

# Police Department

## Mission

The mission of the Fairfax County Police Department (FCPD) is to prevent and fight crime. The department achieves its mission through a shared vision with our community which 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
- Keep pace with urbanization.

## Focus

The FCPD's strategic objectives across all lines of business embraces the County's One Fairfax Policy. The department's vision statement provides a nexus to the strategic concepts of One Fairfax as FCPD uses a co-production of policing model with all stakeholders to ensure an equity lens is applied to all decision-making for both administrative and operational policies. All communities deserve law enforcement services which preserve the sanctity of all human life and through the use of the co-production of policing model since CY 2013, FCPD has become the national leaders for de-escalation policies and training based on the National Decision-Making Model, increasing crisis intervention team trained officers, increasing communication and data transparency, and holding ourselves accountable to the communities we serve.

Since July 1, 1940, when the FCPD was created, the community has grown to more than 1.1 million residents and has continued to be one of the safest communities in the nation to live, work, play, and grow old. Through the concepts of One Fairfax, other county agencies and community stakeholders have ensured services provided by the county government keep pace with urbanization as exemplified by a great school system, superior human and family services, recreational services, and an economy that maintains a gold standard rating. These core strategic factors enable the FCPD to enhance community outreach through the professionalism of all members of the FCPD.

Community trust is built with each interaction the FCPD has with community members and the following are examples of continuous outreach opportunities, communication and data transparency, and accountability measures:

- Community Advisory Councils
- Chief's Community Advisory Council
- Chief's Council on Diversity Recruitment
- FCPD Social Media: FCPD Blog, Facebook, Twitter, Instagram and NextDoor
- Crime Data
- Officer Community Involvement Data
- Police Explorer Program
- Public Safety Cadet Program
- Annual Reports
- Police Civilian Review Panel
- Independent Police Auditor
- Fairfax County Board of Supervisors Public Safety Committee
- Fairfax County Communities of Trust
- Body Worn Camera Program

The FCPD is committed to continual transformational change to ensure its delivery of essential law enforcement services meets the needs of an engaged and diverse community. In addition to the use of the co-production of policing model with both internal and external stakeholders, the FCPD submits to both national and state accreditation processes and allows academic institutions to study the organization to help improve our services and training. On July 30, 2020, the FCPD was nationally re-accredited by the Commission for Accreditation for Law Enforcement Agencies and in early 2021 the department will be assessed by the Virginia Law Enforcement Professional Standards Commission for state re-accreditation.

During the last decade and continuing into the future, the FCPD has embraced social justice reforms with stakeholders to participate in the following justice system programs:

- Diversion First
- Merrifield Crisis Response Center
- Crisis Intervention Team Training Program
- Fairfax-Falls Church Community Services Board
- Alternative Accountability Program
- Veterans Treatment Docket
- Drug Court
- Opioid Task Force

All of these partnership programs are strategically designed to divert persons from the criminal justice system and in turn provide co-responder services to reduce recidivism and produce positive outcomes for all our community members.

The FCPD continues to leverage technology in field operations to reduce calls for service regarding:

