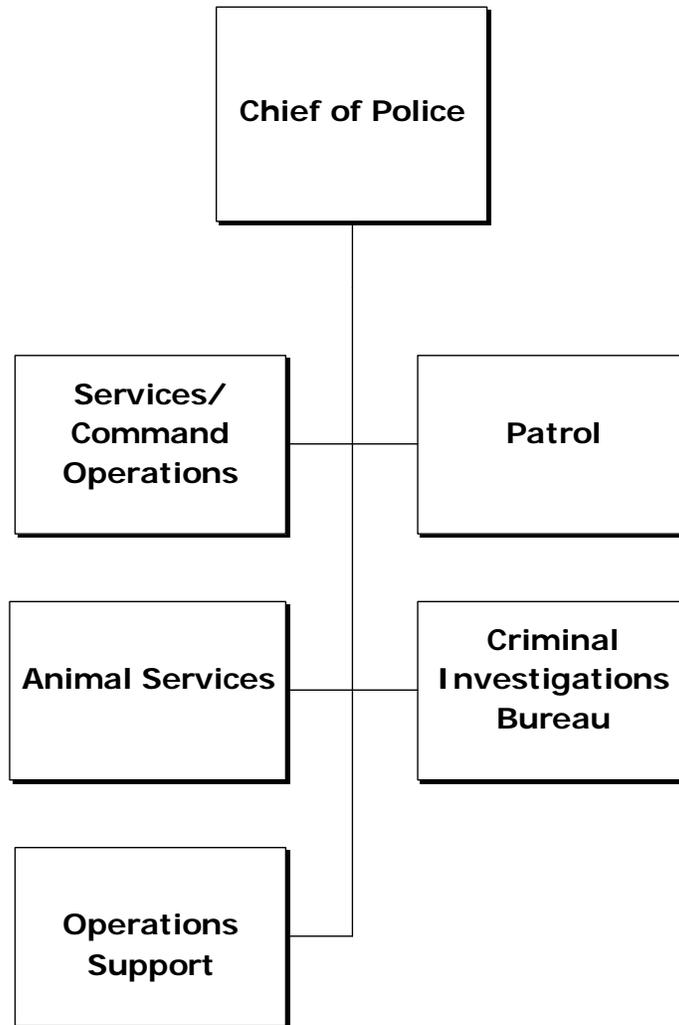


Police Department



Mission

The Fairfax County Police Department protects persons and property by providing essential law enforcement and public safety services, while promoting community involvement, stability and order through service, assistance and visibility.

Police Department



AGENCY DASHBOARD			
Key Data	CY 2010	CY 2011	CY 2012 ¹
1. Group A offenses ²	41,697	40,457	39,497
2. Calls for Service ³	466,746	474,840	461,130
a. Criminal	79,261	75,078	71,951
b. Traffic	218,016	224,582	207,532
c. Service	169,469	175,180	181,647
3. Average response time from dispatch to on-scene – Priority 1 Criminal Events (in minutes)	6.60	6.44	6.36
4. Criminal arrests (excluding DUI arrests)	30,739	32,571	30,925
5. Average daily vehicle miles traveled (in millions)	28.1	27.2	27.1
6. Accidents			
a. Reportable	11,518	11,503	11,748
b. Non-Reportable	27,413	27,737	26,439
7. Total injury crashes	2,315	2,229	2,296
8. Alcohol or drug-related crashes	728	678	697
9. Total traffic fatalities	29	32	28
10. Traffic summonses issued	140,675	142,369	139,001
11. Driving Under the Influence arrests	3,010	3,222	2,623
12. Total animals impounded	4,168	4,622	4,163
13. Total adoptions and redemptions	2,453	2,642	3,041
14. Animal bite cases reported	1,043	1,213	1,425
15. Rabies cases reported	51	43	50

(1) The Calendar Year 2012 column reflects preliminary data and is subject to minor revisions. Final CY 2012 data will be published in the [FY 2014 Adopted Budget Plan](#).

(2) Group A offenses include arson, assault, bribery, burglary, counterfeiting, destruction, drug offenses, embezzlement, extortion, fraud, gambling, homicide, kidnapping, larceny, motor vehicle theft, pornography, prostitution, robbery, sex offenses, stolen property offenses, and weapon law violations.

