

Police Department



FY 2010 LOBS Presentation

September 29, 2008

Agency Mission



To protect persons and property by providing essential law enforcement and public safety services, while promoting community involvement, stability and order through service, assistance and visibility.

Agency Growth Since FY 2001



- ◆ **Growth in Expenditures:**

- FY 2009: \$177.28 million - FY 2001: \$105.45 million
 - an increase of \$71.83 million or 68.11%
 - an average annual increase of 6.71%

- ◆ **Growth in Positions/Staff Year Equivalency (SYE):**

- FY 2009: 1756/1756.0 - FY 2001: 1714/1620.16

Police Department	160/ 160.0
Absorbed Animal Shelter (FY 2003)	20/ 20.0
Public Safety Communications Center Staff Increase	20/ 20.0
Establishment of Office of Emergency Management (FY 2005)	-5/ -5.0
Establishment of Department of Public Safety Communications (FY 2006)	-153/-153.0
Net Increase	42/ 42.0

- ◆ **Major Decreases in Expenditures:**

- FY 2005: \$408,344 for Emergency Management
- FY 2006: \$573,966 for DPSC and \$36.5M in E-911 Fund

- ◆ **Which areas have seen the most growth?**

- Patrol
 - Additional patrol officers, School Resource Officers (SROs), Domestic Violence detectives, Gang Unit
 - Addition of new district station (Sully)
 - Animal Shelter absorbed and Animal Services Division expanded
- Other areas include the Criminal Investigations Bureau and administrative positions through civilianization plan.

Agency Current Staffing Level

Police

Police Officers:	1375
Traffic Enforcement Officers:	19
School Crossing Guards:	127*
Police Citizen Aides (PCAs):	57
Civilian Staff:	185

Animal Services

Animal Control Officers and Shelter Staff:	56
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Volunteers

Auxiliary Police Officers (APOs):	110
Volunteers in Police Service (VIPS):	106

* Job Shared Positions: 2 Staff/Position.

Agency Growth Since FY 2001

- ◆ What factors are driving the growth?
 - Population Increase
 - Traffic Increase
 - September 11, 2001 / New Homeland Security Mission
 - Immigration
 - Diversity
 - Youth / Gang Crimes
 - Financial Crimes / Identity Theft
 - Domestic Violence Initiatives
 - Sex Offenders / Child Safety Initiatives
 - Enhanced Crime Analysis
 - Proactive, Intelligence-Led, Problem-Solving Policing
 - Community Outreach Initiatives
 - Support for County Initiatives
 - Domestic Animal / Wildlife Issues

New Programs Since FY 2001



FY 2001:

- ◆ Photo-Red Light Program
- ◆ False Alarm Reduction Unit
- ◆ School Liaison Coordinator
- ◆ Geese Peace Program

FY 2002:

- ◆ Mobile In-Vehicle Video Pilot Program
- ◆ Weapons of Mass Destruction (WMD) Equipment Training and Distribution
- ◆ Career Development Unit
- ◆ Criminal Intelligence Unit
- ◆ TeleServe Decentralization – Citizens Reporting Unit (CRU)
- ◆ Search and Rescue Unit (Non-standing)

New Programs Since FY 2001

FY 2003:

- ◆ Absorbed the Animal Shelter
- ◆ Sully District Station
- ◆ Bloodhound Program
- ◆ Citizen Police Academy
- ◆ Weekly DWI Checkpoints

FY 2004:

- ◆ Sexual Assault Free and Empowered (S.A.F.E.) Program
- ◆ Highway Interdiction Team
- ◆ Sexual Predator Enforcement and Detection (SPEAD) Unit
- ◆ Youth Driver Education Program

FY 2005:

- ◆ Gang Prevention/Outreach Program
- ◆ Road DAWG (Don't Associate with Gangs) Program
- ◆ Language Skills Support Unit
- ◆ Supplemental Explosive Ordinance Disposal (EOD) Unit
- ◆ Domestic Violence Investigator Pilot
- ◆ Expanded Staff Duty Officer Program
- ◆ Supplemental Crime Scene Unit
- ◆ Computer Aided Dispatch - Records Management System (CAD-RMS) Project

New Programs Since FY 2001

FY 2006:

- ◆ Jail Diversion Program
- ◆ Creation of the Information Technology Bureau (ITB)
- ◆ Creation of Chiefs Office of Research and Support (CORS)
- ◆ Language Immersion Program
- ◆ Bait Vehicle Program
- ◆ Leadership Institute

FY 2007:

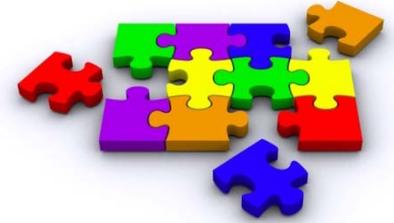
- ◆ Citizen Reporting System (Centralized)
- ◆ Incident Support Services (ISS)
- ◆ Police Liaison Commander Program
- ◆ Supplemental Safety Officer Program
- ◆ *My Neighborhood Crime Mapping*

FY 2008:

- ◆ District Station Domestic Violence Program
- ◆ Out-of-State Lateral Transfer Program
- ◆ Remote Training (E-Learning)

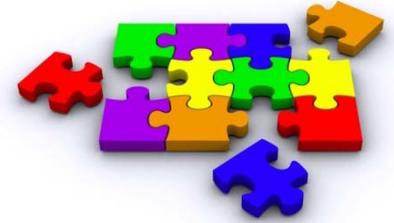


Agency Strategic Focus



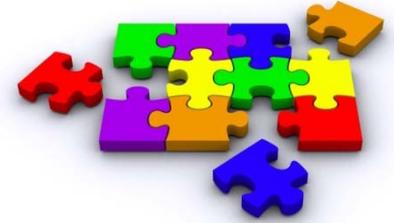
- ◆ Reduce crime and enhance public safety by identifying and arresting criminal offenders.
- ◆ Enhance traffic safety and reduce crashes, particularly fatal and serious injury crashes, through education, prevention, and enforcement.
- ◆ Enhance the ability to respond quickly, effectively, and efficiently to emerging crime and traffic trends through analysis, *CompStat*, and intelligence-led policing.
- ◆ Build capacity to plan and prepare for, respond to, mitigate, and recover from critical incidents through enhanced planning, training, resource development, and collaboration with multiple partners.

Agency Strategic Focus



- ◆ Engage the community in focused and collaborative partnerships to ensure effective policing and to build and maintain public trust.
- ◆ Enhance the ability to recruit, train, and develop the Department's workforce to meet the challenges of the 21st century.
- ◆ Respect and value all sworn, civilian, and volunteer members of the Department as an exceptional resource.
- ◆ Maintain resources and infrastructure at a level commensurate with the service demands of a changing environment.
- ◆ Constantly re-evaluate Department's strategic plan and objectives.
- ◆ Review and enhance existing performance measures to ensure effective and efficient mission performance, improve operations, service, and maintain accountability.
- ◆ Respond to animal service requests, manage wildlife, provide humane shelter and care for animals, and provide education on animal/wildlife issues.