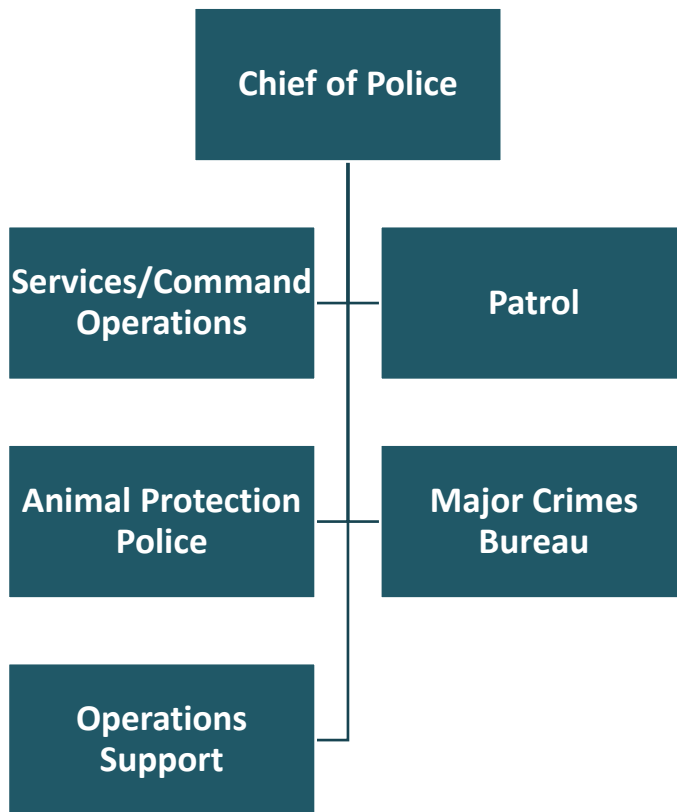
- Domestic and Intimate Partner Violence
- Vehicle Crashes
- Impaired Driving
- Crime Prevention
- Pedestrian Safety
- Cyber-Crimes
- Senior Community Member Safety
- Records Management Data
- E-summons Mobile Solutions
- Social Media Campaigns to Increase Safety and Reduce Crime

**Pandemic Response and Impact**

During CY 2020, the onset of the global pandemic of COVID-19 required the County’s emergency management systems to activate in an effort to preserve the sanctity of all human life. Through robust and ongoing collaborative stakeholder teamwork with the communities we serve, the FCPD changed its lines of business to keep all safe by reducing COVID-19 risks. This resulted in the re-allocation of personnel resources to provide alternative non-emergency reporting by staffing our Community Reporting System (CRS) 24/7. At peak periods, the CRS has handled up to 43 percent of non-criminal calls for service through live customer care service with a live police officer who are trained to make electronic police reports and case follow-up with the community member requesting services. The FCPD also created a temporary Emergency Management Bureau designed to ensure all operations in the field are supervised by an Infectious Disease Response Team led by Safety Officers to mitigate COVID-19 exposure risks in all we do.

The FCPD continues to live its vision statement by virtually engaging all stakeholders to continually revise our strategic plan and our Five-Year Strategic Staffing Plan to ensure FCPD is prepared to meet our existing operational and personnel needs and to ensure successful expansion of the department across all bureaus and divisions including the future opening of the South County District Station as the County rapidly urbanizes. While meeting the department’s core vision elements of preventing and fighting crime and keeping pace with urbanization, the FCPD values all community partnerships as we all understand organizational employee wellness and community wellness are foundational pillars to preserving the sanctity of all human life as we provide equitable law enforcement services to all.

**Organizational Chart**



**Budget and Staff Resources**

Category	FY 2020 Actual	FY 2021 Adopted	FY 2021 Revised	FY 2022 Advertised
<b>FUNDING</b>				
<b>Expenditures:</b>				
Personnel Services	\$177,386,237	\$183,913,668	\$184,027,765	\$184,557,072
Operating Expenses	29,925,140	31,571,766	36,594,546	34,770,258
Capital Equipment	1,418,462	0	440,075	381,600
<b>Subtotal</b>	<b>\$208,729,839</b>	<b>\$215,485,434</b>	<b>\$221,062,386</b>	<b>\$219,708,930</b>
Less:				
Recovered Costs	(\$775,272)	(\$697,406)	(\$697,406)	(\$697,406)
<b>Total Expenditures</b>	<b>\$207,954,567</b>	<b>\$214,788,028</b>	<b>\$220,364,980</b>	<b>\$219,011,524</b>
<b>Income:</b>				
Academy Fees	\$2,253,607	\$2,882,968	\$2,294,326	\$2,519,136
Fees and Misc. Income	1,872,980	2,004,669	1,494,361	1,703,055
State Reimbursement	26,398,153	26,421,454	26,421,454	26,421,454
<b>Total Income</b>	<b>\$30,524,740</b>	<b>\$31,309,091</b>	<b>\$30,210,141</b>	<b>\$30,643,645</b>
<b>NET COST TO THE COUNTY</b>	<b>\$177,429,827</b>	<b>\$183,478,937</b>	<b>\$190,154,839</b>	<b>\$188,367,879</b>
<b>AUTHORIZED POSITIONS/FULL-TIME EQUIVALENT (FTE)</b>				
Regular	1821 / 1821	1821 / 1821	1823 / 1823	1839 / 1839

