature, and weapon maintenance. Officers are then required to pass the Department of Criminal Justice Services 50-round Tactical Qualification Course I with a minimum of 75 percent. Ammunition is provided for this training. In addition, sworn officers are provided several dates throughout the calendar year to complete voluntary firearms accuracy and skills training (F.A.S.T.). Officers are provided ammunition and various firearm training drills designed to improve weapon handling, decision making, and accuracy with the department- issued firearm. Officers can also use the training opportunity to complete a secondary/back-up weapon qualification course.

Judgmental Use-of-Force Training

Chesterfield County Police conducts judgmental use-of-force training for all recruits, officers, and supervisors annually. This training is an advanced “shoot, don’t shoot” training. During this training, officers are provided with simunition weapons to include a Glock pistol, inert pepper spray, TASERs H.A.L.T. training cartridges, a plastic baton, and a protective face mask. There are role players who act out each scenario and are protected by wearing a TASER training protective suit. The officer or officers are provided a brief description of the scenario and must respond and use

the appropriate level of force. These scenarios range from no force up to deadly force and everything in between. It is up to the officer to decide and utilize the weapon or weapons they deem necessary during that encounter. As part of the role players’ job, they adapt to how the officer is responding, e.g., if the officer is building a good rapport with the role player, the role player may surrender. If the next officer doesn’t build that rapport, it may turn into a use-of-force encounter. The purpose of these judgmental use of force scenarios is for the officers to make a split-second decision when it comes to use of force. A debrief is conducted at the end of the scenarios, critiquing the officer’s decisions and any inappropriate use of force. In 2020, instructors created 20-minute scenarios that were safe, achievable, and realistic examples of how things could evolve during



normal calls for service. The gauntlet of scenarios ended with officers having to encounter a combative subject for one minute and then place that person into handcuffs, not only successfully, but properly. The training academy also offers a series of developmental courses, in two-hour blocks, for any sworn member to take. Classes related to officer safety include:

- Basic Breaching - The academy provides a two-hour breaching training to department members as specialty training. This hands-on session provides members with the knowledge and confidence to safely force entry into a structure in various circumstances,

including a welfare check, search warrant service, or active violence incident. Each patrol sergeant is issued a breaching kit, which allows officers to utilize tools and proven entry methods in lieu of brute force, thus reducing officer injury and potentially saving lives.

- Building Clearing - The academy offers sworn members two-hour specialty training sessions that cover building clearing tactics. This refresher training consists of a brief discussion followed by practical application at a local building. Safely clearing structures is a critical function of officers and must be done with adherence to several principles. Students are afforded the opportunity to hone their skills in an effort to mitigate risk to innocents and fellow officers.

There are also additional officer safety developmental classes that include:

- Defensive Tactics Refresher
- Ground Survival
- Tactical Response to High Priority Calls

Search Warrant Execution

Over the course of two days (16 hours), the recruits/officers are taught the basics of the planning, communications, rehearsals, execution, and mechanics of movement needed to successfully and safely execute a search warrant. The class is aimed at providing a high level of stress to the recruits/officers in an effort to assure their safety and the safety of community members. Officers conduct searches at any hour and in all environments, and this requires officers to be more than proficient in this discipline. This class, instructed by members of our Special Weapons and Tactics (SWAT) Team, is primarily taught off academy grounds at various building locations. It fulfills several objectives, including:



- Planning, Intelligence Collection, Mission/Operation Orders, Threat Matrix
- Equipment Selection, Personnel, Tactical Medic Support
- Communication and Coordination
- Approaches, Team Movement, Arrest Teams
- Breaching
- Slow Search Options, Shield Techniques
- Clearing, Threat Assessment, Commands/Communication
- Less-Lethal Options
- Searching Techniques, Prisoner Handling
- Evidence Recovery, Documentation
- Critique, Review, and Training Assessment

Incident Command

This course was developed to provide recruits/officers a thorough understanding of the National Incident Management System (NIMS), the Incident Command System (ICS), County Emergency Operations, and their role as first responders on major incidents. This class, which is usually taught in a four-hour block, teaches the officers/recruits the importance of a coordinated response, standardization, and interoperability. All CCPD personnel, sworn and civilian, must complete all required ICS and emergency management courses as mandated by current department and NIMS guidelines. As members of our department progress through supervision, they are required to take various levels of ICS classes through NIMS. Each class provides an in-depth look into the ICS system and how it operates on the local, state, and federal level. These classes are offered in-person and online.

Defensive Tactics

The Chesterfield County Police Defensive Tactics Program has 30 instructors who facilitate training for three basic recruit classes, three pre-certified officer classes and three police service aide classes annually; these dedicated instructors



also conduct annual in-service training for officers. The program is focused on giving officers and recruits training on tactics and techniques that allow them to use appropriate and effective levels of force. The program has a small portion of classroom instruction, but it is largely hands-on training that starts with the basics of standing up and falling down before moving into control holds and standing, kneeling, and prone handcuffing techniques. Participants are also taught various takedowns, weapon takeaways for pistols, knives, and long guns, and how to defend against sudden knife attacks, various choke holds, and bear hugs. Students go through two-to-three days of ground fighting (depending on class size) where they are taught how to defend themselves, get to a position of advantage, and get to their feet in the event they are taken to the ground. Training staff (defensive tactics, TASER, and firearms) work closely together to create realistic scenarios that are utilized during basic recruit training and yearly in-service.

Multiple Interactive Learning Objectives (MILO) Simulator

The Chesterfield County Police Department enhances its use-of-force training with a MILO training system that offers interactive scenarios and firearms drills. The system is housed within the training academy and is available for all sworn members to utilize to stay sharp in their skills and responses.



Active Shooter

Chesterfield County Police offers an eight-hour block of instruction on Active Shooter. The class covers the definition of an active shooter and goes into detail about priority of life. The material is taught using a presentation that includes various videos. Officers/recruits are then put through several force-on-force scenarios using simunition weapons:

- how to stop the deadly behavior of the shooter
- how to limit movement of shooter
- how to prevent shooter escape

- communication with other officers
- victim treatment and movement

This training has been conducted at Chesterfield County Public School buildings that are no longer in use and buildings that are in use but not open on the training day. This block of instruction is typically taught by members of our SWAT Team. Additionally, CCPD conducts at least one large-scale active shooter training exercise yearly.



Often these exercises involve other police agencies and Chesterfield Fire & EMS to

enhance interdepartmental cohesion and to practice the rescue task force process. Locations for these large-scale training exercises have included schools, shopping malls, movie theaters, and bowling alleys.

Traffic Stops

The Training Division consistently provides sworn officers with practical scenarios, including traffic stop scenarios, during in-service to enhance officer safety. The training staff understands traffic stops are among an officer's most dangerous tasks and believes continued training is necessary to keep officers safe. During these practical scenarios, the officer participating in the scenario is outfitted with a protective helmet, inert pepper spray, inert taser cartridges, a blue plastic baton, and a simulation handgun/simulation rounds for the most realistic scenario possible. Once the scenario has ended, the officer has a detailed debrief with one of the training staff members who was watching the scenario. This is where the chosen tactics and officer safety considerations will be addressed.

This training is further amplified for basic police recruits, who receive the same practical scenario training as the sworn officers with a more in-depth curriculum. Recruits receive two days of basic traffic stop training, which includes classroom instruction and hands-on training. Recruits also receive two days of high-risk traffic stop training, which builds on and

incorporates what they learned in basic traffic stops, defensive tactics, and previous officer safety classes. Chesterfield County Police recruits are then exposed to practical scenarios with simulation gear until they can appropriately demonstrate they can properly complete the scenario while using sound officer safety tactics. The training division is dedicated to further enhancing officer safety within the department by offering sworn members a variety of practical exercises at all stages of their careers.

On-Line Training Capability

The CCPD training staff has a police training coordinator. One of the coordinator's primary roles is developing training bulletins and online training modules. When immediate training needs arise, the coordinator develops training that can be quickly pushed out department-wide on multiple platforms that allow for individual training verification. [Click here to view a sample training bulletin.](#)

Body Armor and Protective Gear

CCPD issues several pieces of ballistic protective gear to all sworn police officers. All sworn officers are issued custom-fit concealable level IIIA soft body armor. CCPD officers are required by policy to wear their assigned soft body armor when in uniform and in a field assignment. Plain-clothes officers and those assigned strictly administrative functions must wear their assigned soft body armor when conducting business that will result in routine contact with the public. All sworn officers are also required to wear their assigned level IIIA soft body armor during firearms training and qualifications. Soft body armor is replaced as a matter of routine every five years or sooner if suggested by the manufacture recommendations based on any specific circumstances.



CCPD has two non-sworn, forward-facing, uniformed positions that are also issued level IIIA soft body armor. Our Police Service Aides, who assist patrol officers with calls for service and traffic duties, and our Forensic Investigators, who process our crime scenes, are issued and wear soft body armor.



All sworn CCPD officers are also issued level IV hard armor plates and carrier and a level IV ballistic helmet to be worn during any incident or call for service that presents an imminent threat of gunfire. Officers are required to wear the level IV body armor during active shooter training.

CCPD issues out IIIA ballistic shields to all its patrol divisions and some specialty units, such as SWAT, the Special Enforcement Team (street crimes unit), and Vice and Narcotics. Each patrol division precinct is stocked with two ballistic shields, so they are available for high-risk situations. An additional 20 collapsible shields are issued out to patrol officers across the divisions. Each patrol officer is certified in shield operation via an eight-hour Tactical Shield Operator Course.



All sworn officers are issued gas masks and high-visibility vests. Wearing a reflective traffic vest is mandatory while performing manual traffic direction and control and all officers, police service aids, and motorist assistants are issued such vests. They are also issued reflective raincoats to wear in the event of inclement weather. Policy also requires supervisors to ensure all members participating in traffic checkpoints are in uniform and traffic safety vest.



Individual First Aid Kits

All sworn members are issued and trained in the use of Individual First Aid Kits (IFAK). These kits are stored in every patrol vehicle and at each police facility. The contents of the kit is kept in an easily accessible nylon pouch with a carabiner for quick attachment to the exterior



vest carrier for a rapid response to an active threat situation. Each IFAK contains two tourniquets, one chest seal, one nasal airway, one trauma bandage, one combat gauze, one 4"x4" gauze pad, two alcohol prep pads, one pair of nitril gloves, and one pair of EMS shears. Fortunately, CCPD has not had to use these tools to treat an officer, but these kits have been used on multiple occasions to treat gunshot victims in the field prior to EMS arrival. Between 2019 and 2021, CCPD awarded eight lifesaving awards and three police rescue certificates to officers who were able to use the tools in their IFAKs to render lifesaving aid. [Click here to view an example of an IFAK Tourniquet award.](#)

Infectious Disease Kits

All sworn members of CCPD are issued and trained in the use of Infectious Disease Kits. Each officer receives biennial training in first aid and CPR. These kits have been issued for the last 30 years, but they were replaced and updated in 2021. Each kit contains one resuscitator with face mask, one antimicrobial gel, three pairs of nitril gloves, two surgical masks with eye shields, five surgical masks, five N95 masks, one syringe container, one bottle of hydrogen peroxide, two impervious gowns, one pair of safety glasses, one biohazard disposable bag, one impervious jumpsuit, one procedure mask, one pair of latex free gloves, one pair of shoe covers, and an isopropyl alcohol packet. The contents of this kit provide officers the ability to protect themselves while providing first aid to their co-workers and citizens and properly disposing of biohazardous materials.

