

## Response to Questions on the FY 2010 County's Line of Business & Schools Program Review Processes Fall 2008

**Request By:** Supervisor Hyland

**Question:** Have options been explored concerning using the Police training academy to train officers for other jurisdictions?

**Response:** Since 1985, the County has used various Memorandums of Understanding (MOUs) with the Prince William County Criminal Justice Academy and the Northern Virginia Criminal Justice Academy (NVCJA) to share certain training elements. Under the MOU, the three academies share in-service seminars and Lateral Transfer Course (LTC) training. The LTC program is designed for out-of-state police officers certified by the Virginia Department of Criminal Justice Services (DCJS) who attend the Academy for eight weeks. During their assignment at the Academy these officers receive additional training in the Fairfax County Academy and DCJS training objectives which are mandated pre-requisites to become eligible for swearing in as a Virginia certified law enforcement officer. Additionally, this class of officers continues training in the field under the direction of their Department's Field Training Coordinator until they are capable of functioning on their own (3 month program). All of these courses are approved by DCJS for basic and in-service training requirements. However, the entities do not charge each other for these services, but partner on an equity-sharing basis to achieve respective goals.

The County has explored the option of training other non-Fairfax County agency officers for Basic Recruit Training (6 month course) and has found this would not be cost-effective for the other agencies or the County for the following reasons:

- ✓ Each agency or jurisdiction has specific training objectives (in addition to DCJS objectives) to fully prepare their officers for their respective work environments. Therefore, Fairfax staff would need to become very familiar with a multitude of agency policies, methods and training objectives. NVCJA serves 17 agencies, and their staff is comprised of members from each agency so they can focus on agency specific objectives.
- ✓ The Fairfax County Criminal Justice Academy training staff is comprised of instructors from all member agencies to alleviate such cross training issues within the member agencies, which includes the Fairfax County Police Department, the Office of the Sheriff, the Fairfax County Fire and Rescue Department, and the Towns of Vienna and Herndon.
- ✓ The Academy Basic Recruit class has a limited seating capacity of 64 seats and a maximum occupancy of 80 as prescribed by the Fairfax County Code. Therefore, it has been the Criminal Justice Academy's goal to fill 64 seats with recruits from our

member agencies. However, there is space to add 16 more students and still maintain compliance with the Fire Code related to occupancy. At 80 students, the current staff would be assigned 10 recruits per squad (8 staff run squads and 1 staff member focused on coaching skills for the entire class - i.e. defensive tactics, physical fitness, etc.). This would be the maximum recruit/instructor ratio to effectively deliver training. A recruit class of 80 would require the re-configuration of training at the Range and Track as their capacity per break-out session is 20 students, due to safety-related concerns. This would necessitate additional overtime hours resulting in increased costs.

- ✓ The County's existing Academy recruit instructor staff of nine is comprised of 7 from the Fairfax County Police Department, 1 from the Office of the Sheriff, and 1 Vienna officer. It should be noted the Academy is currently fully staffed with instructors and has no additional office space to accommodate instructors from other agencies.

If the maximum of 80 non-member students were to be trained at the Academy, considering the current instructional cost of \$23,000 per student, \$1,840,000 in revenue could be generated. This would require a re-configuration of the charter of the Criminal Justice Academy to establish it as a Regional Academy in compliance with DCJS rules and regulations as provided by the Code of Virginia. It is possible that due to the close proximity of NVCJA, DCJS approval to re-establish the County's Academy as a regional one would not be granted.

If the Criminal Justice Academy became a Regional Academy, it could limit the County's ability to train current member personnel for basic recruit and DCJS mandates. Currently, the Academy maximizes all available seating to fill vacancies for the member agencies, which could be a challenge with additional jurisdictions applying for training.

Therefore, while revenue could be generated by utilizing the Criminal Justice Academy to train officers for other jurisdictions, there are substantial implementation and training objective-related issues that make this option not as viable as it might initially appear.