(3) Calls For Service data is based on the year the call was entered.

Police Department

Focus

As Fairfax County continues to grow, develop, and change, the Police Department is committed to providing the highest quality law enforcement and public safety services to the community. County residents are fortunate to live in a jurisdiction with one of the lowest rates of violent crime nationwide among jurisdictions with a population in excess of one million. Recognizing that this exceptionally safe community is maintained through successful partnerships, 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 in the United States.

Especially during a time of economic decline, the department is focused on aligning available resources towards the core mission, to protect people and property. As the department's primary function is to respond to calls for service, the department places priority on ensuring that patrol areas have adequate coverage to effectively respond to calls for service at all times, best measured by average response time. The department is committed to maintaining a consistent response time of six minutes or less for Priority 1 calls, those which reflect a potentially life-threatening situation. In Calendar Year (CY) 2012, response times for Priority 1 calls averaged just over six minutes for criminal events. It should be noted that the Priority 1 response time is recorded at the arrival of a second unit to the event scene as two units are considered to be the minimum effective response for a Priority 1 event.

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

-  **Maintaining Safe and Caring Communities**
-  **Creating a Culture of Engagement**
-  **Connecting People and Places**
-  **Practicing Environmental Stewardship**
-  **Maintaining Healthy Economies**
-  **Building Livable Spaces**
-  **Exercising Corporate Stewardship**

The overall pattern in reported crime in Fairfax County continues in a downward trajectory, consistent with regional, state and national trends. As shown in the agency dashboard, the numbers of *Group A* offenses and criminal-related calls for service, as well as the number of criminal arrests, have decreased from CY 2011 to CY 2012.

Despite these trends, the department faces significant challenges as urbanization continues to strain resources. To protect motorists and pedestrians, the department continues to deploy innovative traffic calming measures at problem locations and improve roadway incident management. In addition, the department actively leads regional traffic safety programs to combat aggressive driving, drunk driving, speeding, racing, gridlock, and fatal/injury accidents. In CY 2012, the department once again received honors from state, national and international professional organizations for the exceptional quality of its traffic safety education and enforcement programs.

Police Department

Both in the short and long terms, the ongoing and planned re-development of Tysons Corner, including the Metro Silver Line extension, presents the most significant challenge to the Police Department. Providing basic police service in a highly urbanized area requires different policing techniques as well as a greater police presence and commitment of resources than in the County's traditional suburban environment. As current projections indicate that calls for service will more than double from current levels as Tysons Corner is developed over the next two-three decades, the Patrol Bureau is collaborating with government and community partners to identify future manpower and facility needs. To ensure tactical safety due to the city scape, rail platforms, and vertical structure environments, officers assigned to the new patrol area will patrol in pairs, utilizing other modes of transportation, such as foot patrol, bicycle patrol and Segways, reducing the need for police cruisers. As a result, FCPD anticipates 17/17.0 FTE new positions will be required over the next three years to provide core coverage for daytime and evening calls for service and recommends the following phased staffing approach:

Phase	Fiscal Year	Positions	Cost	Benefits	Total
Phase I	FY 2014	1/1.0 FTE Police Second Lieutenant 8/8.0 FTE Police Officers	\$1,015,742	\$349,561	\$1,365,303
Phase II	FY 2015	1/1.0 FTE Police Lieutenant 2/2.0 FTE Police Officers	\$273,880	\$131,441	\$405,321
Phase III	FY 2016	1/1.0 FTE Police Sergeant 3/3.0 FTE Police Officers 1/1.0 FTE Traffic Enforcement Officer	\$519,616	\$181,378	\$700,994
		17/17.0 FTE	\$1,809,238	\$662,380	\$2,471,618

