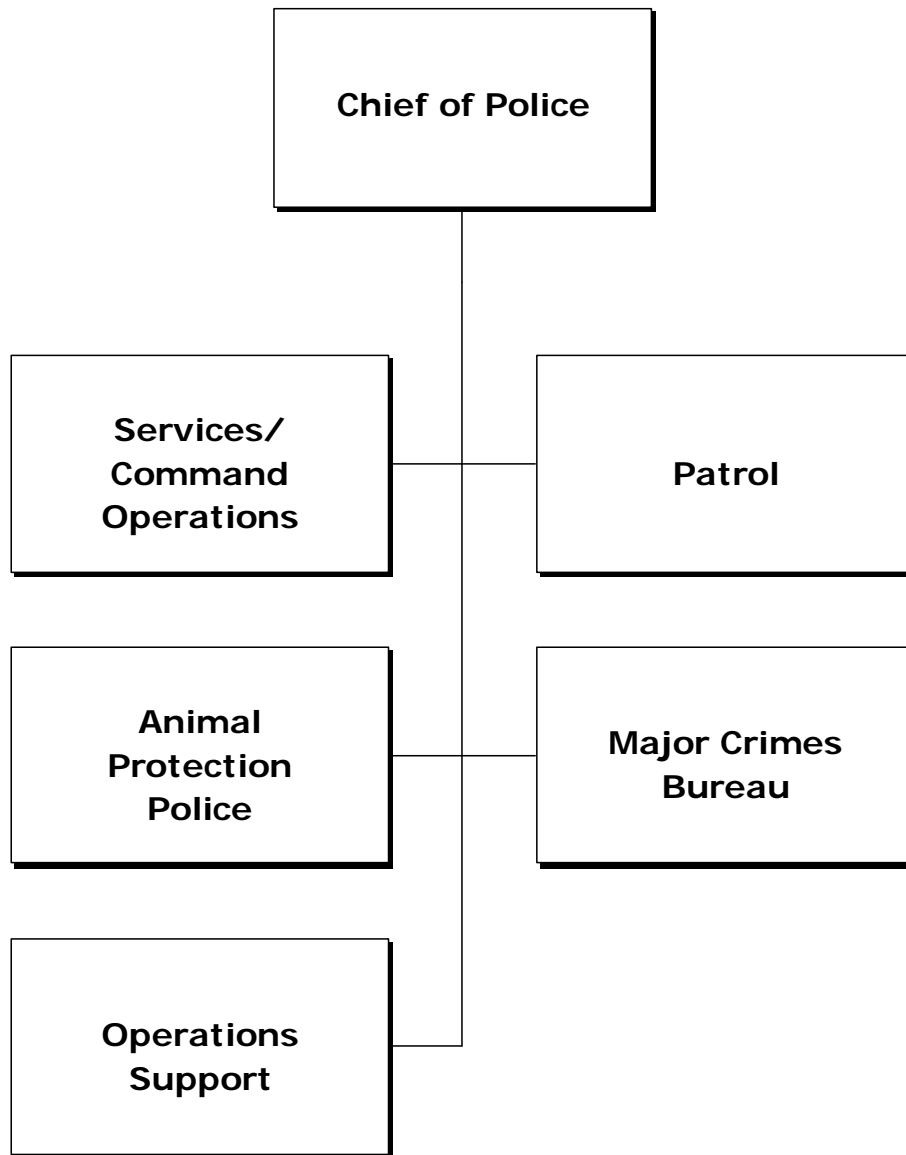


# Police Department



## Mission

The mission of the Fairfax County Police Department is to prevent and fight crime. The vision of the Fairfax County Police Department is to provide ethical leadership through engagement with the community to:

- Prevent and fight crime,
- Improve the culture of safety at work and within the community to preserve the sanctity of all human life, and
- To keep pace with urbanization.

# Police Department

## Focus

As Fairfax County continues to evolve, including population growth, increasing urbanization, significant language and cultural diversity, and other demographic changes, the Police Department is committed to providing the highest quality law enforcement and public safety services to the community. Fairfax County has one of the lowest rates of violent crime nationwide compared to other jurisdictions with populations in excess of one million. This exceptionally safe jurisdiction is maintained through successful partnerships, community engagement, and ongoing dialogue with all communities in the County. The Department works collaboratively with County residents and businesses to provide the highest quality police services and maintain the County's standing as one of the safest jurisdictions in the United States.

The Office of the Chief continues with transformational change initiatives to include realignment of organizational components, providing developmental assignments for rising commanders, and rotating executive assignments among Deputy Chiefs, thereby investing in leadership to ensure implementation of the vision statement Department-wide.

The Internal Affairs Bureau (IAB) performs administrative investigations related to violations of ethics and integrity, violations of agency policy and procedure, and the investigation of criminal acts by employees. IAB performs an agency-wide inspections function, and it is responsible to provide appropriate support to the Office of Independent Police Auditor. Report functions conducted within IAB are significant components in the public web site posting of materials crucial to transparency in the Department's sharing of information with the community.

