

## Lines of Business Reduction Impact Statements

<i><b>Police Department</b></i>					
<b>001-90-326 Eliminate Language Immersion Program</b>					
<b>LOB Number</b>	<b>LOB Title</b>	<b>Positions</b>	<b>Expenditures</b>	<b>Revenue</b>	<b>Net Reduction</b>
<b>90-All</b>	<b>All</b>	<b>0 / 0.0 SYE</b>	<b>\$90,000</b>	<b>\$0</b>	<b>\$90,000</b>
<b>DESCRIPTION OF REDUCTION</b>					
A total elimination of the Spanish Language Immersion Program which is an intense six month training course.					
<b>IMPACT OF REDUCTION</b>					
<p>This program is a critical strategy in support of the County Vision element of Creating a Culture of Engagement. The Police Department's ability to recruit officers with foreign language skills would be partially hindered because the County does not provide a language stipend comparable with other localities. Loss of this program will eliminate the only source of effective foreign language training that the Department currently has. This will, in turn, reduce the Department's ability to effectively communicate with the growing Hispanic community in the County, both in emergency and routine situations, and could potentially cause a reduction in the level of trust between the Department and the community.</p> <p>In Calendar Year (CY) 2007, the Language Skills Support Unit (LSSU) conducted 1,112 interviews of foreign-language speakers in support of investigations. Without the Language Immersion Program as a foundation for employees to develop language skills to qualify them for eventual participation in the LSSU, the capabilities of that unit could eventually degrade, impacting service to the non-English speaking members of the community.</p>					

## Lines of Business Reduction Impact Statements

### *Police Department*

#### **001-90-327 Eliminate Operating Expenses for the Neighborhood Watch Program**

<b>LOB Number</b>	<b>LOB Title</b>	<b>Positions</b>	<b>Expenditures</b>	<b>Revenue</b>	<b>Net Reduction</b>
<b>90-01</b>	<b>Office of the Chief and Administration</b>	<b>0 / 0.0 SYE</b>	<b>\$24,000</b>	<b>\$0</b>	<b>\$24,000</b>

#### **DESCRIPTION OF REDUCTION**

This decrease is from the operating budget of the Neighborhood Watch Program which is the most proactive of the Fairfax "observe and report" programs and a primary mission for the Crime Prevention Unit.

#### **IMPACT OF REDUCTION**

Eliminating the Neighborhood Watch dinner and recognition ceremony or in its place, the individual District Station cookouts would adversely affect the Community Policing partnership program the Police Department has built, promoted and solidified with the many members of the community who are involved with Neighborhood Watch.

The dinner brings together citizens from different neighborhoods to interact and share ideas. These committed citizens have shown throughout the year their involvement in preventing, discouraging and reducing the fear of crime. The dinner forges bonds among neighborhoods, providing them with the opportunity to share their best practices in the many home, property, and self protection precautions they have implemented. The dinner also generates a positive relationship between neighbors and the Police Department. Fairfax County has the lowest crime rate per officer to citizen ratio of any jurisdiction its size in the nation, due in part to programs like the Neighborhood Watch. The Neighborhood Watch Awards Dinner has been the Department's way of showing appreciation for all that the participants do in promoting safe communities.

#### **001-90-328 Eliminate Sexual Assault Free and Empowered (SAFE) Program**

<b>LOB Number</b>	<b>LOB Title</b>	<b>Positions</b>	<b>Expenditures</b>	<b>Revenue</b>	<b>Net Reduction</b>
<b>90-09</b>	<b>Patrol</b>	<b>0 / 0.0 SYE</b>	<b>\$108,576</b>	<b>\$0</b>	<b>\$108,576</b>

#### **DESCRIPTION OF REDUCTION**

Eliminate self-defense and crime prevention training classes, which are provided to women in the community. The Department offers 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 are required for each class – the reduction encompasses 2,217 annual overtime hours for these instructors.

#### **IMPACT OF REDUCTION**

The SAFE program is dedicated to empowering women- particularly victims of assault-with the knowledge to reduce the occurrence of sexual assault crimes. The Program teaches: Risk Awareness; Risk Reduction Precautions; Crime Prevention Strategies; Sexual Assault Avoidance; Domestic Violence Prevention; Confident & Defensive Mindset; and Physical Self Defense Techniques. The SAFE program currently provides personal safety and crime prevention training to more than 700 women each year, and is an important effort in the Department's objective to combat the fear of crime.

## Lines of Business Reduction Impact Statements

### *Police Department*

#### **001-90-329 Cut 15 Percent of Flight Hours for Helicopter Division**

<b>LOB Number</b>	<b>LOB Title</b>	<b>Positions</b>	<b>Expenditures</b>	<b>Revenue</b>	<b>Net Reduction</b>
<b>90-08</b>	<b>Operations Support</b>	<b>0 / 0.0 SYE</b>	<b>\$98,323</b>	<b>\$0</b>	<b>\$98,323</b>

#### **DESCRIPTION OF REDUCTION**

This reduction will cut 225 flight hours from the total allotment for the Helicopter Division. This unit provides aerial support for patrol incidents, tactical operations, medevacs, search and rescue, and other specialized air support.