This department has 10/10.0 FTE Grant Positions in Fund 50000, Federal-State Grants.

**FY 2022 Funding Adjustments**

The following funding adjustments from the FY 2021 Adopted Budget Plan are necessary to support the FY 2022 program:

**South County Positions \$2,498,171**

An increase of \$2,498,171 is required to support 16/16.0 FTE new positions to continue the process of staffing the South County Police Station. These positions, which are in addition to 54/54.0 FTE positions added in previous year budgets, are required to staff a new police station located in South County. This completes the original staffing plan which was phased-in over a multi-year period to allow the department to gradually hire and train new recruits and will allow for continued analysis to ensure that current staffing estimates were accurate. Current estimates have been updated to include additional staffing support of 10/10.0 FTE positions in the Multi-Year Plan. It should be noted that an increase of \$654,043 in Fringe Benefits funding is included in Agency 89, Employee Benefits, for a total cost of \$3,152,214 in FY 2022. For further information on Fringe Benefits, please refer to the Agency 89, Employee Benefits, narrative in the Nondepartmental program area section of Volume 1.

**Body-Worn Camera Program \$1,725,325**

An increase of \$1,725,325 for the implementation of Phase Two and Phase Three of the Body-Worn Camera program is required to support full year costs of the program. As part of the *FY 2020 Carryover Review*, 2/2.0 FTE positions were approved and require \$152,129 in ongoing baseline funding in the FY 2022 budget along with \$1,573,196 in ongoing baseline funding for equipment. It should be noted that an increase of \$76,856 in Fringe Benefits funding is included in Agency 89, Employee Benefits, for a total cost of \$1,802,181 in FY 2022. For further information on Fringe Benefits, please refer to the Agency 89, Employee Benefits, narrative in the Nondepartmental program area section of Volume 1.

**Changes to  
FY 2021  
Adopted  
Budget Plan**

The following funding adjustments reflect all approved changes in the FY 2021 Revised Budget Plan since passage of the FY 2021 Adopted Budget Plan. Included are all adjustments made as part of the FY 2020 Carryover Review, FY 2021 Mid-Year Review, and all other approved changes through December 31, 2020:

**Carryover Adjustments** **\$5,459,105**  
As part of the FY 2020 Carryover Review, the Board of Supervisors approved funding of \$5,459,105 in encumbered carryover including \$5,105,998 in Operating Expenses and \$353,107 in Capital Equipment.

**Body-Worn Cameras** **\$117,847**  
As part of the FY 2020 Carryover Review, the Board of Supervisors approved funding of \$117,847 and 2/2.0 FTE positions to support Phase Two and Phase Three of the Body-Worn Camera program. It should be noted that an increase of \$57,642 in Fringe Benefits funding was included in Agency 89, Employee Benefits.

**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 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 2020 Actual	FY 2021 Adopted	FY 2021 Revised	FY 2022 Advertised
<b>EXPENDITURES</b>				
Total Expenditures	\$55,945,997	\$56,356,891	\$61,559,192	\$59,183,198
<b>AUTHORIZED POSITIONS/FULL-TIME EQUIVALENT (FTE)</b>				
Regular	231 / 231	231 / 231	234 / 234	234 / 234

### 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 2020 Actual	FY 2021 Adopted	FY 2021 Revised	FY 2022 Advertised
<b>EXPENDITURES</b>				
Total Expenditures	\$27,535,072	\$25,322,121	\$15,007,491	\$25,322,121
<b>AUTHORIZED POSITIONS/FULL-TIME EQUIVALENT (FTE)</b>				
Regular	222 / 222	222 / 222	223 / 223	223 / 223