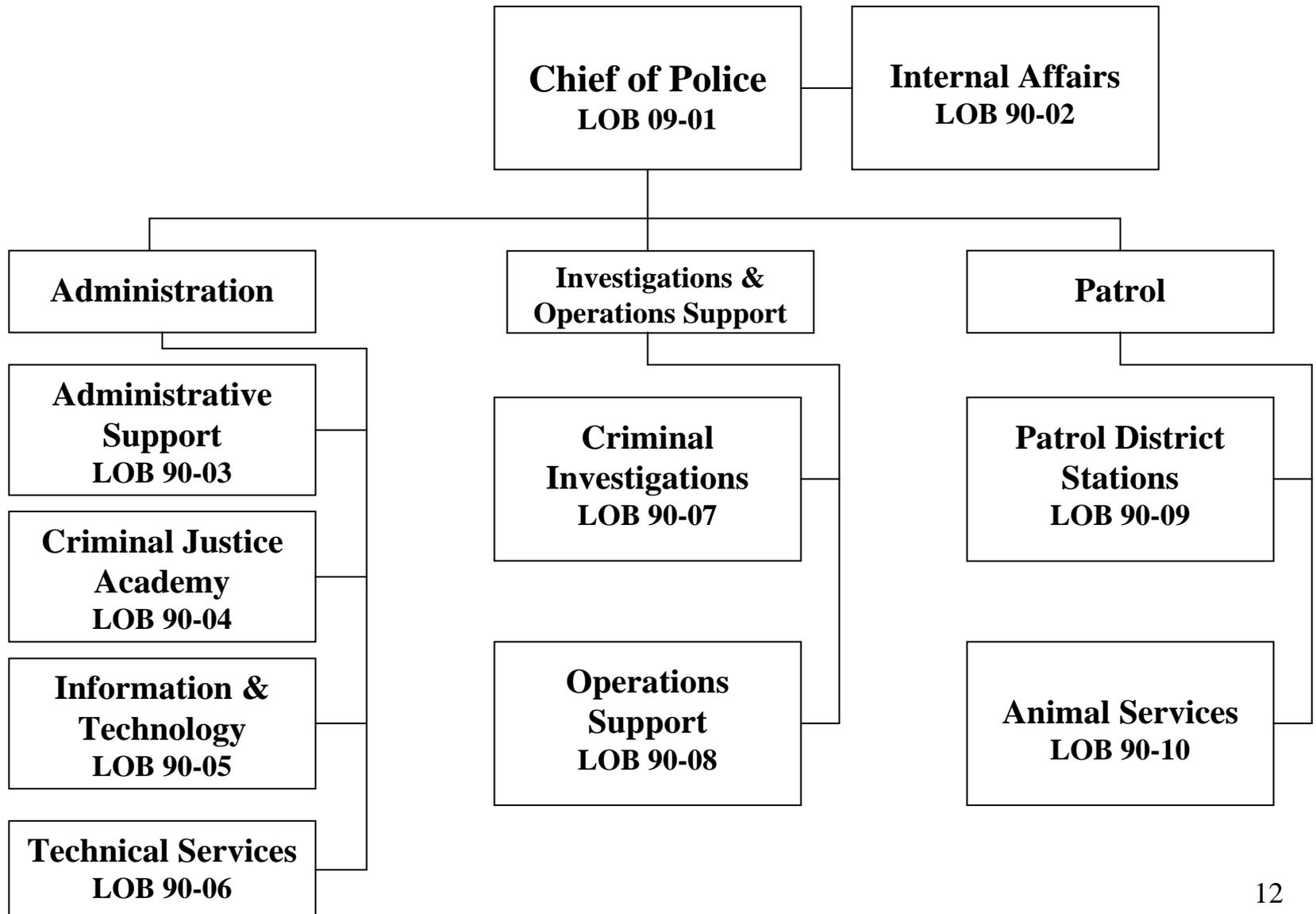
Agency Strategic Focus



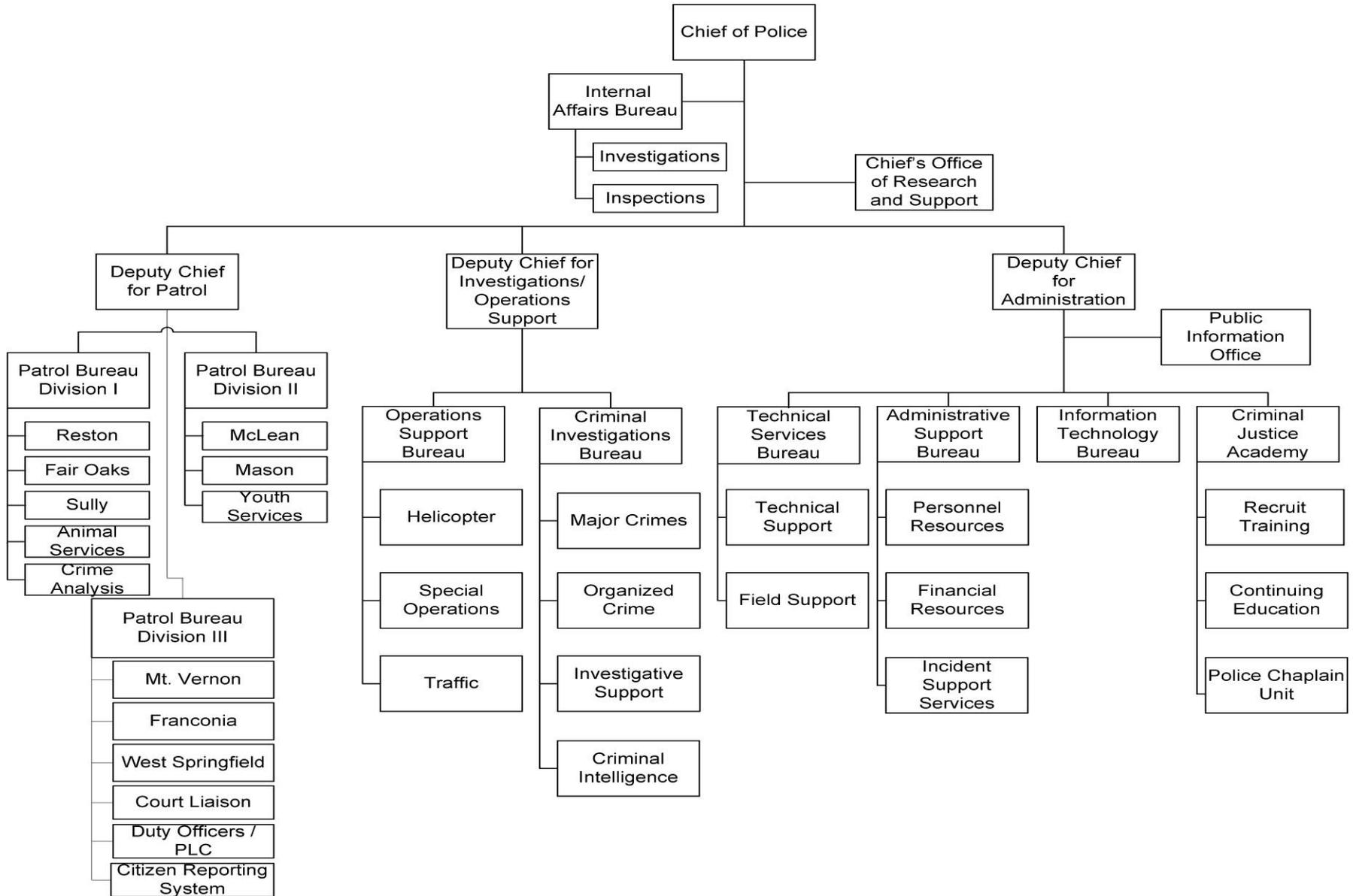
◆ Challenges and Opportunities:

- Effective response to shifting and emerging crime trends.
- Maintaining public trust in an increasingly diverse community through effective outreach programs, cultural awareness training and language skills/resources.
- Increasing traffic congestion, including upcoming mega-projects ("Hot Lanes", BRAC, Tyson's area) requires enhanced efforts to ensure the safe and efficient flow of traffic.
- Urban growth patterns in the County increase demand for greater police presence and proactive efforts. The Department is planning strategically for future resource needs and exploring new operational methods to address these challenges.
- Maintaining and enhancing technology.

FCPD Organization Chart By Line of Business



Detailed FCPD Organization Chart



LOBS Summary Table:

FY 2008 Adopted Budget Plan Data

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<i>Number</i>	<i>LOB Title</i>	<i>Net LOB Cost</i>	<i>LOB Number of Positions</i>	<i>LOB SYE</i>
90-01	Office of the Chief and Administration	\$6,982,012	25	25.0
90-02	Internal Affairs	\$1,478,719	15	15.0
90-03	Administrative Support	\$4,407,625	53	53.0
90-04	Criminal Justice Academy	\$5,708,878	47	47.0
90-05	Information and Technology Bureau	\$1,205,583	12	12.0
90-06	Technical Services	\$4,556,621	66	66.0
90-07	Criminal Investigations	\$18,282,112	180	180.0
90-08	Operations Support	\$12,817,630	123	123.0
90-09	Patrol	\$86,892,183	1172	1172.0
90-10	Animal Services	\$3,174,944	57	57.0
TOTAL		\$145,506,307	1750	1750.0

LOBS Highlights:

LOB 90-01: Office of the Chief and Administration

- ◆ **What We Do:** The Office of the Chief of Police and administration is responsible for the overall management of the Police Department, particularly in the areas of personnel administration, training, fiscal management, and policy development. This office represents the primary contact for other County and law enforcement agencies and the community. These responsibilities are accomplished through the Chief, Deputy Chief for Administration, Deputy Chief for Investigations and Operations Support, and Deputy Chief for Patrol, along with the Chief's Office of Research and Support.
- ◆ **Who We Serve:** The Board of Supervisors, the County Executive, the public, the Department, and other agencies and partners.
- ◆ **Why We Do It:** LOB is mandated by State Law and County Code. It is also essential for Maintaining Safe and Caring Communities, Creating a Culture of Engagement, and Exercising Corporate Stewardship.
- ◆ **Benefits and Value of LOB:** Leadership and strategic support to all areas of the Department are the primary values. Ensures agency effectively performs its mission. Builds and maintains strong ties with all segments of the community.

LOBS Highlights:

LOB 90-02: Internal Affairs

- ◆ **What We Do:** The Internal Affairs Bureau is comprised of the Inspections Division and the Investigations Division. The Investigations Division investigates serious or complex allegations against employees generated from within the Department or from outside sources, primarily the public. These complaints usually involve allegations of criminal misconduct or serious violations of Department policy. The Inspections Division conducts reviews of Department policies, procedures, and operations. The Inspections Division is also tasked with compliance of requests under the Virginia Freedom of Information Act and assists the County Attorney's Office in the discovery and development of information pertinent to lawsuits, and legal responses for document requests.
- ◆ **Who We Serve:** The Department, other agencies, and the public.
- ◆ **Why We Do It:** LOB is mandated by State Law and County Code. It is also essential for Exercising Corporate Stewardship.
- ◆ **Benefits and Value of LOB:** Ensures and enhances integrity, accountability, and public trust of the Department. Protects the County and the Department by performing comprehensive, balanced, and fair reviews and investigations.

LOBS Highlights:

LOB 90-03: Administrative Support

- ◆ **What We Do:** Financial Resources and Personnel Resources fall under the purview of the Administrative Support Bureau. The Financial Resources Division provides support to existing employees in the areas of payroll and benefits. It also is responsible for providing fiscal and budgetary support, to include budget development and monitoring, accounts payable/receivable, and procurement to departmental entities. The Personnel Resources Division handles applicant/employment processing, polygraph services, health services (medical examinations and pathogenic exposures), worker's compensation, position classification/description/control, and provides support through applicant recruitment and testing. This entity also provides insight and counsel on issues involving minority affairs, and works closely on the agency's mentoring efforts, career development, and promotional processes.
- ◆ **Who We Serve:** Provides support to the Department, Department employees, other County agencies, and the public.
- ◆ **Why We Do It:** LOB is mandated by State Law and County Code. It is also essential for Exercising Corporate Stewardship.
- ◆ **Benefits and Value of LOB:** Provides fiscal oversight and guidance to ensure accurate and efficient use of allocated funds. Ensures compliance with benefits and payroll laws and regulations. Maintains high standards for recruitment and promotion processes.

LOBS Highlights:

LOB 90-04: Criminal Justice Academy

- ◆ **What We Do:** The Criminal Justice Academy provides basic training in law enforcement skills, firearm proficiency, and emergency response driving to its member agencies. This training is mandated by the Department of Criminal Justice Services in order to meet the required certifications necessary to advance to the Field Training stage. In addition to training basic recruits, the Academy trains Traffic Enforcement Officers, Auxiliary Officers and Volunteers In Police Service. The Criminal Justice Academy also develops and provides continuing education in law enforcement skills, firearm proficiency, and emergency response driving at the in-service level. Part of the continuing education involves leadership and career development training and updating technology skills to increase operational efficiency.
- ◆ **Who We Serve:** Department employees, member agencies, and the public.
- ◆ **Why We Do It:** LOB is mandated by State Law and County Code.
- ◆ **Benefits and Value of LOB:** Maintains a well-trained work force, ensures compliance with required training mandates, and enhances career development. Also provides continuing educational research and development to support member agencies with state-of-the-art training facilities.

LOBS Highlights:

LOB 90-05: Information and Technology Bureau

- ◆ **What We Do:** The Information and Technology Bureau is comprised of four divisions: The Applications Division manages and supports automated data processing systems, including the Police Records Management System and intranet/internet sites. The Communications Division administers and supports internal communications systems and promotes interoperability within the National Capital Region. The Information Management Division was established to lead in the modernization of major law enforcement information technology systems, including a new CAD system and Records Management System. The Infrastructure and Technology Division manages and supports the current and future growth of the Information Technology (IT) infrastructure, to include PCs, notebooks, peripherals, servers, printers and plotters, productivity software.
- ◆ **Who We Serve:** The Department, other agencies, and the public.
- ◆ **Why We Do It:** Supports crime-fighting strategies and police operations. Insures compliance mandated by federal government and the Virginia State Police in order to participate in information sharing, criminal history access, and access to federal criminal history databases.
- ◆ **Benefits and Value of LOB:** Adherence to highest industry standards for collection, storage, dissemination, and protection of information. Anticipates and manages technological change.