#### **IMPACT OF REDUCTION**

The helicopter division currently budgets for 1,500 flight hours of operation annually: the 15 percent reduction would result in a balance of 1,275 core hours annually. The core hours would be strictly allocated for police service calls (crimes in progress), as well as requests for medevac transports. This also impacts availability for homeland security flights specifically during elevated threat levels. In order to meet this reduction, the Helicopter Division must eliminate or reduce helicopter support to community outreach and education programs.

#### **001-90-330 Eliminate Contract Training at Academy**

<b>LOB Number</b>	<b>LOB Title</b>	<b>Positions</b>	<b>Expenditures</b>	<b>Revenue</b>	<b>Net Reduction</b>
<b>90-04</b>	<b>Criminal Justice Academy</b>	<b>0 / 0.0 SYE</b>	<b>\$479,361</b>	<b>\$0</b>	<b>\$479,361</b>

#### **DESCRIPTION OF REDUCTION**

A total elimination of contract training provided at Criminal Justice Academy. 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. The above figure includes a recovered cost reduction of \$176,400

#### **IMPACT OF REDUCTION**

The Criminal Justice Academy is mandated – by numerous State Code sections and Accreditation standards – to provide a significant amount of training annually, both to newly-hired and incumbent officers to meet in-service training needs and requirements. The Academy has augmented their existing staff by bringing in vendors on contract to help meet these training needs. The contract trainers often provide qualified expertise in areas that regular Academy instructors lack the necessary certifications to teach. By providing training resources in more specialized areas, contract vendors free the full-time Academy staff to concentrate on the more generalized, required training provided to all officers. As such, this reduction will effectively eliminate most discretionary training that supports career development and succession planning efforts.

# Lines of Business Reduction Impact Statements

## ***Police Department***

### **001-90-331 Eliminate Deer and Geese Management Programs**

<b>LOB Number</b>	<b>LOB Title</b>	<b>Positions</b>	<b>Expenditures</b>	<b>Revenue</b>	<b>Net Reduction</b>
<b>90-10</b>	<b>Animal Services</b>	<b>1 / 1.0 SYE</b>	<b>\$126,959</b>	<b>\$0</b>	<b>\$126,959</b>

#### **DESCRIPTION OF REDUCTION**

Elimination of the deer and geese management programs with the abolishment of a Naturalist III position, which was created as part of the FY 2008 budget to provide support to the Wildlife biologist and ensure staff continuity in these programs.

#### **IMPACT OF REDUCTION**

Deer and Geese Management is necessary to control the wildlife populations in Fairfax County and to prevent excessive animal populations from negatively affecting public health and safety and the environment. In 2008, the Wildlife Section of Animal Services was able to addle 162 goose eggs and harvest 279 deer. These efforts helped in the reduction of deer-vehicle collisions, as well as preventing the potential spread of Lyme disease. Additionally, geese have in some cases damaged aircraft engines upon takeoff and landing, which may present a risk given the proximity of the County to two major airports. Loss of the Naturalist III position would severely impact the ability of the Wildlife Biologist to continue these programs, as no other agency conducts deer harvesting and private goose-addling programs are insufficient to impact the problem. Loss of this position also inhibits the succession planning efforts for the Wildlife Biologist position.

### **001-90-332 Eliminate Woodburn Center Overtime**

<b>LOB Number</b>	<b>LOB Title</b>	<b>Positions</b>	<b>Expenditures</b>	<b>Revenue</b>	<b>Net Reduction</b>
<b>90-09</b>	<b>Patrol</b>	<b>0 / 0.0 SYE</b>	<b>\$162,594</b>	<b>\$0</b>	<b>\$162,594</b>

#### **DESCRIPTION OF REDUCTION**

The FCPD staffs an overtime position at the Woodburn Mental Health Facility, consisting of ten overtime hours per day compensated by the Department. The Fairfax-Falls Church Community Services Board (CSB) funds eight hours of overtime in addition to the ten provided by the Police Department, for a total of 18 hours of police coverage per day. The Department will eliminate the 3,320 hours currently allotted to staff this position.

#### **IMPACT OF REDUCTION**

The Woodburn Mental Health Facility is located within the Mason District area. The overtime position provides on-site security for the Woodburn facility when Emotionally Disturbed Persons (EDPs) self admit for evaluation. The position is also responsible for assisting patrol officers entering the facility with EDPs. A review of calls for service (CFS) for the Woodburn facility from 2004 through 2007 revealed an average of 109 CFS per year to the facility, including TDOs (Temporary Detention Orders) transports that are not handled by the overtime position.

The reduction will increase the frequency that the patrol officer assigned to this area will be summoned to respond to events at the facility. The patrol area officer is also responsible for providing police service to Fairfax Hospital, which generates a significant number of CFS as well. Routinely removing this officer from the assigned patrol area to handle CFS at Woodburn will increase response times to other CFS in and around this patrol area and may also prove detrimental to officer safety for surrounding units. Additionally, the Jail Diversion Program will be adversely impacted.

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### *Police Department*

#### **001-90-333 Reduce Uniform Account**

<b>LOB Number</b>	<b>LOB Title</b>	<b>Positions</b>	<b>Expenditures</b>	<b>Revenue</b>	<b>Net Reduction</b>
<b>90-06</b>	<b>Technical Services</b>	<b>0 / 0.0 SYE</b>	<b>\$100,000</b>	<b>\$0</b>	<b>\$100,000</b>

#### **DESCRIPTION OF REDUCTION**

Reduce Department's uniform budget by \$100,000 from the total budget of \$938,902.

