

Police Department

Mission

The mission of the Fairfax County Police Department (FCPD) is to prevent and fight crime. The department achieves its mission through a shared vision with our community which is to provide ethical leadership through engagement with the community to:

- Prevent and fight crime
- Improve the culture of safety at work and within the community to preserve all human life
- Keep pace with urbanization

Focus

The FCPD's strategic objectives across all lines of business embrace the County's One Fairfax Policy. The department's vision statement provides a nexus to the strategic concepts of One Fairfax as FCPD uses community input with all stakeholders to ensure an equity lens is applied to all decision-making for both administrative and operational policies. All communities deserve law enforcement services which preserve all human life; and through the use of community input since CY 2013, FCPD has become the national leaders for de-escalation policies and training based on the National Decision-Making Model, increasing crisis intervention team trained officers, increasing communication and data transparency, and holding ourselves accountable to the communities we serve.

Since July 1, 1940, when the FCPD was created, the community has grown to more than 1.1 million residents and has continued to be one of the safest communities in the nation to live, work, play, and grow old. Through the concepts of One Fairfax, other county agencies and community stakeholders have ensured services provided by the county government keep pace with urbanization as exemplified by a great school system, superior human and family services, recreational services, and an economy that maintains a gold standard rating. These core strategic factors enable the FCPD to enhance community outreach through the professionalism of all members of the FCPD.

Community trust is built with each interaction the FCPD has with community members and the following are examples of continuous outreach opportunities, communication and data transparency, and accountability measures:

- Community Advisory Councils
- Chief's Community Advisory Council
- Chief's Council on Diversity Recruitment
- Body-Worn Camera Program
- FCPD Social Media: FCPD Blog, Facebook, Twitter, Instagram and NextDoor
- Crime Data
- Officer Community Involvement Data
- Police Explorer Program
- Public Safety Cadet Program
- Annual Reports
- Police Civilian Review Panel
- Independent Police Auditor
- Fairfax County Board of Supervisors Public Safety Committee
- Fairfax County Communities of Trust

The FCPD is committed to continual transformational change to ensure its delivery of essential law enforcement services meets the needs of an engaged and diverse community. In addition to the use of input from both internal and external stakeholders, the FCPD submits to both national and state accreditation processes and allows academic institutions to study the organization to help improve our services and training. On July 30, 2020, the FCPD was nationally re-accredited by the Commission for Accreditation for Law Enforcement Agencies and in early 2021 the department was further re-accredited by the Virginia Law Enforcement Professional Standards Commission.

During the last decade and continuing into the future, the FCPD has embraced social justice reforms with stakeholders to participate in the following justice system programs:

- Diversion First
- Merrifield Crisis Response Center
- Crisis Intervention Team Training Program
- Fairfax-Falls Church Community Services Board
- Alternative Accountability Program
- Veterans Treatment Docket
- Drug Court
- Opioid Task Force

All of these partnership programs are strategically designed to divert persons from the criminal justice system and in turn, provide co-responder services to reduce recidivism and produce positive outcomes for all our community members.

The FCPD continues to leverage technology in field operations to reduce calls for service regarding:

- Crime Prevention
- Domestic and Intimate Partner Violence
- Vehicle Crashes
- Impaired Driving
- Pedestrian Safety
- Cyber-Crimes
- Senior Community Member Safety
- Records Management Data
- E-summons Mobile Solutions
- Social Media Campaigns to Increase Safety and Reduce Crime

The FCPD is committed to ensuring that Fairfax County remains the safest jurisdiction of its size among the top fifty major cities within the United States. To maintain that stellar reputation, officers must be provided with the tools, skills, and training options required to successfully defuse a wide range of critical incidents. Officers of the FCPD will be undergoing a nationally accepted training program known as Integrating Communications, Assessment, and Tactics (ICAT) that was developed by the Police Executive Research Forum (PERF) from hundreds of police professionals across the United States and is widely recognized as a modernized best practice approach to policing around the country. ICAT takes the essential building blocks of critical thinking, crisis intervention, communication, and tactics, and comprehensively integrates them into training modules for utilization on the street by police officers.