LOBS Highlights:

LOB 90-06: Technical Services Bureau

- ◆ **What We Do:** The Technical Services Bureau provides support through two divisions: the Field Support Division and the Technical Support Division. The Field Support Division is comprised of the Property & Evidence Section, Uniform Section, Limited Logistical Support and Fleet Management. The Technical Support Division includes the Central Records Section, Access Control and the Northern Virginia Regional Identification System (NOVARIS) which is separately listed under Fund 703. Additional Bureau responsibilities include Police Capital Improvement Projects, Police Facilities Planning and Maintenance, liaison between the Police Department and other County agencies on all issues related to maintenance, construction and improvements to police facilities and equipment.
- ◆ **Who We Serve:** Provides primary logistical and technical support to Department employees and facilities. Provides assistance to other agencies and jurisdictions and the public.
- ◆ **Why We Do It:** LOB provides required logistical support and is mandated by State Law and County Code.
- ◆ **Benefits and Value of LOB:** Provides required logistical support for Department operations. Improves officer safety and effectiveness through rigorous tests, evaluations, maintenance of police equipment, and vehicles. Ensures safe, secure facilities for all employees. Management of evidence and records enables successful prosecution of offenders.

LOBS Highlights:

LOB 90-07: Criminal Investigations

- ◆ **What We Do:** Criminal Investigations is responsible for the investigation of major offenses which require a high degree of specialization or a centralized investigative approach. The Criminal Intelligence Division analyzes, investigates and disseminates intelligence data regarding terrorism and criminal activity affecting Fairfax County. The Investigations Support Division is comprised of the Crime Scene Section and is responsible for the processing of evidence related to major crimes, along with assistance to Criminal Investigation Sections and cases investigated by patrol. The core mission of the Major Crimes Division is to conduct thorough investigations of all major crimes including murder, rape, robbery, aggravated assault, motor vehicle theft, financial crimes, fugitives from justice, and cases involving children. The division also provides investigative training and lectures to agency personnel and other jurisdictions. The Organized Crime Division has the primary responsibility for the investigation and enforcement of activities involving organized crime in narcotics, money laundering, gambling, prostitution, pornography and violations of the Drug Control Act.
- ◆ **Who We Serve:** Provides investigative support for the Department and other law enforcement agencies, including federal, state, and local, and protects the public.
- ◆ **Why We Do It:** LOB is mandated by State Law and County Code. It is also essential for Maintaining Safe and Caring Communities and Public Safety and Gang Prevention.
- ◆ **Benefits and Value of LOB:** Enhances public safety by bringing to justice those who commit violent, drug, white collar and organized crimes. Bolsters public trust and reduces fear of crime through continued high closure rates of serious criminal cases.

LOBS Highlights:

LOB 90-08: Operations Support

- ◆ **What We Do:** The Operations Support Bureau (OSB) is comprised of three divisions: Traffic, Special Operations, and Helicopter. The Traffic Division is tasked with improving road safety for vehicles and pedestrians through enforcement of vehicular laws, identification and resolution of unsafe road conditions, maintaining traffic flow at special events and accident areas, investigation of fatal and serious injury crashes, and provides educational services in highway safety to the community. The Special Operations Division provides specialized support in areas where traditionally trained police officers would be at higher risk of physical injury or would be ineffective, including hostage-barricade incidents, explosive device, underwater search and recovery, above ground search and rescue with canine support, and Marine Patrol. The Helicopter Division provides tactical police aviation support, aero medical evacuation, search & rescue, and other specialized air support.
- ◆ **Who We Serve:** Provides special operations support for the Department, other law enforcement agencies, including federal, state, and local, and protects and serves the public.
- ◆ **Why We Do It:** LOB is mandated by State Law and County Code. It is also essential for Maintaining Safe and Caring Communities, Connecting People and Places, Creating a Culture of Engagement, Public Safety and Gang Prevention.
- ◆ **Benefits and Value of LOB:** Leading edge of Departmental response to major highway incidents. Ensures traffic enforcement and safety, mitigation of congestion, and investigation of serious injury and fatal crashes. Enables rapid response of highly specialized personnel and resources to contain, control, and resolve high-risk incidents and major traffic events. Provides aerial operational platform and improves survivability of life-threatening situations.

LOBS Highlights:

LOB 90-09: Patrol

- ◆ **What We Do:** The Patrol Bureau includes eight district stations and Youth Services, divided into three separate divisions. District stations are responsible for the overall delivery of police and community services to the public on a continuous basis through the Police Service Areas (PSA). The Crime Analysis Unit provides timely information on crime patterns and trends to assist in the deployment of resources for the prevention of criminal activities and the investigation of criminal cases. Working within the Patrol Bureau are the Staff Duty Officers and the Police Liaison Commanders. The Staff Duty Officers serve countywide as commanders at the scene of major incidents. The Police Liaison Commanders work at the Department of Public Safety Communications Center (DPSC) as a dedicated police resource to assist the Staff Duty Officer, DPSC and the Fire and Rescue Department in ensuring the effective delivery of public safety services. The Youth Services Division is responsible for the oversight of the Department's crime prevention, community outreach, school partnership, gang enforcement, intelligence, and prevention programs.
- ◆ **Who We Serve:** The public, the Department, the Fairfax County Public School system, other law enforcement agencies, including federal, state, and local, as requested, and other County agencies.
- ◆ **Why We Do It:** LOB is mandated by State Law and County Code. It is also essential for Maintaining Safe and Caring Communities, Connecting People and Places, Creating a Culture of Engagement, Public Safety, and Gang Prevention.
- ◆ **Benefits and Value of LOB:** Provides initial response to all traffic and police-related incidents. Mitigates congestion, investigates crashes and enforces traffic laws. Prevents and investigates crime and arrests offenders. Conducts community outreach and problem-solving policing. Ensures a safe community, instills confidence, reduces the fear of crime, and enhances the quality of life with a trained, highly professional police department.

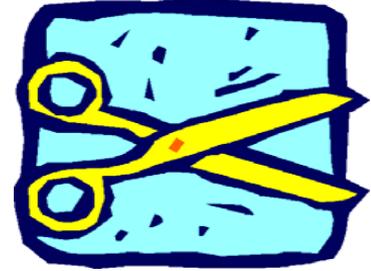
LOBS Highlights:

LOB 90-10: Animal Services

- ◆ **What We Do:** The Animal Services Division is comprised of Animal Control and Animal Shelter Operations. Animal Control Officers have the primary responsibility for the enforcement of the laws and ordinances of the Commonwealth of Virginia and the County of Fairfax as they pertain to animal violations. Investigates domestic animal bite cases, provide domestic animal control to humanely capture and impound animals that pose a threat to the public safety and to assist animals that are injured, sick or in distress. The Wildlife Biologist is responsible for administering the Deer Management and Geese Programs. Additionally, the Wildlife Biologist provides public education on all wildlife issues, serves as the point of contact for the Board of Supervisors for wildlife issues, and coordinates such activities with Federal and State authorities. The Animal Shelter provides housing and care for stray, homeless or unwanted cats, dogs and small animals that are brought to the shelter by the public or Animal Control Officers. The strategic focus of the Animal Shelter is to provide improved care, improved programs and improved services for animals and the community.
- ◆ **Who We Serve:** Provides animal services for the public, the Department, and other law enforcement and County agencies.
- ◆ **Why We Do It:** LOB is mandated by State Law and County Code. Essential to Practicing Environmental Stewardship.
- ◆ **Benefits and Value of LOB:** Responds to animal service requests, manages wildlife, provides humane shelter, care, and adoption for animals, and provides education on animal/wildlife issues.

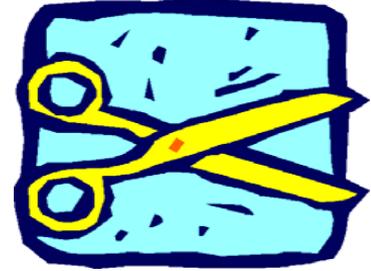
Agency Reduction Priorities

Reduction Philosophy



- ◆ Maintain operational capacity to perform core mission to protect people and property.
 - Examples:
 - Patrol area coverage
 - Detectives for investigation of crimes against persons and property
 - Specialized, unique units such as Motor Squad, SWAT, K9, Helicopter, Explosive Ordnance Disposal (EOD), Organized Crime & Narcotics, Basic Skills Training, Crash Reconstruction Unit, Crime Analysis.
 - Command and supervisory functions
- ◆ Maintain operational capacity to perform core mission to respond to and investigate calls/complaints involving domestic animals and wildlife, and to provide humane shelter and care for animals.
- ◆ Identify operational efficiencies.
- ◆ Identify programs and functions that least adversely impact our core mission.
 - Reductions would significantly impact capacity to maintain *proactive*, progressive strategies and tactics; and outreach, education, and prevention strategies, many of which are longstanding.