Narcan

All officers are issued Naloxone (Narcan nasal mist) to better serve and protect our community and safeguard the lives of our officers while they perform their duties. All members received training in the use and deployment of Narcan beginning in 2018. All officers receive biennial training regarding Narcan and CCPD has a policy in place to guide officers in recognizing the signs of opioid overdose, the use and deployment of Narcan, after-use protocol, storage, inspection, and replacement. Between 2019 and 2021, 14 officers were awarded police rescue certificates for lifesaving efforts using Narcan. CCPD has one documented case of an officer being successfully treated with Narcan when she fell ill after handing drug paraphernalia; this incident occurred on Jan. 2, 2020. In 2021, officers administered 119 doses of Narcan to overdose victims. [Click here to view an example of a Narcan award.](#)

Automatic External Defibrillators

All CCPD officers are trained and certified biennially in the use of Automatic External Defibrillators (AED). Each police department facility has at least one AED placed in a conspicuous location. 150 AEDs are issued out for patrol operations on each platoon or shift and at police facilities. Emergency Communications Center protocol dictates that an officer assigned an AED be dispatched to any medical call for service indicating a possible cardiac arrest. CCPD has a policy in place to provide instruction on maintenance, inspection, storage, and deployment of the AEDs. From 2019 to 2021, CCPD awarded nine police rescue certificates to officers for lifesaving efforts that involved use of an AED. [Click here to view an example of an AED award.](#)

Weaponry

CCPD issues each sworn member a Glock 17 9mm pistol. The department transitioned from the Glock 22 .40 caliber after reviewing ballistic research from the FBI and conducting field testing of its own. The decision to transition was based on ballistic improvements in the 9mm, coupled with measurable improvement in accuracy and marksmanship department-wide with the 9mm. Members of specialized units such as SWAT, Special Investigations, Canine, and the Special Enforcement Team are authorized to use and issued weapon lights for the Glock 17 after completing a

required training course. Other officers are authorized to carry and utilize pistol lights after successfully qualifying but must purchase their own weapon light and holster from an approved list. Each officer is also issued a lock box to safely secure their duty pistol when not on duty. Officers must attend firearms training in the spring and fall of every year. Spring training focuses on qualification and the fall training is tactical in nature. Remedial shooters and officer wishing to enhance their skills are provided numerous opportunities to enhance their skill by attending firearms accuracy and skills training (F.A.S.T.) sessions at the department's range.

Each sworn officer with the rank of lieutenant or below is issued a Remington 870 or Mossburg pump action 12-gauge shotgun. Each shotgun is equipped with a tactical sling and sidesaddle for additional shells. An officer issued a shotgun must qualify with the weapon once per year.

CCPD has distributed 100 patrol rifles throughout its patrol divisions in such a way as to ensure reasonable access when needed. Essentially, one in four officers and sergeants is assigned a patrol rifle. As officers move around the department, new rifles are purchased so the number of available rifles continues to improve. All rifles are Smith and Wesson M&P15 MOE .223/5.56 caliber. Each rifle is equipped with a weapon light, tactical sling, sighting system, and three, 30-round magazines. The patrol rifle enhances tactical capabilities and improves officer safety by allowing for greater stand-off and engagement distance. To be issued a rifle, an officer must successfully complete a 40-hour basic patrol rifle school and pass an annual qualification.

CCPD allows officers to carry secondary and off-duty weapons. The department limits the manufacturer and caliber of such weapons and requires qualification and proof of proficiency before authorization to carry is granted. Officers choosing to carry an off-duty or secondary weapon must register the weapon with the department and qualify annually. Allowing the use of secondary weapons, strictly administered, provides officers an additional defensive resource when needed.

Weapon Storage

CCPD equips all vehicles to ensure weapons can be stored securely within them. Each police SUV is equipped with a vault loft system to safely

secure a patrol rifle and shotgun. Older sedans are equipped with a trunk-lid-mounted rifle rack or interior rifle/shotgun mount. All officers are issued a small lock box for secure storage of their issued pistol.



Less-Lethal Weapons

CCPD provides its officers with a variety of less-lethal use-of-force options. All less-lethal weapons systems require annual or biennial re-certification in an in-service, roll call, or on-line setting and only officers trained and certified have access to and are authorized to use such weapons. Use of less-lethal weapons is governed by CCPD's use-of-force policy. All uses of force are documented and reviewed by two levels of supervision and the Office of Professional Standards. The purpose of these levels of review goes beyond the search for policy violations and focuses on improvement of tactics and opportunities for enhanced training.



ASP Baton

All officers are required to be certified and maintain certification in the use of the ASP Baton as an impact weapon. All officers are required to carry the ASP baton in its issued holder while in uniform.

Oleoresin Capsicum Aerosol Restrain Spray (OC) (VEXOR)

All officers issued and trained in the use of OC spray. Officers in uniform are required to carry issued OC spray in the issued holder. Plain clothes officers are required to carry OC when anticipating having to make a custodial arrest.

Electronic Control Device (ECD)/TASER

All sworn officers with the rank of lieutenant and below are required to be certified in the use of the TASER. All members assigned to uniformed duties are issued a TASER and holster and are required to carry it while on duty. Specialty plain clothes units, such as the Special Enforcement Team and Fugitive Section, are also issued and required to carry TASERS. Members of the SWAT team and the Special Response Unit (crowd management) are also issued TASERS regardless of primary assignment. All officers are required by policy to carry the TASER in a cross draw or weak hand carry position. All department-issued TASERS are bright yellow in color. The weapon color and carry position are both designed to prevent any confusion under stress between the TASER and the issued firearm.

CCPD currently issues the TASER 7. All officers who are issued a taser attend annual training that includes judgmental use of force scenarios.



This training reinforces all related laws, policies, and procedures, and ensures tactics are in accordance with national standards. CCPD currently employs 28 TASER trainers and two master trainers who ensure the training is conducted to the highest standard.

Pepperball Gun

The majority of sworn officers are certified in the use of the pepperball gun. Pepperball guns are stored at each of the patrol precincts and maintained by the logistics corporal. Deployment of these weapons requires a sergeant's authorization.

40mm Multi-Launcher

Select members of the Special Response and SWAT teams are trained in the use of the 40mm multi-launcher. These weapons are used to introduce chemical agents, either OC or CS, during very specific incidents, such as hostage situations or riots. These officers are also able to deploy foam baton rounds as impact projectiles in certain circumstances. These officers are assigned throughout the department and are authorized to utilize these less-lethal weapons within the scope of their training when circumstances are appropriate and with supervisor approval.

Enhanced Response Capability - PERT

CCPD has a two-element Police Emergency Response Team (PERT) consisting of specially trained and equipped personnel designed to respond to high-risk incidents with the preservation of life as their highest priority. PERT consists of the SWAT and Negotiations teams; each team is commanded by a lieutenant, and both are coordinated by an executive member of command staff.

SWAT Team

The CCPD SWAT Team consists of 26 highly trained and experienced officers, referred to as operators, that come from various assignments throughout the department. Minimum requirements for assignment to the team are a minimum two years of police experience in good standing and successful completion of a rigorous physical fitness test and three days of tactical assessments.

The minimum amount of training to reach "operator" status is successful



completion of the 40-hour basic SWAT school and a formalized field training program that must be completed within one year of assignment to the team. Enhanced tactical capabilities include precision rifle operator (40-80 hours of additional training), mechanical breacher (32 hours of additional training), explosive breacher (80 hours of additional training), and grenadier (32 hours of additional training). All SWAT officers are required to attend a minimum of 16 hours of training per month. SWAT officers with any of the certifications listed above must attend an additional day of training per month dedicated to the specific assignment/skill. The SWAT and Negotiations teams train jointly at least four times annually. The following is a list of specialized equipment assigned to the team that enhances its ability to operate safely dangerous situations:

- Lenco Bearcat (an armored rescue vehicle equipped with radiation detector and gas meter)
- Unmarked "jump out" van
- Level IIIA and IV tactical shields
- Mechanical breaching tools
- Handheld FLIR systems
- Each operator is issued a level IV ballistic vest and helmet
- Each operator is issued an Avon FM532 gas mask
- Each operator is issued a Glock 34 9mm pistol with TLR Streamlight pistol light
- Each operator is issued a Daniels Defense MK18 .223/5.56 rifle

with EOTech sighting system

- Each operator is issued night vision goggles.
- Precision rifle operators are issued an Accuracy International .308-caliber rifle with Nightforce Rifle Scope
- Grenadiers are issued a CTS 40mm Projectile Launcher with OC and CS in liquid and power rounds
- Each operator is issued an SUV equipped with a weapons vault.
- Each explosive breacher is issued a truck equipped with a weapons vault and separate explosives magazine

CCPD enhances officer safety by having a large, well-equipped, and superbly trained SWAT team. The team exceeds National Tactical Officers Association (NTOA) recommendations for training and supports other teams in the region with training assistance and mutual aid. The team is available 24/7 to respond and relieve, supplement, or advise patrol or investigations in the resolution of high-risk tactical operations or critical incidents.



Negotiations Team

The CCPD Negotiations Team consists of 15 members who have primary assignments throughout the department. Each member must successfully complete a 40-hour basic (hostage/crisis) negotiations course based on the FBI model, which is based on development of active listening skills. New members must complete a field training program within 12 months of assignment to ensure they are familiar with all equipment, roles, and

expectations. The team has a mandatory monthly training day, and four of those days are joint Negotiations/SWAT training. The Negotiations team is a leader in the region and routinely conducts a basic negotiations course which draws officers from all over the region. The team also hosts an annual Central Virginia Negotiations Conference. These efforts have developed mutual aid networks throughout central Virginia.

The Negotiations Team utilizes specialized equipment to perform its functions and enhances officer and public safety during critical incidents. The team has a specialized vehicle that strengthens its communications capability. The team utilizes several versions of emergency “throw” phones equipped with cameras and a CINT Commander system that enables a central control system for telephone communications. The Negotiations Team is

also equipped with and trained in the use of an ICOR Technology Mini-Caliber robot. The robot allows for remote exploration and introduction of communication options during critical incidents without exposing personnel to direct risk.



The Negotiations Team is deployed anytime the SWAT team is deployed. Negotiations Team members are also used in many situations where their skill set in communications is helpful in de-escalation and peacefully resolving tense situations, even if they do not require a SWAT response.

Unmanned Aircraft Systems (UAS)

CCPD has an Unmanned Aircraft Systems (UAS) team that is managed out of the Special Operations Division. The team is a collateral duty unit whose members are assigned throughout the department allowing for significant 24/7 availability. The members of the team are also subject to call out when needed. The purpose of the team is to enhance the operations and safety of department personnel through the safe and legal

operation of UAS. All members of the team must be trained, licensed, and registered through the FAA. The team trains monthly in both daylight and nighttime operations. The team also trains jointly with the SWAT team and SRU. These joint trainings allow the SWAT and SRU commanders to utilize the UAS to enhance their tactical decision making.

As it relates to officer safety, the UAS team is used extensively in SWAT operations, search and rescue operations, fugitive tracking (K9 operations), and large event management. Mini-UAS have been used in conjunction with the robot dozens of times over the last two years to clear residences during standoff situations before officers and/or the SWAT team was required to enter the structure. In one such incident, officers responded to a violent domestic disturbance and were involved in a shooting with an armed suspect. After officers were able to rescue the victim, the UAS was able to enter the residence and maintain video surveillance of the injured suspect while the suspect’s firearm was moved out of his reach by the robot. Video surveillance was maintained while the SWAT team entered the structure and took the injured suspect into custody safely. The suspect survived this incident because the UAS was able to provide commanders with real-time video surveillance that allowed for him to receive medical care in a short amount of time. Traditional methods would have required a much more slow and methodical approach and he likely would not have survived.



Metro Aviation

CCPD participates in the Richmond Metro Aviation Unit with the City of Richmond Police Department and the Henrico Division of Police. The aviation unit enhances officer safety and operational capability by serving as an aerial surveillance platform during critical incidents, criminal investigations, and search-and-rescue/apprehension operations. The aircraft are equipped with FLIR, which enhances effectiveness during low-light and woodland operations. The unit is most often utilized by CCPD to search for suspects within a perimeter after a crime and to provide real-time intelligence during vehicle pursuits. [Click here to see video of the Metro Aviation Unit help officers safely close-in on a suspect.](#)

Marine Patrol

CCPD patrols the James River, on our eastern border, and Lake Chesdin, on our southern border. Our vessel is a 25' SAFE Full Cabin Boat. The SAFE boat is constructed from marine-grade aluminum with a solid foam collar system. Law enforcement agencies throughout the country utilize this platform due to its ruggedness. In fact, the 25' SAFE Full Cabin has been deployed by the U.S. Coast Guard (USCG) for the past several years as a small response boat. The full cabin configuration of the SAFE boat is securable and allows Marine Patrol officers to conduct operations year-round in all weather conditions. Additionally, the full cabin will allow officers to secure community members or suspects placed in our custody from inclement weather. Electronic packages needed for this vessel are protected from the weather and allow for the installation of needed base station radios and PMDC mounts. This boat is built to USCG specifications for port security and marine law enforcement operations. The foam collar system utilized in this boat is impervious to petroleum products and, per the manufacturer, proven to protect personnel and the side plate of the hull from small arms fire. The collar



system absorbs hard impacts, protecting the crew and reducing the risk of damage to the vessel. The lower sides of the SAFE boat are approximately 15" at the cut-out section and 22.5" at the remaining collar sections. This set up allows officers to quickly board and secure other vessels and allows for dive operations to be conducted from the vessel if necessary. This boat proven to be highly maneuverable, performance appropriate, and mission ready for all maritime conditions. Patrolling the waterways bordering Chesterfield County provides an extra layer of service and this vessel provides a safe environment for our officers to assist those in need on the water.