The Planning and Research Bureau in collaboration with the Lieutenant serving as Patrol Bureau Aide, brings analysis of crime, traffic, and intelligence data to a single point of managerial accountability. The day to day supervision of crime analysts, tasking, and reporting of crime, traffic, and intelligence analyses resides within the individual operational commands to ensure responsiveness to emerging needs. Accreditation processes and the development of policies and procedures necessary to maintain standards and accountability also fall within this Bureau. In addition, the Bureau is responsible for incident command, safety initiatives, strategic planning, legislative liaison, Board of Supervisors correspondence, professional information sharing and networking, benchmarking, and Police Chief's communications.

In 2018, the Fairfax County Police Department developed a wellness program designed for the overall wellness of an officer physically, mentally, and spiritually. New steps are being taken to implement the program and add to its design. The Department hopes to have it fully implemented by the end of 2019.

### The Police Department supports the following County Vision Elements:



*Maintaining Safe and Caring Communities*



*Creating a Culture of Engagement*



*Connecting People and Places*



*Maintaining Healthy Economies*



*Building Livable Spaces*



*Exercising Corporate Stewardship*

# Police Department

---

Audits of police operations, both internal and external, coupled with examination by the Ad-Hoc Police Practices Review Commission, indicated increased command oversight is vital to successful operations and investigations. As a result of these recommendations, and in keeping pace with urbanization, 21st Century policing models, practices and formats, as well as acknowledging the growth of digital evidence and computer forensic investigations, the Major Crimes Bureau (MCB) reorganization became a necessity.

The Department remains focused on aligning available resources towards the core mission to prevent and fight crime. As the Department's primary function is to respond to calls for service, a priority is placed on ensuring patrol areas have adequate staffing coverage to effectively respond to calls for service at all times.

Beyond the traditional metrics of service delivery, the Department is committed to expanding its community engagement efforts. A key manifestation of actualizing the expansion of community engagement is the strategic goal of increasing transparency. The following are examples of the Department's effort to enhance engagement with the community:

- Reporting of Bias/Hate crimes
- Posting of a diversity hiring scorecard
- Expansion of social media footprint utilizing Twitter, Facebook, YouTube, and Instagram
- Forming a Media Relations Bureau with private sector experienced civilian directorship
- Developing and piloting an intranet Community Engagement Calendar to better coordinate and track Department-wide event planning and participation
- Deploying a Mobile Recruiting Unit staffed collaboratively with Fairfax County Department of Human Resources to enhance community-focused employment outreach
- Responding appropriately to requests of the Independent Police Auditor
- Responding appropriately to requests of the Citizen Review Panel

The Fairfax County Police Department is nationally-accredited and holds a certificate of advanced accreditation from the Commission on Accreditation for Law Enforcement Agencies (CALEA). CALEA accreditation ensures the Fairfax County Police Department can be benchmarked favorably relative to the largest law enforcement agencies in the United States located in comparable urban settings. The Department also achieved reaccreditation through the Virginia Law Enforcement Professional Standards Commission (VLEPSC) in September of 2018.

The co-production of policing methodology used in making policy changes is a factor that establishes the Department as a national leader in police reform. Co-production of policing includes stakeholders in the process of policy change from inception through implementation. Stakeholders include representatives from the community (i.e., Communities of Trust, NAACP, Ad-Hoc Commission, Chief's Council on Diversity Recruitment, Chief's Citizens' Advisory Council), the County Attorney's Office, the Office of the Commonwealth's Attorney, Board of Supervisors, agency subject matter experts, Police Executive Research Forum (PERF) consultants, and employee group leaders.

The Police Department also engages the community through the Communities of Trust Committee (COT), which is composed of diverse community advocates and representatives from all public safety agencies. The COT aims to build trust with youth and the community by engaging in positive experiences. Several forums have been held throughout the community and numerous initiatives are in development to increase public safety engagement with the community to build mutual trust. COT has been supportive in the expansion of the Department's Police Explorer Posts, from one unit to a total of three. The COT develops private sector funding sources to both expand the number of Explorer Posts and to increase other community engagement programs and activities offered to youth in our diverse communities.

# Police Department

Another community engagement endeavor, launched by Chairman Bulova, was the creation of the Ad-Hoc Police Policy and Practices Commission. The Ad-Hoc Commission is composed of five subcommittees that reviewed the Police Department related to the use of force, communications, recruitment-diversity-applicant vetting, independent oversight and investigations, and mental health. The Ad-Hoc Commission made recommendations to the Board of Supervisors on October 27, 2015. Many of the proposed recommendations aligned with changes the Department had already made or was in the process of making, as related to CALEA mandates. The Ad-Hoc recommendations are continually tracked and updated on the County website. As of June of 2018, the progress of the items assigned to the Police Department were as follows:

- Eighty eight point one percent or 118 of the recommendations were reported as “Implemented” or “Implemented as Modified”
- Three percent or four of the recommendations were reported to be “In Progress”, which means the Department or other responsible agencies accepted the recommendations, and are in the process of implementation or have conducted a pilot project
- Nine percent or 12 of the recommendations were “Not Implemented”

The Department continues to improve its culture of safety internally and externally by declaring its value of the preservation of the sanctity of all human life. The Department’s training initiatives ensure all police officer recruits and patrol officers receive training in dealing with those suffering episodes of mental crisis. A police first lieutenant is assigned full-time to coordinate the countywide Crisis Intervention Training (CIT) efforts for the Diversion First Program, in partnership with other County agencies, and mental health community partners and advocates. Crisis Intervention training provides law enforcement professionals with 40 hours of training in crisis de-escalation techniques and active listening skills. By December of 2018, the grand total of Fairfax County Police Department, Fairfax County Sheriff’s Office, and all Northern Virginia partner agency personnel CIT trained at the Fairfax County Criminal Justice Academy had reached 732. Of this grand total, the number of Fairfax County police officers trained had reached 458 and the total number of Fairfax County Sheriff’s Office deputies had reached 114. This nationally-recognized best practice significantly increases cooperation and understanding between officers and persons experiencing a mental health crisis.

The Department is an active participant in the County’s Diversion First Program designed to reduce the number of people with mental illness in the County jail. Diversions are intended for non-violent, misdemeanor-level crimes. In FY 2020, an increase of 1/1.0 FTE position was included to support the fourth year of the County’s successful Diversion First initiative. Diversion First is a multiagency collaboration between the Police Department, Office of the Sheriff, Fire and Rescue Department, Fairfax County Court System, and the Fairfax-Falls Church Community Services. This position, when combined with those included in previous year budgets, will allow the Police Department to support diversion services at the Merrifield Crisis Response Center on a 24 hour per day, seven days per week basis which is a foundational aspect of Diversion First and is recognized as a best practice in crisis intervention.

The Fairfax County Alternative Accountability Program (AAP) is a unique, collaborative, and community-oriented response to juvenile crime and wrongdoing in the community. Fairfax County Police Department School Resource Officers (SRO), as well as patrol officers, refer youth who commit select crimes to this program. The AAP represents a joint effort between the Fairfax County Police Department, Fairfax County Public Schools, Juvenile and Domestic Relations Court, Neighborhood and Community Services, and Northern Virginia Mediation Services. The program is designed to address critical issues affecting our youth by decreasing recidivism rates amongst youth offenders, addressing minority overrepresentation in discipline and justice proceedings, and focusing on victim and community stakeholder impact. The

# Police Department

---

program uses restorative justice principles to reduce the number of court-involved youth by holding youth accountable for their actions without exposing them to risk factors associated with a criminal record. Also, AAP seeks to create appropriate and incident-specific responses for each referral by including support for families, victims, and community stakeholders, not just the offender.

In 2018, the FCPD's Information Technology Bureau (ITB) released the vendor contracted for the next generation Records Management System (RMS) for non-performance. As a result, the development and implementation phase has been suspended pending the selection of a replacement vendor. The goal for early 2019 is to finalize and submit a Request for Proposal (RFP) to identify a company suitable to meet the Department's specific technology needs. The RFP phase is anticipated to be completed by fall of 2019. Once an RMS application has been selected, development, implementation, and user training associated with it, is anticipated to span 20 to 24 months. The Information Technology team continues to identify critical infrastructure and technical requirements necessary to support a powerful and reputable RMS. A priority for 2019 is to ensure the technical infrastructure currently supporting the RMS is maintained to fulfill our needs for 36 months or beyond if necessary. When selected, the new RMS will employ the latest technology currently available to the law enforcement community. It will have the capability to assimilate seamlessly the current RMS data, which will allow for enhanced analysis, identify emerging patterns of criminal activity, calculate performance measures included in the Department's strategic plan, and prepare specific accountability measures relevant to commanders, directors, and executive rank officers. Further, it will enhance the transparency of police service delivery by ensuring aggregated information is accurate and timely with the ability to provide detailed crime statistics, advanced analytics, calls for service data, arrest statistics, demographics, and crime trend analysis through a wide range of indices and a robust case management platform for investigators. In spite of the unforeseen circumstances that presented themselves in late 2018, the Bureau remains committed to delivering the best application possible within the shortest timeframe possible without compromising quality.

The Department also actively leads regional traffic safety programs to combat aggressive driving, drunk driving, speeding, racing, gridlock, distracted driving, and fatal/injury crashes. The Traffic Division of the Operations Support Bureau provides traffic enforcement, mitigation, management, and investigation for all of Fairfax County.

The grant-funded Driving While Intoxicated (DWI) Squad continues to be effective in apprehending a large number of impaired drivers, and the Motor Squad's enforcement of traffic violations remains successful since the implementation of the E-summons system. The Traffic Safety Division's strategic plan continues to place importance on a primary goal to combat the highly dangerous distracted driving epidemic, which includes educational awareness and enforcement components. The DWI squad will increase their enforcement efforts and implement innovative techniques including drug recognition expert training.