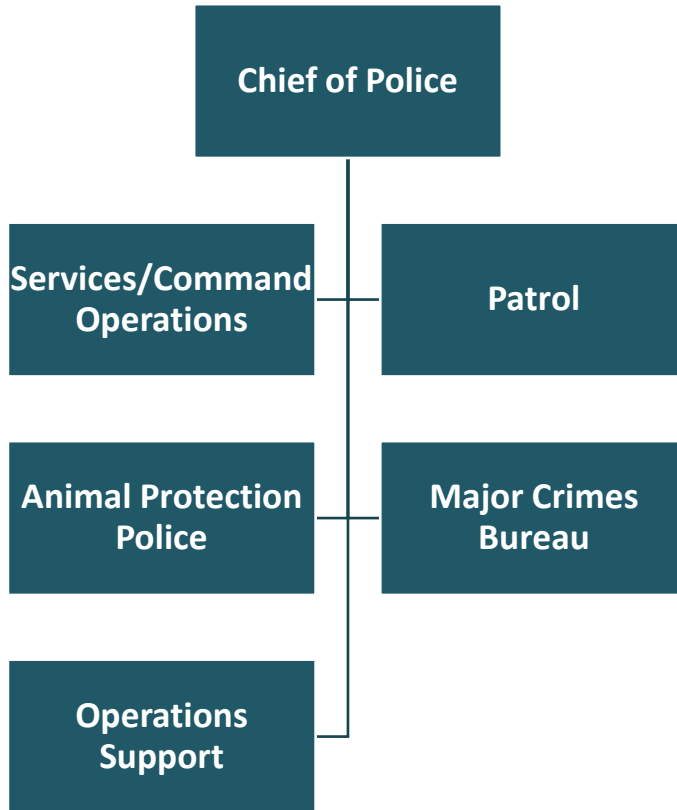
ICAT is particularly designed to assist police officers who encounter individuals in the field who might be suffering from a mental health or substance abuse crisis. Predicated upon the nationally recognized Critical Decision-Making Model, ICAT seeks to help officers properly assess situations, make safe and effective decisions for all involved individuals, and properly document and learn from their actions. ICAT further incorporates different skill sets into a unified training approach that emphasizes scenario-based training exercises in addition to lecture and case-study examples.

Furthermore, officers of the FCPD will begin utilizing data-driven policing methods to methodically allocate resources, personnel, and enforcement activities to those areas where crime is predominantly concentrated in a concerted effort known as Integrating Police and Community (IPAC). This strategy revolves around the premise, and statistical data to ultimately confirm, that crime is not evenly distributed throughout a police district, but rather clustered in smaller locations. By focusing resources and activities within these identified areas, IPAC seeks to prevent crime in those specific areas and by result, reduce overall crime levels within a wider geographic area. IPAC policing is not predicated upon the use of specific intervention methods or police tactics, but by whether activity is specified to identified locations with higher levels of calls for service. When these locations are identified, FCPD officers will conduct directed, high-visibility foot patrols and actively seek community-based solutions to crime problems in these areas.

IPAC policing will bring police officers out of their cruisers and visibly into the public eye. Officers will engage business owners and community members in an effort to seek long-term, community-based solutions to crime in these areas. Studies of similar programs around the nation have demonstrated that these methods of community-based policing statistically lead to significant reductions in overall crime and foster community engagement in a meaningful and purpose-driven manner. Officers who engage in IPAC policing facilitate both criminal deterrence and reduce the opportunity for crime to take place. As IPAC policing takes place, robust data collection and analysis shall concurrently take place within the Department's newly formed Office of Data Analytics and Strategic Initiatives (ODASI). This office will ensure that IPAC activities are focused on those neighborhoods and communities that will benefit most from a visible police presence within Fairfax County.

Finally, the department through ODASI, will implement data-driven crime solutions internally that focus on Crime, Operations, Reduction, and Engagement (CORE) methodology. Whereas in the past, this activity was comprised of traditional COMPSTAT data collection and analysis per patrol division, CORE seeks to place increased emphasis on information-sharing, divisional accountability and responsibility, and improved effectiveness. CORE brings departmental administrative staff, district commanders, subject matter experts, and data teams together to provide accurate and timely intelligence. This group will foster a rapid deployment of resources, ensure effective crime solution tactics are utilized, and that proper assessment and follow-up is conducted in a prescribed reporting date. By ensuring station commanders are present to discuss criminal issues that are currently affecting their respective districts, peer feedback and problem solving will promote strategic enforcement solutions to collective law enforcement quandaries.