Special Response Unit

The Special Response Unit is a 57-member team of officers, detectives, and supervisors specially trained and equipped to respond to civil unrest, riots, and search-and-rescue operations. Team operations and training are coordinated by a police captain. All members of the team are trained and certified by the Department of Homeland Security's (DHS) Center for Domestic Preparedness. The team also routinely trains with its counterparts from police agencies in the region and the Virginia National Guard. These joint training exercises allow for consistency in training, tactics, and communications during events involving mutual aid. In the early summer of 2020, the City of Richmond experienced several nights of severe civil unrest and riots. CCPD's SRU, along with several other regional teams, responded to Richmond's call for mutual aid and successfully protected lives and property in a coordinated manner.

All members of the SRU are equipped with protective gear, including ballistic helmets with face shields, gas masks, padded chest/back, arm, and leg protectors, collapsible riot batons, and riot shields. Members are



also equipped with cold and wet weather gear. The team also has 40mm multi-launchers with chemical and projectile munitions and pepperball guns. Specialized positions on the team, including grenadiers, supervisors, and cut-team members, receive additional specialized training. The team trains at least quarterly.

The existence of the SRU enhances overall officer safety by providing specially trained and equipped officers to address crowd control issues and search-and-rescue operations. The SRU is also used to enhance security at special events and as supplemental “call-out” staffing during large scale incidents.



Threat Assessment Matrix

All pre-planned tactical operations, such as search warrant executions or high-risk fugitive apprehensions, require the completion of a Threat Assessment Matrix. CCPD requires all members planning the execution of a search warrant (with just a few exceptions) to complete an Operational Plan and Threat Assessment Matrix. The matrix requires investigators and supervisors to consider numerous criteria and guides them in assigning a point value for each individual criterion as it relates to potential threats. Once completed, the numerical scores are added up and the resulting sum

guides the investigator and supervisor on the next step. Operations with a matrix score below 19 may be executed at the unit level with supervisor oversight. Matrix scores between 20 and 30 require consultation with the unit commander, who holds the rank of lieutenant. Scores above 30 require notification of the division commander, who holds the rank of captain, who in turn refers the operation to the Police Emergency Response Team Coordinator and SWAT commander for service.

The required use of the threat matrix enhances officer safety because it mandates multiple levels of supervisor involvement in operational planning. The matrix also serves as a guide to help officers/detectives and supervisors complete thorough research in the planning of operations.

AVL

CCPD issues each officer a GPS-equipped PMDC. When logged on, each officer can be located by the ECC and other officers/supervisors who are logged in to mobile CADS. This is a great asset for officer safety, allowing dispatch to locate officers in an emergency. Officers and supervisors can also easily establish and adjust perimeters during response to crimes.

Radio System

CCPD participates in the Capital Region Public Safety Communications Steering Committee. Chesterfield County’s public safety communications system is designed and configured with the Henrico County, Hanover County, and Richmond City systems to enable to direct communication with field operators from partner agencies and to maximize intra-county public safety communication. Chesterfield’s system is also configured to enable direct communication with the cities of Colonial Heights, Hopewell, and Petersburg, which all share borders with Chesterfield County. Direct communication capability between public safety agencies is extremely impactful on officer safety. Chesterfield has direct communication capability with all but three adjoining jurisdictions, which are all rural counties.

The radio and communications systems also include region-wide roaming. Because of its regional partnerships, Chesterfield has voice radio contact capability well beyond its home towers. Shared region-wide talk channels have been preprogrammed to allow for direct regional communications

during major events. CCPD operational channels are enabled with encryption for secure communications so tactical or sensitive information is not compromised via radio transmissions.

Body-Worn Cameras

CCPD issues AXON Body 3 body-worn cameras to all uniformed officers and plain-clothes officers below the rank of captain assigned to the Uniform Operations Bureau. The value of these tools goes way beyond the collection of evidence. CCPD utilizes its BWC program to identify needs for improvement in the areas of behavior, use of force, tactics, driving, and training. The BWC program protects officers from false accusations of misconduct. The required use of BWCs is regulated by policy and is monitored through required reviews in certain circumstances, such as vehicle pursuits and use-of-force incidents, as well as monthly random audits. Officers are required by policy to activate their BWC in the following circumstances:

- All emergency driving.
- All enforcement-related contacts, such as traffic stops and pedestrian stops.
- Calls for service with any potential for disturbance, conflict or police enforcement action, or where a suspect is on scene.
- Arrests and transportation of prisoners until transfer of custody.
- Calls or encounters with mental health consumers.
- Any encounter that becomes adversarial after initial contact or any situation where the member believes it would be appropriate to document the encounter.

Information Services and Crime Analysis

CCPD has an entire division dedicated to information management, and one unit within that division is especially critical. The Crime Analysis Unit is staffed by civilian analysts whose mission is analyze crime and demographic data from the department and the entire region. The unit shares its analysis in multiple formats, including hot spot maps, that allow police commanders to intelligently deploy their resources where needed. This unit's work was instrumental in the creation of an additional patrol division covering a relatively small geographic area that

historically experienced disproportionate violent crime and priority calls for service. Now, more officers are assigned to this area, allowing for a better response for the public and more backup for officers, which makes them safer. This major organizational change was made possible by the analytical work of the Crime Analysis Unit.

This unit also has a more tactical impact on officer safety. Members of the unit are constantly analyzing intelligence from police reports in the region and participating in the state fusion center. Officers receive safety bulletins regarding potentially dangerous individuals and wanted fugitives almost daily.

Final Thoughts on Officer Safety

We are committed to ensuring our personnel are as safe as possible. We will continue to reinforce current programs and acquire additional training and equipment that increases our safety efficacy. Two examples of programs to be implemented this year are acquiring a Boston Dynamics robot, "Spot," and standing up our own Real-Time Crime Center.

Traffic Safety

Regional Pursuit Training for Supervisors

CCPD supervisors participate in regional pursuit training for supervisors every few years. The purpose of this training, which involves the regional departments that share radio interoperability, is to share experiences and information regarding department policies and procedures. Vehicle pursuits often cross over jurisdictional boundaries and it is essential that the supervisors controlling them are aware of different agency policies so they can make sound decisions for the safety of their officers.

Vehicle Pursuit Policy Review and Process

CCPD regulates vehicles pursuits by policy. Only vehicles equipped and utilizing full emergency equipment are permitted to participate in the pursuit of fleeing suspects. Unmarked police vehicles and/or non-pursuit

rated vehicles must yield to marked police vehicles equipped with a roof mounted light bar during a pursuit. CCPD specifically prohibits pursuits when the identity of the suspect is known, they are not suspected of a serious or violent offence and are not an ongoing threat to public safety, the officer is transporting a prisoner or a rider that is not a department employee, or the officer's vehicle cannot be operated safely at pursuit speed. Additionally, a field supervisor must acknowledge the pursuit and establish supervisory control over the radio.

A thorough examination of each pursuit is conducted by all participating officers, the controlling supervisor, and the relevant chain of command through the rank of major. Pursuit reviews are memorialized via BlueTeam and each participant and supervisor must review all BWC footage and the radio WAV file. The supervisors are responsible for determining if the pursuit was within policy restrictions and whether all actions of participating officers were within policy and training. Policy violations and exemplary performance are documented in BlueTeam and appropriate corrective actions or positive recognition are administered by the chain of command. The collective results of these pursuit reviews are analyzed annually. The annual examination is published with recommendations for changes in tactics, equipment, training, or policies.

Pursuit Termination Tactics

CCPD officers are trained in safe termination of vehicle pursuits. Each officer initiating or participating in the pursuit of a fleeing suspect is authorized to terminate the pursuit if they determine conditions are unsafe or the hazard of the pursuit exceeds the need to apprehend the suspect. All officers are trained in the use of StopSticks tire deflation devices and StopSticks are issued to most patrol officers. All officers are trained in rolling roadblocks and receive refresher training during biennial driver training. CCPD has developed precision immobilization technique (PIT) training and will begin delivering that training in 2022.

Sears Project

CCPD has delivered the Sears Project presentation since 2008 to basic recruits and sworn officers. The class is taught by the widow of a law enforcement officer who was killed in a motor vehicle crash that was precipitated by a vehicle pursuit. The class reminds officers in a personal,

emotional way of the dangers of "out driving" yourself and not heeding the safety of the public during emergency conditions. The class has been presented nationally and it is among the strongest messages about the importance of safe driving that officers will ever encounter.

[Click here to view VACP President's Award.](#)

Policy Guidance on Emergency Response Speeds

CCPD policy regulates emergency driving for certain circumstances. During a non-life-threatening emergency response, the following restrictions apply:

1. In areas with posted speed limits greater than 25 miles per hour, a maximum speed of 20 mph over the posted speed limit shall be permitted.
2. In areas with posted speed limits of 25 mph or below, a maximum speed of 10 mph over the posted speed limit shall be permitted.

Supervisor Monitoring of Speeds and Officer Accountability

The department maintains an early warning system and strategy to help identify possible problem areas for members, including speeding, before they become actual problems, and to provide positive measures to enhance professionalism, strengthen the organization, and reduce a broad array of negativity. Supervisors monitor officer speeds in several ways. Supervisors are required to review BWC footage from all vehicle pursuits and use-of-force incidents, as well as a certain number of random recordings. Driving-related issues, such as speeding, are investigated when discovered internally or reported externally. AVL information is pulled and analyzed when driving-related complaints are investigated. Corrective action is taken as required. No preventable accidents have occurred in the last three years due to speed. However, seven officers have been held accountable for violations of speeding, two of which were from audits.

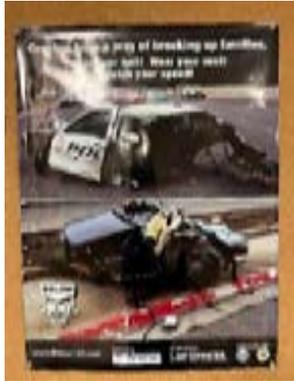
Safe Driving Award

CCPD recognizes safe driving by awarding a Safe Driving Ribbon to officers who go three years without a preventable vehicle crash. Officers receive a

year pin for an additional three years without a preventable crash starting at year six.

Below 100 Training

CCPD has delivered Below 100 training to all sworn officers and 25 department instructors are qualified to teach the curriculum. The core tenets (Wear your belt; Wear your vest; Watch your speed; WIN – What’s Important Now; and Remember Complacency Kills!) are displayed prominently throughout CCPD’s facilities on Below 100 posters.



Mandatory Wearing of Safety Belts

Department policy mandates that all department members shall always wear their safety belts while in county vehicles. Per policy 2.2.06, the state code for Virginia (46.2-1094) mandates that all occupants of front seats who are 16 years or older are required to use safety lap belts and shoulder harnesses. Children under 16 years of age are required by the seat belt law to be secured with a seat belt or within a car seat no matter where in the vehicle they are sitting. Employees will face progressive discipline if they are found to have violated these mandates and employees throughout our organization understand and accept it.

National Traffic Incident Management Responder Training

National Traffic Incident Management Responder Training (TIM) establishes a common set of practices and standards across all first responder disciplines in order to improve safety, quickly clear highways, and have consistent, interoperable communications. All CCPD officers have completed the in-person, four-hour course.

Checkpoint Safety



CCPD policy controls the locations and ways in which checkpoints are performed. On-scene supervisory oversight is required for each checkpoint. The on-scene supervisor is not permitted to participate in the checkpoint and is responsible for monitoring conditions related to safety. The supervisor is also responsible for ensuring the checkpoint is operated within the limitations of policy and each officer is in uniform and wearing a high-visibility vest. Checkpoints are only permitted at pre-approved locations. Locations are approved by the Uniform Operations Bureau Commander and only after a site survey that examines the following criteria:

1. Locations must be distributed throughout the county to ensure a fair sampling of motorists using the highways.
2. Locations must have adequate visibility to provide safety to approaching motorists and to officers conducting the checkpoint.
3. Locations need adequate space to park police vehicles in a safe manner.
4. Locations need adequate space to allow vehicles to move out of the traffic stream for additional examination without hazard.
5. Locations are designated as approved for daylight or night operations or approved for both.