**The cost column includes salary costs, associated operating expenses and internal service charges.*

As the County continues to grow, develop and change, the department evolves to meet emerging public safety needs and leverages technological advances. To serve a greater role in emergency response, the department maintains a number of highly-specialized units, such as Special Weapons and Tactics (SWAT), Motors, Helicopter, K9, and Explosive Ordinance Disposal, critical to responding to emergencies quickly and mitigating serious threats to public safety. Department personnel continually undergo training to ensure they are prepared to address currently identified threats to community safety and security. Over the past three years, efforts have focused on training all police officers to respond effectively to threats posed by active-shooter attacks. SWAT staff developed PACOP (Paramilitary Attack Counter-Offensive Plan), a program to train officers to respond in coordinated small unit tactics to quickly confront and end such attacks. During the past three years, department staff has trained not only all department sworn officers in the PACOP approach, but officers from more than forty local, state and federal agencies throughout the National Capital Region. Training is updated and enhanced on an annual basis, through scenario-based, multi-agency exercises.

In response to recent changes in the types of police vehicles manufactured, the department collaborated with other County agencies to evaluate and select new vehicle models that will comprise the basis of the department's 800 unit patrol fleet. The primary considerations in this evaluation process involved selecting vehicles that maximize safety, reliability, fuel efficiency and cost-effectiveness. In a related initiative, in FY 2014, through a partnership with the Department of Information Technology and the Department of Cable and Consumer Services, the department will continue the process of installing In Car Video technology in the fleet. Funded in Fund 10040, Information Technology, the In Car Video system will support the department's commitment to provide safe, fair, unbiased and responsible service through accurate recording of events, statements, and scenes, thereby assisting officers, the courts, and the County Attorney to present cases and improving the department's accountability to the public.

Police Department

In a continuing effort to ensure officer safety, the department is improving the types of body armor available to officers. In conjunction with recent policy changes mandating officers wear body armor when assigned to and engaged in patrol and field operations, the department has evaluated external uniform vest configurations. Such vests will allow officers to comfortably wear issued body armor on the outside of their uniform shirts, maximizing officer safety and product effectiveness and ensuring a professional appearance.

In addition to the foregoing efforts, the department is continually improving operational capacity to respond to and investigate calls/complaints involving domestic animals and wildlife and provide humane shelter and care for animals. The Animal Services Division has worked actively to disseminate animal-related information to County citizens through a variety of outreach activities and implement comprehensive initiatives to improve response capabilities, mitigate ongoing problems, and provide the best possible care for animals and service to customers.

The most comprehensive plan, expansion of the West Ox Animal Shelter, is scheduled for completion in July 2013. The expanded facility includes approximately 14,000 additional square feet and double the number of kennels to address an increasing volume of animals requiring housing, primarily due to increased residential population and hoarding cases. The FY 2013 Adopted Budget Plan includes ten animal Caretaker positions sufficient to staff the original 15,000 square foot facility from 7:00 am to 12:30 am seven days per week with response to after-hour animal emergencies provided through overtime. To operate the expanded facility effectively, provide critical coverage at reduced cost, and care for the increased volume of animals, an additional 2/2.0 FTE Animal Caretaker I positions are included in the FY 2014 Advertised Budget Plan.

Proud to serve Fairfax County, the department has developed a FY 2014 budget that strategically targets available resources critical to effectively delivering essential police services to meet the changing demands of an evolving community. While the future does present challenges, the department looks forward to meeting those challenges through its continuing successful partnership with key stakeholders, especially County residents, which has made Fairfax County one of the safest jurisdictions in the nation.

Police Department

Budget and Staff Resources

Category	FY 2012 Actual	FY 2013 Adopted	FY 2013 Revised	FY 2014 Advertised
FUNDING				
Expenditures:				
Personnel Services	\$142,739,313	\$146,427,513	\$146,509,579	\$148,630,831
Operating Expenses	20,181,608	25,567,561	27,705,609	25,660,405
Capital Equipment	50,651	0	202,022	220,968
Subtotal	\$162,971,572	\$171,995,074	\$174,417,210	\$174,512,204
Less:				
Recovered Costs	(\$718,739)	(\$697,406)	(\$697,406)	(\$697,406)
Total Expenditures	\$162,252,833	\$171,297,668	\$173,719,804	\$173,814,798
Income:				
Parking Violations and Criminal Justice Academy Fees	\$3,618,462	\$3,485,825	\$3,499,225	\$3,503,670
Fees and Misc. Income	2,667,223	2,313,551	2,674,361	2,712,575
State Reimbursement	23,736,885	23,737,386	23,737,386	23,737,386
Dog Licenses	933,173	883,845	883,845	883,845
Animal Shelter Fees	86,327	92,580	86,327	86,327
Total Income	\$31,042,070	\$30,513,187	\$30,881,144	\$30,923,803
NET COST TO THE COUNTY	\$131,210,763	\$140,784,481	\$142,838,660	\$142,890,995
AUTHORIZED POSITIONS/FULL-TIME EQUIVALENT (FTE)				
Regular	1712 / 1712	1707 / 1707	1707 / 1707	1714 / 1714