Organizational Chart



Budget and Staff Resources

Category	FY 2021 Actual	FY 2022 Adopted	FY 2022 Revised	FY 2023 Advertised	FY 2023 Adopted
FUNDING					
Expenditures:					
Personnel Services	\$179,603,071	\$186,374,506	\$184,625,506	\$197,851,864	\$199,659,356
Operating Expenses	33,249,399	34,770,258	41,892,564	36,162,141	36,162,141
Capital Equipment	449,725	381,600	539,197	381,600	381,600
Subtotal	\$213,302,195	\$221,526,364	\$227,057,267	\$234,395,605	\$236,203,097
Less:					
Recovered Costs	(\$785,666)	(\$697,406)	(\$697,406)	(\$697,406)	(\$697,406)
Total Expenditures	\$212,516,529	\$220,828,958	\$226,359,861	\$233,698,199	\$235,505,691
Income:					
Academy Fees	\$1,953,466	\$2,519,136	\$1,696,732	\$1,858,058	\$1,858,058
Fees and Misc. Income	1,555,317	1,703,055	1,752,341	1,790,824	1,790,824
State Reimbursement	27,385,777	26,421,454	26,421,454	26,421,454	26,421,454
Total Income	\$30,894,560	\$30,643,645	\$29,870,527	\$30,070,336	\$30,070,336
NET COST TO THE COUNTY	\$181,621,969	\$190,185,313	\$196,489,334	\$203,627,863	\$205,435,355
AUTHORIZED POSITIONS/FULL-TIME EQUIVALENT (FTE)					
Regular	1823 / 1823	1839 / 1839	1848 / 1848	1848 / 1848	1848 / 1848

This department has 11/11.0 FTE Grant Positions in Fund 50000, Federal-State Grant Fund.

**FY 2023
Funding
Adjustments**

The following funding adjustments from the FY 2022 Adopted Budget Plan are necessary to support the FY 2023 program. Included are all adjustments recommended by the County Executive that were approved by the Board of Supervisors, as well as any additional Board of Supervisors' actions, as approved in the adoption of the Budget on May 10, 2022.

Employee Compensation \$12,480,883

An increase of \$12,480,883 in Personnel Services includes \$7,407,178 for a 4.01 percent market rate adjustment (MRA) for all employees and \$240,414 for performance-based and longevity increases for non-uniformed merit employees, both effective July 2022, as well as \$3,025,799 for FY 2023 merit and longevity increases, including \$495,890 for 25-year longevity increases, for uniformed employees awarded on the employees' anniversary dates. It should be noted that a larger number of employees are eligible for longevity increases in FY 2023 due to the deferral of longevity increases in FY 2021 and FY 2022. Additionally, an increase of \$1,807,492 is included to advance eligible uniformed employees, hired on or before June 30, 2021, one additional step in July 2022 on their respective pay plans C, F, and O to address compression issues.

Co-Responder Model Supporting Behavioral Health Crisis Calls \$1,219,129

An increase of \$1,219,129 is included to support additional positions previously approved by the Board of Supervisors as part of the *FY 2022 Mid-Year Review*. These positions were previously funded through the American Rescue Plan Act (ARPA) in FY 2022 to support the Co-Responder Model which pairs a Crisis Intervention Specialist and a Crisis Intervention Team trained police officer to respond to 911 calls that are related to behavioral health issues. It should be noted that an increase of \$378,100 in Fringe Benefits funding is included in Agency 89, Employee Benefits, for a total cost of \$1,593,629. For further information on Fringe Benefits, please refer to the Agency 89, Employee Benefits, narrative in the Nondepartmental program area section of Volume 1.

Department of Vehicle Services Charges \$616,540

An increase of \$616,540 in Department of Vehicle Services Charges is based on anticipated billings for maintenance and operating-related charges.

Electronic Control Weapons \$360,181

An increase of \$360,181 is included for Electronic Control Weapons (ECW), or Tasers, based on recommendations by the Ad-Hoc Police Practices Review Commission. ECW are a tool for de-escalation tactics to allow officers more time to assess a situation and summon assistance and reduce the need for use of force. This funding supports the department's current practice mandating that all uniformed officers in enforcement units carry an ECW on their person when on patrol.

**Changes to
FY 2022
Adopted
Budget Plan**

The following funding adjustments reflect all approved changes in the FY 2022 Revised Budget Plan since passage of the FY 2022 Adopted Budget Plan. Included are all adjustments made as part of the FY 2021 Carryover Review, FY 2022 Mid-Year Review, FY 2022 Third Quarter Review, and all other approved changes through April 30, 2022.

Carryover Adjustments \$5,530,903

As part of the *FY 2021 Carryover Review*, the Board of Supervisors approved funding of \$5,530,903, including \$1,751,000 in Personnel Services for a one-time compensation adjustment of \$1,000 for merit employees and \$500 for non-merit employees paid in November 2021. The remaining amount of \$3,779,903 is due to encumbered carryover including \$3,706,825 in Operating Expenses and \$73,078 in Capital Equipment.

Co-Responder Model Supporting Behavioral Health Crisis Calls \$0

As part of the *FY 2022 Mid-Year Review*, the Board of Supervisors approved an increase of 9/9.0 FTE new positions to support Phase 1 of the Co-Responder Model. This program is multi-agency collaboration including the Police Department, Fairfax-Falls Church Community Services Board, and the Department of Public Safety Communications to respond to 911 calls related to behavioral health issues. These positions were funded through the American Rescue Plan Act in FY 2022.

