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James City County Police Department Frequently Asked Questions

1. What professional standards does JCCPD adhere to?

JCCPD is an accredited agency with the [Virginia Law Enforcement Professional Standards Commission](#) (VLEPSC). The goal of VLEPSC is “to increase the effectiveness and efficiency of law enforcement agencies in the Commonwealth through the delivery of services; to promote cooperation among all components in the criminal justice system; to ensure the appropriate level of training for law enforcement personnel; to promote public confidence in law enforcement; and to promote the professionalism of law enforcement agencies in the Commonwealth of Virginia.”

JCCPD was first accredited in January 2003 and reaccreditation is required every 4 years. Accreditation (and reaccreditation) requires an in-depth review of every aspect of the agency’s policies, organization, management, operations and administration.

Accreditation requires documentation to show that we are in compliance.

JCCPD utilizes a policy review committee made up of officers who regularly review and revise policies as well as draft new policies to ensure that officers receive guidance on the best practices in law enforcement and legal updates.

2. Does JCCPD recruit officers from diverse racial and ethnic backgrounds that more closely reflect the diversity of our community?

JCCPD has always aimed to create a workforce that is representative of the community; however, recruiting qualified minority applicants has remained a challenge. In order to increase our efforts in recruiting qualified applicants and ultimately building a workforce that is more representative of our community, a Recruitment Team was created in 2017. The Team is made up of a diverse group of officers that spearhead recruiting efforts while attending job fairs and other events to meet potential applicants. JCCPD attends various job fairs each year with special focus on events at Historically Black Colleges

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and Universities (HBCU) and military recruitment events. Since the inception of the Recruitment Team, the Department has experienced an increase of about 17% in applications received from minority applicants.

The County has also initiated an incentive program to aid in efforts to recruit qualified applicants.

3. Are officers with JCCPD thoroughly vetted to ensure that they do not have a history with abuse, racism, xenophobia, homophobia/transphobia or discrimination?

Prior to being offered a position with JCCPD, potential employees go through an extensive background investigation. The background investigation includes interviews with associates, co-workers, former supervisors, friends, neighbors, etc. and a review of the applicant's social media activity. Potential employees complete an extensive personal history questionnaire and undergo a polygraph examination and a psychological profile assessment.

4. What type of training do JCCPD officers receive?

JCCPD officers attend the Basic Law Enforcement training at the Hampton Roads Criminal Justice Training Academy for 17 weeks. While attending the training, officers must pass all objectives as set forth by the Virginia Department of Criminal Justice Services. Upon graduation from the Academy, officers return to the Department for a minimum of 8 weeks of Field Training.

In order to maintain certification, all sworn officers in VA must attend a minimum of 40 hours of in-service training every 2 years. JCCPD strives to exceed this by providing regular training annually. This training includes firearms, legal updates, use of force, cultural diversity, as well as other topics.

JCCPD also provides the opportunity for officers to attend other specialized training to ensure that officers are performing their duties in accordance with best police practices. JCCPD has a Professional Standards Unit, which includes a full-time training officer. This officer is responsible for the oversight of training and serves as a liaison with the

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Hampton Roads Criminal Justice Training Academy to ensure that officers receive the necessary training as mandated by the Virginia Department of Criminal Justice Services.

5. What type of cultural training to JCCPD officers receive?

All law enforcement officers in Virginia are required to complete cultural diversity training annually. JCCPD officers are provided cultural diversity training on a variety of topics regularly during in-service.

In 2016 after the publication of The President's Task Force on 21st Century Policing, JCCPD received a grant from the Virginia Department of Criminal Justice Services to hold Improving Police-Citizen Contacts training. Officers attended this training which covered topics such as how to protect human rights, dignity and public safety for all; procedural justice, implicit bias and de-escalation/use of force; and recognition of factors that may affect how best to treat a community member or suspect while protecting officer and community safety.

6. Does JCCPD require officers to de-escalate situations through communication?

To the extent reasonable given the circumstances, officers shall use human relations and interpersonal communication skills in a genuine effort at verbal persuasion before resorting to physical control methods. Similarly, as reasonable under the circumstances, communicative efforts towards conflict minimization shall be continued during force applications. Officers shall take reasonable care to ensure that their actions do not precipitate an otherwise unnecessary use of force by placing themselves or others in jeopardy or by not adhering to policy or training. Additionally, officers shall continually assess the situation and changing circumstances and modify the use of force appropriately.

JCCPD has a Crisis Negotiation Team (CNT) to assist in incidents involving armed subjects, barricaded subjects, individuals in mental health crisis and incidents where hostages have been taken. CNT members are responsible for negotiating the safe surrender of subjects in these types of situations. CNT is comprised of sworn full-time

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and auxiliary officers as well as a mental health liaison. All members have received negotiations training and participate in monthly training.

JCCPD is also a member of the [Colonial Area Crisis Intervention Team \(CIT\)](#). CIT includes many stakeholders working collaboratively to improve the way law enforcement respond to people experiencing behavioral health issues. Officers certified in CIT participate in an intensive 40-hour training program covering topics such as signs and symptoms of mental illness, suicide assessment and prevention, alcohol and drug assessments and issues and more.

7. Is there a clear and enforced use-of-force continuum that details what weapons and force are acceptable in a wide variety of situations?