6. Locations should be free of any characteristics that could create a hazard to motorists or police officers.
7. Locations on interstate highways (except access ramps) or other highways where speed or traffic conditions would pose a safety threat to motorists or officers will not be approved.

CCPD currently incorporates our Unmanned Aerial Systems (UAS) to monitor officer safety and safe traffic patterns at checkpoints. In addition to close supervision and high-visibility tactics, we have invested in the 200-900 Nomad 360 Scene Lighting to improve officer safety and utilize FLARE ALERT LED Lighting instead of traditional flares.

Safety Lighting and Distraction Deterrence

Chesterfield County has started installing amber lights that always function when in park into the rear of light bars. This change is in response to NTSB studies that found amber is the most visible light in the spectrum. In 2021, we started an emergency lighting program that reduces the distraction of a chaotic flash, called the “scene calming effect,” into our emergency equipment lighting. When the emergency equipment is on and the vehicle is in park, the flash pattern slows down; this reduces the distraction that draws driver attention away from the road.

We currently use 3M reflective tape for conspicuity markings. This decal/tape reflects at wide angles and is highly durable. We outline the trunk and doors in the white reflective tape so they remain visible to traffic if open.

Our unmarked pursuit-rated vehicles receive additional lighting on all sides that makes them highly visible from any direction. In addition to the normal grill lights and rear flashing strobe effects, our vehicles receive flashing marker lights, LED undercarriage lighting, and grill and side LED lighting. [Click here to view a video of our unmarked SUV light pattern.](#) [Click here to view a video of our Tahoe SUV light pattern.](#)

Motorcycle Officers

Our Motorcycle Section is composed of specially trained police officers on Harley Davidson motorcycles outfitted for law enforcement activities. Each officer is issued a new motorcycle every two years. The motorcycles

are the most up to date with every safety option available. We also add additional lighting from all sides for high visibility. Starting this year, officers will receive raffles that will be stored below their mobile data terminals. These officers and their motorcycles are indispensable for controlling high-volume traffic situations, as they can move when traffic is at a standstill.

Motor Unit Officers conduct traffic-safety operations, speed enforcement, and provide escorts for visiting dignitaries and funeral processions. They provide support for numerous community programs and other special events.

Motorcycle officers are required to have a class M driver’s license and have completed an 80-hour basic police motorcycle precision course. In addition to the basic course, all motor officers are required to complete monthly training and requalify each year to ensure their riding skills are up to the extreme task of policework on a motorcycle.

In each monthly training, officers review advanced techniques to improve their riding skills during various law enforcement functions. They also perform refresher exercises and self-assessments to demonstrate the importance of ongoing crash avoidance. Motor officers improve their riding proficiency through a series of progressively complex exercises where unique training aids and surface conditions will be introduced on our department emergency vehicle operations course. Officers review major safety issues and hidden dangers of operating escorts and the process of special event planning and debriefings.

Crash Review Board (CRB)

CCPD has a formalized process to internally review every incident in which an officer or other employee is involved in a crash while operating a department vehicle. The Crash Review Board (CRB) reviews all appropriate reports and may interview the involved parties to determine



whether the crash was preventable or non-preventable on the part of the employee. The CRB consists of supervisors assigned to the Office of Professional Standards, training, and operations. Preventable crashes can result in disciplinary actions, remedial or specialized training, or policy change recommendations. The data derived from the CRB is also looked at in aggregate at the end of each year. Any detected trends will result in additional or improved training or acquisition of improved equipment.

Additional Safety Positions

CCPD has created multiple paid, non-sworn and volunteer positions to assist police officers with traffic related duties. The members of these units enhance officer safety by freeing officers from low-risk or low-priority calls for service and providing direct assistance for traffic-safety-related duties.

Police Service Aides

Police Service Aides (PSAs) are uniformed, non-sworn employees who assist CCPD's sworn police officers with various duties. PSAs are trained to respond to non-active calls for service, parking lot crashes, and hazardous roadway situations. Additionally, these employees are trained in traffic direction and highway safety protocols. PSAs supplement officers by taking low priority calls for service and reports that do not require a sworn officer with arrest authority. This leaves officers more time to engage in proactive policing efforts and allows for greater availability for multiple sworn officers to respond to higher risk calls. PSAs are particularly helpful with traffic-crash- and highway-hazard-management incidents. They are equipped and trained to manage traffic control at such scenes, allowing the sworn officers to focus on the investigation rather than traffic hazards. CCPD currently has 20 PSAs and plans to expand the program. PSA vehicles are silver SUVs with a full LED amber light bars and high-visibility reflective tape. PSAs are



issued and required to wear high-visibility vests when engaged in traffic safety functions.

Auxiliary Police Officers

The Chesterfield County Police Department has an all-volunteer Auxiliary Officer Unit that is composed of fully accredited and sworn officers. Our auxiliary officers perform a wide array of tasks, ranging from traffic enforcement and traffic direction to prisoner transport in our PTV and crowd control at large events. The auxiliary officers have the authority, duties, and responsibilities to assist in the delivery of law enforcement services to the community.

Motorist Assistance Team (MAT)

The Motorist Assistance Team is made up of trained volunteers who can perform an assortment of duties commonly performed by sworn law enforcement personnel including: responding to disabled vehicle calls; responding to hazardous road condition calls; working with road officers at crash scenes needing additional traffic control; relieving officers waiting for tow trucks; assisting officers with establishing and monitoring detours due to crime scenes, significant crashes, etc.; assisting with traffic control at events; providing directions and/or guidance to travelers; providing additional traffic control/visibility at intersections where traffic signals have failed; assisting motorists with changing tires on vehicles within the scope of their individual knowledge and ability; and conducting tasks and duties at the direction of a UOB supervisor. MAT volunteers provide valuable assistance to sworn officers by allowing them to focus on enforcement and investigative duties while others make the scene safe.



Partnering with Other Agencies

CCPD partners with the Virginia Department of Transportation (VDOT) and the Chesterfield Department of Transportation (CDOT) to improve traffic safety. VDOT routinely assists CCPD in traffic incident management during weather incidents, major traffic crashes, and other road closure and control situations. VDOT brings additional safety measures, such as large mobile message boards, road closure or hazard signs, and personnel trained in traffic management, to large-scale traffic incidents or prolonged road closures. These additional resources free up police personnel and provide additional layers of protection for officers conducting investigations on roadways. CCPD works closely with VDOT and CDOT in addressing environmental and engineering improvements to existing roadways to enhance safety.

Traffic Safety and Officer Safety Overlap

Traffic safety and officer safety are heavily intertwined. Several of our officer safety efforts are closely related to traffic safety, but they were included in the officer safety section of this comprehensive submission. Those sections covered the following topics: our driving range facility, our traffic stop training, our high-visibility vests, our body-worn camera program, our automatic vehicle location system, and our aviation unit.

Final Thoughts on Traffic Safety

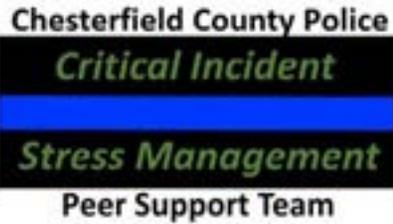
We are committed to investing in the equipment and training necessary to keep our officers as safe as possible on our roadways. We will continue to reinforce current programs and look for new ways to increase our traffic safety. One example of a program to be implemented this year is PIT training for all officers.

In Closing

CCPD places the health, wellness, and safety of its personnel as its top priority. We believe that a healthy, happy, and well-trained and equipped police officer is an officer who will provide the highest level of service to our community. The CCPD way of chasing this goal has been through a complete cultural shift. Establishing a culture of wellness starts with transparency and trust; it cannot be created overnight and the journey never ends. Continual evaluation of policies, practices, equipment,

training, services, and education in a collaborative manner from the top of the organization through the front-line officers is the key to beginning to change a culture. The men and women doing the work must feel cared for and listened to by leadership. Leadership must become vulnerable with the workforce, admit mistakes, and value the opinions of the front line. Leadership must champion the values of the profession and the personnel in the agency publicly while simultaneously addressing problems quickly and decisively in the same transparent manner.

CCPD is still at the beginning of its transformational journey, but we have come a long way. Taking care of our people is one of the most important things we can do to take care of our community. Emphasizing people over process in the culture will result in huge leaps forward in officer safety and health and wellness.



NEED MORE INFORMATION

Our peer supporters are always ready to answer questions and are available on a 24/7 basis with trusted confidentiality. Our current Peer Support Team and contact information can be found on both PoliceNet and Mobile Net.

MISSION STATEMENT

The Chesterfield County Police Department has recognized the value of providing a way for their employees and their family members to deal with personal and/or professional problems. A successful approach to this problem has been to provide a program which offers a non-professional (peer) support program in addition to the current professional Employee Assistance Program (EAP). The peer support program is composed of both sworn and non-sworn department members who have volunteered to make themselves available to any member of the department. This will provide a way for the Chesterfield County Police Department employees to talk out personal and/or professional problems confidentially with someone who understands and cares.

Professional services are provided from the following sources:

Chesterfield County Mental Health Center

Dr. Jon Moss, PhD, ABPP

*Employee Assistance Program/
ComPsych Guidance Resources*

Chesterfield County Chaplains' Program

Chesterfield County Police Department Peer Support



“People Who Care”

Critical Incident Stress Management Program

Go to next page 

WHAT IS PEER SUPPORT?

It's a way for employees and/or family members to confidentially talk about personal or professional problems with trained co-workers, or other police department employees/family members, who have "been there" and/or understand what it's like.

WHY PEER SUPPORT?

Stress is the key word. Positive stress, as a survival tool, is essential in life. Negative stress can create many problems, such as memory loss, difficulty in making decisions, forgetfulness, not getting along with others (especially family), self-destructive behavior, health and emotional problems, job burnout, and the list goes on.

DOES THE PROGRAM HAVE THE SUPPORT OF OUR CHIEF-OF-POLICE?

The Chief and his administration believe the Peer Support Program best serves the many needs of all Department members and their families.

Examples are:

Immediate professional assistance provided at no cost to the employee whenever a member of the Department is involved in a critical incident (e.g., officer-involved shooting, or any major trauma or tragedy.)

In less urgent matters, the peer support member may refer an employee to any number of resources and programs.

WHAT KIND OF PROBLEMS CAN BE SHARED WITH PEER SUPPORTERS?

There is no limit as to the types of "life problems" you can discuss with a peer supporter. Many problems will resolve themselves by talking them out.

Some of the most common concerns brought to peer supporters' attention are: divorce, retirement, disability, problems with co-workers or administration, family, marriage, finances, grief, substance dependency, religious or spiritual matters, legal issues, emotional/physical health issue and career goals.

WHAT IS CONFIDENTIALITY?

This is where trust begins. All communication between you and a peer supporter is CONFIDENTIAL and considered privileged by the Department, **except** for matters which involve a threat to life, or a serious or dangerous violation of the law.

Peer supporters will not be interviewed, nor shall they discuss details of a support session with any other personnel.

WHEN AND WHERE ARE PEER SUPPORT SESSIONS HELD?

Unless the circumstance demands immediate attention, sessions are conducted during off-duty time, at a location that will provide the greatest amount of privacy and comfort for effective sharing.

WHO ARE THE "TRAINED CO-WORKERS" WHO BECOME PEER SUPPORT MEMBERS?

They are your partners, friends who have been trained to LISTEN, to the nature and depth of your concerns, and to EXPLORE avenues for resolving them, whenever necessary, to REFER you to the appropriate resources in your need area.





+ New Page details Analytics



My PD

^ The FEED

News

+ Add

SUBJECT: Career Development - Sworn

The following Career Development progressions occurred in December 2021:

| | |
|--|------------|
| Progression to Corporal Shawn Beach | 12/11/2021 |
| Progression to Career Officer/Detective Kathleen Finn | 12/11/2021 |



COVID Guidelines as a

Summary of C

Fridley, Kath



Available Resources

Blue H.E.L.P. (Honor, Educate, Lead, Prevent): Reduces mental health stigma through education, advocates for benefits for those suffering from PTSD, acknowledges the service and sacrifice of officers we lost to suicide, assists officers in their search for healing, and bring awareness to suicide and mental health issues. For crisis text line, text BLUE to 741741.