This department has 6/6.0 FTE Grant Positions in Fund 50000, Federal/State Grants.

FY 2014 Funding Adjustments

The following funding adjustments from the FY 2013 Adopted Budget Plan are necessary to support the FY 2014 program:

- ◆ **Employee Compensation** **\$1,566,979**
 An increase of \$244,912 in Personnel Services in FY 2014 reflects longevity increases for uniformed employees. In addition, there is an increase of \$1,322,067 in Personnel Services to reflect the full year impact of FY 2013 compensation adjustments, including \$1,126,194 for merit and longevity increases for uniformed employees and \$195,873 for the 2.5 percent performance-based scale and salary increase, effective January 2013, for non-uniformed employees.
- ◆ **Language Skills Proficiency Pay** **\$82,066**
 Funding of \$82,066 is reallocated from Agency 89, Employees Benefits, to better align costs related to the Language Skills Proficiency Pay Program.
- ◆ **Tysons Corner Police Staffing** **\$1,015,742**
 An increase of \$1,015,742 is associated with the establishment of 9/9.0 FTE positions to provide core services in Tysons Corner Urban Center due to the December 2013 opening of the Metro Silver Line and associated redevelopment. These positions represent the first phase of a multi-year staffing plan to meet projected increases in calls for service. It should be noted that an increase of \$349,561 in Fringe Benefits funding is included in Agency 89, Employee Benefits for a total cost of \$1,365,303. For

Police Department

further information on Fringe Benefits, please refer to the Agency 89, Employee Benefits narrative in the Nondepartmental program area section of Volume 1.

◆ **Animal Shelter Staffing** \$87,206

An increase of \$87,206 is associated with the establishment of 2/2.0 FTE Animal Caretaker I positions to support the expanded West Ox Animal Shelter scheduled for completion in July 2013. These positions are required to operate the expanded facility effectively, and provide critical coverage at reduced cost and care for the increased volume of animals. It should be noted that an increase of \$36,540 in Fringe Benefits funding is included in Agency 89, Employee Benefits for a total cost of \$123,746. For further information on Fringe Benefits, please refer to the Agency 89, Employee Benefits narrative in the Nondepartmental program area section of Volume 1.

◆ **Reductions** (\$234,863)

A decrease of \$234,863 and 4/4.00 FTE positions reflects the following reduction utilized to balance the FY 2014 budget:

Title	Impact	Posn	FTE	Reduction
Eliminate Station Logistics Program (filled positions)	The reduction of the Station Logistics Program, including 4/4.0 FTE filled Vehicle Maintenance Coordinator positions (of eight total), will severely diminish FCPD's capacity to provide basic operational support to eight district stations, increase the workload of patrol officers, and adversely impact timely and effective response to calls for service. Operational tasks performed by these positions include maintaining the estimated 800 police cruiser fleet, such as coordinating routine and emergency maintenance, towing and/or transporting vehicles to/from the County garage, managing RADAR, LIDAR, and other in-cruiser technology, as well as other related tasks. It should be noted that these tasks cannot be eliminated or absorbed by station civilian personnel. While minor gains in efficiency may be possible, previous budget reductions in civilian positions have all but eliminated non-mission critical activities. Consequently, patrol officers will be required to absorb the workload, primarily by being taken out of service, adversely impacting timely and effective response to calls for service.	4	4.00	\$234,863

Changes to FY 2013 Adopted Budget Plan

The following funding adjustments reflect all approved changes in the FY 2013 Revised Budget Plan since passage of the FY 2013 Adopted Budget Plan. Included are all adjustments made as part of the FY 2012 Carryover Review, and all other approved changes through December 31, 2012:

◆ **Carryover Adjustments** \$2,422,136

As part of the FY 2012 Carryover Review, the Board of Supervisors approved encumbered funding of \$2,340,070 in Operating Expenses. In addition, the Board approved a reallocation from Agency 89, Employee Benefits, of \$82,066 associated with the Language Skills Proficiency Pay Program.