Agency Reduction Priorities

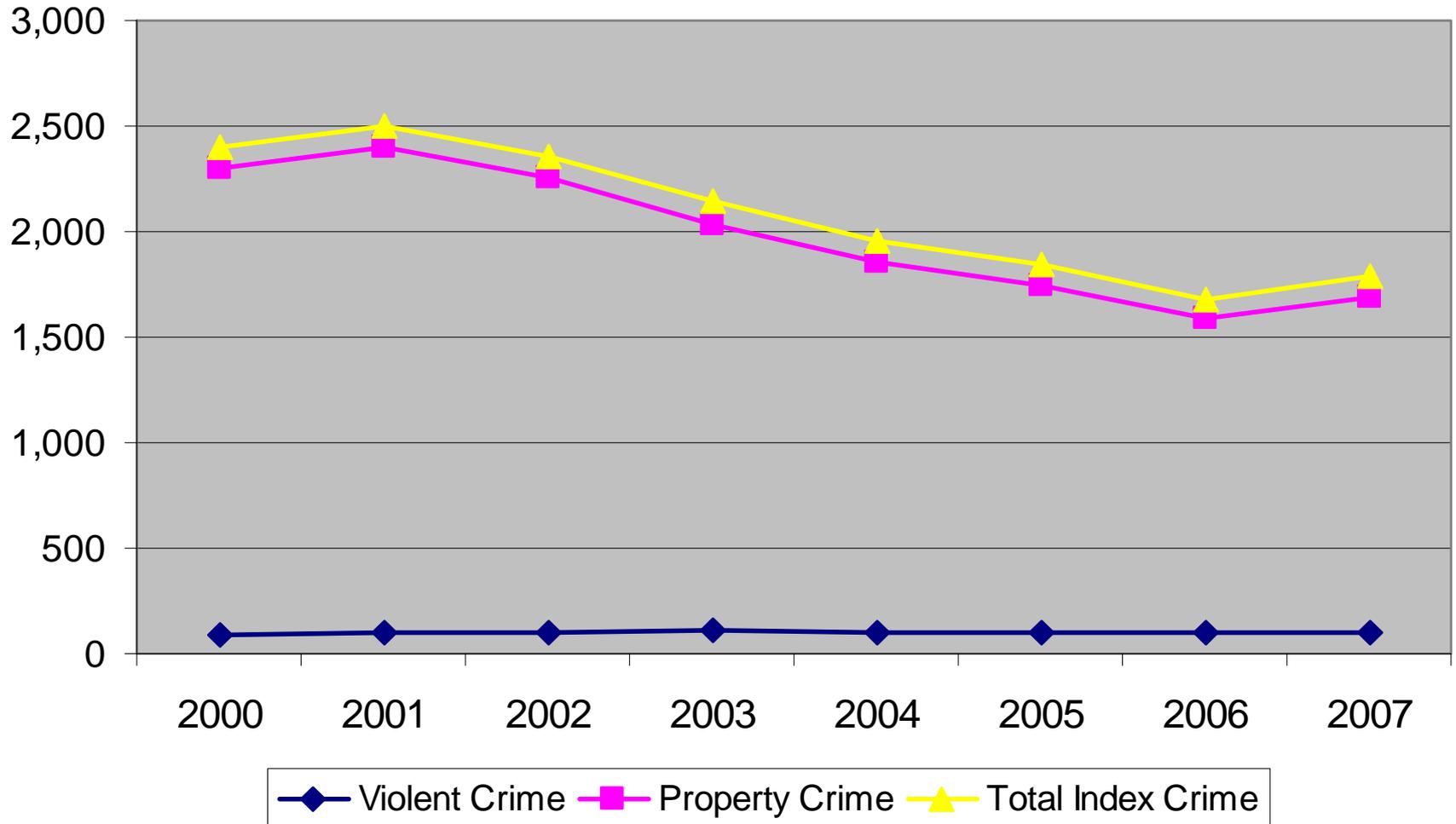


Reduction Approach

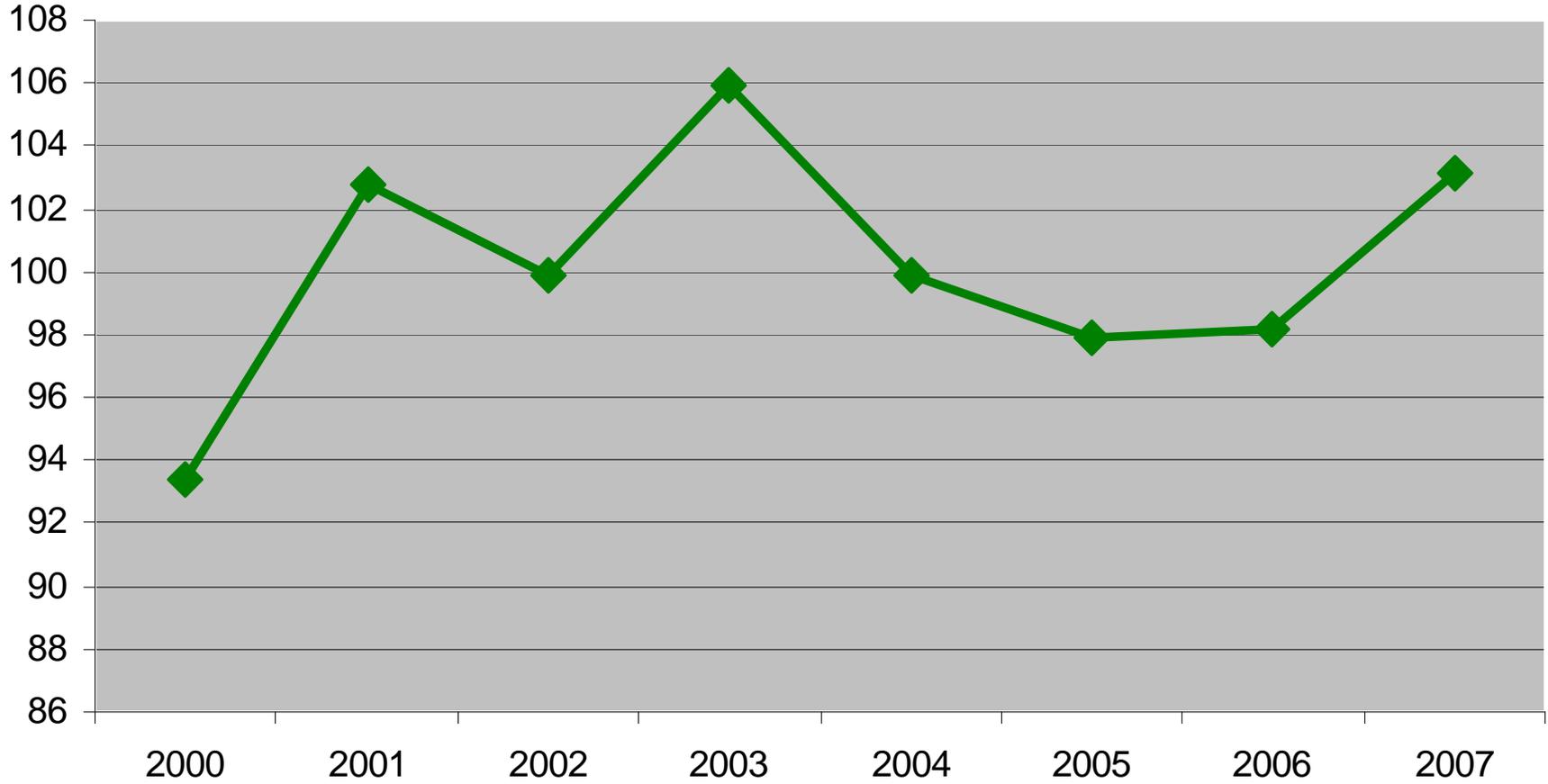
- ◆ Department process:
 - Focus on core mission to protect and serve.
 - Reviewed/evaluated criticality of potential reductions.
 - Involved Commanders and Department members in discussions.
 - Involved Citizens Advisory Council and other community forums.

- ◆ Primary focus on lines of business as mandated, but also internally reviewing and implementing other possible cost-saving measures.
 - Examples:
 - Training costs (increased use of e-Learning initiatives)
 - Mitigate/reduce fuel consumption and fuel costs.
 - Core hours of operations and deployment of personnel.

Fairfax County Index Crime Rate Per 100,000 Population CY 2000 - 2007



**Fairfax County Violent Crime Rate Per 100,000 Population
CY 2000 - 2007**



Index Crime Rates (Crimes Per 100,000 Population) Metropolitan Area Jurisdictions CY2007

	Fairfax	Arlington	Alexandria	Montgomery	Prince George's	Loudoun	Prince William	DC *
Service Population	1,012,512	202,800	137,600	972,000	863,412	241,214	390,844	588,292
Murder	1.28	0.99	5.09	1.95	14.36	0.41	2.30	30.77
Rape	9.38	13.31	12.35	13.27	26.18	16.58	7.16	32.64
Robbery	58.96	74.95	117.01	112.76	358.11	14.10	69.59	677.38
Aggravated Assault	33.48	73.96	158.43	83.85	311.90	35.24	79.32	606.16
Burglary	139.16	188.86	265.26	365.33	687.97	121.47	254.83	666.34
Larceny	1,406.80	1,736.69	1,888.08	1,804.12	2,286.86	941.07	1,365.76	2,800.65
Motor Vehicle Theft	144.10	148.92	271.08	255.45	1,151.59	90.38	156.58	1,244.79
Violent Crimes	103.11	163.21	292.88	211.83	710.55	66.33	158.38	1,346.95
Property Crimes	1,690.05	2,074.46	2,424.42	2,424.90	4,126.42	1,152.92	1,777.18	4,711.78
Total	1,793.16	2,237.67	2,717.30	2,636.73	4,836.97	1,219.25	1,935.55	6,058.73
Sworn Positions	1,368	366	320	1,194	1,710	500	543	4,200
per 1,000 Population	1.4	1.8	2.3	1.2	2.0	2.1	1.4	7.1

* Crime data was extracted from Metropolitan Washington Council of Governments/2007 Annual Report on Crime and Crime Control.

Agency Reduction Priorities

Reduction Summary

Priority Ranking	Reduction Description	Positions	SYE	Net Reduction
1	Language Immersion Program	0	0.0	\$90,000
2	Neighborhood Watch Program Operating Expenses	0	0.0	\$24,000
3	SAFE Program - 2,217 Hours	0	0.0	\$108,576
4	15% of Helicopter Flight Hours	0	0.0	\$98,323
5	Contract Training Reduction	0	0.0	\$479,361
6	Deer Mgmt & Geese Mgmt Programs	1	1.0	\$126,959
7	Woodburn Center Overtime - 3,320 Hours	0	0.0	\$162,594
8	Reduce Uniform Account	0	0.0	\$100,000
9	Reduce Overtime by 34,600 Hours	0	0.0	\$1,729,107
10~12	Civilianization Plan - Phase III (23 positions)	0	0.0	\$462,480
13	IT Bureau Police Captain - CAD/RMS Project	1	1.0	\$115,852

Agency Reduction Priorities

Reduction Summary

Priority Ranking	Reduction Description	Positions	SYE	Net Reduction
14	Inspection Division Commander	1	1.0	\$96,827
15	Cadet Program	9	9.0	\$392,070
16	Marine Patrol Unit	2	2.0	\$232,103
17	CORS Command Staff	3	3.0	\$319,713
18	School Education Officers	8	8.0	\$619,128
19	Police Liaison Coordinators	5	5.0	\$532,855
20	Crime Solvers Program	1	1.0	\$69,289
21	Traffic Safety Program	5	5.0	\$412,311
22	Reduce Victim Services	3	3.0	\$154,761
23	SPEAD Team	4	4.0	\$332,588
24	Crime Prevention Officers Program	16	16.0	\$1,238,256
25	Domestic Violence Detectives	8	8.0	\$619,128

