



**CITY OF SALEM  
POLICE DEPARTMENT**



# **ANNUAL REPORT**

## **2024**

### **CHANGING OF THE GUARD**

#### **A New Chapter in Service**

**City of Salem Police Department**

36 E. Calhoun Street  
Salem, VA 24153  
(540) 375-3078  
[www.salemva.gov/260/police](http://www.salemva.gov/260/police)



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# MISSION & VALUES



## Our Mission

The mission of the City of Salem Police Department is to provide the public with the highest quality of service within the community. We shall act with integrity, honor and respect while providing equal protection under the law.

## Our Vision

A well prepared and highly trained police department capable of providing a variety of valuable services while safeguarding our community. As a department, we shall hold ourselves accountable to serve daily with integrity, respect and professionalism.

## CORE VALUES:

- Professionalism at all times
- The integrity to do what is right, legally and morally
- Service to the community
- Preparedness
- To treat all people with dignity and respect
- The belief that every life is valuable
- Loyalty to the community
- Personal courage to face fear, danger, or adversity
- Dedication to each other through leadership and accountability
- Pride in our department



# COMMAND STAFF

**January - May 2024**

## CHIEF OF POLICE: MICHAEL CRAWLEY



Chief **Mike Crawley** began his law enforcement career serving for more than three years with the Town of Vinton Police Department before joining the Salem Police Department in December 1999 as a Patrol Officer. Chief Crawley was promoted to the rank of Senior Police Officer and transferred to Salem's Detective Division in 2004 where he was assigned to the Special Investigation Unit.

In 2006, Crawley was transferred to General Investigator where he rose to the rank of Sergeant in that Division.

He later served as the Services Division Sergeant handling the central supply & support component of the Department. He returned to the Patrol Division in 2014 before being promoted to the rank of Deputy Chief. He was named Salem's Department Chief on February 1, 2016.

A Roanoke City native, Chief Crawley graduated from Patrick Henry High School in 1991 and later attended Virginia Western Community College. He earned his Bachelor's degree from Bluefield College where he majored in Management and is a graduate from the prestigious F.B.I. National Academy Class #271.

## DEPUTY CHIEF: DEREK WEEKS

Deputy Chief **Derek Weeks** began his career in law enforcement by serving four years with the Roanoke City Sheriff's Office. In 2001, he joined the Salem Police Department as a Patrol Officer and later transferred to Salem's Detective Division in 2006. Major Weeks was elected Officer of the Year by his departmental peers in 2007.

In 2009, he was promoted to the rank of Sergeant, and he served in that capacity in the Patrol, Services, and Forensics Divisions of Salem PD. During that period, Weeks graduated from the 81st Session of the Forensic Science Academy.

In 2015, he was promoted to the rank of Lieutenant and since then has served in both the Patrol and Detective Divisions.

Weeks graduated from Glenvar High School in 1992 and from Radford University in 1996. He also is a graduate from the Professional Executive Leadership School (PELS) 43rd Session at the University of Richmond and the FBI National Academy 284th Session. He and his family reside in Salem.



# COMMAND STAFF

**January - May 2024**



## CAPTAIN OF ADMINISTRATION: TODD CLAYTON



Captain Todd Clayton began his career in law enforcement as a Deputy Sheriff in Pulaski County before joining the Salem Police Department in 1998 as a Patrol Officer.

During his career with the Salem Police Department, Captain Clayton has served through the years as a Patrol Officer, Detective, Sergeant in the Services and Patrol Divisions before being promoted to Lieutenant, then Captain of Administration.

A graduate of the F.B.I. National Academy 252nd session, Captain Clayton also graduated from the Virginia Forensics Academy and

completed TEEX Enhanced All Hazards/Incident Management/Unified Command at Texas A&M University. Clayton is a graduate of Eastern Kentucky University where he earned a Bachelor of Sciences degree in Police Administration. He is married and has 3 children.

## CAPTAIN OF OPERATIONS: DANNY CROUSE

Captain Daniel Crouse began his career in law enforcement when he joined the Salem Police Department as a Patrol Officer in 2008. Before joining the department, Danny worked for 20 years in private business administration.

During his tenure with the Salem Police Department he has served as a Patrol Officer, Field Training Officer, Detective, Sergeant in the Patrol Division, Sergeant of the Detective Division and as Lieutenant of the Detective Division, Special Investigations Division, Records Division, and Crime Analysis before being promoted to the Captain of Operations. He was elected Officer of the Year by the department in 2012.



Captain Crouse is a graduate of Glenvar High School and went on to Radford University where he earned a Bachelor of Business Administration in Finance and Accounting degree. Soon thereafter he earned his Master of Business Administration from Averett University. Captain Crouse is also a graduate of the University of Virginia National Criminal Justice Command College.

Captain Crouse is married to his wife Whitney, has two daughters and has resided in the Roanoke Valley most of his life.



# COMMAND STAFF RETIREMENT

On Thursday June 6, 2024, The Salem Civic Center Community Room was packed with well-wishers for the official retirement ceremonies for Chief Michael Crawley and Captain Todd Clayton. Former and current officers from the department and the region were in attendance to offer congratulations and words of encouragement. The emotional two-hour ceremony featured various presentations and stories of gratitude for two of Salem's All-Time Finest! We wish them both nothing but the best in their next chapters of life!



# COMMAND STAFF RETIREMENT



1802



# CHANGING OF THE GUARD

On June 28, 2024, Salem City Manager Chris Dorsey officially named Derek Weeks the ninth Chief of Police for the City of Salem, beginning July 1, 2024.

When making the announcement, Dorsey said, "I am confident that Chief Weeks has the experience and vision needed to lead the Police Department moving forward," said Dorsey. "Derek knows this city. He's well aware of its' character and unique challenges and also what is needed to keep building on the success of the department. Salem's police force has a strong tradition of providing exemplary service to our City every day and Derek has helped shape that through his years of service."