Police Department

Cost Centers

The five cost centers of the Police Department include Services/Command Operations, the Criminal Investigations Bureau, Patrol, Animal Services, 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 in compliance with Virginia State Department of Criminal Justice standards.

Category	FY 2012 Actual	FY 2013 Adopted	FY 2013 Revised	FY 2014 Advertised
EXPENDITURES				
Total Expenditures	\$27,898,667	\$26,832,107	\$42,012,981	\$27,166,676
AUTHORIZED POSITIONS/FULL-TIME EQUIVALENT (FTE)				
Regular	204 / 204	198 / 198	198 / 198	198 / 198

1 Chief of Police	1 Assistant Producer	1 Legal Records/Services Mgr.
3 Deputy Chiefs of Police	7 Police Citizen Aides II	1 Vehicle Maintenance Coordinator
4 Police Majors	1 Info Tech Program Manager II	1 Internet/Intranet Architect II
4 Police Captains	2 Network/Telecomm. Analysts II	6 Property & Evidence Technicians
3 Police Lieutenants	1 Programmer Analyst IV	2 Material Mgmt. Specialists III
14 Police Second Lieutenants	2 Programmer Analysts III	1 Buyer II
6 Police Sergeants	1 Programmer Analyst II	2 Business Analysts II
45 Police Officers II	1 PS Information Officer IV	1 IT Technician II
4 Administrative Assistants V	1 PS Information Officer III	1 Polygraph Supervisor
9 Administrative Assistants IV	2 Management Analysts IV	6 Polygraph Examiners
7 Administrative Assistants III	5 Management Analysts III	1 GIS Spatial Analyst III
28 Administrative Assistants II	5 Management Analysts II	1 Police Psychologist
1 Resource Develop. and Trng. Mgr.	3 Management Analysts I	1 Training Specialist I
1 Human Resources Generalist II	2 Financial Specialists III	1 Facility Attendant I
	3 Financial Specialists II	5 Police Background Investigators

TOTAL POSITIONS
 198 Positions / 198.0 FTE
 80 Sworn / 118 Civilians

Police Department

Criminal Investigations Bureau

The Criminal Investigations 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 Criminal Investigations Bureau includes Major Crimes, Victim Services, Organized Crime and Narcotics, Criminal Intelligence, Investigative Support, and the Northern Virginia Regional Identification System (NOVARIS).

Category	FY 2012 Actual	FY 2013 Adopted	FY 2013 Revised	FY 2014 Advertised
EXPENDITURES				
Total Expenditures	\$19,001,887	\$21,086,218	\$20,222,104	\$21,212,988
AUTHORIZED POSITIONS/FULL-TIME EQUIVALENT (FTE)				
Regular	190 / 190	190 / 190	190 / 190	190 / 190

1 Police Major	1 Business Analyst III	1 Director Victim Witness Programs
4 Police Captains	4 Crime Analysts II	4 Probation Counselors II
3 Police Lieutenants	4 Administrative Assistants III	1 Business Analyst IV
15 Police Second Lieutenants	5 Administrative Assistants II	4 Management Analysts I
6 Police Sergeants	1 Administrative Assistant I	5 Fingerprint Specialists III
128 Police Officers II	1 Photographic Specialist	1 Paralegal
	1 Forensic Artist	

TOTAL POSITIONS

190 Positions / 190.0 FTE

157 Sworn / 33 Civilians

Patrol

The Patrol Bureau 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 Bureau includes eight district stations and smaller oversight and ancillary support programs, such as Community Resources, Duty Officer, Citizen Reporting, and Court Liaison.