Agency Reduction Priorities

Reduction Summary

Priority Ranking	Reduction Description	Positions	SYE	Net Reduction
26	Cold Case Squad	5	5.0	\$453,860
27	Motor Carrier Safety Program	4	4.0	\$316,948
28	Transitional Hiring Positions (43 Police Officers)	0	0.0	\$2,922,459
29	Shopping Center Officers	6	6.0	\$464,346
30	Proactive Neighborhood Bike Patrol Teams	65	65.0	\$5,056,351
31	School Resource Officers Program	55	55.0	\$4,729,815
32	Reduce Gang Detectives	8	8.0	\$700,064
33	Criminal Intelligence Division	14	14.0	\$1,129,913
34	Street Crime Unit	14	14.0	\$1,069,102
35	Close Fair Oaks District Station	25	25.0	\$1,876,127
TOTAL REDUCTION		263	263.0	\$27,235,266

LOBS Reduction Impact



Reduction 1: Eliminate Language Immersion Program

All LOBs

- ◆ Reduction: **\$90,000**
- ◆ The Spanish Language Immersion Program is an intense six month training course.
- ◆ This program is a critical strategy in support of the County Vision element of Creating a Culture of Engagement.
- ◆ Recruiting of language skills hindered because County does not provide language stipend comparable with other localities.
- ◆ Impact:
 - Eliminates effective foreign language immersion training.
 - Decreased capability to effectively communicate with diverse community.
 - Potential loss of trust within community.
 - Loss of additional skill development training for Language Skills Support Unit.

LOBS Reduction Impact

Reduction 2: Eliminate Operating Expenses for the Neighborhood Watch Program

LOB #90-01: Office of the Chief and Administration

- ◆ Reduction: **\$24,000**
- ◆ Neighborhood Watch is the most proactive of the Fairfax “observe and report” programs and a primary mission for the Crime Prevention Unit.
- ◆ Impact:
 - Adversely affect the longstanding community policing partnership program the Department has built and promoted.
 - Elimination of recognition events would adversely affect the ability to reward and thank involved residents.
 - Shared bonds and the collaborative relationship among the current Neighborhood Watch programs would not be as strong.

LOBS Reduction Impact

Reduction 3: Eliminate Sexual Assault Free and Empowered (SAFE) Program

LOB #90-09: Patrol

- ◆ Reduction: **\$108,576**
- ◆ Crime prevention program provides women with effective options by taking an active role in their own self-defense and well-being through risk awareness and reduction strategies, along with physical self-defense techniques
- ◆ One basic four session class each month and one refresher class every other month with an average of 40 participants per class.
- ◆ Multiple instructors and officers required for each class.
- ◆ Impact:
 - Elimination of personal safety and crime prevention training for women.
 - Decrease in public awareness on crime trends and prevention strategies.
 - Reduced capacity to address 'fear of crime.'

LOBS Reduction Impact

Reduction 4: Cut 15% of Flight Hours for Helicopter Division

LOB #90-08: Operations Support

- ◆ Reduction: **\$98,323**
- ◆ Provides aerial support for patrol incidents, tactical operations, medevacs, search and rescue, and other specialized air support.
- ◆ Impact:
 - Cut 225 flight hours; 1,275 core flight hours remaining.
 - Limit flights to medevacs and police missions.
 - 2007 – 205 medevacs and 2,368 police missions
 - Reduced availability for homeland security flights specifically during elevated threat levels.
 - Eliminate or reduce helicopter support to community outreach and education programs.

LOBS Reduction Impact

Reduction 5: Contract Training Reduction at Academy

LOB #90-04: Criminal Justice Academy

- ◆ Reduction: **\$479,361**
- ◆ Vendors provide certified instructors for training courses, including many mandated by the Department of Criminal Justice Services (DCJS), for which Academy instructors do not have the expertise or certification.
- ◆ Impact:
 - Potential inability to effectively meet in-service and recruit training requirements in future years.
 - ✓ Virginia Code Section § 15.2-1706: Requirements for initial training of all law enforcement officers.
 - ✓ Virginia Administrative Code Section § 6VAV20-30-40: Compulsory training mandated by the state for every 2 years for all law enforcement officers.
 - No professional development courses will be offered.
 - Succession planning endeavors with our County public safety partners will cease.
 - Advanced courses in investigative techniques, legal updates, defensive tactics, use of force and weapons will cease.
 - Reduced ability to maintain a superior level of service delivery to the public in the immediate future, and an immediate decrease in the high level of officer safety training currently provided to member agency personnel.

LOBS Reduction Impact

Reduction 6: Eliminate Deer & Geese Management Programs

(1) Naturalist III

LOB #90-10: Animal Services

- ◆ Reduction: **\$126,959, 1/1.0 SYE**
- ◆ Deer and Geese management programs are necessary to control the wildlife populations, enhance safety, and prevent excessive animal populations from encroaching on human populated areas.
- ◆ Impact:
 - Increase in Deer and Geese populations.
 - Potential increase in vehicle crashes with deer.
 - Potential increase in public complaints regarding deer and geese population.
 - Potential spread of Lyme disease due to increase in deer population.
 - No succession plan for Wildlife Biologist.

LOBS Reduction Impact

Reduction 7: Eliminate Woodburn Center Overtime - 3,320 Hours

LOB #90-09: Patrol

- ◆ Reduction: **\$162,594**
- ◆ Provides security for the Woodburn facility when emotionally disturbed persons self-admit for evaluation or when brought in by patrol officers.
- ◆ Impact:
 - Potential adverse impact on Jail Diversion program
 - Increased frequency of area patrol unit response to incidents at the facility, reducing availability of patrol officers to handle other calls.
 - Increased response time to facility.
 - Adverse impact on safety at facility.

LOBS Reduction Impact

Reduction 8: Reduce Uniform Account

LOB #90-06: Technical Services

- ◆ Reduction: **\$100,000** of the total uniform budget of \$938,902
- ◆ Uniform Section provides uniforms and accessories for all Police Officers, Traffic Enforcement Officers, Crossing Guards, and Auxiliary Police Officers.
- ◆ Impact:
 - Replacement uniform items delayed.
 - Significant reduction in uniform/equipment support for specialty sections.

LOBS Reduction Impact

Reduction 9: Reduce Unscheduled Overtime Hours

LOB: All

- ◆ Reduction: **\$1,729,107** (34,600 Hours) of the total unscheduled overtime budget of \$11.4M
- ◆ Unscheduled overtime is required for backfilling positions to meet required minimum staffing levels, conduct complex investigations, meet workload demands, and to perform proactive initiatives.
- ◆ Critical to maintain low vacancy rate to reduce the requirement for backfill staffing. This reduction must be considered in relation to Reduction 29 (*Transitional Hiring Positions*).
- ◆ Impact:
 - Reduction of proactive operations and initiatives to ensure available funds to meet required minimum staffing levels.
 - Delays in case investigation due to reduction in hours.
 - Backlog in data entry at Central Records.

LOBS Reduction Impact

Reduction 9: Reduce Unscheduled Overtime Hours (continued)

- ◆ Impact (continued):
 - Evening meetings with communities and other outreach initiatives, such as Citizen Advisory Committees and Neighborhood Watch, may need to be curtailed or decreased.
 - Reduced career development training.
 - Other specific reductions:
 - Youth Driving Academy
 - DUI Checkpoints
 - Car Safety Seat Inspections
 - Alcohol Beverage Control (ABC) Sting Operations
 - Anti-Gang Operations
 - Citizens Police Academy
 - Delays in procurement and payroll processing.

LOBS Reduction Impact

Reduction 10: Civilianization Plan - Phase III

- (2) Police Lieutenants
- (1) Police Sergeant
- (1) Police Sergeant
- (1) Police Second Lieutenant
- (1) Police Officer

LOB #90-06: Technical Services

- ◆ Reduction: **\$124,636**
- ◆ As part of third phase of the Civilianization Plan sworn positions in Technical Services would be abolished with corresponding establishment of civilian positions:
 - 2 Lieutenants, 1 Second Lieutenant, 2 Sergeants, 1 Police Officer abolished.
 - 2 Management Analyst II's, 1 Management Analyst III, 1 Property & Evidence Specialist, 1 Materials Requirement Specialist, 1 Fingerprint Specialist established.

LOBS Reduction Impact

Reduction 10: Civilianization Plan - Phase III (continued)

- ◆ Position duties:
 - (2) TSB Lieutenants currently provide management of Technical Support and Field Support Divisions.
 - (2) Police Sergeants provide supervision of the Property & Evidence and Uniform sections.
 - The NOVARIS Second Lieutenant is the regional project director of NOVARIS and the Project Manager for the Mobile Automated Fingerprint Identification System (AFIS), one of the Urban Area Security Initiatives (UASI) grant funded projects.
 - The NOVARIS Police Officer position provides fingerprint examiner capabilities and acts as the computer maintenance engineer.

- ◆ Impact:
 - Civilian NOVARIS Director would lack police training, knowledge, and experience to link technological advances to field use.
 - Special skill set may require Fingerprint Specialist position to be upgraded to Systems Analyst I.
 - Career development of sworn officers in technical expertise positions would be curtailed.

LOBS Reduction Impact

Reduction 11: Civilianization Plan - Phase III (8) Police Officers

LOB #90-09: Patrol

- ◆ Reduction: **\$195,328**
- ◆ As part of the third phase of the Civilianization Plan, several sworn positions in Patrol would be abolished with corresponding establishment of civilian positions:
 - 8 Police Officers abolished.
 - 8 Civilian Station Resource Officers established.
- ◆ Position duties:
 - Provide direct daily logistical support for the district stations which are the core of our service delivery system.
 - Assigned to each district station, officers act as liaison to Department of Vehicle Services (DVS) and Facilities Management Department (FMD) for vehicle and facility project management and other needs.
 - Coordinate and facilitate communications repairs and upgrades for Mobile Computer Terminals (MCT's), portable radios, and In-Car video systems.
- ◆ Impact:
 - Loss of eight police officer positions for use during critical incidents or as needed for daily operations.
 - Specific institutional knowledge and experience pertaining to police equipment requirements would be lost.