Once in his new position, Chief Weeks announced his new Command Staff in a special ceremony that took place on July 18, 2024. Captain Danny Crouse was promoted to Deputy Chief, Lieutenant Sean Slusser was promoted to Captain and Lieutenant Seth Chamberland was promoted to Captain.



# CHANGING OF THE GUARD



1802



# COMMAND STAFF

**July - December 2024**

## CHIEF OF POLICE: DEREK WEEKS



the Patrol and Detective Divisions. He was later promoted to Deputy Chief in 2016 followed by Chief of Police in 2024.

Weeks graduated from Glenvar High School in 1992 and from Radford University in 1996. He also is a graduate from the Professional Executive Leadership School (PELS) 43rd Session at the University of Richmond and the FBI National Academy 284th Session. He and his family reside in Salem.

Chief **Derek Weeks** began his career in law enforcement by serving four years with the Roanoke City Sheriff's Office. In 2001, he joined the Salem Police Department as a Patrol Officer and later transferred to Salem's Detective Division in 2006. Weeks was elected Officer of the Year by his departmental peers in 2007.

In 2009, he was promoted to the rank of Sergeant, and he served in that capacity in the Patrol, Services, and Forensics Divisions of Salem PD. During that period, Weeks graduated from the 81st Session of the Forensic Science Academy.

In 2015, he was promoted to the rank of Lieutenant and since then has served in both

## DEPUTY CHIEF OF POLICE: DANNY CROUSE

Major **Daniel Crouse** began his career in law enforcement when he joined the Salem Police Department as a Patrol Officer in 2008. Before joining the department, Danny worked for 20 years in private business administration.

During his tenure with the Salem Police Department he has served as a Patrol Officer, Field Training Officer, Detective, Sergeant in the Patrol Division, Sergeant of the Detective Division and as Lieutenant of the Detective Division, Special Investigations Division, Records Division, and Crime Analysis before being promoted to the Captain of Operations. He was elected Officer of the Year by the



department in 2012. Major Crouse is a graduate of Glenvar High School and went on to Radford University where he earned a Bachelor of Business Administration in Finance and Accounting degree. Soon thereafter he earned his Master of Business Administration from Averett University. Crouse is also a graduate of the University of Virginia National Criminal Justice Command College.

Major Crouse is married to his wife Whitney, has two daughters and has resided in the Roanoke Valley most of his life.

# COMMAND STAFF

**July - December 2024**



## CAPTAIN: SEAN SLUSSER



Captain **Sean Slusser** serves as the Administrative Services Captain and a member of the Executive Staff of the Salem Police Department. He brings over 22 years of distinguished law enforcement experience, including 18 years with the City of Salem.

Throughout his career with the department, Captain Slusser has held a variety of leadership and operational roles, including Patrol Officer, Special Investigations Detective, General Detective, Patrol Sergeant, Detective Sergeant, Patrol Lieutenant, and Services Lieutenant. His progression reflects both his operational

expertise and his deep institutional knowledge.

Captain Slusser is a graduate of the University of Virginia's National Criminal Justice Command College, a Certified Law Enforcement Command Executive Officer through the Virginia Association of Chiefs of Police, and a recipient of the FBI-LEEDA Trilogy Award. He holds a Master of Science in Criminal Justice from Liberty University and a Bachelor's degree in Criminal Justice: Business Administration and Management.

## CAPTAIN: SETH CHAMBERLAND

Captain **Seth Chamberland** began his career in law enforcement by serving just over two years with the Montgomery County Sheriff's Office. During this time, he received the Valor Award from the Virginia Sheriff's Association. In 2000, he joined the Salem Police Department as a Patrol Officer and was promoted to Senior Police Officer in 2004. He transferred to Salem's Detective Division in 2012.

In 2015, he was promoted to the rank of Sergeant, and he served in that capacity in the Patrol and Services Divisions. He completed the Institute for Leadership in Changing Times (ILCT) and the FBI LEEDA Trilogy. Chamberland was promoted to the rank of Lieutenant in 2021 and then Operations Captain in 2024.



Captain Chamberland graduated from Bolton High School (CT) in 1993 and from Roanoke College in 1997. He and his family reside in Salem.



# POLICE LIEUTENANTS



**Lt. Joe Blackwell**



**Lt. Seth Chamberland**



**Lt. Mike Early**



**Lt. Scott Haston**



**Lt. Josh Shelor**



**Lt. Sean Slusser**



**Lt. Stephen Beard**



**Lt. Mark Adkins**

# POLICE SERGEANTS



**Sgt. Mark Adkins**



**Sgt. Scott Akers**



**Sgt. Stephen Beard**



**Sgt. David Goodman**



**Sgt. Colin Hudson**



**Sgt. Chris Shelor**



**Sgt. Brian Stump**



**Sgt. Phillip Weddle**



**Sgt. Jason Shilling**



**Sgt. Joshua Hayden**



# CALEA ACCREDITATION

## MAINTAINING OF ACCREDITATION FOR LAW ENFORCEMENT AGENCIES

# CALEA®

THE GOLD STANDARD IN PUBLIC SAFETY

CALEA® Accreditation serves as the International Gold Standard for Public Safety Agencies. This correspondence serves to recognize the Salem Police Department has been awarded Law Enforcement Accreditation effective July 29, 2023, for the second time. This award remains in effect for four years and the agency retains all privileges associated with this status during that period.

The process of CALEA Accreditation begins with a rigorous self-assessment, requiring a review of policies, practices, and processes against internationally accepted public safety standards. This is followed with an assessment by independent assessors with significant public safety experience. Additionally, public feedback is received to promote community trust and engagement. Structured interviews are conducted with select agency personnel and others with knowledge to assess the agency's effectiveness and overall service delivery capacities. The decision to accredit is rendered by a governing body of twenty-one Commissioners following a public hearing and review of all reporting documentation.