Category	FY 2012 Actual	FY 2013 Adopted	FY 2013 Revised	FY 2014 Advertised
EXPENDITURES				
Total Expenditures	\$96,021,458	\$102,255,811	\$93,039,981	\$104,053,538
AUTHORIZED POSITIONS/FULL-TIME EQUIVALENT (FTE)				
Regular	1134 / 1134	1134 / 1134	1134 / 1134	1139 / 1139

3 Police Majors	809 Police Officers II (8)	64 School Crossing Guards
13 Police Captains	37 Police Officers I	8 Traffic Enforcement Officers
15 Police Lieutenants	42 Police Citizen Aides II	1 Administrative Assistant IV
69 Police Second Lieutenants (1)	1 Crime Analysis Program Manager	8 Administrative Assistants III
53 Police Sergeants	3 Crime Analysts II	4 Administrative Assistants II
	5 Crime Analysts I	4 Vehicle Maint. Coordinators (-4)

TOTAL POSITIONS

1,139 Positions (5) / 1,139.0 FTE (5)

999 Sworn / 140 Civilians

(-) Denotes Abolished Position due to Budget Reductions

() Denotes New Position

Police Department

Animal Services

The Animal Services cost center, including Animal Control and the Animal Shelter, is primarily responsible for providing animal control services and temporary shelter and care for injured, sick or stray animals until they are redeemed, adopted, or euthanized as required by the Comprehensive Animal Laws of Virginia and the Virginia State Veterinarian.

Category	FY 2012 Actual	FY 2013 Adopted	FY 2013 Revised	FY 2014 Advertised
EXPENDITURES				
Total Expenditures	\$4,192,438	\$4,370,363	\$4,432,524	\$4,507,221
AUTHORIZED POSITIONS/FULL-TIME EQUIVALENT (FTE)				
Regular	58 / 58	60 / 60	60 / 60	62 / 62
1 Director of Animal Control	1	Animal Shelter Director	1	Administrative Assistant I
5 Animal Control Officers III	3	Management Analysts II	1	Volunteer Services Coordinator I
22 Animal Control Officers II	1	Management Analyst I	10	Animal Caretakers I (2)
4 Animal Control Officers I	1	Administrative Assistant III	2	Animal Caretakers II
	7	Administrative Assistants II	1	Naturalist IV
	1	Volunteer Services Coordinator II	1	Facility Attendant I
TOTAL POSITIONS				
62 Positions (2) / 62.0 FTE (2)				
32 Sworn / 30 Civilians				
() Denotes New Position				

Operations Support

The Operations Support Bureau 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 Bureau includes Special Operations, Traffic, and Helicopter.

Category	FY 2012 Actual	FY 2013 Adopted	FY 2013 Revised	FY 2014 Advertised
EXPENDITURES				
Total Expenditures	\$15,138,383	\$16,753,169	\$14,012,214	\$16,874,375
AUTHORIZED POSITIONS/FULL-TIME EQUIVALENT (FTE)				
Regular	126 / 126	125 / 125	125 / 125	125 / 125
1 Police Major	81	Police Officers II	1	Aircraft/Power Plant Tech II
3 Police Captains	1	Traffic Enforcement Supervisor	1	Aircraft/Power Plant Tech I
2 Police Lieutenants	10	Traffic Enforcement Officers	1	Senior ATU Technician
6 Police Second Lieutenants	1	Management Analyst II	3	Alcohol Testing Unit Techs
7 Police Sergeants	2	Administrative Assistants III	4	Helicopter Pilots
			1	Crime Analyst II
TOTAL POSITIONS				
125 Positions / 125.0 FTE				
100 Sworn / 25 Civilians				