Chesterfield County Chaplain Program: Provides officers and their families a listening ear and spiritual support. Available through peer support, or refer to the Police Chaplain phone listing under police volunteers on PoliceNet.

Chesterfield County Mental Health: Provides a variety of confidential services including same day access. Available through peer support, or call Mental Health Support Services directly at 804-748-1227.

Chesterfield Police Foundation: A benevolent, charitable organization dedicated to the support of the Chesterfield law enforcement community. The foundation addresses those special needs that may not be met by our local government. Available through peer support, or call 804-748-1266

COPLINE: Serves law enforcement officers and their families by providing 24 hour trained peer support for crisis intervention along with referrals to skilled mental health professionals. Call 800-267-5463

COP 2 COP: A confidential 24 hour telephone helpline available to law enforcement officers and their families to help deal with personal or job related stress and behavioral healthcare issues. Call 866-COP-2COP

CopsAlive: Gives information, strategies and tools to help law enforcement build their health, wellness, fitness and tactical resilience. Call 303-940-0411

Available Resources

Dr. Jon Moss, PhD, ABPP (Police Psychologist): Available through recommendation of peer support.

Employee Assistance Program (EAP): Confidential information and support for all of life's challenges through ComPsych Guidance Resources. Call 855-278-6865.

Fraternal Order of Police (FOP): Brotherhood and sisterhood for police officers that often work behind the scenes to effect changes in laws and benefits for officers. Provides legal representation if enrolled in the legal defense fund.

Peer Support: Provides a way for police department employees and their immediate family members to talk out personal and/or professional problems confidentially with someone who understands and cares. Team members and phone numbers are available on PoliceNet and MobileNet.

Safe Call Now: A confidential 24 hour crisis referral services for all public safety employees and their family members. Call 206-459-3020.

Suicide Prevention Lifeline: Assists officers with confidential support by talking through the trauma and stress of the job, and helps reduce the risk of officer suicide. Call 800-273-8255. (Press 1 for Veteran Crisis Line)

Virginia Department of Veteran Services: Has numerous resources to help veterans in a variety of ways. Call 877-285-1299

Virginia Law Enforcement Assistance Program: Committed to serving law enforcement officers and first responders who have undergone traumatic critical incidents in the line of duty or in their personal lives. Available through the recommendation of supervision and/or peer support.

Chesterfield County Police

Critical Incident

Stress Management

Peer Support Team



Navigating Emotional Health



Go to next page

Stress is the body's reaction to any change that requires an adjustment or response. The body reacts to these changes with physical, mental, and emotional responses.

Psychological trauma is the emotional response to an extremely negative experience, such as life-threatening danger, injury, abuse, witnessing death, or losing another officer in the line of duty.

A **critical incident** is an event that overwhelms a person's usual coping mechanisms.

Common Signs of a Stress Reaction

- Difficulty sleeping
- Change in eating habits
- Dry mouth
- Thirst
- Fatigue
- Muscle aches
- Hypervigilance
- Increased startle reflex
- Staring into space
- Difficulty paying attention
- Feeling like a zombie, numb, or going through the motions
- Changes in sexual feelings (increase or decrease)
- Emotional outbursts
- Irritability
- Anger
- Forgetfulness
- Tearfulness
- Decreased level of health immunity
- Flashbacks or dreams

Within 72 Hours of a Critical Incident

Remember to:

- Drink water. If you can't do anything else, do this!
- Do not drink alcohol. Alcohol is a depressant and it dehydrates you. If you do drink, make sure you are in a supportive environment and drink plenty of water as well.
- Get proper rest, and contact your family doctor after two nights of sleeplessness.
- Attend a critical incident stress debriefing, if possible.
- Eat regular, healthy meals.
- Maintain a comfortable body temperature. Stay warm in the winter and cool in the summer.
- Talk to friends, family, clergy (and/or police chaplain), as well as members of the CISM/Peer Support team.
- Be with your loved ones, even if you cannot talk about the incident.
- Exercise and focus on low stress aerobics such as running, walking, bicycling, or swimming alternated with rest.
- Spend time doing the things you enjoy
- Attend a religious service.
- Avoid social media and watching/reading the news.
- Avoid self-criticism.

How Can Friends and Family Help ?

- Ensure the officer stays hydrated, and offer water, herbal teas, juices, or non-caffeinated beverages.
- Offer healthy foods
- Encourage aerobic exercise and offer to go on a walk, hike, or bike ride with him or her.
- Remind the officer that what he or she is experiencing is normal and will not last forever.
- Help the officer monitor his or her stress level: Is he or she sleeping? Eating normally? Is his or her mood generally improving?
- Try not to take the officer's mood personally.
- Let him or her talk about how they are feeling, or encourage them to talk to a peer-support team member, chaplain, or mental health professional.
- If you belong to a faith community, attend services together.
- Be sparing with your advice. Your calm presence, sympathy, and help with self-care and self-monitoring are more helpful.
- Spouses, remember that sexual desire can either be diminished or increased by stress.





Chesterfield County Police Chief, Col. Jeffrey S. Katz ...

Nov 25 · 🌐

I have spent much of the past few years studying, exploring, and struggling with the concept of resiliency. The topic has become a central theme in law enforcement leadership circles as we've recognized the reality that law enforcement suicide is the "officer safety" challenge of our era. We must face it head-on. We must do so with helpful information and thoughtful contemplation. We... See More

AN EXPLORATION OF GRATITUDE

For Life's Difficulties

"Every adversity, every failure, every heartache carries with it the seed of an equal or greater benefit."

- Napoleon Hill

👍❤️👏 388

47 Comments 32 Shares 🌐

👍 Like

💬 Comment

➦ Share



Training Bulletin



Heart and Lung Bill

If members of county police departments have a health condition, or impairment which causes **total or partial disability** from hypertension (high blood pressure) or heart disease, that condition is presumed to be an occupational disease suffered in the line of duty. **This means high blood pressure or heart disease may be covered by Workers' Compensation, so they would pay for your prescriptions and related medical care.**

Exceptions:

- If there is evidence that the health condition was not caused by your employment.
- Auxiliary officers and chaplains are not included in this coverage.

Proof:

- Your employer may request preemployment medical records that show you didn't have the condition prior to being hired.

How to get the benefits:

- Complete a Workers' Compensation Packet
- Contact Lisa Scott 748-1562

Review [§65.2-402](#) The Heart and Lung Bill

§65.2-402 also located at: PoliceNet> Training Academy> Newsletters & Training Bulletins

Chesterfield County Police Training Academy





Michael Puglia
Certified Athletic Trainer

Mike graduated from James Madison University's Athletic Training program in 2011. He was the 2015 Virginia Athletic Trainers' Association's Secondary School Athletic Trainer of the Year recipient as well as the 2015 Powhatan High School Staff Member of the Year, and the 2011 James Madison University Athletic Training Education Programs Directors Award recipient. Mike serves on a number of boards and committees in Virginia. Mike has a calling to serve others and loves sharing his knowledge, passion and skills as an Athletic Trainer. Mike routinely gives talks to local youth athletic associations, high school students, AAU teams as well as local and state organizations.

Michael Whitley
Certified Athletic Trainer

Michael graduated from Radford University's Athletic Training program in 2014. He was the Head Athletic Trainer there for 5 years at a local high school. Since working for HCA VA, Michael has helped organize the annual HCA continuing education conference for local healthcare professionals. He is about working with Chesterfield Fire & EMS while using his talents and drive to help our first responders in the community in which he lives. In his free time, he enjoys watching NASCAR, hunting, fishing, and spending time with his wife and pets.



Monica Bregman, Director
Inpatient & Outpatient Therapies,
CJW Medical Center & Sports
Medicine

Monica graduated from Old Dominion University in 2004 and completed her Master's Degree in 2009 from Misericordia University. She served as a Speech-Language Pathologist and accepted a leadership role in 2010 in the inpatient and outpatient therapies space. Monica joined the HCA family in 2015 and was promoted to a Director of Inpatient Therapies in 2018. Monica acquired the Sports Medicine Clinic in 2020 and is working to enhance sports medicine programming. Monica lives in the Richmond area and enjoys spending time with her family and on the water.



Carrie Giacofei, Manager of Sports
Medicine Clinic
Certified Athletic Trainer

Carrie graduated from Radford University's Athletic Training Program in 2004, and completed her Master's Degree in 2006 from Virginia Commonwealth University. She served as the Head Athletic Trainer for a local high school and Senior Athletic Trainer for HCA Virginia Sports Medicine before her promotion to Sports Medicine Clinic Manager. Carrie has helped to organize medical coverage for numerous running events in our community including the Richmond Anthem Marathon. She enjoys spending her free time camping with family at the river.



Drew Stewart
Certified Strength & Conditioning
Specialist

Drew graduated from Liberty University's Exercise Science program in 2018. During his time at Liberty University, Drew worked with the Army ROTC Ranger Challenge Strength and Conditioning Program where he oversaw the development of cadet strength and fitness. He participated in research that sought to optimize the accuracy of the US Army Ranger Fitness Test. Since graduating, Drew has served as a strength and conditioning coach at RVA Athletes and then at HCA Virginia Sports Medicine. He has had the privilege of working with a wide variety of clientele from school age students to professional athletes. Drew lives in the Midlothian area with his wife, Sarah and their dog, Watson. Drew enjoys hiking all throughout the area and loves to be on the lake.



Chesterfield County Police Physical Fitness Assessment

| Area of Testing | Option 1 | Option 2 |
|--|--|---|
| Muscular Strength and Endurance- Upper Body | Maximum repetition barbell bench press (at a set weight for participant's gender and bodyweight) | 2-minute maximum repetition hand release push ups |
| Muscular Strength and Endurance- Lower Body | Turf Trial-Sprint Drag Carry | |
| Flexibility- Upper Body | Shoulder Flexibility Test (Zipper Test) | |
| Flexibility- Lower Body | Low back and Hamstring stretch (Toe Touch) | |
| Muscular Strength and Endurance- Core | Plank for Time | Upper Plank for Time |
| Cardiovascular Endurance | 1 Mile Run for Time | 2000m Row for Time |

The test is based on a 400-point scale, there are 100 points allotted for each of the main tests: Bench Press, Turf Trial, Plank, and the Run.

A participant may score bonus points in each of these tests if they exceed the time or repetition standard that correlates to 100 points.

The two flexibility tests, the Zipper and Toe Touch, are bonus points.

The Option 1 areas of testing will be the preferred tests. Participants may choose to do any of the Option 2 exercises if they are unable to complete a bench press repetition or have prior injuries that inhibit their ability to perform any of the Option 1 tests. See below for details on each test.

Muscular Strength and Endurance- Upper Body

Option 1: Maximum Repetition Bench Press

The maximum repetition bench press involves upper body muscular strength and endurance. The one repetition maximum bench press has an increased risk of injury and has an increased testing time due to warming up, attempts and various weights utilized. This test allows for participants to use a weight based on their own bodyweight.

The participant will bench press utilizing a 45-pound barbell and structured amount of weight based on gender and bodyweight. The barbell must touch the chest or come within an inch of the chest and be pressed back up to lock out or 'soft' lock out the elbows to count for 1 repetition.

There will be a spotter on each side of the barbell for safety.

Weight Specifications:

| Participant's weight | Weight used for exercise |
|----------------------|---------------------------------------|
| Males < 150 pounds | 95 pounds (bar+25 pounds each side) |
| Males > 150 pounds | 135 pounds (bar+ 45 pounds each side) |
| Females < 150 pounds | 55 pounds (bar+ 5 pounds each side) |
| Females > 150 pounds | 85 pounds (bar+ 20 pounds each side) |

Scoring: 1 repetition = 1 point

Option 2: Hand Release Pushups

The participant may choose to do this activity rather than the barbell bench press if they are unable to complete a bench press. Participants must attempt the bench press exercise unless they have any prior injuries that make barbell bench pressing uncomfortable.