#### **IMPACT OF REDUCTION**

The reduction will affect the uniform replacement cycles and quantities of uniform issuances. The delay in issuing safety equipment may affect officer safety. In addition, there would be a delay in the uniform and equipment support for specialty sections such as K-9 Officers, Motor Officers, EOD Officers, Marine Patrol Officers, NPU Officers, Detectives, Uniformed Detectives, Uniformed Detectives-Narcotics, Animal Caretakers, ATU Technicians, Property and Evidence Technicians, Academy Recruits, Chaplains, and Police Explorers.

#### **001-90-334 Reduce Unscheduled Overtime Hours**

<b>LOB Number</b>	<b>LOB Title</b>	<b>Positions</b>	<b>Expenditures</b>	<b>Revenue</b>	<b>Net Reduction</b>
<b>90-All</b>	<b>All</b>	<b>0 / 0.0 SYE</b>	<b>\$1,729,107</b>	<b>\$0</b>	<b>\$1,729,107</b>

#### **DESCRIPTION OF REDUCTION**

Reduce 34,600 unscheduled overtime hours.

#### **IMPACT OF REDUCTION**

This will have a significant impact as the Department has been maintaining minimum staffing levels by using unscheduled overtime hours. Reduction in overtime hours will result in reallocating sworn personnel from other units to meet 90STF (agency minimum staffing standard) Patrol squad guidelines. The detectives and officers who are assigned to the Criminal Investigations Bureaus, Operations Support Bureau and the Criminal Investigations Sections of the Patrol Bureau often exceed their regular working hours due to extensive investigative needs/demands. This may cause a delay in the investigation of cases and their ultimate closure.

There will be delays in data entry at Central Records which in turn affects court processing. There will be payroll processing and procurement delays. Evening meetings and community oriented programs may need to be decreased or eliminated, to include the Citizen Advisory Council (CAC) and crime prevention programs such as Neighborhood Watch. Termination or reduction of popular community programs such as the Youth Driving Academy, DUI Checkpoints, Car Seat Inspections, Alcohol Beverage Control Sting Operations, and Citizens Police Academy could occur. There will be a reduction in Career Development Training as unscheduled overtime hours are reserved for backfilling for officers who are in training.

## Lines of Business Reduction Impact Statements

<b><i>Police Department</i></b>					
<b>001-90-335 Civilianize Six Technical Services Bureau Positions</b>					
<b>LOB Number</b>	<b>LOB Title</b>	<b>Positions</b>	<b>Expenditures</b>	<b>Revenue</b>	<b>Net Reduction</b>
<b>90-06</b>	<b>Technical Services</b>	<b>0 / 0.0 SYE</b>	<b>\$124,636</b>	<b>\$0</b>	<b>\$124,636</b>
<b>DESCRIPTION OF REDUCTION</b>					
<p>Six sworn positions in Technical Services will be abolished with corresponding establishment of civilian positions as shown below:</p> <ol style="list-style-type: none"> <li>1. Abolish (2) Police Lieutenants and establish (2) Management Analyst II positions for management of Technical Support and Field Support Division.</li> <li>2. Abolish (1) Police Second Lieutenant and establish (1) Management Analyst III as the regional project director of the NOVAIS and the Project Manager for the Mobile Automated Fingerprint Identification System (AFIS), one of the Urban Area Security Initiatives (UASI) grant funded projects.</li> <li>3. Abolish (2) Police Sergeants and establish (1) Property &amp; Evidence Specialist and (1) Materials Requirement Specialist at the Property &amp; Evidence and Uniform sections.</li> <li>4. Abolish (1) Police Officer and establish (1) Fingerprint Specialist position which provides fingerprint examiner capabilities and acts as the computer maintenance engineer.</li> </ol>					
<b>IMPACT OF REDUCTION</b>					
<p>The civilianization of these positions will disrupt continuity of services with various entities that provide police services. The Police Department shares unique relationships with inter/intra departmental entities which allows the agency to work within governmental parameters to procure, purchase, and stock adequate police vehicles, uniforms, and specialized equipment. All positions utilize extensive law enforcement knowledge and experience. NOVARIS positions also require unique technical knowledge and expertise needed for the operations of the automated identification systems. A civilian NOVARIS Director would lack police training, knowledge and experience to link technological advances to field use. The skill set needed for the systems maintenance engineer may require the Fingerprint Specialist position to be upgraded to a Systems Analyst I. Career development of sworn officers in technical expertise positions will be curtailed.</p>					

## Lines of Business Reduction Impact Statements

### *Police Department*

#### **001-90-336 Civilianize Station Resource Officer Positions**

<b>LOB Number</b>	<b>LOB Title</b>	<b>Positions</b>	<b>Expenditures</b>	<b>Revenue</b>	<b>Net Reduction</b>
<b>90-09</b>	<b>Patrol</b>	<b>0 / 0.0 SYE</b>	<b>\$195,328</b>	<b>\$0</b>	<b>\$195,328</b>

#### **DESCRIPTION OF REDUCTION**

Abolish (8) Police Officer positions and establish (8) civilian positions. These positions provide direct daily logistical support for the district stations which are the core of the department's service delivery system.