### 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 2020 Actual	FY 2021 Adopted	FY 2021 Revised	FY 2022 Advertised
<b>EXPENDITURES</b>				
Total Expenditures	\$101,758,803	\$111,766,647	\$121,878,181	\$113,163,836
<b>AUTHORIZED POSITIONS/FULL-TIME EQUIVALENT (FTE)</b>				
Regular	1192 / 1192	1192 / 1192	1190 / 1190	1206 / 1206

### 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.

Category	FY 2020 Actual	FY 2021 Adopted	FY 2021 Revised	FY 2022 Advertised
<b>EXPENDITURES</b>				
Total Expenditures	\$4,110,509	\$4,281,829	\$4,280,421	\$4,281,829
<b>AUTHORIZED POSITIONS/FULL-TIME EQUIVALENT (FTE)</b>				
Regular	39 / 39	39 / 39	39 / 39	39 / 39

## 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 2020 Actual	FY 2021 Adopted	FY 2021 Revised	FY 2022 Advertised
<b>EXPENDITURES</b>				
Total Expenditures	\$18,604,186	\$17,060,540	\$17,639,695	\$17,060,540
<b>AUTHORIZED POSITIONS/FULL-TIME EQUIVALENT (FTE)</b>				
Regular	137 / 137	137 / 137	137 / 137	137 / 137

## Position Detail

The FY 2022 Advertised Budget Plan includes the following positions:

<b>SERVICES/COMMAND OPERATIONS - 234 Positions</b>			
1	Chief of Police	1	PS Information Officer III
3	Deputy Chiefs of Police	4	Management Analysts IV
4	Police Majors	6	Management Analysts III
6	Police Captains	4	Management Analysts II
7	Police Lieutenants	6	Management Analysts I
23	Police Second Lieutenants	2	Financial Specialists III
7	Police Sergeants	3	Financial Specialists II
35	Police Officers III	1	Communications Specialist II
25	Police Officers II	2	Buyers II
3	Administrative Assistants V	1	Buyer I
11	Administrative Assistants IV	1	Athletic Trainer
13	Administrative Assistants III	1	Legal Records/Services Manager
17	Administrative Assistants II	1	Internet/Intranet Architect III
1	Senior HR Consultant	6	Property & Evidence Technicians
1	HR Generalist IV	3	Material Management Specialists III
2	HR Generalists II	1	Material Management Specialist II
1	HR Generalist I	1	Business Analyst IV
9	Police Citizen Aides II	1	Business Analyst II
1	Info. Tech. Program Manager II	1	IT Technician II
1	Network/Telecom. Analyst IV	2	Polygraph Examiners
3	Network/Telecom. Analysts III	1	GIS Spatial Analyst III
3	Network/Telecom. Analysts II	1	Training Specialist I
2	Network/Telecom. Analysts I	2	Police Background Investigators
1	Programmer Analyst III		
1	Programmer Analyst II		
1	PS Information Officer IV		
<b>MAJOR CRIMES BUREAU - 223 Positions</b>			
3	Police Majors	5	Administrative Assistants II
4	Police Captains	1	Photographic Specialist
4	Police Lieutenants	1	Forensic Artist
19	Police Second Lieutenants	1	Director Victim Witness Programs
7	Police Sergeants	4	Probation Counselors II
59	Police Officers III	1	Management Analyst II
93	Police Officers II	4	Management Analysts I
1	Business Analyst IV	4	Fingerprint Specialists III
1	Business Analyst III	6	Crime Analysts II
4	Administrative Assistants III	1	Vehicle Main. Coordinator