The Department provides very descriptive policy and informative training as it pertains to this question. This includes tools and tactics that may be used by an officer, levels of resistance an officer may face when taking lawful enforcement action and fact-based examples or scenarios in order to guide an officer's use of force decision making.

8. Are officers with JCCPD trained to use carotid control holds (chokeholds, strangleholds, etc.)?

JCCPD does not provide any training to its officers on using strangleholds or chokeholds when making arrests or at any time when use of force may be authorized. Chokeholds or any other control techniques that cause the airway of the person to whom they are applied to be restricted are considered deadly force.

Chain of command review each use of force incident to ensure that the force used was in compliance with Department policy and applicable laws. Use of force that results in the serious physical injury or death of another person would also initiate a criminal investigation regarding the level of force used.

9. Are officers with JCCPD required to intervene if they witness another officer using excessive force?

Officers are expected to use only necessary and reasonable force in resolving incidents and to intervene and hold accountable those who fail to do so. All officers have an

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affirmative duty to immediately report any observed or suspected violation of the Department's use of force policy to a supervisor; the supervisor to whom this report is made shall initiate an administrative investigation.

10. Are officers with JCCPD required to report each time they threaten or use force on civilians? How does that process work?

JCCPD requires all use of force incidents to be documented and administratively reviewed. The written report is submitted to the officer's immediate supervisor. Supervisors shall conduct a prompt and thorough administrative investigation of the incident. Completed supervisor investigations are promptly submitted to the appropriate Division Commander. The Commander will review the findings of the investigation and recommend whether the use of force complied with policy. After review, all documentation and related materials are forwarded to the Internal Affairs coordinator for review. After reviewing all materials and recommendations, the Chief of Police will make the final determination whether the use of force complied with policy.

11. Are officers with JCCPD officers trained to perform and seek necessary medical action after using force that results in injury?

All JCCPD officers are first aid and CPR/AED certified. Should an officer use force or respond to a situation where a person is injured, they are required to provide immediate medical assistance, when safe to do so. Officers are trained to stabilize a situation and immediately request assistance from the Fire Department/EMS. Officers are required to document any injury.

12. Does JCCPD utilize body-worn and in-car cameras?

JCCPD issues body-worn cameras to all patrol officers and supervisors, school resource officers and animal control officers. JCCPD patrol vehicles are equipped with in-car cameras. These cameras are utilized to record contacts with citizens in the performance of official duties and can be used as evidence or to resolve citizen complaints.

13. What does JCCPD do to build relationships with citizens in the County?

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JCCPD maintains a community policing philosophy. Community policing promotes crime prevention, community relations and public safety. Officers are expected to take proactive measures to address problems, foster positive community relations and to maintain a high level of community character. While the Department has specialized units that are at the forefront of many of these efforts, all officers are expected to follow this philosophy.

JCCPD has a full time Community Services Unit (CSU). This unit focuses on community policing and crime prevention efforts and activities. The goal of CSU is to collaborate with citizens to improve crime prevention effectiveness and improve community-police relationships to reduce and prevent crime.

CSU provides crime prevention services to residents and businesses such as Neighborhood & Business Watch programs, home & business security surveys, house checks, bike registration programs and more.

CSU also provides opportunities for citizens to learn more about the Police Department and its operations through participation in the Citizens Police Academy (CPA). Those that complete CPA are invited to participate in the Citizens Forensic Academy (CFA) and to become a part of the Volunteers in Police Services (VIPS) program.

CSU also holds many programs throughout the County offering the opportunity for citizens and youth to engage with officers in an informal setting and to ask questions about the Department and/or the Community. Examples include National Night Out, Shop with a Cop, Coffee with a Cop, Coloring with a Cop, Ice Cream With a Cop, etc.

CSU also provides programs for special needs populations in the area at no cost to residents. These includes programs such as Project Lifesaver, Autism Awareness decals for vehicles and/or residences, the Head's Up program (coordinated with JCC Emergency Communications) and CONECT (a partnership with JCCPD, JCC Fire Department and JCC Department of Social Services).

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JCCPD also has School Resource Officers (SRO's) assigned to the 3 high schools and 2 middle schools located in the County. These officers maintain high visibility at these schools, attend school functions, provide school security and order maintenance, investigate crimes and enforce the law as necessary. These officers provide a variety of information to the students, parents, and school staff regarding crime prevention, school security and the criminal justice system as a whole. Counseling and mentoring students are also a routine part of the SRO's duties. SRO's may also hold programs designed to build positive relationships between the police and youth in the community.

SRO's oversee various youth outreach programs such as COPS Camp, Pathfinders and Every 30 Minutes. They also assist in classroom sessions, for example, assisting Driver's Education classes with information about traffic laws and safety, including the use of the S.I.D.N.E. (Simulated Impaired DriviNg Experience) which allows students to experience the dangers of driving while impaired or distracted; providing lessons on internet safety; and providing information on bullying prevention, suicide prevention, etc. Effective community relations is critical in law enforcement. Therefore, community relations is the responsibility of every Police Department employee. Through various programs and interactions, we seek to increase the community's confidence and trust in the Department.

Chief Rinehimer's motto is *"Every single citizen contact is an opportunity to have a positive impact on our community."*

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