The Department continues to work with the Office of Emergency Management, agency partners, and communities across the region to be prepared for any natural and human-made threats or disasters. These collaborative partnerships will ensure the community is prepared to address all hazards in a safe and expedient manner to prevent injury, death, and destruction.

Keeping pace with urbanization to include Tysons, the Metro Silver Line extension, Springfield Town Center, South County development, and other micro-urban development countywide, will continue to challenge the Department for decades to come. Providing basic police service in urbanized areas requires different policing modes and resources than traditional methods in the suburban model the Department has been using for many decades. The Department's Five-Year Strategic Staffing Plan thoroughly depicts the staffing needs desired to meet current urbanization demands including the future addition of a South

## Police Department

---

County Police District Station, expanded animal enforcement services, and expanding police services in the Tysons area. As part of the effort to address these issues, the FY 2020 Adopted Budget Plan includes 17/17.0 FTE positions to continue the efforts associated with staffing the South County Police Station. These positions are in addition to 37/37.0 FTE positions that were included in previous year budgets. A redistricting project is underway that will illustrate the new station's boundaries and the positive impact to the existing eight police stations and the community. In FY 2021, 16 additional uniformed positions are included as part of the Five-Year Strategic Staffing Plan.

On November 21, 2017, the Fairfax County Board of Supervisors approved the early CY 2018 launch of the Pilot Body Worn Camera Program. The pilot program was designed to provide the Police Department with the opportunity to review police-community member encounters as they occur, as well as to provide an additional degree of safety for officers on patrol. Mount Vernon and Mason District Stations were selected for pilot program deployment due to the diversity of the communities, and the varying types of calls for service and incidents. Reston District was chosen as the third deployment location because its patrol areas include high-rise buildings as well as stops along Metro's Silver Line. Additionally, Reston District Police Station is the newest among the Police Department's stations and already had physical infrastructure in place to accommodate the technical needs of the pilot program. The pilot program included 230 cameras and lasted six months.

In addition to technical evaluation of the camera device, software, and storage, the Police Department partnered with American University researchers to gather and study data over the course of the pilot program. Faculty researchers will conduct a comprehensive evaluation of the effects the pilot body worn camera program will have on use of force statistics, the number of community member complaints, changes in policing activities and the community members' assessment of police legitimacy. Their analysis is expected to cover statistics and community member feedback to assess the impacts prior to, during, and following the pilot program. American University's findings report is expected in the first quarter of FY 2020.

# Police Department

## Budget and Staff Resources

Category	FY 2018 Actual	FY 2019 Adopted	FY 2019 Revised	FY 2020 Advertised	FY 2020 Adopted
<b>FUNDING</b>					
<b>Expenditures:</b>					
Personnel Services	\$163,133,056	\$175,136,797	\$173,527,435	\$182,665,168	\$184,589,560
Operating Expenses	29,521,921	28,884,935	32,127,166	31,020,838	31,279,391
Capital Equipment	956,185	154,744	1,960,011	266,734	266,734
<b>Subtotal</b>	<b>\$193,611,162</b>	<b>\$204,176,476</b>	<b>\$207,614,612</b>	<b>\$213,952,740</b>	<b>\$216,135,685</b>
<b>Less:</b>					
Recovered Costs	(\$757,780)	(\$697,406)	(\$697,406)	(\$697,406)	(\$697,406)
<b>Total Expenditures</b>	<b>\$192,853,382</b>	<b>\$203,479,070</b>	<b>\$206,917,206</b>	<b>\$213,255,334</b>	<b>\$215,438,279</b>
<b>Income:</b>					
Academy Fees	\$2,892,547	\$2,689,867	\$2,963,878	\$3,019,336	\$3,019,336
Fees and Misc. Income	1,973,894	1,991,603	1,906,197	1,934,480	1,934,480
State Reimbursement	24,587,924	25,410,386	25,410,386	26,421,454	26,421,454
<b>Total Income</b>	<b>\$29,454,365</b>	<b>\$30,091,856</b>	<b>\$30,280,461</b>	<b>\$31,375,270</b>	<b>\$31,375,270</b>
<b>NET COST TO THE COUNTY</b>	<b>\$163,399,017</b>	<b>\$173,387,214</b>	<b>\$176,636,745</b>	<b>\$181,880,064</b>	<b>\$184,063,009</b>
<b>AUTHORIZED POSITIONS/FULL-TIME EQUIVALENT (FTE)</b>					
Regular	1773 / 1773	1792 / 1792	1793 / 1793	1812 / 1812	1813 / 1813

This department has 8/8.0 FTE Grant Positions in Fund 50000, Federal-State Grants.

## FY 2020 Funding Adjustments

The following funding adjustments from the FY 2019 Adopted Budget Plan are necessary to support the FY 2020 program. Included are all adjustments recommended by the County Executive that were approved by the Board of Supervisors, as well as any additional Board of Supervisors' actions, as approved in the adoption of the Budget on May 7, 2019.