PATROL - 1,206 Positions			
3	Police Majors	1	Paralegal
13	Police Captains	1	Police Background Investigator
15	Police Lieutenants	63	School Crossing Guards
73	Police Second Lieutenants	8	Traffic Enforcement Officers
76	Police Sergeants	8	Administrative Assistants III
158	Police Officers III	8	Vehicle Main. Coordinators
573	Police Officers II [+16]	3	Crime Analysts II
158	Police Officers I	5	Crime Analysts I
40	Police Citizen Aides II		
ANIMAL PROTECTION POLICE - 39 Positions			
1	Director of Animal Protection	12	Animal Protection Officers I
2	Animal Protection Second Lieutenants	1	Naturalist IV
5	Animal Protection Sergeants	1	Naturalist II
8	Animal Protection Officers III	1	Naturalist I
6	Animal Protection Officers II	2	Administrative Assistants II
OPERATIONS SUPPORT - 137 Positions			
1	Police Major	1	Helicopter Pilot II
3	Police Captains	5	Helicopter Pilots
2	Police Lieutenants	1	Aircraft/Power Plant Tech. II
8	Police Second Lieutenants	1	Aircraft/Power Plant Tech. I
8	Police Sergeants	1	Senior Alcohol Testing Unit Tech.
33	Police Officers III	2	Alcohol Testing Unit Techs.
56	Police Officers II	1	Crime Analyst II
1	Traffic Enforcement Supervisor	1	Vehicle Main. Coordinator
10	Traffic Enforcement Officers	2	Administrative Assistants III
<b>1,513 Sworn Positions/326 Civilian Positions</b>			
	<b>+ Denotes New Position(s)</b>		

## 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.



# Police Department

Indicator	CY 2018 Actual	CY 2019 Actual	CY 2020 Estimate	CY 2020 Actual <sup>1</sup>	CY 2021 Estimate	CY 2022 Estimate
<b>Services/Command Operations</b>						
Annual Attrition Rate (sworn)	3.71%	5.00%	4.10%	5.97%	5.69%	5.69%
Applications (sworn)	2,867	3,000	2,110	1,938	1,524	1,100
Sworn Vacancies Filled	72	100	60	59	74	74
Position Vacancy Factor	5.9%	5.8%	4.1%	4.8%	4.6%	4.6%
<b>Major Crimes Bureau</b>						
Cases assigned	5,966	5,700	5,800	6,548	6,300	6,650
Cases cleared	2,815	3,100	2,500	2,338	2,850	3,000
Case clearance rate	56.5%	56.5%	56.5%	35.7%	49.5%	50.0%
Criminal arrests (excluding Driving Under the Influence arrests) <sup>2</sup>	41,183	48,000	43,000	21,086	24,000	30,000
<b>Patrol</b>						
Total Calls for Service	491,700	450,000	450,000	381,403	491,691	491,691
Average Response Time (Priority 1 calls – in minutes)	4.50	4.80	4.90	4.20	4.30	4.30
Total Citations Issued	115,110	142,900	120,000	37,324	115,365	115,365
Total reportable vehicle crashes	NA	9,250	8,000	4,422	7,325	7,325
<b>Animal Protection Police</b>						
Rabies cases reported	25	30	30	35	35	35
<b>Operations Support</b>						
Alcohol or drug-related vehicle crashes	565	650	650	306	325	375
Driving Under the Influence arrests	2,086	2,200	2,000	1,370	1,575	2,100

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.

<sup>1</sup> FY 2020 Actual Data is lower than prior years due to the impact of COVID-19 on daily operations and activities. Increased teleworking reduced lengthy morning and afternoon rush hour commutes resulting in fewer citations issued and reportable vehicle crashes. The Governor's "stay at home order" and social distancing impacted criminal arrests as fewer quality-of-life offences that occur more frequently during normal human interaction (simple assault, disorderly conduct, etc.) decreased. Additionally, the "stay at home order" limited the occupancy and drinking establishments and limited the number of people allowed at social gatherings which reduced driving associated with social drinking, resulting in fewer alcohol and drug-related vehicle crashes as well as driving under the influence arrests.

<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.