The participant will start in the prone position with hands, chest, hips, thighs and toes touching the ground. Participants feet must remain together or not more than a foot apart and they may adjust their feet during the test event as long as they do not lift a foot off the ground. On the command to begin the test, they will push their whole body up from the ground as a single unit to the up position by fully extending the elbows (front leaning rest). The Soldier will maintain a generally straight body alignment from the top of the head to the ankles. This generally straight position will be maintained for the duration of the HRP. Failing to maintain a generally straight alignment during a repetition will cause that repetition to not count. The front leaning rest is the only authorized rest position. Bending or flexing the knees, hips, trunk, or neck while in the rest position is not authorized. After the elbows are fully extended and the Soldier has reached the up position, the Soldier will bend their elbows to lower the body back to the ground. The chest, hips and thighs should touch down at the same time. The head or face do not have to contact the ground. The participant will then immediately raise both hands up from the floor, leaving a minimum of a 1-inch gap. After reaching this position, the hands may return to the floor to press up into the

Scoring: 1 repetition = 1 point



Muscular Strength and Endurance- Lower Body

Turf Trial:

The length of the turf is 90 feet (30 yards). The cones will be placed 15 feet (5yards) away from the walls. This results in a 60-foot (20 yard) distance between the cones for the sled and dumbbell exercises. The sled will be placed behind the cone line on the ECC side with the set weight and rope on top of it. The kettlebells will be set closer to the other same-side cone, behind the cone line and approximately shoulder length apart.

Pre-Test instructions: Participants will be given 4-digit lock code to remember at the start of the test. They will practice with it and unlock it successfully one time before the test begins.

Test Instructions: The tester will start on the turf with a hand on the wall on the ECC side. When told to begin the test, they will run towards the Safety Town side wall, touch it and return (white arrows). The tester does not have to touch the wall again and will

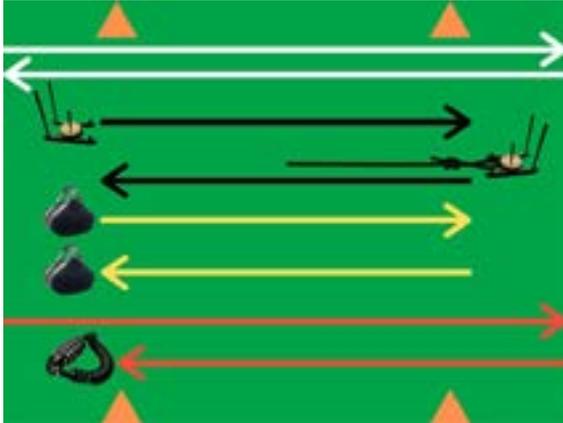


Figure 1: PSTC Gym Floor Turf Diagram

begin to push the sled to cross the opposing side cone line. The sled must completely cross the cone before moving onto the next step. Failing to do so will result in a 5 second addition to the tester's overall time. They will then extend the rope that is on the sled to its full extension and plant their feet facing the sled. They will pull the sled towards them, hand over hand until it reaches them. They will then repeat this pulling

process again to cross the cone line on the ECC side before moving onto the next step. Failing to do so will result in a 5 second addition to the tester's overall time (black arrows).

They will then pick up the kettlebells and complete a farmer's carry to the opposing

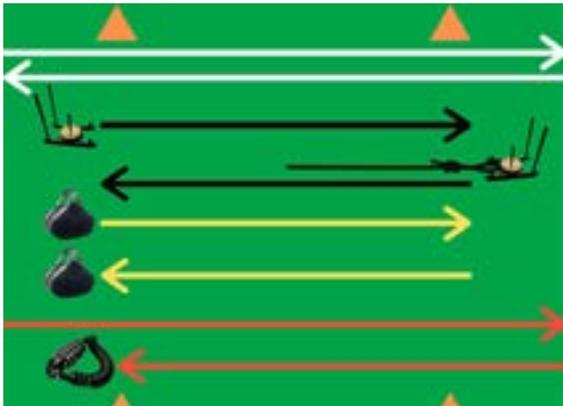


Figure 2: PSTC Gym Floor Turf Diagram

cones and return them back to their starting position. If a participant drops them, they may pick them back up and continue (yellow arrows). Then, they will touch the starting wall again and complete the sprint portion again, touching the far wall and running back. The instructor will hand them the lock while standing in line with ECC side cones. The participant must recall

the lock combination and unlock it. The time will stop when the participant unlocks the lock (red arrows). If the participant can't recall the lock combination, 10 seconds will be added onto their time.

Scoring: There is a 5 second addition to the final time if the participant does not clear the cone when instructed. See scoring sheet for points.

Flexibility- Upper Body- Bonus Points

Shoulder Flexibility Test (Zipper Test):

Test your left shoulder by standing with your right arm straight up, then bend your elbow so your hand hangs behind your head. Keeping your upper arm stationary, rest your palm between your shoulder blades. Reach around behind you with your left arm so the palm is facing out and try to touch the fingers of both hands together. Reverse the procedure and repeat with the opposite shoulder.

This should bring awareness to possible shortcomings found in upper body flexibility. Flexibility of the shoulder joint is important for injury prevention. The Department's partnership with the HCA physical trainers can assist in facilitating with flexibility and mobility.

Scoring:

| Fingertip position (tested on each side) | Points |
|--|----------|
| Fingertips greater than 2 inches apart | 0 points |
| Fingertips within 2 inches | 1 point |
| Fingertips touching | 2 points |

Test left and right sides for a maximum of 4 points



Flexibility- Lower Body- Bonus Points

Toe Touch:

The subject stands with feet together and legs straight. They then bend at the waist to lean slowly forwards to attempt to touch the ground with their fingertips, the hand flat with the finger outstretched. Bouncing and jerking are not allowed. They must hold the furthest stretched position for 3 seconds.

This should bring awareness to possible shortcomings found lower body flexibility. Flexibility of the lower body is important for injury prevention. The Department's partnership with the HCA physical trainers can assist in facilitating with flexibility and mobility.

Scoring:

| Fingertip position | Points |
|----------------------------|----------|
| Fingertips above mid shin | 0 points |
| Fingertips at mid shin | 1 point |
| Fingertips at ankle level | 2 points |
| Fingertips touching toes | 3 points |
| Palm is flat on the ground | 4 points |

Fingertip position must be held at a minimum of 3 seconds

Muscular Strength and Endurance- Core

Lower Plank:

Start with the upper body supported off the ground by the elbows and forearms, and the legs straight with the weight taken by the toes. The hip is lifted off the floor creating a straight line from head to toe. As soon as the subject is in the correct position, the stopwatch is started. The test is over when the subject is unable to hold the back straight and any other part of the body touches the floor. The participant shall not rest

their head on their hands during the test. The participant will receive 2 warnings if they have improper form. On the third warning the test will stop.

Scoring: See score sheet

Option 2: Upper Plank:

Start in the top of a pushup position. This is with the upper body supported off the ground by the hands, and the legs straight with the weight taken by the toes. The hip is lifted off the floor creating a straight line from head to toe. As soon as the subject is in the correct position, the stopwatch is started. The test is over when the subject is unable to hold the back straight and any other part of the body touches the floor. The participant will receive 2 warnings if they have improper form. On the third warning the test will stop.

Scoring: See score sheet

Cardiovascular Endurance

Option 1: 1 Mile Run for Time

Participant will run from marked spot near Lori Lane to Courthouse Road and back.

If done on treadmill, the incline will be set at 1%.

Scoring: See score sheet

Option 2: 2000 Meter Row for Time

Participant will utilize the county provided Rowing machine to record their time for the appropriate distance. Resistance may be set on the participant's preference, but it cannot be moved once the exercise has started.

Scoring: See score sheet

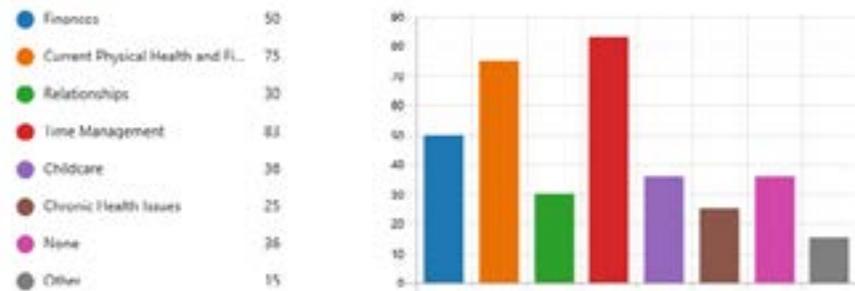


CCPD Employee Wellness Survey

183 Responses
09:03 Average time to complete
Active Status

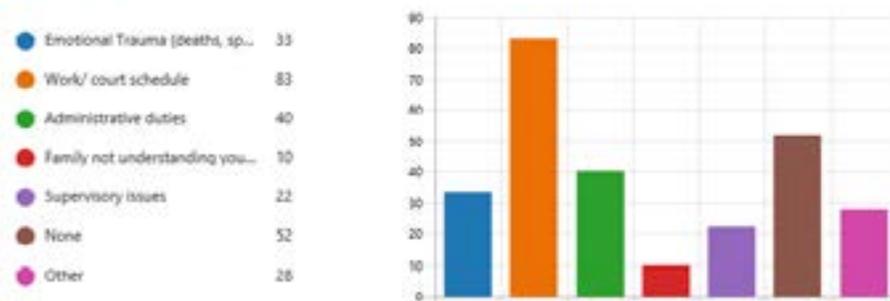
1. What personal issues, if any, present a challenge to your general wellness?

[More Details](#)



2. What work related stressors, if any, present a challenge to your general wellness?

[More Details](#)



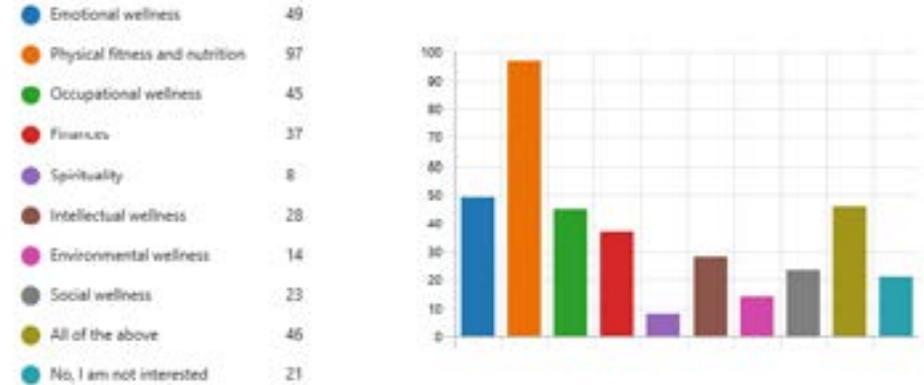
3. On average, how many hours of sleep do you get per night?

[More Details](#)



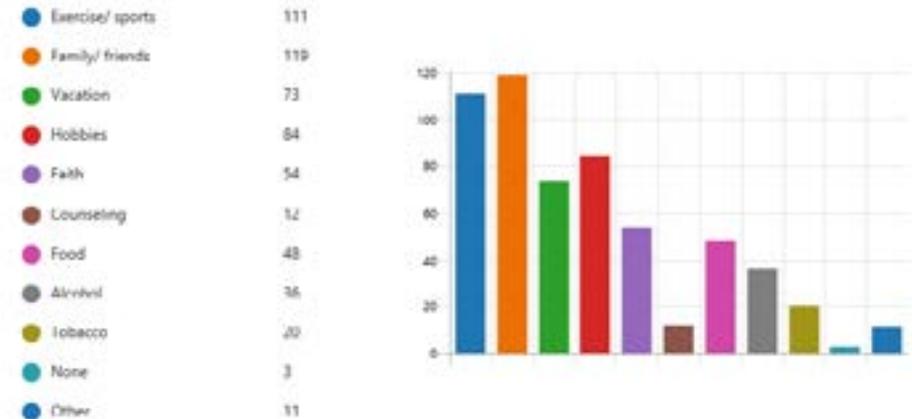
4. Are you open to learning about or improving in any of these areas?

[More Details](#)



5. What coping mechanisms do you regularly rely on when dealing with stress?

[More Details](#)



6. Would you utilize a fitness trainer that offered workouts?

[More Details](#)



7. What can the Wellness Coordinator do for you? Please state any comments, questions or suggestions.

[More Details](#)





Fitness/Wellness Program Discounts Chesterfield County Government and Schools

The discounts listed are for informational purposes only. Chesterfield County does not endorse or warrant any organizations' services, products, or programs. Chesterfield County does not solicit organizations to provide discounts. Any wellness/fitness organization that would like to be included on this list may do so by contacting C-Fit, Employee Wellness program at 717-6074. ****Prices subject to change. Always verify costs with the specific facility.****

The information provided lists current discounted membership rates and contact information.
Please contact individual businesses for detailed membership information.