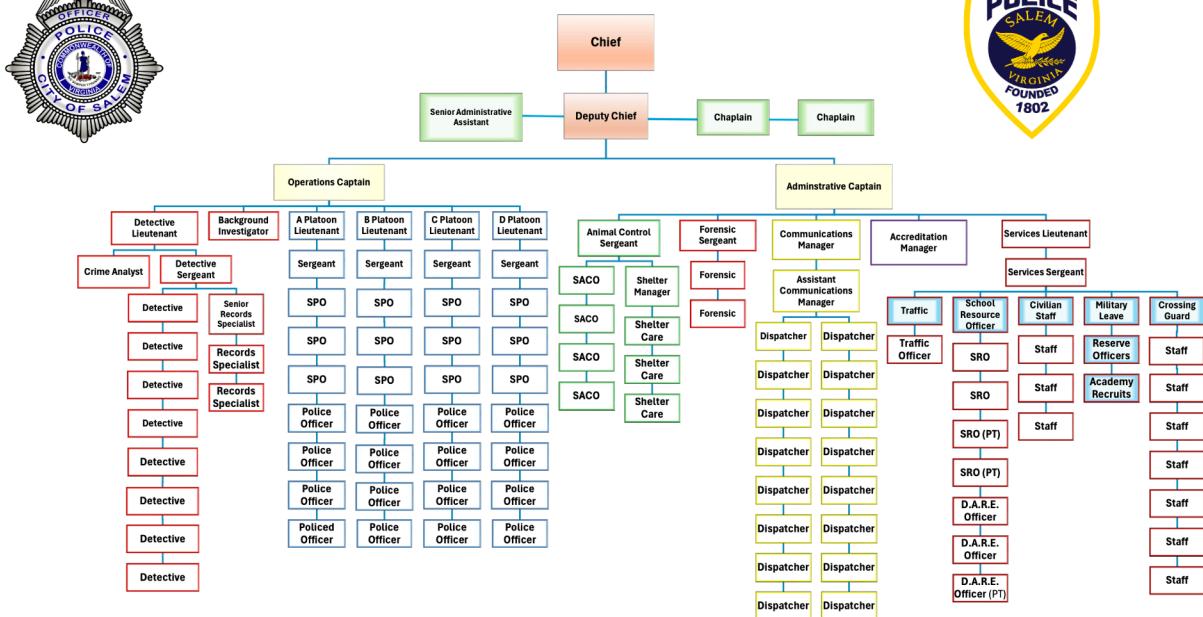
CALEA Accreditation is a continuous process and serves as the foundation for a successful, well managed, transparent, community-focused public safety agency. To this end, an agency must maintain its accredited status by remaining in compliance with CALEA standards at all times.

The City of Salem Police Department earned CALEA accreditation and is continuing to maintain all policies and procedures as required by CALEA. As a part of earning this, CALEA congratulates the Salem Police Department for demonstrating a commitment to professional excellence through accreditation. CALEA Accreditation is the Mark of Professional Excellence and should be displayed proudly by those who have earned this honor.

# ORGANIZATIONAL CHART



# SALEM POLICE DEPARTMENT



As of 8/9/24

# DEPARTMENT DEMOGRAPHICS

**The below is a breakdown of race and gender of sworn staff.**

Race/Gender	# Dept. Sworn Staff 2021	# Dept. Sworn Staff 2022	# Dept. Sworn Staff 2023	# Dept. Sworn Staff 2024
White Male	47	44	46	48
White Female	5	3	3	3
Black Male	10	8	8	6
Hispanic Male	2	2	2	1
Other	2	2	2	2



# DISPATCH COMMAND STAFF

## TELECOMMUNICATIONS MANAGER

**Daniel Hartman** is the Telecommunication Manager for the City of Salem Police Department. He is responsible for managing the daily operations, activities, and personnel of the 911 Communications Center. Prior to joining Salem in March 2021, Daniel served in a Law Enforcement capacity, where he served for more than 25 years before retiring at the rank of Captain.

Daniel has attended a variety of leadership schools; to include, Leadership Development Initiative through Radford University, Institute for Leadership in Changing Times through Virginia Polytechnic Institute and State University, Professional Executive Leadership School

through Richmond University's School of Professional and Continuing Studies, and the National Criminal Justice Command College through University of Virginia. Daniel is a graduate of Liberty University, where he received his Bachelor of Science in Criminal Justice.



