

Response to Questions on the FY 2018 Budget

Request By: Supervisor McKay

Question: Please provide information about the current vacancy rate for Animal Protection Police Officers (APPOs) and APPO supervisory positions. Please also provide the overtime expenses paid as a result of these vacancies over the last two years.

Response: The following chart shows APPO vacancies at the end of FY 2015 and FY 2016, as well as the amount of vacancies as of March 2017. There were no supervisory vacancies at any of these time periods.

	Number of APPO-Related Vacancies	Total Number of APPOs	Percentage
FY 2015 (end of year)	3	31	9.7%
FY 2016 (end of year)	6	31	19.4%
FY 2017 (as of March)	6	31	19.4%

It should be noted that the number of APPO-related vacancies include two that have been vacant for the entire period of the review (from the end of FY 2015 forward) while the remainder have been vacant for a shorter period. In the 2016 session, the Virginia General Assembly passed legislation allowing Fairfax County to establish APPOs, effective July 1, 2016. This law changed several job class specifications affecting future job announcements. Although there were several vacancies for then Animal Control Officers (ACOs), it was decided to hold off advertising and filling the vacancies so that the Department would not have ACOs who may not meet employment standards of APPOs. In addition, a review of training and criteria for employment was being done for all incumbent ACOs to ensure they would meet the standards for employment as APPOs. In early July 2016, ACOs were sworn in as APPOs and the job class specifications were updated for the newly titled positions over the next several months. Once this was approved, the Police Department began job announcements for the vacancies in January, 2017, and expects a reduced number of vacancies in this area over the near future.

The Police Department conducted a category-by-category review of overtime, and the chart below shows the amount of hours and expenditures directly related to APPO vacancies in FY 2015 and FY 2016. The overtime shown is as necessary to meet minimum staffing and/or when significant short staffing was occurring.

	Number of APPO-Related Overtime Hours	APPO-Related Overtime Expenditures
FY 2015	8,110.6	\$484,745
FY 2016	10,472.2	\$628,341

As a point of reference, the current salary/benefits range for an APPO II position is \$76,868 to \$125,209, or an hourly range of \$36.96 to \$60.19.