- ◆ **Employee Compensation** **\$6,544,857**

An increase of \$6,544,857 in Personnel Services includes \$3,673,835 for a 2.10 percent market rate adjustment (MRA) for all employees and \$183,723 for performance-based and longevity increases for non-uniformed merit employees, both effective July 2019, as well as \$2,599,299 for FY 2020 merit and longevity increases (including the full-year impact of FY 2019 increases) for uniformed employees awarded on the employees' anniversary dates, and \$88,000 for an increase in the shift differential premium pay rates for sworn police officers based on a survey of comparator jurisdictions.
  
- ◆ **South County Positions** **\$2,619,597**

An increase of \$2,619,597 is required to support 17/17.0 FTE positions to continue the process of staffing the South County Police Station. These positions, which are in addition to 37/37.0 FTE positions added in previous year budgets, are required as a recent Public Safety bond referendum included a new police station located in South County. Current estimates indicate that 16 additional uniformed positions will be required in FY 2021 to fully staff this station. Based on the large number of staff required, and the significant lead time associated with hiring and training new recruits, additional staff are being provided over a multi-year period. This phased-in approach will allow the Department to gradually hire and train new recruits and will allow for continued analysis to ensure that current staffing

# Police Department

estimates are accurate. It should be noted an increase of \$826,323 in Fringe Benefits funding is included in Agency 89, Employee Benefits, for a total cost of \$3,445,920 in FY 2020. For further information on Fringe Benefits, please refer to the Agency 89, Employee Benefits, narrative in the Nondepartmental program area section of Volume 1.

- ◆ **Police Department Organizational Review** **\$606,632**

An increase of \$606,632 is associated with adjustments resulting from a consultant study related to the operational and administrative structure of the Police Department and uniformed Police Department salaries. Recommendations were presented at the Personnel Committee meeting on October 4, 2016 to create additional relief Sergeant positions to provide a regular resource to fill operational vacancies as well as some adjustments to the Department's O-scale pay plan. As part of the FY 2018 Adopted Budget Plan, 18/18.0 FTE positions were included to support relief Sergeants and funding of \$1.25 million was included in FY 2018 and FY 2019. It is important to note an increase of \$285,131 in Fringe Benefits funding is included in Agency 89, Employee Benefits, for a total cost of \$891,763 in FY 2020 to complete this initiative. For further information on Fringe Benefits, please refer to the Agency 89, Employee Benefits, narrative in the Nondepartmental program area section of Volume 1.
- ◆ **Urban Areas Security Initiative** **\$563,652**

An increase of \$563,652 is associated with the transition of Urban Areas Security Initiative (UASI) programs from federal funding to local government funding. Of this total, \$381,490 supports the Automated Fingerprint Identification System (AFIS) database, which provides a secure platform to rapidly search and compare latent fingerprints from crime scenes against a criminal database of more than two million arrest records that include fingerprints, palm prints, mugshots, and demographic information. In addition, \$182,162 supports the License Plate Reader (LPR) program, which collects and allows law enforcement to access license plate data to compare data to a stolen car, wanted person, unregistered vehicle, and other databases. It should be noted that Fund 10031, Northern Virginia Regional Identification System (NOVARIS), is responsible for AFIS system maintenance, upgrades, and replacements for the National Capital Region. For further information on NOVARIS, please refer to the Fund 10031, NOVARIS, narrative in the General Fund Group section of Volume 2.
- ◆ **Opioid Task Force** **\$531,957**

An increase of \$531,957, including \$430,688 in Personnel Services and \$101,269 in Operating Expenses, is required to address the growing opioid epidemic. As part of the *FY 2018 Third Quarter Review*, 5/5.0 FTE positions were approved to begin implementing the Fairfax County Opioid Task Force Plan. The Task Force Plan has the dual goals to reduce deaths from opioids through prevention, treatment, and harm reduction, as well as to use data to describe the problem, target interventions, and evaluate effectiveness. It should be noted an increase of \$179,335 in Fringe Benefits funding is included in Agency 89, Employee Benefits, for a total cost of \$711,292 in FY 2020. For further information on Fringe Benefits, please refer to the Agency 89, Employee Benefits, narrative in the Nondepartmental program area section of Volume 1.
- ◆ **Animal Services** **\$414,512**

An increase of \$414,512 and 2/2.0 FTE positions is required to support additional Animal Protection Police to address workload, and to provide appropriate managerial oversight. It should be noted an increase of \$92,555 in Fringe Benefits funding is included in Agency 89, Employee Benefits, for a total cost of \$507,067 in FY 2020. For further information on Fringe Benefits, please refer to the Agency 89, Employee Benefits, narrative in the Nondepartmental program area section of Volume 1.