Last updated: Feb. 2021

| COMPANY | PAGE |
|--|------|
| FITNESS CENTERS/PERSONAL TRAINING STUDIOS | |
| ACAC | 2 |
| Club Pilates Woodlake | 2 |
| Crunch Fitness | 2 |
| Gold's Gym- Midlothian/Westchester Commons | 2 |
| James River CF | 3 |
| MAC Wellness & Fitness | 3 |
| RC Health & Fitness | 3 |
| SwimRVA | 3 |
| YMCA of Greater Richmond | 4 |
| YouFit | 4 |
| OTHER FITNESS/WELLNESS DISCOUNTS | |
| First Tee of Chesterfield | 4 |
| Gentle East Martial Arts | 4 |
| Grn Mchn Multisports | 5 |
| Ideal Me | 5 |
| Medi Weightloss Clinics | 5 |
| Molly's Bicycle Shop | 5 |
| Mongrel Fitness and Brazilian Jiu-Jitsu | 5 |
| Ripple Effect Massage | 6 |
| Simply Ballroom Dance Studio | 6 |

What's C-Fit? C-Fit is the Chesterfield County Government and Schools Employee Wellness program. C-Fit's mission is to create an environment of wellness that enables employees to live healthful lifestyles.



Membership rates:
See separate flier for current or promotional membership rates and details

Contact Info:
11621 Robious Rd, Midlothian VA 23113
804-378-1600
<http://richmond.acac.com>



CLUB PILATES WOODLAKE

Membership rates:
30% off all memberships packages

Contact Info:
Heather Shaw, Gen. Manager, 804-821-6969
woodlake@clubpilates.com
www.clubpilates.com/woodlake
7325 Hancock Village Dr, Chesterfield, VA 23832



Membership rates:
For employees and family members:
14 day FREE trial period
\$5 discount (\$24.95) on the Peak Results membership
\$5 reduction on all other monthly membership options
\$10 off annual fee
No enrollment fee on any monthly membership option

Contact Info:
Macie Brady, Membership Advisor
Membership1@crunchmidlothian.com
www.crunch.com/locations/midlothian
11500 Midlothian Turnpike, Richmond, VA 23235



Midlothian/Westchester Commons

Membership rates:
Individual Membership: \$29 down/\$29.99 monthly rate
Couple Membership: \$59 down/\$59.98 monthly rate
Family of 3 Memberships: \$59 down/\$80 monthly rate

Contact Info:
Arboretum: lynn.goldsarboretum@gmail.com
Westchester: greg.goldsmidlothian@gmail.com
Phone: 804-379-5690
Web : www.goldsgym.com/richmondmidlothianva/

All of the memberships include a free assessment, all the group exercise classes, pool, basketball, cardio cinema, full access to Midlothian, Arboretum, Gayton Crossing and West end facilities and travel pass privileges outside the Richmond area – also available is kids club, tanning and hydromassage





JAMES RIVER CF

Membership Rates:

Unlimited Classes incl. CrossFit, Strength Training, Endurance programs, Mobility clinics
Single membership: \$135/mo.
Couples membership: \$225/mo.

Contact Info:

Gaela Stromberg
James River CF
10910 Southlake Ct. Ste C
North Chesterfield, VA 23236 (804)614-5298
www.jamesrivercrossfit.com



Membership rates:

See separate flier for current or promotional membership rates and details

Contact information:

Chuck Snow, Membership Director
[804-330-2222](tel:804-330-2222) ext. 303
Chuck@macrichmond.com
www.macrichmond.com



Membership fees: 10% Discount

Any 2 classes weekly-\$45/mo.
Unlimited classes-\$67.50/mo.

Contact information:

Rotha Covington
Chesterfield Meadows West Shopping Center
10410 Ironbridge Rd, Chester, 23831
<http://www.rchealthfitness.com/>
804-248-0222



Membership rates: Special C-Fit offer: \$24/month which covers all classes on their Land and Water Fitness schedule. There is also a "Chesterfield County employee" discount (\$36/mo) for a full membership which includes all the facilities and programs.

Contact Information:

5050 Ridgedale Parkway, Richmond, VA 23234
<http://www.swimrichmond.org/>

804-271-8273
Director of Programs: Debbie Kelo



Membership rates:

Young Adult (29 and under): \$30/mo.
Young Adult+1: \$47/mo.
Adult: \$40/mo.
Adult+1: \$62/mo.

Contact info/Chesterfield locations:

Chester YMCA 804-748-9622
Manchester YMCA 804-276-9622

Family: \$69/mo.
Senior: \$38/mo.
Senior+1: \$59/mo.

Midlothian YMCA 804-379-5668
Swift Creek YMCA 804-595-9622



Membership rates:

Monthly rates range from \$11.99-\$24.99 depending on options. For complete details, visit:
<http://partner.youfit.com/Corporate/001A7811C1/ChesterfieldCountySchools-7492>

The discounts are not available in the clubs. Use link above for all specifics and to register.

Chesterfield locations:

9923 Hull Street Rd, Richmond, VA 23236
13583 Midlothian Turnpike, Midlothian, VA 23113
7100 Midlothian Turnpike, Richmond, VA 23225

Contact Information:

Keeona Archie, karchie@youfit.com

OTHER FITNESS/WELLNESS DISCOUNTS



Discount: 10% off Standard 9 & 18-hole greens fees and range balls

Chesterfield County employees must show Employee ID to receive offering; Offer not valid with other promotions. Discounted rates are good for: county employees and immediate family members as long as the employee is part of the foursome



Gentle East Martial Arts

Discount: 10% discount of class fees.

Free registration (\$75 savings) and free uniform

Contact information:

6911 Chital Dr., Midlothian, VA 23112
739-2715
info@gema-va.com / www.gema-va.com

Go to next page



Membership rates:

15% discount on Triathlon, Swimming, Cycling and Running Coaching including personalized training plans.

Contact information: Dan Szajta. 716-640-6481

GrnMchnMultisports@gmail.com; www.grnmchnmultisports.com



The Ideal Protein Protocol is a 4 Phase Ketogenic weight and lifestyle management protocol medically developed and based on validated science for **safe weight loss**. It features one-on-one coaching and a healthier lifestyle education in each phase of the journey.

Discount information: Consultation fee waived (\$150 value)

Contact information:

804-272-5288
www.idealmeriva.com
2608 Buford Rd. Richmond, VA 23235



Contact information:

230 Browns Way Rd, Midlothian, VA 23114
11551 Nuckols Rd, Ste C, Glen Allen, VA 23059

www.mediweightlossclinics.com

704-247-8355



10% Discount for County employees



Mongrel Fitness and Brazilian Jiu-Jitsu

\$50 off monthly rates for new members (\$25 off new family members). Special pricing for class packaging.

Brazilian Jiu-Jitsu, American Open Style Karate
Kickboxing Cardio, Interval Fitness Training
Personal Fitness Training
11617 Busy St. N. Chesterfield, VA 23236

Contact Information:
www.MongrelFitness.com
Sam.Mongrel@gmail.com
804-794-5080

RIPPLE EFFECT MASSAGE

Ripple Effect massage

10% discount on services

Pricing and appointments:

rippleeffectmassageilc.weebly.com,
massagebook.com or call 804 921-7279

Contact information:

Melanie Scruton, LMT
3740 W Hundred Rd Suite C Chester, Va.
804 921-7279



SIMPLY BALLROOM DANCE STUDIO

10% off private lessons or merchandise to chesterfield employees

Contact information:

3549 Courthouse Rd., Richmond, VA 23236
276-3343

dance@simplyballroomva.com
www.simplyballroomva.com

Questions? Call the C-Fit office at 804-717-6074 or email C-Fit@chesterfield.gov or C-Fit@ccpsnet.net
C-Fit: Healthy, Happy and Productive Employees!





WINTER/SPRING 2022

Discounted Fitness Classes

Chesterfield County and Schools
Employees & Retirees

- C-FIT CLASSES ARE OPEN TO EMPLOYEES & RETIREES OF CHESTERFIELD COUNTY AND SCHOOLS **ONLY**.
- **PRE-REGISTRATION IS REQUIRED!** CONTACT THE VENDOR DIRECTLY TO REGISTER AND PAY. ALWAYS BRING YOUR EMPLOYEE ID TO CLASS TO VERIFY EMPLOYMENT
- It is strongly recommended that potential participants, especially those who have not been active on a regular basis, have a thorough physical prior to undertaking any physical activity program.
- Participation in a C-Fit class is voluntary and participants are responsible for their own well-being and safety.

****IT IS VERY IMPORTANT TO ATTEND ACTIVITIES ONLY IF YOU FEEL WELL. IF YOU FEEL SICK OR HAVE A FEVER PLEASE REMAIN HOME. THANK YOU FOR YOUR COOPERATION****

| CLASS TYPE | PAGE |
|--|------|
| CARDIO/STRENGTH includes classes that focus on cardiovascular and muscular conditioning and strengthening. | 2 |
| DANCE includes ballroom and Line dance, Ballroom Boogie and Shine | 3 |
| WATER FITNESS includes a variety of shallow and deep water class options | 3 |
| YOGA/PILATES/BARRE include classes that focus on stretching/flexibility, strengthening of the core and total body toning. | 4 |
| VIRTUAL CLASSES are classes you can join from anywhere using a computer, table or cell phone. Look for classes marked as  throughout the catalog. | |
| FREE CLASS OPTIONS ARE NOTED WHERE APPLICABLE. | |

What's C-Fit?

C-Fit is the Chesterfield County and Schools Employee Wellness program. C-Fit's mission is to create an environment of wellness that enables employees to live healthful lifestyles.

Questions or comments about fitness classes or other C-Fit programs? Email: C-Fit@ccpsnet.net or C-Fit@chesterfield.gov or call 804-717-6074

C-Fit: Healthy, Happy and Productive Employees!

CARDIO/STRENGTH CLASSES

ALL PARTICIPANTS NEED PROPER FOOTWEAR, TOWEL & WATER

Fitness Plus: Small Group Training

You will get everything you need to reach your fitness goals through this virtual, small group exercise class. Come get the motivation, inspiration and guidance you need to achieve the body you've always wanted.

| LOCATION | CLASS DAY/TIME | PAYMENT/REGISTRATION INFO |
|---------------|--|--------------------------------------|
| Virtual Class |  Mon/Wed/Thurs: 5:30 pm | Edcoop8207@gmail.com 804-399-2866 |

Manchester YMCA: Cardio and Strength Conditioning

Offerings represent a variety of Les Mills choreographed, high-intensity workouts that increase strength and endurance.

| LOCATION | CLASS DAY/TIME | PAYMENT/REGISTRATION INFO |
|---|--|---|
| 7540 Hull Street Rd, N. Chesterfield, VA 23235 | <i>Mondays: 5:45 am-Body Pump</i> <i>Wednesdays: 5:45 am-Body Sculpt</i> <i>Fridays: 5:45 am-Core</i> <i>Saturdays: 9 am-Body Pump (starting 12/4/21)</i> | No pre-registration: Arrive 10 minutes before class and show work ID. Limited space |
| NEW TO THE CATALOG-FREE | | |

Oxygen & Iron: Group Personal Training

Metabolic Group Training classes are designed to blast fat, boost your metabolism, build strength & flexibility in a supportive group environment with one-on-one attention like you get when you hire a personal trainer!

| LOCATION | CLASS DAY/TIME | PAYMENT/REGISTRATION INFO |
|--|--|---|
| Oxygen & Iron Studio 208 Heaths Way Rd, Midlothian, VA 23113 |  Virtual via ZOOM: <i>Monday-Friday- 6 am</i> In Studio: <i>Mon-Fri: 6:45am; 7:30 am; 9am; 9:45 am</i> <i>Mon/Tues/Thurs: 6:30 pm</i> All classes are 30 min. | www.oxygenandiron.com 804-423-1375 linda@oxygenandiron.com |

Rachel Pelletier: Functional Strength Training

40-minute, whole body, challenging workout set in a FUN, virtual class environment! Workouts open to all fitness levels and experience and run by a certified personal trainer.

| LOCATION | CLASS DAY/TIME | PAYMENT/REGISTRATION INFO |
|---------------|--|--|
| Virtual Class |  <i>Tuesdays/Thursdays: 6 am</i> 40 min. class | getinfit.weebly.com rachelpelletier3@gmail.com |