LOBS Reduction Impact

Reduction 12: Civilianization Plan - Phase III

(1) Police Captain

(3) Polygraph Examiners (Detectives)

(5) Background Investigators (Detectives)

LOB #90-03: Administrative Support

- ◆ Reduction: **\$142,516**
- ◆ As part of the third phase of the Civilianization Plan, sworn positions in the Personnel Resources Division would be abolished with corresponding civilian positions established:
 - 1 Captain, 5 Background Detectives, and 3 Polygraph Detectives abolished.
 - 1 Management Analyst IV, 5 Civilian Background Investigators, and 3 Civilian Polygraph Examiners established.
- ◆ Position duties:
 - PRD Captain provides management and oversight of Personnel Resources Division.
 - Background detectives investigate backgrounds of all employees hired by the agency.
 - Polygraph detectives conduct examinations of police and civilian applicants, criminal suspects, and certain applicants for other public safety agencies.

LOBS Reduction Impact

Reduction 12: Civilianization Plan - Phase III (continued)

◆ Impact:

- Loss of knowledge and experience in Department standards to assist in the selection process for new employees.
- Loss of police interview and investigative skills and experience from polygraph examinations of criminal suspects.
- Potential difficulty finding and keeping highly qualified examiners due to higher private sector pay.
- Loss of valuable experience and career development for sworn officers.

LOBS Reduction Impact

Reduction 13: Eliminate IT Bureau Captain Position

LOB #90-05: Information and Technology Bureau

- ◆ Reduction: **\$115,852, 1/1.0 SYE**
- ◆ Position duties:
 - Provide management and oversight of the CAD/RMS Project (known as Project I/LEADR) and represent the Department's needs and requirements in this critical technology project.
- ◆ Reduction dependent upon timely completion of current project.
- ◆ Impact:
 - Potential adverse impact on critical investment and project for public safety.
 - Critical training module lies ahead.

LOBS Reduction Impact

Reduction 14: Eliminate Inspection Division Commander (1) Lieutenant

LOB #90-02: Internal Affairs

- ◆ Reduction: **\$96,827, 1/1.0 SYE**
- ◆ Position duties:
 - Supervise division responsible for conducting detailed inspections and audits of organizational components, developing procedures and practices designed to ensure efficiency and effectiveness, and ensuring compliance with applicable regulations and policies.
 - Process Freedom of Information Act (FOIA) requests and legal documents such as subpoenas for appearance and for records.
 - Analyze use of force and pursuit incidents for training issues and operational improvements.
- ◆ Impact:
 - Audits and proactive use-of-force and pursuit analyses eliminated or reduced.
 - Reduced focus on quality assurance and improved processes/practices.
 - Duties would shift to legal document requests only.

LOBS Reduction Impact

Reduction 15: Eliminate Cadet Program

LOB #90-04: Criminal Justice Academy

- ◆ Reduction: **\$392,070, 9/9.0 SYE**
- ◆ The Cadet Program provides law enforcement training and experience to persons between the ages of 18 and 20 at the time of appointment who are interested in pursuing a career with the Fairfax County Police Department.
- ◆ Provides essential administrative and logistical support in key areas while introducing Cadets to career opportunities in law enforcement.
- ◆ Impact:
 - Loss of opportunity to recruit persons into law enforcement at earlier age.
 - Negatively impacts diversity recruiting.
 - Customer service adversely impacted at Central Records public reception desk. (approximately 150 customers served per day).
 - Loss of Cadets for ABC Sting operations and other proactive law enforcement operations.
 - Police officers would be required to perform some routine tasks, such as transporting property, evidence, and vehicles.
 - Eliminate background fingerprinting services.
 - Adverse staffing impact on increased VCIN validation requirement.

LOBS Reduction Impact

Reduction 16: Eliminate Marine Unit (2) Police Officers

LOB #90-08: Operations Support

- ◆ Reduction: **\$232,103, 2/2.0 SYE**
- ◆ The Marine Patrol Unit provides police service and law enforcement presence on the waterways of Fairfax County. In addition, the unit provides assistance on the waterways in the State of Maryland and Prince William County in accordance with Mutual Aid agreements.
- ◆ Impact:
 - Adverse impact on boating safety for the public with elimination of policing on County waterways.
 - 2007 – 750 hours on the water, 237 enforcement actions and 113 assists
 - Trained EMTs assigned to unit
 - Adverse impact on search and recovery of victims and property.
 - Potential adverse impact on homeland security during heightened alert levels.

LOBS Reduction Impact

Reduction 17: Reduce Chief's Office of Research and Support (CORS) (3) Police Lieutenants

LOB #90-01: Office of the Chief and Administration

- ◆ Reduction: **\$319,713, 3/3.0 SYE**
- ◆ Position duties:
 - Primary duties are strategic planning and policy research, review, and development.
 - Coordinate community dialogue on police policy and planning decisions.
 - Short and long-term projects to enhance police service delivery.
 - Represent the Department on multiple committees.
- ◆ Impact:
 - No centralized policy review and development function.
 - Severely limit ability to review and develop legislative initiatives.
 - Severely impact the department's strategic planning initiative.
 - Adverse impact on capacity to maintain and update Department General Orders and Standard Operating Procedures.
 - Reduced career development opportunities for promotion.

LOBS Reduction Impact

Reduction 18: Eliminate School Education Officers (SEOs) (8) Police Officers

LOB #90-09: Patrol

- ◆ Reduction: **\$619,128, 8/8.0 SYE**
- ◆ SEOs provide training for elementary school students, to include bicycle safety, "stranger danger", gang education, and drug use prevention. They also train all student Safety Patrols.
- ◆ Impact:
 - Eliminates safety awareness education for elementary school age children.
 - Eliminates initial education and intervention piece of the three-pronged approach to gang awareness/avoidance for vulnerable age group.
 - No direct contact between police officers and elementary school students and administrators.

LOBS Reduction Impact

Reduction 19: Eliminate Police Liaison Coordinator (PLCs) Positions (5) Police Lieutenants

LOB #90-09: Patrol

- ◆ Reduction: **\$532,855, 5/5.0 SYE**
- ◆ Position duties:
 - Represents the Police Department within the Department of Public Safety Communications (DPSC), and acts as an aide to the Duty Officer.
 - Monitors situations and resources and directs operations as needed.
 - Liaisons with other agencies.
- ◆ Impact:
 - Adverse impact on Public Safety Transportation Operation Center (PSTOC) and collaborative relationships with multiple agencies.
 - Loss of PLCs' training, experience, and knowledge of police policies and procedures for operational guidance and assistance in DPSC, particularly during critical incidents.
 - Eliminates critical link between DPSC and staff duty officer.

LOBS Reduction Impact

Reduction 20: Eliminate Crime Solvers Program (1) Police Officer

LOB #90-01: Office of the Chief and Administration

- ◆ Reduction: **\$69,289, 1/1.0 SYE**
- ◆ Position duties:
 - Program coordinator, a sworn police officer, solely responsible to monitor e-mail, text, and telephone tip lines continuously; maintains anonymity of tipsters; arranges payouts.
 - Writes and vets media releases to obtain pertinent tips on cases.
 - Supports Crime Solvers Board, and advocates for the program in Department and community.
- ◆ Tips have resulted in closure of 1,819 cases (including 10 homicides) and the arrest of 222 fugitives since program inception in 1979.
- ◆ Impact:
 - Loss of critical program for identifying serious offenders, often leading to arrest and successful prosecutions.
 - No liaison to gain critical information from anonymous tips and provide payments.
 - Without this "protection" callers may not provide information for fear of retaliation.

LOBS Reduction Impact

Reduction 21: Eliminate Traffic Safety Program

(4) Police Officers

(1) DWI Coordinator

LOB #90-08: Operations Support

- ◆ Reduction: **\$412,311, 5/5.0 SYE**
- ◆ These positions are critical in supporting the County Vision element of Maintaining Safe and Caring Communities.
- ◆ Position duties:
 - Traffic Safety Officers coordinate and implement multiple traffic safety programs and other proactive safety initiatives. They are also responsible for traffic safety education and development of safety programs.
 - The VDOT Liaison officer coordinates with the Virginia Department of Transportation (VDOT), the County Department of Transportation (DOT), and the Department on traffic and roadway issues and highway incident management.
 - The DWI Coordinator oversees enforcement and education strategies for the prevention of DWI offenses, and is the staff support for the Board of Supervisors' Oversight Committee on Drinking and Driving.

LOBS Reduction Impact

Reduction 21: Eliminate Traffic Safety Program (continued)

◆ Impact:

- Reduce or eliminate Countywide targeted enforcement programs such as:
 - DWI Sobriety Checkpoints
 - Child safety seat installation
 - "Click It or Ticket"
 - "Smooth Operator"
 - "Shoulder Tap"
 - ABC business compliance checks
- Significant adverse impact on efforts to combat drunk/impaired driving and alcohol-related crashes, key output and outcome performance measures.
- Significantly hinders efforts to combat underage drinking.
- Potential loss of grant revenue due to elimination of the Traffic Safety program.
- Alcohol and traffic violations likely to increase, leading to increased injury or fatal crashes.
- No lead to coordinate highway incident management planning.
- Loss of focal point for Board of Supervisors, community, and Department on traffic issues with VDOT.

LOBS Reduction Impact

Reduction 22: Reduce Victim Services Section (3) Probation Counselor II

LOB #90-07: Criminal Investigations

- ◆ Reduction: **\$154,761, 3/3.0 SYE**
- ◆ Victim Services counselors assist victims of felony crimes, domestic violence, stalking, or other crimes causing injury or death.
- ◆ Victim Services serves more than 6,000 victims and witnesses each year.
- ◆ Impact:
 - Unable to fill the gap for service requirements based on the current caseload and demand for support – the Department of Criminal Justice Services (DCJS) recommends 16 staff due to workload.
 - Responsiveness and sensitivity to multicultural and language issues greatly impaired.
 - Station Victim Service advocates would again be centralized, diminishing outreach and effectiveness. Section would serve fewer victims and witnesses.

LOBS Reduction Impact

Reduction 23: Eliminate Sexual Predator Enforcement and Detection (SPEAD) Team (4) Police Officers

LOB #90-07: Criminal Investigations

- ◆ Reduction: **\$332,588, 4/4.0 SYE**
- ◆ SPEAD proactively monitors, verifies, and investigates registered sex offenders and online sexual predators.
- ◆ Impact:
 - Compliance rate of registered sex offenders would decrease without monitoring.
 - Investigation of online sexual predators would be significantly decreased.
 - Decrease in proactive investigation of child exploitation cases.