# Police Department

- ◆ **Diversion First** **\$184,407**

An increase of \$184,407 and 1/1.0 FTE position is required to support the fourth year of the County's successful Diversion First initiative. Diversion First is a multiagency collaboration between the Police Department, Office of the Sheriff, Fire and Rescue Department, Fairfax County Court System, and the Fairfax-Falls Church Community Services Board to reduce the number of people with mental illness in the County jail by diverting low-risk offenders experiencing a mental health crisis to treatment rather than bring them to jail. This position will allow the Police Department to support diversion services at the Merrifield Crisis Response Center on a 24 hour per day, 7 days per week basis which is a foundational aspect of Diversion First and is recognized as a best practice in crisis intervention. It should be noted an increase of \$42,291 in Fringe Benefits funding is included in Agency 89, Employee Benefits, for a total cost of \$226,698 in FY 2020. For further information on Fringe Benefits, please refer to the Agency 89, Employee Benefits, narrative in the Nondepartmental program area section of Volume 1.
  
- ◆ **Department of Vehicle Services Charges** **\$493,595**

An increase of \$493,595 in Department of Vehicle Services charges is based on anticipated billings for maintenance and operating-related charges.

## **Changes to FY 2019 Adopted Budget Plan**

*The following funding adjustments reflect all approved changes in the FY 2019 Revised Budget Plan since passage of the FY 2019 Adopted Budget Plan. Included are all adjustments made as part of the FY 2018 Carryover Review, FY 2019 Third Quarter Review, and all other approved changes through April 30, 2019.*

- ◆ **Carryover Adjustments** **\$3,225,881**

As part of the *FY 2018 Carryover Review*, the Board of Supervisors approved funding of \$3,225,881 in encumbered carryover.
  
- ◆ **Third Quarter Adjustments** **\$212,255**

As part of the *FY 2019 Third Quarter Review*, the Board of Supervisors approved an increase of \$212,255 to support one-time costs associated with the purchase of patrol vehicles for the South County Police Station.
  
- ◆ **Driving While Intoxicated Enforcement Initiative Grant Position** **\$0**

As approved by the Board of Supervisors on April 10, 2018, an increase of 1/1.0 FTE position is included from the National Highway Safety Administration Grant through the Virginia Department of Motor Vehicles (DMV) Driving While Intoxicated Enforcement Initiative (DWI). The fiscal impact associated with this position is minimal as the grant covers a significant portion of the costs; however, costs associated with overtime, fuel, vehicle maintenance and police equipment replacement costs are not covered and must be funded by the County. This is the third year of the grant and the funding supporting the 10/10.0 FTE uniform merit positions will expire on September 30, 2019. It is anticipated that, following the current grant period, funding will be provided for several years. If grant funding is not extended, staff will return to the Board of Supervisors with the required funding adjustment. It should be noted that the total program cost is estimated at \$1.9 million.

# Police Department

## Cost Centers

The five cost centers of the Police Department include Services/Command Operations, the Major Crimes Bureau, Patrol, Animal Protection Police, and Operations Support. The cost centers work together to fulfill the mission of the Department.

### Services/Command Operations

The Services/Command Operations cost center provides managerial direction of, and administrative support for, all organizational entities in the department. Services/Command Operations includes the Office of the Chief, Public Information, Financial Resources, Personnel Resources, Resource Management, Information Technology, and the Criminal Justice Academy. The cost center is responsible for providing leadership and direction, research and analysis, public relations, budgeting and financial management, human resources, and logistical and technical support, as well as, recruit and in-service officer training compliant with Virginia State Department of Criminal Justice standards.

Category	FY 2018 Actual	FY 2019 Adopted	FY 2019 Revised	FY 2020 Advertised	FY 2020 Adopted
<b>EXPENDITURES</b>					
Total Expenditures	\$51,676,485	\$52,870,662	\$56,214,746	\$55,407,373	\$55,971,340
<b>AUTHORIZED POSITIONS/FULL-TIME EQUIVALENT (FTE)</b>					
Regular	220 / 220	220 / 220	223 / 223	223 / 223	223 / 223
1 Chief of Police	1	Assistant Producer	1	Athletic Trainer	
3 Deputy Chiefs of Police	6	Police Citizen Aides II	1	Legal Records/Services Manager	
4 Police Majors	1	Info. Tech. Program Manager II	1	Vehicle Main. Coordinator	
6 Police Captains	3	Network/Telecom. Analysts III	1	Internet/Intranet Architect III	
6 Police Lieutenants	4	Network/Telecom. Analysts II	6	Property & Evidence Technicians	
21 Police Second Lieutenants	1	Programmer Analyst III	3	Material Management Specialists III	
5 Police Sergeants	1	Programmer Analyst II	1	Material Management Specialist II	
57 Police Officers II	1	PS Information Officer IV	1	Business Analyst IV	
3 Administrative Assistants V	1	PS Information Officer III	1	Business Analyst II	
11 Administrative Assistants IV	3	Management Analysts IV	1	IT Technician II	
12 Administrative Assistants III	7	Management Analysts III	1	Polygraph Supervisor	
18 Administrative Assistants II	2	Management Analysts II	3	Polygraph Examiners	
1 Senior HR Consultant	5	Management Analysts I	1	GIS Spatial Analyst III	
1 HR Generalist IV	2	Financial Specialists III	1	Police Psychologist	
2 HR Generalists II	3	Financial Specialists II	1	Training Specialist I	
	1	Buyer II	4	Police Background Investigators	
	2	Buyers I			
<b>TOTAL POSITIONS</b>					
<b>223 Positions / 223.0 FTE</b>					
<b>103 Sworn / 120 Civilians</b>					