Police Department

Key Performance Measures

Indicator	Prior Year Actuals			Current Estimate CY 2013
	CY 2010 Actual	CY 2011 Actual	CY 2012 Estimate/Actual	
Services/Command Operations				
Annual Attrition Rate (sworn)	3.99%	2.79%	3.40% / NA	3.50%
Recruits graduating from the Criminal Justice Academy	18	56	33 / NA	25
Criminal Investigations Bureau				
Group A offenses assigned ¹	NA ²	3,068	3,222 / NA	3,145
Group A offenses closed ¹	NA ²	938	774 / NA	856
Criminal arrests (excluding Driving Under the Influence arrests)	30,739	32,571	31,655 / NA	31,655
Patrol				
Group A offenses ¹	41,697	40,457	41,077 / NA	41,077
Group A offenses assigned ¹	NA ²	5,620	5,620 / NA	5,620
Group A offenses closed ¹	NA ²	2,980	2,980 / NA	2,980
Total reportable vehicle crashes	11,518	11,503	11,510 / NA	11,510
Total injury crashes	2,315	2,229	2,272 / NA	2,272
Animal Services				
Positive release rate	79.3%	75.8%	76.4% / NA	80.0%
Animal bite cases reported	1,043	1,213	1,200 / NA	1,152
Rabies cases reported	51	43	45 / NA	46
Operations Support				
Alcohol or drug-related vehicle crashes	728	678	703 / NA	703
Driving Under the Influence arrests	3,010	3,222	3,116 / NA	3,116
Total traffic fatalities	29	32	31 / NA	31

(1) Group A offenses include Arson, Assault, Bribery, Burglary, Counterfeiting, Destruction, Drug Offenses, Embezzlement, Extortion, Fraud, Gambling, Homicide, Kidnapping, Larceny, Motor Vehicle Theft, Pornography, Prostitution, Robbery, Sex Offenses, Stolen Property Offenses, and Weapon Law Violations.

(2) 2010 data is not available due to implementation of a new records management system.

(Note: The Police Department collects and reports data based upon calendar year rather than fiscal year. As a result, Performance Measurements reflect calendar year information. Due to new federal reporting requirements and the implementation of a new records management system, the Police Department is in the early stages of a multi-year process to revise performance measurements provided in the budget to more closely align with national benchmarks. Comprehensive performance measurements reflecting the Department's mission critical operations as well as final calendar year 2012 data will be provided in the FY 2014 Adopted Budget Plan.)

A complete list of performance measures can be viewed at www.fairfaxcounty.gov/dmb/fy2014/advertised/pm/90.pdf

Police Department

Performance Measurement Results

As part of a multi-pronged strategy to reduce expenditures, the Police Department closely examined its recruiting, testing, and hiring processes. Hiring of new sworn officers is currently restricted by a need-based formula whereby new sworn officers are hired when sworn staffing is projected to fall below an acceptable threshold. While restricted hiring continues through 2013 due to budgetary pressures, the Police Department expects sworn attrition to increase slightly as employees complete the Deferred Retirement Option (DROP) program in 2013 and 2014.

The overall rate of serious crime in Fairfax County continues to be exceptionally low – among the lowest nationwide among jurisdictions with a population of over one million. Through a variety of efforts and methods, especially active investigation, crime prevention, and community policing initiatives, the number of Group A offenses decreased from 2010 to 2011, consistent with regional and national trends. It should be noted that the majority of Group A offenses do not require assignment for further investigation as they are resolved on scene by the primary patrol officer. In addition, the most serious Group A offenses are handled by the Criminal Investigations Bureau.

During 2011, the Animal Shelter continued efforts to maintain a positive release rate for housed animals, reflected as the percentage of animals adopted, redeemed or transferred to other facilities, and reduce the need for euthanasia. Through effective partnerships to promote the fostering of housed animals, a comprehensive public information campaign, and a strong volunteer program, the shelter maintained the adoption rate at a consistent level, despite an overall depressed economy. Animal Shelter staff and Animal Control officers also worked extensively to reduce the spread of rabies by sponsoring low-cost rabies clinics and through outreach and education efforts.

The Police Department continues to implement effective traffic enforcement and traffic safety education strategies to reduce the number of alcohol and drug-related crashes and traffic fatalities. While budgetary considerations curtailed some enforcement efforts, the Traffic Division's emphasis on multi-agency, high-profile activities at targeted locations has shown success from 2010 to 2011 as the number of driving under the influence arrests increased and total reportable vehicle crashes, total injury crashes, and alcohol or drug-related vehicle crashes decreased.