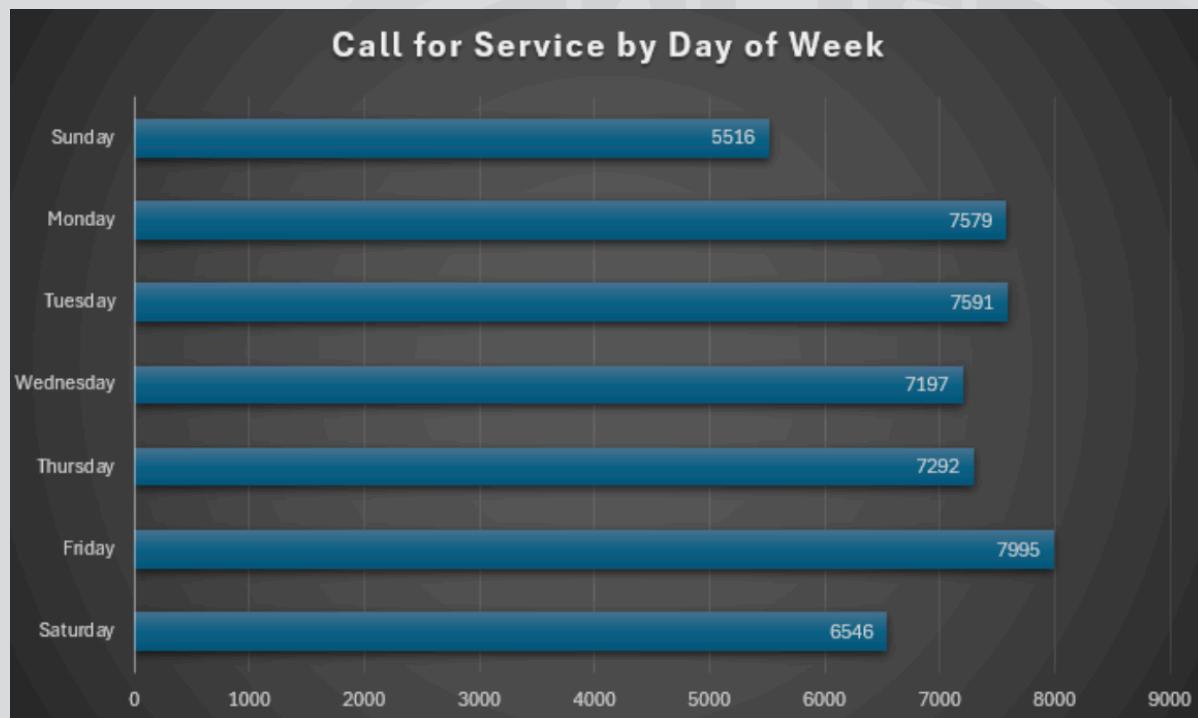
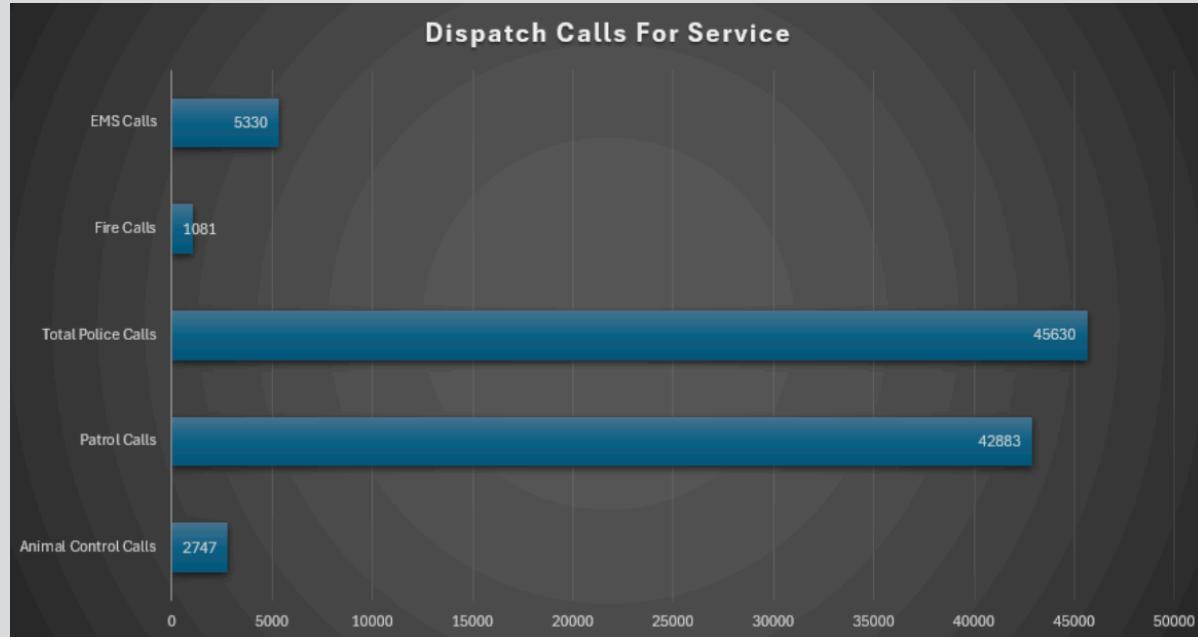
## ASSISTANT TELECOMMUNICATIONS MANAGER

**Charly Jones** is the Telecommunications Assistant Manager of the E-911 center. She oversees daily operations, training, immediate staff and working in the Center when necessary. She began her career with Salem Emergency Communications Center in July of 2010 and promoted to Senior Telecommunicator in May of 2019.

She has attended multiple leadership classes throughout her years as a lead. Prior to her career, Charly received an associate degree in Applied Science and volunteered with the Vinton rescue squad for two years.

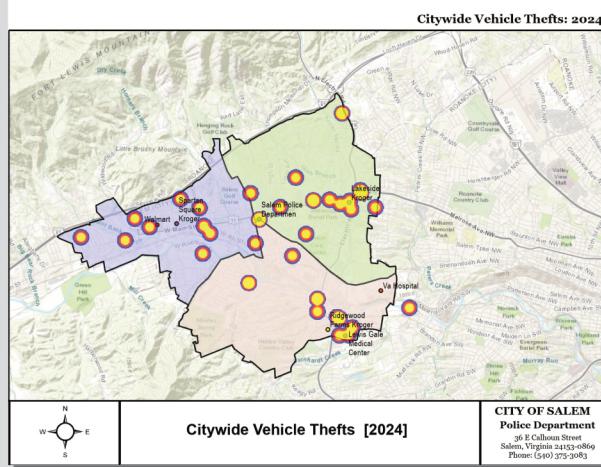
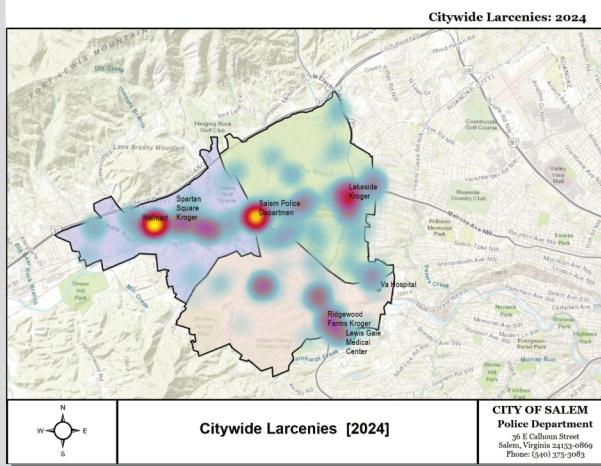
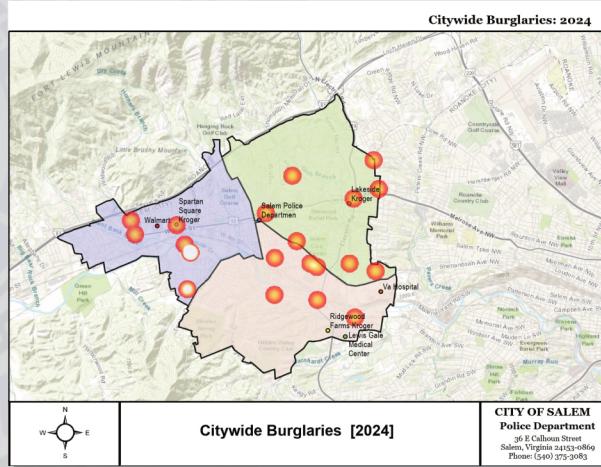
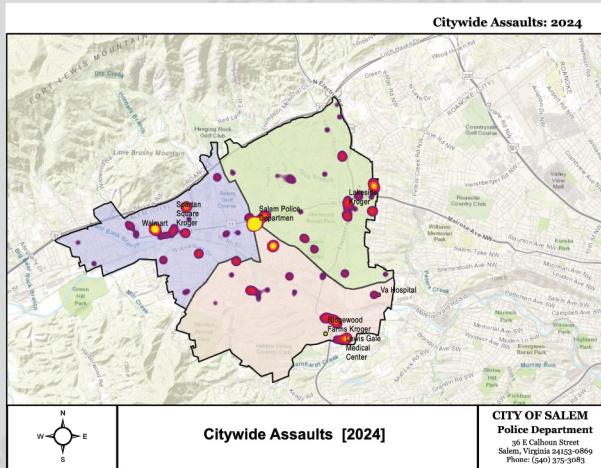