LOBS Reduction Impact

Reduction 24: Eliminate Crime Prevention Officers (CPOs) Program

(16) Police Officers

LOB #90-09: Patrol

- ◆ Reduction: **\$1,238,256, 16/16.0 SYE**
- ◆ Crime prevention is a longstanding key strategy for the Department.
- ◆ CPOs are critical in Department initiatives to support the County Vision element of Creating a Culture of Engagement.
- ◆ Position duties:
 - Two Crime Prevention Officers (CPOs) at each district station provide essential crime prevention and safety awareness to the community, including residents, businesses, senior citizens, youth groups, and other organizations.
 - Support and coordinate Neighborhood Watch and National Night Out.
 - Support Citizen Advisory Committees.

LOBS Reduction Impact

Reduction 24: Eliminate Crime Prevention Officers Program (continued)

- ◆ Impact:
 - Loss of excellent proactive crime prevention programs such as Neighborhood and Business Watch.
 - Partnerships with senior and youth organizations curtailed.
 - Education on community crime trends and prevention tips would fall to Patrol Service Area (PSA) officers who lack time and comparable expertise.
 - CPO monthly newsletter to Neighborhood Watch groups and the public would be eliminated.
 - Loss of certification as Certified Crime Prevention Community.

LOBS Reduction Impact

Reduction 25: Eliminate Domestic Violence Detectives (8) Police Officers

LOB #90-09: Patrol

- ◆ Reduction: **\$619,128, 8/8.0 SYE**
- ◆ Position duties:
 - Domestic Violence detectives conduct criminal investigations of serious incidents of domestic violence and family abuse. Their expertise enables in-depth investigations, ensures support to domestic violence victims and promotes successful prosecution.
 - Provide domestic violence training for other police officers.
 - Close working relationship with Victim Services counselors.
- ◆ Combating domestic violence is a priority for the Police Department and the community. These detectives are critical in supporting the County Vision element of Maintaining Safe and Caring Communities.
- ◆ Impact:
 - Potential decrease in conviction rate.
 - National conviction average - 35%
 - Domestic Violence Detectives - 72%
 - Preventing further abuse, with fewer convictions, could be difficult.
 - Decreased domestic violence training for police officers.

LOBS Reduction Impact

Reduction 26: Eliminate Cold Case Squad

(1) Second Lieutenant

(4) Police Officers (Detectives)

LOB #90-07: Criminal Investigations

- ◆ Reduction: **\$453,860, 5/5.0 SYE**
- ◆ Investigates all unsolved murder and rape cases; supports officer-involved shooting investigations; in-custody deaths, and critical missing adult cases.
- ◆ Detectives have closed 24 previously unsolved homicides since Cold Case Squad was established in 1995 and 35 rapes since sex detectives were added in 2005.
- ◆ Impact:
 - Unsolved murder and sexual assault cases cease to be a priority without designated, trained detectives.
 - Violent offenders not arrested; remain potential threats to public safety.
 - Officer-involved shooting cases would be assigned to Homicide Section, adding to the workload of eight homicide detectives.
 - Homicide and sexual assault closure rates, key performance measures, would be expected to decrease.
 - Recovery and healing prolonged for families and survivors of violent crime.

LOBS Reduction Impact

Reduction 27: Eliminate Motor Carrier Safety Program

(4) Police Officers

LOB #90-08: Operations Support

- ◆ Reduction: **\$316,948, 4/4.0 SYE**
- ◆ Position duties:
 - Sole Department personnel responsible for enhancing highway safety by enforcing truck inspection laws and taking unsafe/illegal trucks off the road.
 - Provide support for the Motor Section for special events and critical incidents.
- ◆ Conducts average 1,270 inspections per year, resulting in removal of an average of 600 unsafe commercial vehicles.

LOBS Reduction Impact

Reduction 27: Eliminate Motor Carrier Safety Program (continued)

◆ Impact:

- Highway safety would be adversely impacted as proactive inspections for illegal or suspicious trucks would be reduced or eliminated.
- Potential significant damage and wear to roadways from overweight trucks.
- Dependence on limited Virginia State Police resources to conduct truck safety inspections and investigate fatal or serious injury crashes involving trucks.

LOBS Reduction Impact

Reduction 28: Transitional Hiring Positions (43) Police Officer Positions

LOB #90-09: Patrol Bureau

- ◆ Reduction: **\$2,922,458, 0/0.0 SYE**
- ◆ Police Department requires a consistent flow of recruits-in-training to ensure patrol effective strength levels at the district stations.
- ◆ These positions also reduce the use of backfill overtime, so this potential reduction must be considered in relation to Reduction 10 (*Reduce Unscheduled Overtime Hours*).
- ◆ Impact:
 - Decreased staffing levels as a result of vacant positions or recruits in training and not yet effective patrol officers.
 - Increased overtime costs to maintain required minimum staffing.
 - Potential change in Criminal Justice Academy recruit training cycles with decreased consistent recruit flow.
 - Increased response times and probable decrease in case closures at operational level.
 - Significant recovery time once hiring freeze was lifted.
 -

LOBS Reduction Impact

Reduction 29: Eliminate Shopping Center Officers at Tyson's, Fair Oaks, and Springfield (6) Police Officers

LOB #90-09: Patrol

- ◆ Reduction: **\$464,346, 6/6.0 SYE**
- ◆ Due to large numbers of calls for service and need for proactive patrol, three stations currently have dedicated shopping center units.
- ◆ Impact:
 - Increased crime and reduced police visibility at key shopping centers.
 - Longer response times for patrol service area officers to respond.

LOBS Reduction Impact

Reduction 29: Eliminate Shopping Center Officers at Tyson's, Fair Oaks, and Springfield (continued)

◆ Impact (continued):

- Loss of expertise and experience will hinder retail crime investigations. Retail crimes are often complex.
- Shoplifting cases often take longer time periods, placing officer out of service for extended time and increasing response times to other calls for service.
- Coverage provided by the Shopping Center Units enable the malls to be effectively policed without removing officers from surrounding patrol areas from service.
- Many of the calls for service at the malls involve credit card and check fraud, which are complicated cases requiring extensive follow up investigation and expertise.
- Elimination of the proactive seasonal anti-theft teams.

LOBS Reduction Impact

Reduction 30: Eliminate Proactive Neighborhood Bike Patrol Teams

(8) Second Lieutenants

(57) Police Officers

LOB #90-09: Patrol

- ◆ Reduction: **\$5,056,351, 65/65.0 SYE**
- ◆ Position duties:
 - District-based Neighborhood Bike Patrol Teams provide timely directed enforcement efforts to address serious crimes and enhance community policing.
- ◆ Longstanding proactive resource in support of two County Vision elements: Maintaining Safe and Caring Communities and Creating a Culture of Engagement.
- ◆ Impact:
 - Reduced capacity to respond to and address crime "hot spots."
 - Gang prevention/suppression efforts significantly reduced.
 - Adversely impact the Board of Supervisors' stated priority of Public Safety and Gang Prevention.

LOBS Reduction Impact

Reduction 30: Eliminate Proactive Neighborhood Bike Patrol Teams (continued)

◆ Impact (continued):

- Significantly reduced capacity to conduct effective community policing activities and outreach.
- Patrol's ability to respond *proactively* to crime problems and trends will be significantly reduced. These units have been a primary resource in recent strategies to combat emerging crime trends such as street-level robberies. Elimination would adversely impact several key output performance measures related to criminal investigations and closure rates.
- Substantial reduction in selective enforcement of traffic issues impacting the various district stations on a daily basis.
- Diminished capacity to efficiently and effectively answer community complaints regarding 'quality of life' issues.

LOBS Reduction Impact

Reduction 31: Eliminate School Resource Officer (SRO) Program

(3) Police Sergeants

(52) Police Officers

LOB #90-09: Patrol

- ◆ Reduction: **\$4,729,815, 55/55.0 SYE**
- ◆ SROs are assigned to all high schools and middle schools to prevent and reduce the incidence of criminal and gang activity, and to provide a safe and secure learning environment.
- ◆ Impact:
 - Potential adverse impact on safety of schools.
 - Deterrent effect and information flow to disrupt criminal and gang activity greatly diminished.
 - No immediate/direct contact between police officers and school administrators.
 - FCPS/Police partnerships would be greatly diminished.

LOBS Reduction Impact

Reduction 31: Eliminate School Resource Officer Program (SRO) (continued)

◆ Impact (continued):

- Will strain police resources to respond to calls for service to the schools now handled by SROs. Increased demand will occur when day shift staffing is minimal due to court attendance, school crossing coverage, and normal workload.
- Emergency response to the schools for an active shooter or other violent incident will be delayed and less effective, creating increased safety concerns for students and FCPS personnel.
- Loss of regular contact between police officers and students would diminish the police Department's ability to develop trusting relationships and prevent, deter, and solve crimes.
- Training capability for critical incidents (e.g., active shooter) would be reduced.

LOBS Reduction Impact

Reduction 32: Reduce Gang Detectives

(8) Police Officers

LOB #90-09: Patrol

- ◆ Reduction: **\$700,064, 8/8.0 SYE**
- ◆ Position duties:
 - Gang Unit detectives investigate cases and gather intelligence on regional gang members.
- ◆ Combating and preventing criminal gang activity is a priority of the Fairfax County Board of Supervisors (Public Safety and Gang Prevention) and the Police Department.
- ◆ Supports the County Vision element to Maintain Safe and Caring Communities.
- ◆ Impact:
 - Significant decrease in effective gang crime investigations.
 - Increased response times and length of cases.
 - Delays in populating the regional database with gang intelligence.
 - Potential officer safety issues due to less timely data being accessible on gang members and their activities.
 - Reduced capacity would prevent participation in long-term investigations and complex federal investigations, resulting in less effective prosecutions and fewer deportations of violent offenders.
 - Educational programs and presentations discontinued.

LOBS Reduction Impact

Reduction 33: Eliminate Criminal Intelligence Division

(1) Captain

(1) Lieutenant

(6) Police Officers

(1) Admin. Assistant III

(2) Second Lieutenants

(1) Sergeant

(2) Crime Analysts II

LOB #90-07: Criminal Investigations

- ◆ Reduction: **\$1,129,913, 14/14.0 SYE**
- ◆ Comprised of two main sections: the National Capital Regional Intelligence Center (NCRIC) and the Criminal Intelligence Unit.
- ◆ Division duties:
 - Collect, evaluate, analyze, investigate, and disseminate intelligence regarding foreign and domestic criminal activity in region.
 - Furnish necessary information in support of operational units so that appropriate prevention/enforcement action can be taken.