RC Health and Fitness: Variety of cardio and strength conditioning classes

Challenge yourself with a variety of classes that will help you create your best workout be your best self! Including Tabata, TRX circuit, cycle, circuit training and more.

| LOCATION | CLASS DAY/TIME | PAYMENT/REGISTRATION INFO |
|--|--|---|
| RC Health & Fitness 10410 Ironbridge Rd Chester VA 23831 | <i>Mon-Friday: 5:45 am class (class type varies)</i> <i>Mon-Thurs: 5:45 pm class (class type varies)</i> Schedule: https://rchealthfitness.com/ | Rcfitness1326@gmail.com 804-248-0222 |

Wendy Hager: Strength & Conditioning

This class is designed to combine cardio and strength training for a total body workout.

| LOCATION | CLASS DAY/TIME | PAYMENT/REGISTRATION INFO |
|--|-----------------------------------|----------------------------------|
| Greenfield ES: 10751 Savoy Rd, N. Chesterfield VA 23235 | <i>Mondays/Wednesdays: 4:30 p</i> | wpa2@comcast.net 804-516-6271 |

Go to next page 

DANCE & DANCE FITNESS CLASSES

ALL PARTICIPANTS NEED PROPER FOOTWEAR, TOWEL & WATER

Ballroom Boogie Fitness

Ballroom Boogie is a cardio/strength training interval class using simplified ballroom dance moves to groove your way to fitness. You'll get your heart rate up and also wiggle in a bit of strength training during the fun and energetic song list. This class appeals to all fitness levels, ages, and genders. NO PARTNERS NEEDED!

| LOCATION | CLASS DAY/TIME | PAYMENT/REGISTRATION INFO |
|---|--|--|
| Stonebridge Recreation Center 230 Karl Linn Dr., N. Chesterfield, VA 23225 | <i>Mondays:</i> 9 am Starting Nov. 22 | ballroomboogiefitness@gmail.com Text: 804-245-2297 |
| Simply Ballroom Dance Studio 3549 Courthouse Rd. N. Chesterfield, VA 23236 | <i>Saturdays:</i> 9 am | 1st CLASS FREE |

My Fitness Matters: Shine Dance Cardio

A full body workout that features cardio and toning that feels like a dance party.

| LOCATION | CLASS DAY/TIME | PAYMENT/REGISTRATION INFO |
|--|-------------------------|---|
| My Fitness Matters Studio 10320 Memory Lane, Chesterfield, VA | <i>Mondays:</i> 4:30 pm | andrea@myfitnessmatters.net http://www.myfitnessmatters.net as of 1/2022-Free to retirees |
| | | FREE CLASS OPTIONS JAN-JUNE |

Simply Ballroom Dance Studio: Beginner Ballroom & Line Dance

Bring a dance partner, come alone or with a group and learn beginner ballroom dancing steps and beginner line dance moves with a professional dance instructor. These 55 min. classes appeal to all fitness levels, ages, and genders. NO PARTNERS NEEDED! **PARTICIPANTS NEED TO WEAR COMFORTABLE SHOES**

| LOCATION | CLASS DAY/TIME | PAYMENT/REGISTRATION INFO |
|---|--|---|
| Simply Ballroom Dance Studio 3549 Courthouse Rd. N. Chesterfield, VA 23236 | For specific class dates & times, visit simplyballroomva.com | 804-276-3343 dance@simplyballroomva.com Pre-registration required |

WATER & LAND FITNESS CLASSES

ALL PARTICIPANTS NEED PROPER ATTIRE, FOOTWEAR (if applicable), TOWEL & WATER

SwimRVA: Water and Land classes

Types of water classes: Aquacise, Silver Splash, H2O Fit, Aqua Bootcamp, Aqua Running, Aqua Body Blast
Types of land classes: Funk aerobics, Core, Yoga, HIIT, Zumba, Pilates, Cardio Strength
Access [SwimRVA's entire water and land class schedule](#) for a low monthly rate.

| LOCATION | CLASS DAY/TIME | PAYMENT/REGISTRATION INFO |
|--|---|---------------------------|
| SwimRVA/Collegiate School Aquatics Center 5050 Ridgedale Pkwy, Richmond 23234 | Visit www.swimrichmond.org for more info. | 804-271-8271 |

YOGA /PILATES/BARRE

PARTICIPANTS NEED PROPER ATTIRE, YOGA MAT AND WATER

Coconut Elephant Yoga: Various types of Yoga

| LOCATION | CLASS DAY/TIME | PAYMENT/REGISTRATION INFO |
|--|---|--|
| Coconut Elephant Yoga 535 Southlake Blvd. N. Chesterfield VA 23236 w/Richmond Chiropractic & Acupuncture Clinic | <i>Monday:</i> 9 am: Chair Yoga-Virtual ONLY 4:30 pm: Hatha Yoga 6 pm: Hatha Flow <i>Tuesday:</i> 10am: Slow Flow Vinyasa 6 pm: Core-Virtual ONLY <i>Wednesday:</i> 10 am: Restorative Yoga 12pm: Lunchtime Yoga 5 pm: Yin Yoga <i>Thursday:</i> 4:30pm: Align 6pm: Power Yoga <i>Friday:</i> 10 am: Mixed <i>Saturday:</i> 9:30am: Yoga Fusion <i>Sunday:</i> 2:30 pm: Gentle | coconutelephantvoga.com coconutelephantvoga@gmail.com 804-305-2297 Preregistration is required All classes 60 min.  All classes are virtual and in studio unless noted as virtual ONLY |

My Fitness Matters: Pilates, Body Sculpt and various types of Yoga

| LOCATION | CLASS DAY/TIME | PAYMENT/REGISTRATION INFO |
|---|--|---|
| My Fitness Matters Studio 10320 Memory Lane, Chesterfield, VA | <i>Mondays:</i> 5:30 pm-Power Pilates/Core 6:15 pm-Beginner Yoga <i>Thursdays</i> 7 pm- FREE Zoom Yoga <i>Wednesdays:</i> 4:30 pm-Body Sculpt 5:15 pm-Pilates/Core 6:15 pm-Vin/Yin Yoga <i>Fridays:</i> 11:30 am-Gentle Yoga 5:30 pm-Pilates/Core | andrea@myfitnessmatters.net http://www.myfitnessmatters.net As of 1/2022-classes free to retirees |

RC Health & Fitness: Various types of Yoga

| LOCATION | CLASS DAY/TIME | PAYMENT/REGISTRATION INFO |
|--|---|---|
| RC Health & Fitness 10412 Ironbridge Rd Chester VA 23831 | <i>Tuesdays & Fridays:</i> 8:30 am-Vinyasa Flow <i>Wednesdays:</i> 4:30 pm-Vinyasa Flow <i>Sundays:</i> 1 pm-Restorative Yoga | Rcfitness1326@gmail.com 804-248-0222 https://rchealthfitness.com/ |

Studio D Yoga: Various types of Yoga

| LOCATION | CLASS DAY/TIME | PAYMENT/REGISTRATION INFO |
|---|--|--|
| Studio D Yoga Studio 9327 Midlothian Trnnpk Suite 1B N. Chesterfield, VA 23235 | Classes offered Mondays-Saturdays between 9:15am-6pm. All levels of yoga: Chair, strength building, gentle, Yin and meditation | www.studioDyoga.com Email: doveydw@aol.com  Virtual and in-studio options |



Posts

About

Photos

Mentions



Chesterfield County Police Chief, Col. Jeffrey

S. Katz

Oct 2 · 🌐

Thank you everyone. We are so grateful to our community for rallying around Rich's family during this incredibly difficult time. These gestures of compassion and support go such a long way in getting everyone through the anguish of this loss. We'll be keeping this memorial out through next week, all are welcome to stop by.

... See More



001K

23 Comments 74 Shares



CEW Exposure to Water

DO NOT attempt to use a CEW that has been completely submerged in water or exposed to a significant amount of moisture. Taser CEWs exposed to extreme moisture have **discharged with the safety switch still in the down (SAFE) position** due to the moisture short circuiting the electronic components.



If a CEW gets **completely submerged** in or exposed to a **significant** amount of water:

- 1) Keep CEW secured in holster
- 2) Remove the power source
- 3) Take CEW out of holster and remove the cartridges
- 4) Return the disassembled CEW (CEW, battery, and cartridges) to the Taser Training Coordinator

CITATION TO ACCOMPANY LIFE SAVING AWARD

On May 2, 2021, officers were dispatched to a suspicious situation in the 7000 block of Provincetown Drive. When officers arrived on scene, they discovered a seriously injured female suffering from multiple gunshots and stab wounds, laying in the front yard of her apartment complex.

Officers Christopher Shore, Justin Richter and Officer First Class Ian Cannaday immediately began life saving measures to ensure the female's survival. The officers applied tourniquets and bandages to her wounds and continually engaged the victim to ensure she remained conscious.

The officers' actions stabilized the female long enough until Chesterfield County Fire & EMS arrived on scene. She was then rushed to VCU/MCV Medical Center.

Due to the heroic efforts of these officers, the female victim survived the incident.



POLICE RESCUE CERTIFICATE

*This certificate is an expression of appreciation for outstanding service and life-saving efforts
by a member of the Chesterfield County Police Department.*

It is presented to

Officer First Class Anthony E. Bowen

On June 15, 2020, Officer Elijah Ranson and Officer First Class Anthony Bowen were dispatched to a cardiac arrest in the area of 9501 Hopkins Road. ECC advised the complainant said an adult male was in the woods, foaming at the mouth and not breathing normally. ECC was unable to provide an exact address for the subject, as he was in the woods.

Officers Ranson and Bowen marked on scene within seven minutes of ECC receiving the call for service. Both officers began working together to narrow down their search for the victim in the woods. Officer Bowen advised that they would be checking the wood line along a trail that followed power lines entering the woods just off Hopkins Road. Both officers traveled just over one-quarter of a mile down the trail before finding a tent that was approximately 50 yards inside the woods. Inside the tent was the complainant, who was doing chest compressions on the victim.

Officers Ranson and Bowen then pulled the victim outside the tent to begin rendering aid. The victim was purging from his mouth, had shallow agonal breathing, and was turning purple. Officer Ranson administered Narcan to the victim's left nostril. A short time after Narcan was administered, rescue personnel located the officers and took over the victim's treatment. The victim was placed on a portable stretcher and carried back to the ambulance on Hopkins Road. Once on the ambulance, the victim woke up and was talking. Medic 17 staff advised that if another five minutes had passed without the victim receiving Narcan, the victim would have more than likely died.

Officers Ranson and Bowen are commended for their direct actions, determination, and teamwork to save the life of a Chesterfield County citizen.

Chief of Police

Deputy Chief

Deputy Chief



POLICE RESCUE CERTIFICATE

*This certificate is an expression of appreciation for outstanding service and life-saving efforts
by a member of the Chesterfield County Police Department.*

It is presented to

Lieutenant Justin R. Aronson

On Monday, May 27, 2019, Lieutenant Justin R. Aronson and Officer Dylan C. Earl responded to a call to assist rescue at a car wash located at 3850 N. Bailey Bridge Road. Lieutenant Aronson and Officer Earl were the first to arrive on scene and were confronted with an unconscious and unresponsive male that was located halfway in a car.

Both Lieutenant Aronson and Officer Earl removed the victim from the vehicle, placed him on his back, and placed his head in a position to clear his airway. When the victim would not respond to a sternum rub, the officers quickly applied an AED and allowed it to analyze the victim. Once no shock was advised, these officers immediately began CPR with Officer Earl doing compressions and Lieutenant Aronson utilizing a BVM to resperate the victim's lungs.

After Officer Earl applied a couple rounds of compressions, Chesterfield Fire & EMS arrived on scene and took over patient care. After they utilized one round of Narcan and another round of CPR, a pulse was able to be found. The victim was transported to an area hospital where he advised that he had taken medications not prescribed to him. Chesterfield Fire & EMS stated that the use of the AED and the rescue breaths were appropriate life-saving measures and commended the officers for their use.

The actions of Lieutenant Justin R. Aronson and Officer Dylan C. Earl, taken in their totality, clearly assisted in a positive outcome for the victim. Their actions during this incident reflect great credit upon themselves, the Uniform Operations Bureau, and the Chesterfield County Police Department.

Chief of Police

Deputy Chief

Deputy Chief

