



OFFICE OF THE  
COMMONWEALTH'S ATTORNEY FOR HENRICO COUNTY

Shannon L. Taylor  
Commonwealth's Attorney

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**Shannon Taylor Announces a Police Integrity and Compliance Position in the Henrico County Commonwealth's Attorney's Office**

*~ Commonwealth's Attorney's Office will hire new Deputy CA for Police Integrity ~*

HENRICO, Va. - Today, Henrico County Commonwealth's Attorney Shannon Taylor announced a ground-breaking position within her office for Police Integrity and Compliance. This position will be staffed by a new Deputy Commonwealth's Attorney who is experienced and knowledgeable in this area.

Ms. Taylor said, "I have been horrified seeing example after example of police excess and violence in the news every day. Although I am pleased that Henrico police patrol officers wear body-worn cameras and that we make every effort to view this footage, I have determined this is insufficient. My responsibility as Henrico Commonwealth's Attorney is to keep citizens safe, and this is an important part of that.

"I recognize police have a role to play in public safety but they must, simply must, do that in a lawful, respectful manner, without regard to the race, sex, age or immigration status of anyone involved.

"To ensure the public has a readily available mechanism to report concerns, I am also initiating the "CitizenCA@henrico.us" email account. I would encourage the public to contact us when they believe they have had an illegal encounter with police. The new attorney I am hiring will be staffing that hotline and acting on community concerns. They will also be going out into the community to hear of issues.

"Moreover, I am encouraging defense attorneys to be forthcoming in reporting inappropriate police interactions with their clients.

“Concerns that are brought forward will be thoroughly investigated and will be public information.

“Moreover, I want to initiate the process of instituting a strong civilian review board whose first point of contact with my office will be the new deputy. They will work closely with the board, as established, to ensure legitimate grievances are addressed. The board will have direct access to and can work closely with this lawyer.

“This new position in my office will ensure that Henricoans can feel confident that if any encounters with police seem wrong and not lawful, the Commonwealth’s Attorney’s Office will intervene.

“As far as I know, ours is the first office to create this specific position, but I believe it is critical and I hope other offices will consider it. This is just one of several reforms I will be instituting, such as advocating for a civilian review board, to create fairer, more equitable policy. No one should have to fear the police because of the color of their skin or other characteristics. That will not be tolerated here and will be dealt with swiftly and justly,” Ms. Taylor concluded.

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*Full description of new position attached.*

## **Job Description**

### **Deputy Commonwealth's Attorney for Police Integrity and Compliance**

The Henrico County Commonwealth's Attorney's Office is seeking applications for the newly created position of Deputy Commonwealth's Attorney for Police Integrity and Compliance. This new position will report directly to the Commonwealth's Attorney. This individual will review police use of force accusations brought forward by the public, police personnel, and alternative law enforcement agencies.

The position will also outreach at community events to learn about concerns with policing and meet with individuals who wish to bring forward evidence of law enforcement misconduct.

The position will investigate and review body-worn camera footage from use of force complaints and, using all available evidence, determine whether charges are appropriate in consultation with the Commonwealth's Attorney, who has the final determination.

This Deputy will:

- review all body-worn camera footage from use of force complaints and access all available evidence.
- determine whether charges against members of law enforcement are appropriate in each case.
- serve as the point of contact for citizen concerns and complaints and defense attorney concerns over police misconduct and concerns with the Commonwealth's Attorney's Office.
- determine whether conduct warrants referral to police internal affairs for administrative investigation and subsequent action.
- attend and represent the Commonwealth's Attorney's Office at community events in Henrico County and speak with members of the public about the role.
- provide training to the Henrico County Police Department on the law.
- report directly to Henrico County's elected Commonwealth's Attorney.

#### Qualifications and Requirements

The person must possess a degree from an accredited law school and have at least 15 years of direct experience practicing criminal law, a focus on Virginia criminal law is preferred.

Significant litigation experience is also required. The applicant must be in good standing with the Virginia Bar Association.

Candidates of diverse backgrounds and experiences are strongly encouraged to apply.

Henrico County Commonwealth's Attorney's office is an equal opportunity employer and does not discriminate on the basis of race, color, religion, national origin, sex, physical or mental disability, age, sexual orientation, or gender identity.

Applications can be submitted at <https://henrico.us/services/jobs/>.