# Police Department

## Major Crimes Bureau

The Major Crimes Bureau is primarily responsible for investigating all designated major crimes in accordance with local, state, and federal requirements, collecting and analyzing intelligence regarding criminal activity, and providing investigative support services to all organizational entities in the department. The Major Crimes Bureau includes Major Crimes, Victim Services, Organized Crime and Narcotics, Criminal Intelligence, Investigative Support, and the Northern Virginia Regional Identification System (NOVARIS).

Category	FY 2018 Actual	FY 2019 Adopted	FY 2019 Revised	FY 2020 Advertised	FY 2020 Adopted
<b>EXPENDITURES</b>					
Total Expenditures	\$24,593,262	\$23,645,799	\$23,204,629	\$25,078,181	\$25,322,121
<b>AUTHORIZED POSITIONS/FULL-TIME EQUIVALENT (FTE)</b>					
Regular	215 / 215	215 / 215	218 / 218	218 / 218	218 / 218
3 Police Majors	1	Business Analyst IV	1	Forensic Artist	
4 Police Captains	1	Business Analyst III	1	Director Victim Witness Programs	
4 Police Lieutenants	4	Administrative Assistants III	4	Probation Counselors II	
19 Police Second Lieutenants	7	Administrative Assistants II	1	Management Analyst II	
7 Police Sergeants	1	Photographic Specialist	4	Management Analysts I	
59 Police Officers III			4	Fingerprint Specialists III	
87 Police Officers II			6	Crime Analysts II	
<b>TOTAL POSITIONS</b>					
218 Positions / 218.0 FTE					
183 Sworn / 35 Civilians					

## Patrol

The Patrol cost center is primarily responsible for responding to calls for service, investigating certain property crimes, such as burglary and larceny, and providing community outreach and education. The Patrol cost center includes eight district stations and ancillary support programs, such as Community Resources, Duty Officer, Citizen Reporting, and Court Liaison.

Category	FY 2018 Actual	FY 2019 Adopted	FY 2019 Revised	FY 2020 Advertised	FY 2020 Adopted
<b>EXPENDITURES</b>					
Total Expenditures	\$97,307,917	\$106,867,504	\$106,753,438	\$111,525,207	\$112,690,459
<b>AUTHORIZED POSITIONS/FULL-TIME EQUIVALENT (FTE)</b>					
Regular	1168 / 1168	1187 / 1187	1180 / 1180	1197 / 1197	1197 / 1197
3 Police Majors	71	Police Sergeants (6)		64	School Crossing Guards
13 Police Captains (1)	716	Police Officers II (2)		8	Traffic Enforcement Officers
23 Police Lieutenants (8)	165	Police Officers I		8	Administrative Assistants III
65 Police Second Lieutenants	43	Police Citizen Aides II		8	Vehicle Main. Coordinators
	1	Paralegal		3	Crime Analysts II
	1	Police Background Investigator		5	Crime Analysts I
<b>TOTAL POSITIONS</b>					
1,197 Positions (17) / 1,197.0 FTE (17.0)					
1,056 Sworn / 141 Civilians					

( ) Denotes New Positions

# Police Department

## Animal Protection Police

The Animal Protection Police cost center is primarily responsible for enforcing County ordinances and state laws that pertain to animals and their treatment. This cost center helps to protect County residents while dealing with pets and animals as humanely as possible. Effective in FY 2017, Animal Shelter functions were split out as an independent agency reporting to the Deputy County Executive for Public Safety.

Category	FY 2018 Actual	FY 2019 Adopted	FY 2019 Revised	FY 2020 Advertised	FY 2020 Adopted
<b>EXPENDITURES</b>					
Total Expenditures	\$3,779,515	\$3,879,518	\$3,879,518	\$4,352,239	\$4,393,819
<b>AUTHORIZED POSITIONS/FULL-TIME EQUIVALENT (FTE)</b>					
Regular	35 / 35	35 / 35	35 / 35	37 / 37	37 / 37
1 Director of Animal Protection	14	Animal Protection Officers II		1	Naturalist IV
5 Animal Protection Sergeants	12	Animal Protection Officers I		2	Administrative Assistants II
2 Police Second Lieutenants (2)					
<b>TOTAL POSITIONS</b>					
37 Positions (2) / 37.0 FTE (2.0)					
34 Sworn / 3 Civilians					
( ) Denotes New Positions					

## Operations Support

The Operations Support cost center provides specialized support services necessary for safely and effectively executing both routine and complex field operations, such as traffic control and enforcement, safety education, and specialized weapons and tactical response for critical events. The Operations Support cost center includes Special Operations, Traffic, and Helicopter.