# DISPATCH CALLS FOR SERVICE





# CRIME REPORTS



# 2024 UCR/NIBRS CRIME STATS

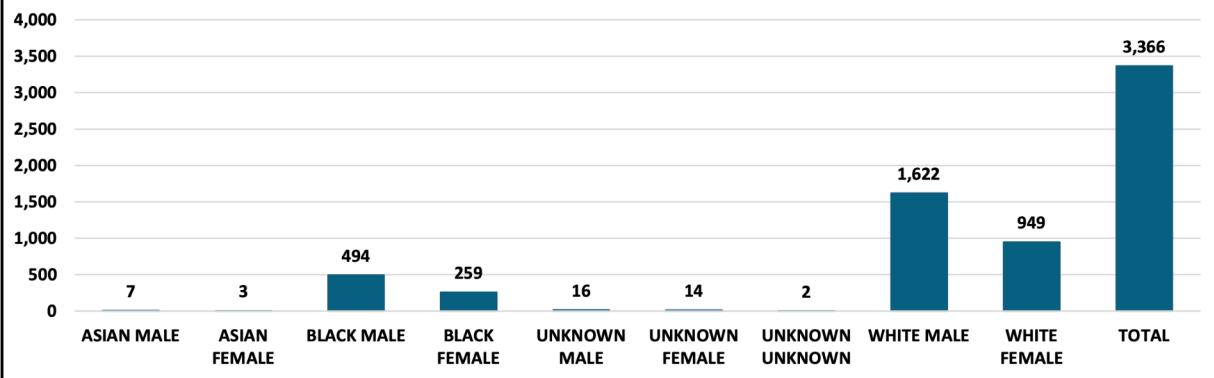


Group A Offenses - Crimes Against Persons	2024
Murder and Nonnegligent Manslaughter	1
Negligent Manslaughter	0
Kidnapping/Abduction	1
All Rape	4
Criminal Sexual Contact	1
Incest	1
Statutory Rape	0
Aggravated Assault	4
Simple Assault	156
Intimidation	7
Human Trafficking, Commercial Sex Acts	0
Human Trafficking, Involuntary Servitude	0
<b>Total</b>	<b>175</b>
Group A Offenses - Crimes Against Property	2024
Arson	2
Bribery	0
Burglary/Breaking & Entering	21
Counterfeiting/Forgery	5
Destruction/Damage/Vandalism of Property	121
Embezzlement	13
Extortion/Blackmail	0
False Pretenses/Swindle/Confidence Game	40
Credit Card/Automatic Teller Fraud	24
Impersonation	0
Welfare Fraud	0
Wire Fraud	1
Identity Theft	0
Hacking/Computer Invasion	0
Robbery	0
Pocket-Picking	0
Purse-snatching	0
Shoplifting	154
Theft from Building	51
Theft from Coin Operated Machine or Device	1
Theft from Motor Vehicle	34
Theft of Motor Vehicle Parts/Accessories	12
All Other Larceny	101
Motor Vehicle Theft	39
Stolen Property Offenses	9
<b>Total</b>	<b>628</b>

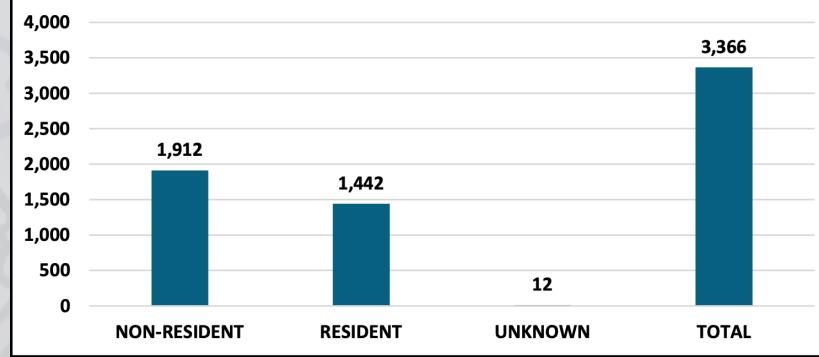


# 2024 STATISTICS

Arrestee Demographics (2024)



Arrestee Residency (2024)



## Assaults on Police Officer

### 2023-2024 Comparison

Offense	2023	2024	+/-
Simple Assault on LEO	11	12	+1

## Complaints Against Officers

Total Citizen Complaints	6
Sustained	2
Not Sustained	1
Unfounded	3
Exonerated	0

## Officer Response Time Comparisons

Year	Time	North	South	West
2023	0:07:00	0:06:37	0:07:07	0:06:06
2024	0:07:15	0:07:15	0:07:38	0:06:29
Change	0:00:15	0:00:22	0:00:31	0:00:23