#### **IMPACT OF REDUCTION**

With the civilianization of these positions, critical institutional knowledge pertaining to specific police officer usage of equipment will be lost. Frequently, civilian vendors or other civilian entities draw on the expertise of a police officer in answering questions. Further, shuttling of marked fleet cruiser requires the use of a sworn officer per current General Orders. This policy will need to be amended should these positions be civilianized. Additionally, on duty street personnel will not be available for patrol duties such as calls for service, proactive policing, other operations, and during critical incidents.

#### **001-90-337 Civilianize Nine Personnel Resources Division Positions**

<b>LOB Number</b>	<b>LOB Title</b>	<b>Positions</b>	<b>Expenditures</b>	<b>Revenue</b>	<b>Net Reduction</b>
<b>90-03</b>	<b>Administration Support</b>	<b>0 / 0.0 SYE</b>	<b>\$142,516</b>	<b>\$0</b>	<b>\$142,516</b>

#### **DESCRIPTION OF REDUCTION**

A total of nine police officer positions will be converted to civilian positions: (1) Police Captain to Management Analyst IV; (3) Police Polygraph Examiner Detectives to Polygraph Examiners; and (5) Background Investigation Detectives to Civilian Investigators.

#### **IMPACT OF REDUCTION**

Abolishing the sworn commander's position in the Personnel Resources Division (PRD) will eliminate the opportunity for other command staff officers to broaden their knowledge base of personnel and human resource matters. Abolishing three of the four sworn examiner positions in the Polygraph Section will eliminate the opportunity for experienced officers to advance in their career within the police department. Seasoned officers also bring their vast experience in criminal investigations, interviewing and interrogation.

Abolishing five sworn Applicant Detectives positions in PRD will eliminate the opportunity for other officers to advance in their career within the police department. Creating five civilian positions will attract individuals from outside the agency, who may not have law enforcement experience, knowledge, or the perspective of successful police applicants.

## Lines of Business Reduction Impact Statements

### *Police Department*

#### **001-90-338 Eliminate Information Technology Bureau Captain Position**

<b>LOB Number</b>	<b>LOB Title</b>	<b>Positions</b>	<b>Expenditures</b>	<b>Revenue</b>	<b>Net Reduction</b>
<b>90-05</b>	<b>Information and Technology</b>	<b>1 / 1.0 SYE</b>	<b>\$115,852</b>	<b>\$0</b>	<b>\$115,852</b>

#### **DESCRIPTION OF REDUCTION**

A reduction of the Police Captain Position at Information and Technology (IT) Bureau. This position provides management and oversight of the CAD/RMS Project (known as Project I/LEADR) and represents the Department's needs and requirements in this critical technology project.

#### **IMPACT OF REDUCTION**

The IT Captain is assigned to the Information Management Division within the IT Bureau, currently managing the CAD/RMS Project (known as Project I/LEADR) – representing the Department's interest in this \$24 million dollar project.

Once the I/LEADR project goes live, the First Lieutenant within the Information Management Division will manage the Division, as well as the remaining efforts (training) for Project I/LEADR – as training will not be completed before June 30, 2009. Elimination of this IT Bureau Captain position could negatively impact the critical investment in this project for public safety, especially with a critical training module just ahead.

#### **001-90-339 Eliminate Inspection Division Commander Position**

<b>LOB Number</b>	<b>LOB Title</b>	<b>Positions</b>	<b>Expenditures</b>	<b>Revenue</b>	<b>Net Reduction</b>
<b>90-02</b>	<b>Internal Affairs</b>	<b>1 / 1.0 SYE</b>	<b>\$96,827</b>	<b>\$0</b>	<b>\$96,827</b>

#### **DESCRIPTION OF REDUCTION**

A reduction of one Police Lieutenant position, which is the one dedicated commander over the Inspections Division of the Internal Affairs Bureau. This position supervises the division responsible for conducting detailed inspections and audits of organizational components; developing procedures and practices designed to ensure efficiency and effectiveness; ensuring compliance with applicable regulations and policies; processing Freedom of Information Act (FOIA) requests and legal documents such as subpoenas for appearance and for records; and analyzing use of force and pursuit incidents for training issues and operational improvements. The remaining Sergeant position within this division will remain within the Internal Affairs Bureau, and primarily focus on FOIA inquiries.

#### **IMPACT OF REDUCTION**

Elimination of this position will result in organizational audits and proactive use-of-force and pursuit analyses being eliminated or significantly reduced. The consequence will be a reduced focus on quality assurance and improved processes or practices. Due to strict time compliance deadlines imposed by state code or the courts, processing of FOIA inquiries and subpoena requests will get priority. Additionally, it is likely that subpoena responsibilities will be handled by the district stations.

## Lines of Business Reduction Impact Statements

### ***Police Department***

#### **001-90-340 Eliminate Cadet Program**

<b>LOB Number</b>	<b>LOB Title</b>	<b>Positions</b>	<b>Expenditures</b>	<b>Revenue</b>	<b>Net Reduction</b>
<b>90-04</b>	<b>Criminal Justice Academy</b>	<b>9 / 9.0 SYE</b>	<b>\$392,070</b>	<b>\$0</b>	<b>\$392,070</b>

#### **DESCRIPTION OF REDUCTION**

A total elimination of the Cadet Program by abolishing (9) Police Cadet positions. 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. Cadets provide essential administrative and logistical support in key areas while being introduced to career opportunities in law enforcement.