LOBS Reduction Impact

Reduction 33: Eliminate Criminal Intelligence Division (continued)

◆ Impact:

- Anti-terrorism and criminal investigations severely hampered by loss of intelligence gathering, sharing, analysis, and dissemination.
- Vital prevention, detection, and investigative links broken with federal, state, and local law enforcement partners.
- Delayed verification and dissemination of officer safety information.
- Loss of surveillance capabilities to assist in criminal and anti-terrorism investigations.
- Loss of investigative support to station detectives in complex and/or sensitive cases.
- Potential loss of UASI and other homeland security grants for contract analysts.

LOBS Reduction Impact

Reduction 34: Eliminate Street Crime Unit

(1) Second Lieutenant

(12) Police Officers

(1) Sergeant

LOB #90-07: Criminal Investigations

- ◆ Reduction: \$1,069,102, 14/14.0 SYE
- ◆ Unit duties:
 - Enforcement of street level narcotics distribution; enforcement of vice laws; conducting buy-bust operations and short-term drug-trafficking investigations; and execution of high-risk search warrants in the absence of the SWAT Team.
- ◆ Critical proactive strategy and tactics in support of key Department performance measures and the County Vision element of Maintaining Safe and Caring Communities.
- ◆ Impact:
 - Potential proliferation of open air drug markets and prostitution with elimination of proactive short-term investigations.
 - Delayed buy-bust operations and search warrants if the SWAT Team is unavailable, adversely affecting investigations.
 - Shift some workload to other Narcotics detectives, adversely affecting key Narcotics Section output performance measures.

LOBS Reduction Impact

Reduction 35: Close Fair Oaks District Station

(1) Captain	(6) PCA II
(1) Lieutenant	(1) Crime Analyst I
(8) Second Lieutenants	(1) Admin. Asst. III
(6) Sergeants	(1) Admin. Asst. II

LOB #90-09: Patrol

- ◆ Reduction: **\$1,876,127, 25/25.0 SYE**
- ◆ Single base of operations for the provision of primary law enforcement protection of 37 square miles containing over 132,000 residents.
- ◆ Impact:
 - Decreased police responsiveness to community concerns and needs.
 - Decreased effectiveness in addressing specific crime and traffic problems.
 - Increased response times to calls for service.

LOBS Reduction Impact

Reduction 35: Close Fair Oaks District Station (continued)

◆ Impact (continued):

- Strain on other facilities required to absorb additional officers from the Fair Oaks District Station.
- Increased span of control for squad supervisors and commanders in adjoining districts.
- Reduced public access to a district station because of increased drive time and distance.
- Decreased participation in programs such as Community Advisory Committee, Neighborhood Watch, and Business Watch due to larger area covered by stations.
- Hampers supervisors ability to monitor and evaluate officers in the field.

Alternative Recommendation Proposals

\$1,294,416

Revenue Enhancements

- ◆ Change Fee Scale in Central Records: \$61,100
- ◆ Increase Dog License Fee to \$10: \$167,250
- ◆ Increase Alarm Registration Fee from \$10 to \$25: \$90,000
- ◆ Change Alarm Violation Fee Scale : \$632,700

One-time Expenditure Reduction

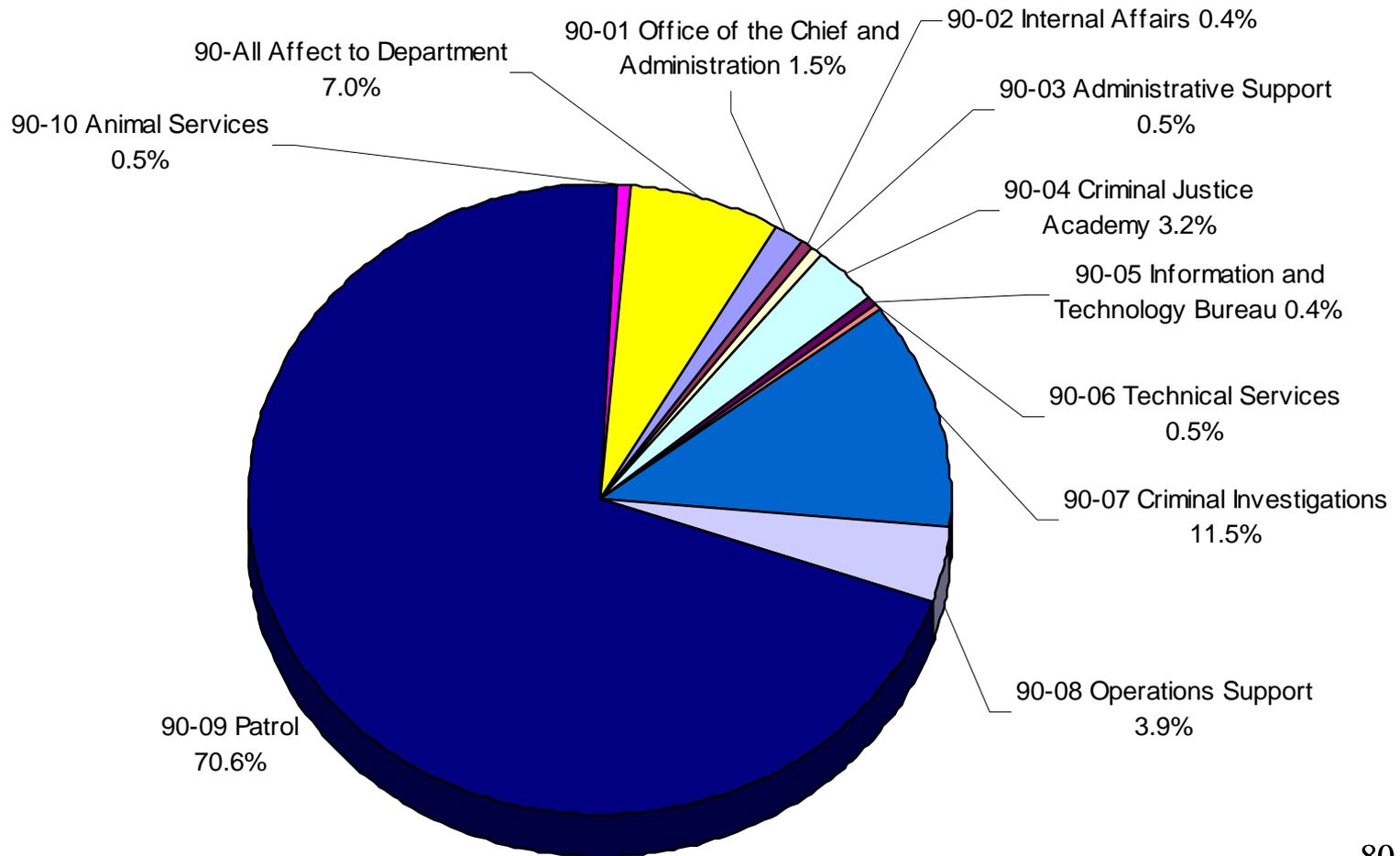
- ◆ Automated Field Reporting (AFR) System Maintenance (One-time Reduction): \$343,366

Items for Consideration

- ◆ Administrative Fee for Off-Duty Employment
- ◆ Medevac Fee for Helicopter Division
- ◆ Legislative Initiative to Recover Liquidated Damage Fees for Motor Carrier Safety Related Violations (overweight trucks)

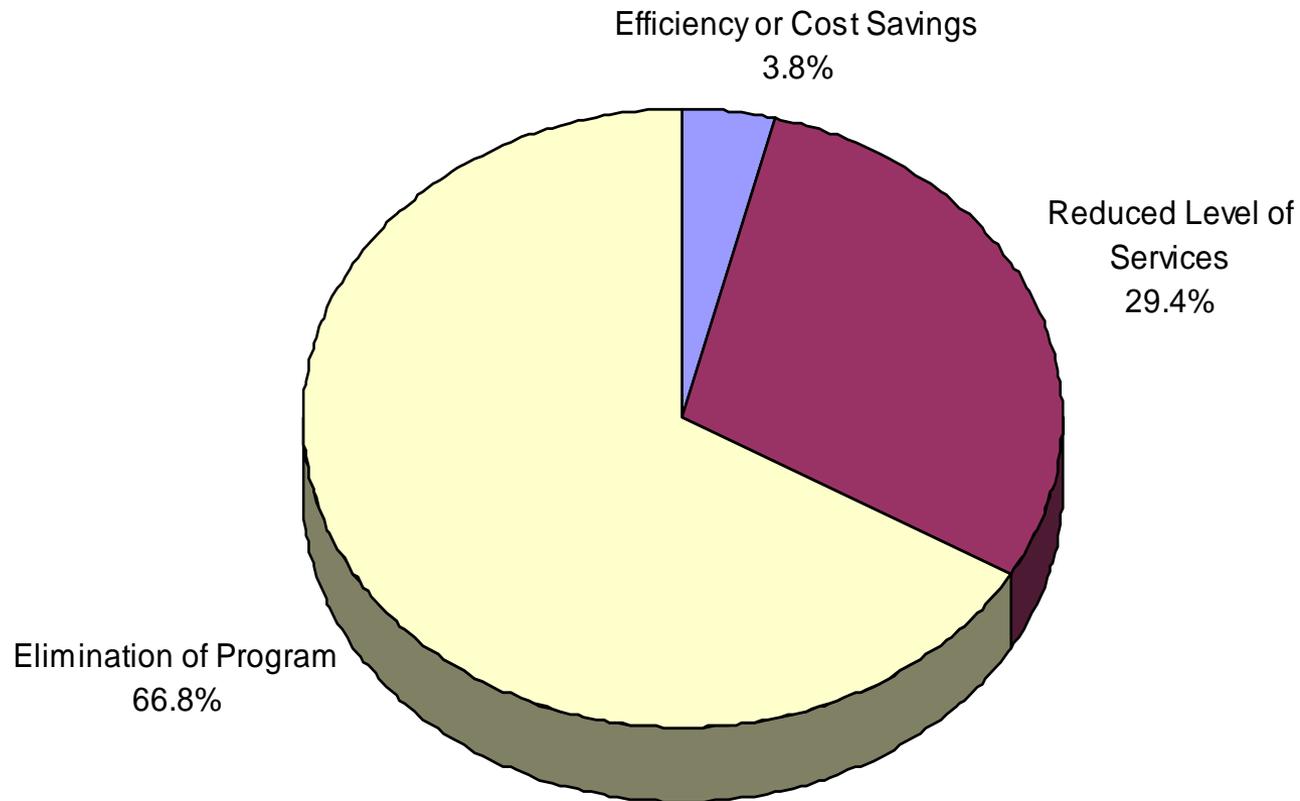
Agency Reduction Priorities

Reductions by LOB



Agency Reduction Priorities

Reductions by Classification



Questions and Answers