# 2024 STATISTICS



## Use Of Force - Reaccreditation Year 2

Data Collection Period: 1/1/2024 - 12/31/2024

	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Firearm									
Discharge	0	0	0	0	0	0	0	0	0
Display Only	11	5	3	1	2	0	1	0	23
ECW									
Discharge Only	4	0	1	0	0	0	0	0	5
Display Only	4	0	0	0	0	0	0	0	4
Baton	0	0	0	0	0	0	0	0	0
Chemical/OC	0	0	1	0	0	0	0	0	1
Weaponless	4	2	1	0	0	0	0	0	7
Canine									
Release Only	0	0	0	0	0	0	0	0	0
Release and Bite	0	0	0	0	0	0	0	0	0
Total Uses of Force	23	7	6	1	2	0	1	0	40
Total Number of Incidents Resulting In Officer Injury or Death	6	0	0	0	0	0	0	0	6
Total Use of Force Arrests	23	9	5	0	2	0	0	0	39
Total Number of Suspects Receiving Non-Fatal Injuries	2	0	1	0	0	0	0	0	3
Total Number of Suspects Receiving Fatal Injuries	0	0	0	0	0	0	0	0	0
Total Agency Custodial Arrests	532	337	205	100	20	4	4	1	1203
Total Use of Force Complaints	0	0	0	0	0	0	0	0	0

## Traffic Warnings & Citations

For information about Traffic Warnings & Citations issued in the City of Salem, please visit the below link and enter the City of Salem into the search criteria box:

<https://data.virginia.gov/dataset/community-policing-data?filters=AGENCY%20NAME%3ASalem%20Police%20Department>



# ANIMAL SHELTER



1301 S. Indiana Street  
Salem, VA 24153  
(540) 375-3038



**Animal Control  
Supervisor  
Sgt. B. Stump**

## 2024 Animal Intake Report

Species	On Hand January 1	Stray	Seized	Bite Case Quarantine	Surrendered by Owner	Received from other another Virginia Releasing Agency	Received from Out-of-State Releasing Agency	Other	Total
Dogs	24	145	1	3	54	0	0	7	234
Cats	39	174	0	1	81	0	0	0	255
Other Companion Animals	4	1	0	0	15	0	0	0	20
Hybrid Canines	0	0	0	0	0	0	0	0	0
Equine	0	0	0	0	0	0	0	0	0
Livestock	0	0	0	0	0	0	0	0	0
Poultry	0	5	0	0	2	0	0	0	7
<b>Total:</b>	<b>67</b>	<b>325</b>	<b>1</b>	<b>4</b>	<b>152</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>556</b>

### SALEM ANIMAL SHELTER RECEIVES HONOR FOR REHOMING PETS

The Salem Animal Shelter was recently recognized for its outstanding rate of securing homes for the dogs and cats that make their way to the shelter.

In order to achieve this status, a shelter must have an adoption or live release rate of more than 90 percent. In 2022, Salem's rate was 92.3 with more than 600 animals finding new homes.

As a taxpayer funded facility, Salem is required by law to take in any pet that is brought to the shelter or found within the city limits. The shelter is not allowed to turn any pets away regardless of age or condition. This is the first time Salem has received this desirable designation.



Meet Brooklyn!

Brooklyn was adopted from our shelter in March of 2024

# PROMOTIONS



## 2024 Command Staff Promotions

Police Chief:  
Deputy Chief:  
Captain:  
Captain:

Derek Weeks  
Danny Crouse  
Sean Slusser  
Seth Chamberland

## 2024 Lieutenant Promotions



Lt. M. Adkins



Lt. S. Beard

## 2024 Sergeant Promotions



Sgt. J. Hayden



Sgt. J. Shilling

1802



# PROMOTIONS

## 2024 Promotions to Senior Police Officer



**SPO C. Sullivan**



**SPO C. Hayth**



**SPO B. Flemming**



**SPO M. Duhon**



**SPO J. Bridges**



**C.N. Ransom**  
**Promotion to**  
**Senior Records Specialist**

# EXPLORER POST



## SALEM EXPLORER 606

The Salem Police Explorer Post is comprised of youth ranging from the ages of 14-21 and is led by a group of advisors, all of which are police officers with the city of Salem.

The Explorers post welcomed 3 new members in 2024. Ryan Anderson, Leithen Moore and Nathanael Samples all have accepted their oath and demonstrate a desire to learn about a career in law enforcement while giving back to this community. We would like to congratulate each of them and look forward to having them as part of this program.

Below are pictures of new members added in 2024.





# PERSONNEL ACHIEVEMENTS



## FBI LEEDA Trilogy Complete

In 2024, Assistant Telecommunications Manager Charly Jones completed the FBI Leadership Trilogy courses composed of Supervisor Leadership, Command Leadership, and Executive Leadership. It has taken two years to complete the trio of training.

Congratulations on such an incredible achievement!

## SWARING IN OF NEW OFFICERS



# DEPARTMENT HIGHLIGHTS



## 2024 Half Marathon



## 9/11 Memorial Stair Climb



## HEAT Award



## Drug Take-Back Event





# COMMUNITY OUTREACH

## First City of Salem Senior Citizens Police Academy

In 2024, we held our 1st ever Senior Citizen Academy. Over the course of 4 weeks, this group received insight into the Police Department. Their training consisted of a variety of law enforcement topics as well proactive crime prevention presentations to give them a better understanding of what the members of our agency do daily. We would like to give a special thanks to the Salem Parks and Recreation Department for partnering with us to make this a successful event.



## School Resource Officers Building Relationships with Students



Here, School Resource Officer Diggs spent time reading to a group of students at East Salem where he serves and protects the students and staff. Our school resource officer program is one of the most important ways we have to impact our community now and in the future.