#### **IMPACT OF REDUCTION**

The elimination of this program will result in the tremendous loss of opportunity to recruit young persons into the field of law enforcement for the department. Diversity recruiting will be severely impacted, along with the loss of cadets for proactive law enforcement operations such as Alcohol Sting Operations. Customer service at the Central Records Office will be adversely impacted, including the elimination of background fingerprinting services currently available to the public. Police officers will be required to perform routine tasks that cadets normally complete, such as transporting property, evidence and assisting with maintaining vehicle fleet capacity at a higher cost. In addition, the Virginia State Police require VCIN validation, which is extremely time-consuming, and will greatly be hindered by the lack of cadet staffing.

#### **001-90-341 Eliminate Marine Unit**

<b>LOB Number</b>	<b>LOB Title</b>	<b>Positions</b>	<b>Expenditures</b>	<b>Revenue</b>	<b>Net Reduction</b>
<b>90-08</b>	<b>Operations Support</b>	<b>2 / 2.0 SYE</b>	<b>\$232,103</b>	<b>\$0</b>	<b>\$232,103</b>

#### **DESCRIPTION OF REDUCTION**

A total elimination of the Marine Patrol Program by reducing (2) Police Officer positions and operating expenses to maintain a Marine Patrol boat. 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 OF REDUCTION**

The elimination of the Marine Unit will result in the citizens of Fairfax County having very little protection from illegal activity on the waterways in the County and have an adverse impact on boating safety for the public. The response to water rescue operations will be delayed and the search and recovery of victims and property will be severely affected. The department's Underwater Search and Rescue Unit will lack additional assistance on dive missions (training and operations) on the Potomac River and its tributaries. Additionally, this has the potential for a reduction in the ability to provide sufficient homeland security during heightened alert levels.

## Lines of Business Reduction Impact Statements

<b><i>Police Department</i></b>					
<b>001-90-342 Reduce Chief's Office of Research and Support (CORS)</b>					
<b>LOB Number</b>	<b>LOB Title</b>	<b>Positions</b>	<b>Expenditures</b>	<b>Revenue</b>	<b>Net Reduction</b>
<b>90-01</b>	<b>Office of the Chief and Administration</b>	<b>3 / 3.0 SYE</b>	<b>\$319,713</b>	<b>\$0</b>	<b>\$319,713</b>
<b>DESCRIPTION OF REDUCTION</b>					
<p>This is a reduction of three Police Lieutenants within the Chief's Office of Research and Support, and reflects all three Lieutenants in this office. The positions' primary duties are strategic planning and policy research, review, and development. Additionally, these positions coordinate community outreach on police policy and planning decisions, and conduct short and long-term projects to enhance police service delivery. Each lieutenant represents the department on multiple committees.</p>					
<b>IMPACT OF REDUCTION</b>					
<p>The loss of (3) Police Lieutenant positions from the Chief's Office of Research and Support (CORS) will eliminate the centralized policy review and development function, severely limit the ability to review and develop legislative initiatives, and negatively impact the department's strategic planning initiative. The elimination will adversely affect the capacity to maintain and update Department General Orders and Standard Operating Procedures, and reduce career development opportunities for promotion. The Police Lieutenants, who also act as aides to the respective three Deputy Chiefs, handle a wide-range of projects. The loss of the positions will severely limit agency representation on many projects and important inter- and intra-departmental committees.</p>					

<b>001-90-343 Eliminate School Education Officers (SEO) Program</b>					
<b>LOB Number</b>	<b>LOB Title</b>	<b>Positions</b>	<b>Expenditures</b>	<b>Revenue</b>	<b>Net Reduction</b>
<b>90-09</b>	<b>Patrol</b>	<b>8 / 8.0 SYE</b>	<b>\$619,128</b>	<b>\$0</b>	<b>\$619,128</b>
<b>DESCRIPTION OF REDUCTION</b>					
<p>A total elimination of the School Education Officers program by abolishing (8) Police Officer positions which are assigned to each district station and 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, which provide critical support to Crossing Guards.</p>					
<b>IMPACT OF REDUCTION</b>					
<p>The elimination of the School Education Officer Program will impact approximately 142 elementary schools, which serve children attending kindergarten through sixth grade. SEOs are the first line of defense in providing the education and intervention piece of the three-pronged approach to gang awareness/avoidance. The elimination of this program and the annual Safety Patrol summer camp will have a tremendous negative impact on the safety of the school-aged youth in Fairfax County. The removal of SEOs will eliminate police patrol and presence inside the elementary schools, and therefore impede the ability to develop trust and maintain positive interaction between police officers and children on a routine basis.</p>					