Category	FY 2018 Actual	FY 2019 Adopted	FY 2019 Revised	FY 2020 Advertised	FY 2020 Adopted
<b>EXPENDITURES</b>					
Total Expenditures	\$15,496,203	\$16,215,587	\$16,864,875	\$16,892,334	\$17,060,540
<b>AUTHORIZED POSITIONS/FULL-TIME EQUIVALENT (FTE)</b>					
Regular	135 / 135	135 / 135	137 / 137	137 / 137	138 / 138
1 Police Major	40	Police Officers III		1	Aircraft/Power Plant Tech. II
3 Police Captains	49	Police Officers II		1	Aircraft/Power Plant Tech. I
2 Police Lieutenants	1	Traffic Enforcement Supervisor		1	Senior Alcohol Testing Unit Tech.
8 Police Second Lieutenants	10	Traffic Enforcement Officers		2	Alcohol Testing Unit Techs.
9 Police Sergeants (1)	1	Helicopter Pilot II		1	Crime Analyst II
	5	Helicopter Pilots		1	Vehicle Main. Coordinator
				2	Administrative Assistants III
<b>TOTAL POSITIONS</b>					
138 Positions (1) / 138.0 FTE (1.0)					
112 Sworn / 26 Civilians					
( ) Denotes New Positions					

# Police Department

## Key Performance Measures

Indicator	Prior Year Actuals			Current Estimate	Future Estimate
	CY 2016 Actual	CY 2017 Actual	CY 2018 Estimate/Actual	CY 2019	CY 2020
<b>Services/Command Operations</b>					
Annual Attrition Rate (sworn)	4.23%	4.59%	5.00%/3.71%	4.10%	4.10%
Applications (sworn)	3,644	2,707	3,000/2,867	2,474	2,110
Sworn Vacancies Filled <sup>1</sup>	84	72	100/72	59	60
Position Vacancy Factor	4.6%	4.3%	5.8%/5.9%	4.1%	4.1%
<b>Major Crimes Bureau</b>					
Cases assigned	4,102	3,548	5,700/5,966	5,800	5,800
Cases cleared	2,714	2,022	3,100/2,815	2,500	2,500
Case clearance rate	66.0%	57.0%	56.5%/56.5%	56.5%	56.5%
Criminal arrests (excluding Driving Under the Influence arrests) <sup>2</sup>	39,565	35,792	48,000/41,183	43,000	43,000
<b>Patrol</b>					
Total Calls for Service	460,245	486,023	450,000/491,700	450,000	450,000
Average Response Time (Priority 1 calls – in minutes)	4.80	4.80	4.80/4.50	4.80	4.90
Total Citations Issued	142,285	140,742	142,900/115,110	115,110	120,000
Total reportable vehicle crashes <sup>3</sup>	NA	NA	9,250/NA	8,000	8,000
<b>Animal Protection Police</b>					
Rabies cases reported	28	27	30/25	30	30
<b>Operations Support</b>					
Alcohol or drug-related vehicle crashes <sup>3</sup>	571	NA	650/565	650	650
Driving Under the Influence arrests	1,980	2,173	2,200/2,086	2,000	2,000
Alcohol-related crashes per one million daily vehicle miles traveled <sup>3</sup>	NA	NA	21.1/NA	21.1	21.1

Note: The Police Department collects and reports performance data based upon calendar year (CY) rather than fiscal year. The Performance Measurement table therefore reflects CY information. Due to more advanced analytical tools, data is more accurately reflected starting in CY 2017.

<sup>1</sup> There is a decrease in applications and shortage of recruits due to the national climate towards policing.

<sup>2</sup> Reflects the total number of criminal charges placed for all Incident-Based Reporting (IBR) categories by all bureaus in the Department and includes Juvenile Runaways.

<sup>3</sup> Traffic-related data is not available due to the transition to a new Department of Motor Vehicles (DMV) accident reporting system.

# Police Department

---

## Performance Measurement Results

It continues to be necessary to fill larger basic training classes in the Criminal Justice Academy in response to an increase in the number of annual retirements and growth in sworn positions. Despite many competing opportunities within the regional labor market, the Department continues to attract, recruit, and hire new officers of exceptionally high quality by positioning itself as an employer of choice.

The overall rate of serious crime in Fairfax County continues to be exceptionally low. Through a variety of efforts and methods, especially active investigation, crime prevention, and community policing initiatives, the members of the Patrol Bureau and Major Crimes Bureau work comprehensively to address and reduce criminal activity. The Department continues efforts to re-engineer the practice of law enforcement in Fairfax County through engagement with the County's culturally diverse communities to improve communications and information sharing, additional officer training, and the implementation of recommendations made by the Police Executive Research Forum (PERF) and the Ad-Hoc Police Policy and Practices Commission.

The Operations Support Bureau continues to implement traffic safety initiatives and traffic safety education strategies with the goal of reducing the number of alcohol and drug-related crashes.