# COMMUNITY OUTREACH



## Toys for Tots Christmas Outreach

Each holiday season, the Salem Police Department partners with the United States Marine Corps to collect new, unwrapped toys to distribute them to less fortunate children at Christmas

We would like to express our heartfelt gratitude to everyone who contributed to our Toys for Tots drive. Thanks to your generosity, some of our less fortunate kids were able have toys to enjoy this holiday season.



## Virginia Western Community College STEM Day



Sgt. Goodman and School Resource Officer Diggs joined other agencies from the area at Virginia Western Community College for their STEM Day.

STEM stands for: Science, Technology, Engineering and Math.

This day is designed much like a career fair and we were honored to be invited and to attend to represent our department.



# OFFICER OF THE YEAR



## Senior Police Officer Jared Bridges



is Salem's 2024 Officer of the Year

When Salem's 2024 Police Officer of the Year went to work on January 18, 2024, he had no idea how much he would appreciate the sound of a child crying. Senior Police Officer Jared Bridges was inside his patrol vehicle on Roanoke Boulevard when he was asked to respond and assist a choking toddler.

"When you get those calls where kids are involved, it gets your blood pumping because you never want to see anything bad happen to a child," Bridges said. "I am pretty sure I passed the EMS crew on my way to the house."

When he arrived, the child's mother was terribly upset and shaken, while the 19-month-old child was eerily quiet.

"I remember the child lying face down in the bed with his head sideways, but not crying, talking, or making a sound," said Bridges. "I thought that was really weird, so I immediately picked him up and started applying light strokes to his back."

After a few taps, the child began crying and he vomited up a guitar pick that he had somehow swallowed. Once his airway was clear, the child once again started breathing normally. "We couldn't believe it, but EMS checked him out and he didn't even have to

# OFFICER OF THE YEAR



be transported," Bridges said.

Bridges learned important values like leading by example, treating people with respect, and working as a team while growing up in the Ferrum section of Franklin County. He starred for coach Barry Shelton on the Franklin County High School baseball team as a pitcher and third baseman, and he also ate his share of hotdogs at the regionally famous Bowling's Place diner during those formative years.

"As a pitcher I worked with the entire team toward the ultimate goal of getting a win, so the lessons I learned playing sports definitely translate to this job," he said. "As a police officer your job is to protect the public and solve problems alongside your fellow officers."

Bridges played baseball at both Patrick Henry Community College and at King College in Bristol. He graduated from King in 2019 with a bachelor's degree in criminal justice, but his desire to be in law enforcement really began years earlier when he was a student at Ferrum Elementary School.

"I was in 5th grade and one day there were reports of a possible armed suspect on the Ferrum College campus which was very close to our school," he said. "Our teacher told us to stay away from the windows, but I couldn't help myself and did the exact opposite. I saw SWAT people were all around the school and I remember thinking this is really cool."

Ironically, Bridges is now one of those "SWAT people" serving Salem's population as a member of the department's Emergency Response Team. He also goes out of his way to assist younger officers in the Field Training program.

"Senior Officer Bridges reports for duty with a positive attitude and a smile on his face, ready to serve the community," said Salem Police Chief Derek Weeks. "Whether it is serving as a field training officer or providing life saving measures, he maintains a calm demeanor and gets the job done. The community and the department are fortunate to have Senior Officer Bridges."

There are dozens of law enforcement agencies between Franklin County and Bristol, but fortunately a family recommendation guided Bridges to Salem.

"Honestly, the only time I came to Salem was to watch my high school gets its tail whipped by Salem in football or see the Red Sox play, but my sister-in-law grew up in the Glenvar area and she always told me the police department here was virtually perfect," he said. "She said Salem did an amazing job protecting the city and that the officers had lots of citizen support and very few complaints, and those were the things I was looking for."

These days he is on the lookout for the criminal element when it enters the city. Senior Officer Bridges regularly provides extra patrols and consistently identifies suspicious people and vehicles. His efforts have led to multiple arrests and the seizure of narcotics.

"I really rely heavily on my instincts and If I see something that doesn't seem right, I am going to figure out what's going on," Bridges said. "I like working in the Lakeside area where Melrose runs into Main Street. I just feel like I can be more proactive in that area of the city."

Bridges is known for his smile, good nature, humility, and his ability to talk to anyone about anything. He is as comfortable conversing with his co-workers as he is with criminals.

"If I know a person is a drug user, I will engage them and ask them how they became homeless and what started them down the drug use path," he said. "I just try to get on their level and enhance communications by talking with them. Having a badge does not make me any better, so I never try to talk down to anyone."

Bridges says he's always been a go-getter and credits much of his success to the love, support, and gentle nudges he has routinely received from his parents and family. "Jared always handles his duties in a positive manner, and he does so in a calm professional way," says Salem Deputy Police Chief Danny Crouse. "He always goes above and beyond to create positive outcomes, and he does this while serving the department and the city with the highest standards possible."

Bridges and his wife currently reside in Salem, and they are expecting their first child along with plenty of joyous crying later this summer.



# DEPARTMENT CHAPLAINS

Chaplain **Adam Hughes** has been serving as one of the Chaplains at Salem PD since February of 2020.

In his role, Chaplain Hughes spends regular time with officers in their patrol cars, at the Salem PD Headquarters and with them outside of working hours. He not only serves officers within the department, but he also spends time serving their families as well. Then as opportunities arise, he also has the chance to serve the citizens of Salem in their most desperate time of need.

Not only does Hughes serve on a regular basis with officers one-on-one, but he also joined our Peer Support Team in 2023. Through training and partnership with officers at SPD, this opens doors to assisting with CISM Debriefs and Grief Sessions following critical incidents our department may face.



Hughes joined the ranks of SHIELD Chaplaincy in 2024, a non-profit law enforcement Chaplaincy in the Roanoke Valley. SHIELD provides full-time Chaplains at no cost to police departments in our area, with Hughes being the primary Chaplain here in Salem. He is also the Worship Pastor at Bethel Baptist Church here in Salem, where he has served since May of 2017. Hughes is married to his wife Amber & they have two daughters in whom they delight.