## Lines of Business Reduction Impact Statements

<i><b>Police Department</b></i>					
<b>001-90-344 Eliminate Police Liaison Commanders (PLC) Program</b>					
<b>LOB Number</b>	<b>LOB Title</b>	<b>Positions</b>	<b>Expenditures</b>	<b>Revenue</b>	<b>Net Reduction</b>
<b>90-09</b>	<b>Patrol</b>	<b>5 / 5.0 SYE</b>	<b>\$532,855</b>	<b>\$0</b>	<b>\$532,855</b>
<b>DESCRIPTION OF REDUCTION</b>					
A total elimination of the Police Liaison Program by abolishing (5) Police Lieutenant positions that represent the Police Department within the Department of Public Safety Communications (DPSC), and act as an aide to the Duty Officer. The Police Liaison Commander (PLC) position monitors situations, directs operations and resources as needed, and serves as a key liaison with other agencies, such as the Uniformed Fire Officer, Office of Emergency Management, DPSC, and McConnell Public Safety and Transportation Operations Center (MPSTOC).					
<b>IMPACT OF REDUCTION</b>					
The PLC and Staff Duty Officer Positions are staffed twenty-four hours a day, seven days a week to ensure continuity of command within the Police Department. The elimination of these positions could result in the unnecessary commitment of valuable emergency resources, due to the inability of the Department to offer expertise to call takers regarding the classification of events and necessity of a police response. The ability to monitor major events in real time and keep duty officers up-to-date with vital information would also be negatively impacted. With the abolishment of the PLC program, the capacity to quickly coordinate police personnel, resources, and specialty units throughout the County could be severely delayed, especially during critical events, adversely impacting our collaborative relationships with multiple agencies. This reduction will also adversely impact the ability to exchange critical information regarding public safety notifications/ information with the Office of Emergency Management on a daily basis. The loss of timely information could potentially impact public safety.					

## Lines of Business Reduction Impact Statements

<i><b>Police Department</b></i>					
<b>001-90-345 Eliminate Crime Solvers Program</b>					
<b>LOB Number</b>	<b>LOB Title</b>	<b>Positions</b>	<b>Expenditures</b>	<b>Revenue</b>	<b>Net Reduction</b>
<b>90-01</b>	<b>Office of the Chief and Administration</b>	<b>1 / 1.0 SYE</b>	<b>\$69,289</b>	<b>\$0</b>	<b>\$69,289</b>
<b>DESCRIPTION OF REDUCTION</b>					
A total elimination of the Crime Solvers Program by abolishing (1) Police Officer position that serves as the program coordinator, and is solely responsible for monitoring the e-mail, text, and telephone tip lines continuously, maintaining anonymity of tipsters, and arranging payouts. The coordinator writes and vets media releases to obtain pertinent tips on cases, advocates for the program within the community, and supports the Crime Solvers Board (a non-profit organization comprised of citizen volunteers which raise the donation monies used to provide the tip rewards- over \$221,000 to date).					
<b>IMPACT OF REDUCTION</b>					
Elimination of the coordinator position will result in the demise of a very successful program that has proven to be a tremendous asset to the Police Department. The Crime Solvers Board will lack the critical support and coordination necessary to continue the Crime Solvers Program without the assistance provided by the coordinator position. The Department will lose a vital means of identifying serious offenders, often leading to arrests and successful prosecutions. Since the program's inception in 1979, the collection of these tips have produced 1,819 case closures (including 10 homicides), and helped capture 222 fugitives. Without the program coordinator, there would be no liaison to maintain the anonymity of tipsters, and therefore callers may not provide critical information in the form of tips out of fear of retaliation.					

## Lines of Business Reduction Impact Statements

<i><b>Police Department</b></i>					
<b>001-90-346 Eliminate Traffic Safety Program</b>					
<b>LOB Number</b>	<b>LOB Title</b>	<b>Positions</b>	<b>Expenditures</b>	<b>Revenue</b>	<b>Net Reduction</b>
<b>90-08</b>	<b>Operations Support</b>	<b>5 / 5.0 SYE</b>	<b>\$412,311</b>	<b>\$0</b>	<b>\$412,311</b>
<b>DESCRIPTION OF REDUCTION</b>					
<p>A total elimination of the Traffic Safety Program by abolishing (4) Police Officers and (1) Management Analyst II that are critical in supporting the County Vision element of Maintaining Safe and Caring Communities. Traffic Safety Officers develop, coordinate and implement multiple traffic safety programs and other proactive safety initiatives. The Virginia Department of Transportation (VDOT) Liaison officer coordinates with the VDOT, the County Department of Transportation (DOT), and the Police 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.</p>					
<b>IMPACT OF REDUCTION</b>					
<p>The Traffic Safety Unit is responsible for the coordination of the Department's participation and response in all regional traffic enforcement programs. Loss of the unit would adversely affect the Smooth Operator program, Click It or Ticket, Checkpoint Strikeforce, and all pedestrian enforcement campaigns. Its abolition would also result in the significant reduction or elimination of the County's targeted enforcement programs including DWI sobriety checkpoints, child safety seat installations, underage alcohol stings, and ABC business compliance checks. Eliminating the DWI Coordinator would impact efforts to combat drunk/impaired driving and alcohol-related crashes, along with efforts against underage drinking. The potential for increased alcohol and traffic violations could occur, possibly leading to increased injury or fatal crashes. Without the VDOT Liaison Officer, the Department, Board of Supervisors and community would lose a major resource on VDOT issues and a key position to coordinate highway incident management planning.</p>					

## Lines of Business Reduction Impact Statements

### *Police Department*

#### **001-90-347 Reduce Victim Services Section**

<b>LOB Number</b>	<b>LOB Title</b>	<b>Positions</b>	<b>Expenditures</b>	<b>Revenue</b>	<b>Net Reduction</b>
<b>90-07</b>	<b>Criminal Investigations</b>	<b>3 / 3.0 SYE</b>	<b>\$154,761</b>	<b>\$0</b>	<b>\$154,761</b>

#### **DESCRIPTION OF REDUCTION**

Reduce (3) General Fund Probation Counselor II positions of the Victim Services Section which currently consists of (1) Director of Victim Services; (2) Probation Counselors III; (7) Probation Counselors II; and (1) Human Services Assistant totaling 11 positions. Of the 11 positions, (6) positions are funded by two grants.

#### **IMPACT OF REDUCTION**

In compliance with the Virginia Crime Victims Rights Bill (§ 19.2-11), the Victim Services Section provides support to more than 6,000 victims and witnesses each year. The Department of Criminal Justice Services (DCJS) recommends, based on its most recent studies, that a staff of 16 advocates be available to effectively support the needs of a county this size. Elimination of three positions within the section will reduce an already lean unit to eight advocates – one-half of the DCJS recommendation. Staff eliminations will require the Police Department to return to a centralized service approach, greatly diminishing the section's outreach and reducing the number of victims and witnesses who would be served. Finally, the reductions will greatly impair the County's responsiveness and sensitivity to victims of a growing multicultural and language-diverse community.

#### **001-90-348 Eliminate Sexual Predator Enforcement and Detection (SPEAD) Team**

<b>LOB Number</b>	<b>LOB Title</b>	<b>Positions</b>	<b>Expenditures</b>	<b>Revenue</b>	<b>Net Reduction</b>
<b>90-07</b>	<b>Criminal Investigations</b>	<b>4 / 4.0 SYE</b>	<b>\$332,588</b>	<b>\$0</b>	<b>\$332,588</b>

#### **DESCRIPTION OF REDUCTION**

A reduction of the Sexual Predator Enforcement and Detection Team by abolishing (4) Police Officer positions which proactively monitor, verify, and investigate registered sex offenders and online sexual predators.

#### **IMPACT OF REDUCTION**

Elimination of the Sexual Predator Enforcement and Detection (SPEAD) Team will remove the Police Department's ability to proactively monitor, verify and investigate nearly 400 registered sex offenders who live and/or work in the County. Through the efforts of SPEAD, the registration noncompliance rate was reduced from 34.8 percent in CY 2005 to 11.2 percent in CY 2008. In addition, this loss will negatively impact on the Department's capability to proactively seek out, investigate and bring child sexual predators to justice, particularly for on-line predators. Following the elimination of SPEAD, the County will have to rely solely on the Virginia State Police's limited resources to verify the status of registered sex offenders living within Fairfax County.

## Lines of Business Reduction Impact Statements

### *Police Department*

#### **001-90-349 Reduce the Crime Prevention Officer (CPO) Program by Half**

<b>LOB Number</b>	<b>LOB Title</b>	<b>Positions</b>	<b>Expenditures</b>	<b>Revenue</b>	<b>Net Reduction</b>
<b>90-09</b>	<b>Patrol</b>	<b>8 / 8.0 SYE</b>	<b>\$619,128</b>	<b>\$0</b>	<b>\$619,128</b>

#### **DESCRIPTION OF REDUCTION**

A reduction by half of the Crime Prevention Program by abolishing (8) Police Officer positions. The two CPOs assigned to each district station provide essential crime prevention and safety awareness to the community's residents, businesses, senior citizens, youth groups, and other organizations. This reduction would leave one CPO per station.

#### **IMPACT OF REDUCTION**

Crime prevention has been a longstanding key strategy for the Police Department and the Crime Prevention Officer (CPO) Program is critical in the Department's ability to realize the County Vision element of Creating a Culture of Engagement. The CPOs support and coordinate Neighborhood and Business Watch programs, National Night Out, and the many active Citizen Advisory Committees which will be negatively impacted by the loss of this program. Education on community crime trends and prevention tips could fall to Patrol Service Area (PSA) officers who will be challenged by time constraints and lack comparable expertise. Reduction in the program could threaten the County's designation as a Certified Crime Prevention Community.

#### **001-90-350 Eliminate Motor Carrier Safety Program**

<b>LOB Number</b>	<b>LOB Title</b>	<b>Positions</b>	<b>Expenditures</b>	<b>Revenue</b>	<b>Net Reduction</b>
<b>90-08</b>	<b>Operations Support</b>	<b>4 / 4.0 SYE</b>	<b>\$316,948</b>	<b>\$0</b>	<b>\$316,948</b>

#### **DESCRIPTION OF REDUCTION**

A total elimination of the Motor Carrier Safety Program by abolishing (4) Police Officers at the Traffic Division of the Operations Support Bureau.

#### **IMPACT OF REDUCTION**

The Motor Carrier Safety (MCS) Program is responsible for enhancing highway safety by enforcing truck inspection laws and removing unsafe or illegal trucks from the roadways. The section averages 1,270 inspections per year resulting in the removal of 600 unsafe commercial vehicles. Officers in this unit also provide much needed support for the Motor Section for special events and critical incidents. Elimination of MCS will adversely impact highway safety as the County would have to rely solely on the Virginia State Police's limited resources to perform necessary truck inspections and removals. Another potential impact of this reduction is that more overweight trucks will remain operational causing significant damage and wear to roadways.