Chaplain **Darren Potter** is the founder of Shield Chaplaincy, a non-profit law enforcement chaplaincy, which allows him to serve police officers and their families full-time. Having spent roughly 5,000 hours riding in patrol vehicles with officers, Chaplain Potter has had a first-hand look at what they face.

He regularly assists VALEAP with CISM Debriefs and Grief Sessions following critical incidents across Virginia, and helps with their Post Critical Incident Seminars (three day retreats). Chaplain Potter also teaches seminars on Marriage, Parenting, and Resiliency, and meets with officers one-on-one regularly.



In October of 2022, he gained a new partner: an ADI fully accredited Facility Service Dog named Scarlett who assists him in serving the men and women who serve us all. Last, but not least, Chaplain Potter has been married to his high school sweetheart since 1995 and they have twin daughters who they are immensely proud of.

# RETIREMENTS



## Chief Michael Crawley

## Captain Todd Clayton

Congratulations Chief Crawley & Captain Clayton on your retirement.

More information and recognition can be found on pages 6-7.

## Andy Johnson Fingerprint Examiner

On November 27, 2024, we celebrated the retirement of Fingerprint Examiner Andrew "Andy" Johnson. Andy served the department for the last 13 years and 5 months and will be greatly missed. His total years of service in law enforcement, both sworn and civilian, equal 54 years of dedicated service to the citizens of the Commonwealth of Virginia. Well done Andy and thank you for your service.



## Four Retired Chiefs with Current Chief Derek Weeks



From Left to Right: Retired Chief Bryant, Retired Chief Dudley, Retired Chief Guthrie, Retired Chief Crawley and Current Chief Weeks

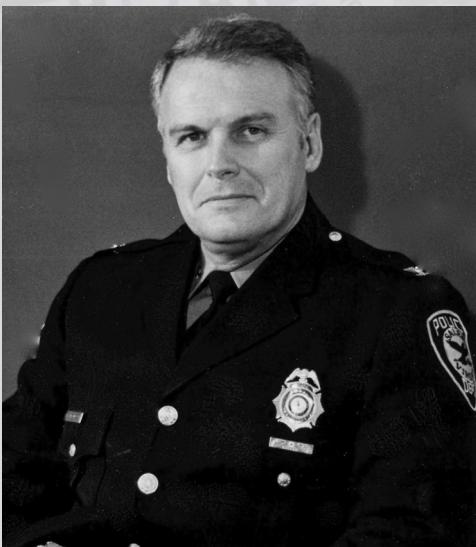


# REMEMBERING OUR FRIENDS



The Salem Police Department mourns the loss of **Retired Lieutenant David Coffey**, who passed away on February 22, 2024.

Lieutenant Coffey retired from the department in 2004 after serving over 32 years to the citizens of Salem. Lieutenant Coffey was hired in 1971 after serving his country in the U.S. Navy. Lieutenant Coffey was a graduate of the 6th Session of the Virginia Forensic Science Academy.



The Salem Police Department mourns the loss of **Retired Police Chief Harry T. Haskins**, who passed away September 1, 2024. He was Salem's Chief of Police for two decades.

During his tenure as Chief, he was a founding member of Cardinal Criminal Justice Academy, where he served as Chairman of the Governing Council from 1983 to 1993. In addition, Chief Haskins served seven years on the Executive Committee of the Virginia Association of Chiefs of Police, to include a term as President from 1984 to 1985.



The Salem Police Department mourns the loss of Retired Police Support Clerk Becky Tabor.

Becky was a dedicated employee who served the city of Salem for 40 years. She set an example of both professionalism, loyalty and devotion in her time with the Salem Police Department.

# HONORING FALLEN OFFICERS



## PATROLMAN RUSSELL MCCURRY

### End of Watch: Sunday, February 29, 1976

Patrolman McCurry was shot and killed while chasing a juvenile he had observed breaking into cars. Patrolman McCurry and other officers were conducting a surveillance of a motel parking lot when they observed the offense. Patrolman McCurry gave chase to one of the juveniles. During the chase, the suspect pulled a small caliber handgun and fired one shot, striking Patrolman McCurry in the chest.

Patrolman McCurry was a U.S. Navy Vietnam War Veteran.

## PATROLMAN WILLIAM HOWARD THOMPSON

### End of Watch: Sunday, April 5, 1970

Patrolman Thompson was shot and killed by a suspect who had barricaded himself in his house when police tried to serve an arrest warrant. Patrolman Thompson was just getting off duty when he heard the call come out. He had responded to the address earlier in the evening and decided to lend his assistance as he believed he had developed rapport with the suspect. As Patrolman Thompson looked through a window, he was struck in the head by a shotgun blast.

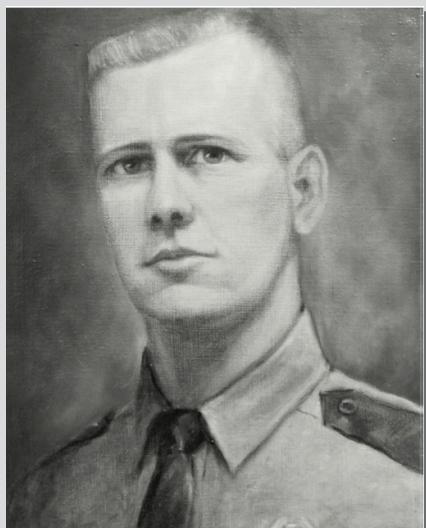
Patrolman Thompson had been with the SPD for seven years.

## PATROLMAN HARRY WILLARD DARNALL

### End of Watch: Monday, December 3, 1923

Patrolman Darnall was pushed off of the running board of a vehicle that he had commandeered. He had just stopped the vehicle for a traffic violation when he observed a known bootlegger driving in the opposing direction. He jumped on the running board of the car he had stopped and ordered it to follow the other vehicle. Unbeknownst to Darnall, the driver of that vehicle was also a bootlegger. The man pushed Darnall from the vehicle and fled. The suspect was never identified.

Patrolman Darnall had been with SPD for two months.





## **City of Salem Police Department**

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