## Lines of Business Reduction Impact Statements

### *Police Department*

#### **001-90-351 Reduce Transitional Hiring Funding**

<b>LOB Number</b>	<b>LOB Title</b>	<b>Positions</b>	<b>Expenditures</b>	<b>Revenue</b>	<b>Net Reduction</b>
<b>90-09</b>	<b>Patrol</b>	<b>0 / 0.0 SYE</b>	<b>\$1,461,229</b>	<b>\$0</b>	<b>\$1,461,229</b>

#### **DESCRIPTION OF REDUCTION**

Reduce the funding for the transitional hiring Police Officer program that has been necessary for a consistent flow of recruits-in-training to ensure patrol effective strength levels at the district stations. The transitional hiring program is used for classes of recruits at the Academy prior to becoming fully-trained sworn Police Officers.

#### **IMPACT OF REDUCTION**

Reducing this funding will result in increased response times and a likely decrease in case closures, as well as a decrease in quality and responsiveness of police services. Transitional hiring also lessens the use of backfill overtime, impacting Reduction 001-90-334, *Reduce Unscheduled Overtime Hours*. As policing resources are reduced, the availability of "back-up" officers for life threatening calls will be impacted, thereby creating officer safety concerns. The Criminal Justice Academy will also be affected, as it will have to modify its training cycles to adjust to the reduced, inconsistent recruit flow. It should also be noted that this reduction has such a wide impact that should the funding be restored, a significant recovery time will be needed to return to operational stability.

#### **001-90-352 Eliminate Shopping Center Officers at Tyson's, Fair Oaks, and Springfield**

<b>LOB Number</b>	<b>LOB Title</b>	<b>Positions</b>	<b>Expenditures</b>	<b>Revenue</b>	<b>Net Reduction</b>
<b>90-09</b>	<b>Patrol</b>	<b>6 / 6.0 SYE</b>	<b>\$464,346</b>	<b>\$0</b>	<b>\$464,346</b>

#### **DESCRIPTION OF REDUCTION**

Due to large numbers of calls for service and need for proactive patrol, three stations currently have dedicated shopping center units. This reduction will eliminate the Shopping Center Units by reducing (6) Police Officers dedicated to providing police services in and around the Tyson's Corner Center, Fair Oaks Mall and Springfield Mall shopping centers.

#### **IMPACT OF REDUCTION**

Eliminating these positions will decrease visible police presence and likely lead to an increased number of crimes committed in these areas. Police response times will rise sharply as patrol officers would be called in from their normal duties to handle the large volume of calls in the shopping centers. These officers have also developed expertise in handling the unique and complex types of crimes that occur in the malls such as check and credit card fraud, forgery and serial shoplifting. Removal of the shopping center units will shift responsibility for these time consuming investigations to patrol officers and detectives from the district stations. Additionally, the shopping center units serve as a point of coordination for the proactive seasonal anti-theft teams that are effective each year at apprehending career criminals and recovering stolen property. Without the shopping center officers, this initiative will likely be discontinued.

## Lines of Business Reduction Impact Statements

### *Police Department*

#### **001-90-353 Reduce School Resource Officers (SRO) Program by Half**

<b>LOB Number</b>	<b>LOB Title</b>	<b>Positions</b>	<b>Expenditures</b>	<b>Revenue</b>	<b>Net Reduction</b>
<b>90-09</b>	<b>Patrol</b>	<b>28 / 28.0 SYE</b>	<b>\$2,364,908</b>	<b>\$0</b>	<b>\$2,364,908</b>

#### **DESCRIPTION OF REDUCTION**

Eliminate (25) Police Officers and all (3) Police Sergeants who 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 OF REDUCTION**

With this reduction, there will no longer be School Resource Officer (SRO) coverage in middle schools. This reduction also results in the loss of 3 supervisory positions which coordinate the program and provide additional oversight for the program at both the middle school and high school level. This significant reduction in the SRO Program will greatly diminish the partnership between the Police Department and the school system. SROs are an integral part of the school staff and have fostered safer campuses by assisting in investigations and the removal of disruptive students. The SROs' regular contact with the students has developed trusting relationships and prevented youth from becoming involved in gangs and criminal activity. These relationships have also aided in developing investigative leads and solving juvenile crimes.

The presence of SROs has greatly enhanced the safety of the County's schools. Patrol officers are often busy with school crossings, court appearances or normal calls, so that they may be unable to respond immediately to calls at the schools. SROs are available to investigate suspicious activity, handle disruptive situations and rapidly respond to any serious incident at a school. The SROs also play a crucial role in preparing for critical school incidents by coordinating lock down drills and active shooter training. In addition, SROs play a vital role in the County's gang prevention efforts. The elimination of the SRO program will increase the workload for patrol officers and greatly impair the Department's response time and effectiveness at dealing with a critical emergency at a County school.

#### **001-90-354 Reduce Funding for Take Home Vehicles**

<b>LOB Number</b>	<b>LOB Title</b>	<b>Positions</b>	<b>Expenditures</b>	<b>Revenue</b>	<b>Net Reduction</b>
<b>90-09</b>	<b>Patrol Bureau</b>	<b>0 / 0.0 SYE</b>	<b>\$100,000</b>	<b>\$0</b>	<b>\$100,000</b>

#### **DESCRIPTION OF REDUCTION**

This reduction in Operating Expenses is associated with increased restrictions on the use of take-home vehicles.

#### **IMPACT OF REDUCTION**

A reduction in take-home vehicles will result in an increased response time and diminished capacity to respond to emergencies and other calls when personnel are in an off duty capacity. The Police Department will work to develop current procedures to achieve this amount of savings while mitigating impact to core services.