Cost Centers

The five cost centers of the Police Department include Services/Command Operations, the Major Crimes Bureau, Patrol, Animal Protection Police, and Operations Support. The cost centers work together to fulfill the mission of the department.

Services/Command Operations

The Services/Command Operations cost center provides managerial direction and administrative support for all organizational entities in the department. Services/Command Operations includes the Office of the Chief, Public Information, Financial Resources, Personnel Resources, Resource Management, Information Technology, and the Criminal Justice Academy. The cost center is responsible for providing leadership and direction, research and analysis, public relations, budgeting and financial management, human resources, and logistical and technical support, as well as recruit and in-service officer training compliant with Virginia State Department of Criminal Justice standards.

Category	FY 2021 Actual	FY 2022 Adopted	FY 2022 Revised	FY 2023 Advertised	FY 2023 Adopted
EXPENDITURES					
Total Expenditures	\$60,307,863	\$59,468,048	\$65,897,034	\$62,683,169	\$63,151,367
AUTHORIZED POSITIONS/FULL-TIME EQUIVALENT (FTE)					
Regular	234 / 234	234 / 234	248 / 248	245 / 245	248 / 248

Major Crimes Bureau

The Major Crimes Bureau is primarily responsible for investigating all designated major crimes in accordance with local, state, and federal requirements, collecting and analyzing intelligence regarding criminal activity, and providing investigative support services to all organizational entities in the department. The Major Crimes Bureau includes Major Crimes, Victim Services, Organized Crime and Narcotics, Criminal Intelligence, Investigative Support, and the Northern Virginia Regional Identification System (NOVARIS).

Category	FY 2021 Actual	FY 2022 Adopted	FY 2022 Revised	FY 2023 Advertised	FY 2023 Adopted
EXPENDITURES					
Total Expenditures	\$28,331,098	\$25,553,873	\$15,667,597	\$26,915,808	\$27,199,513
AUTHORIZED POSITIONS/FULL-TIME EQUIVALENT (FTE)					
Regular	224 / 224	224 / 224	252 / 252	224 / 224	252 / 252

Patrol

The Patrol cost center is primarily responsible for responding to calls for service, investigating certain property crimes, such as burglary and larceny, and providing community outreach and education. The Patrol cost center includes eight district stations and ancillary support programs, such as Community Resources, Duty Officer, Citizen Reporting, and Court Liaison.

Category	FY 2021 Actual	FY 2022 Adopted	FY 2022 Revised	FY 2023 Advertised	FY 2023 Adopted
EXPENDITURES					
Total Expenditures	\$101,270,169	\$114,265,087	\$122,526,070	\$120,726,977	\$121,448,756
AUTHORIZED POSITIONS/FULL-TIME EQUIVALENT (FTE)					
Regular	1190 / 1190	1206 / 1206	1174 / 1174	1204 / 1204	1174 / 1174

Animal Protection Police

The Animal Protection Police cost center is primarily responsible for enforcing County ordinances and state laws that pertain to animals and their treatment. This cost center helps to protect County residents while dealing with pets and animals as humanely as possible.

Category	FY 2021 Actual	FY 2022 Adopted	FY 2022 Revised	FY 2023 Advertised	FY 2023 Adopted
EXPENDITURES					
Total Expenditures	\$4,431,543	\$4,322,471	\$4,287,784	\$4,447,360	\$4,472,879
AUTHORIZED POSITIONS/FULL-TIME EQUIVALENT (FTE)					
Regular	38 / 38	38 / 38	38 / 38	39 / 39	38 / 38

Operations Support

The Operations Support cost center provides specialized support services necessary for safely and effectively executing both routine and complex field operations, such as traffic control and enforcement, safety education, and specialized weapons and tactical response for critical events. The Operations Support cost center includes Special Operations, Traffic, and Helicopter.

Category	FY 2021 Actual	FY 2022 Adopted	FY 2022 Revised	FY 2023 Advertised	FY 2023 Adopted
EXPENDITURES					
Total Expenditures	\$18,175,856	\$17,219,479	\$17,981,376	\$18,924,885	\$19,233,176
AUTHORIZED POSITIONS/FULL-TIME EQUIVALENT (FTE)					
Regular	137 / 137	137 / 137	136 / 136	136 / 136	136 / 136

Position Detail

The FY 2023 Adopted Budget Plan includes the following positions:

SERVICES/COMMAND OPERATIONS - 248 Positions			
1	Chief of Police	1	PS Information Officer IV
4	Deputy Chiefs of Police	1	PS Information Officer III
4	Police Majors	4	Management Analysts IV
7	Police Captains	6	Management Analysts III
8	Police Lieutenants	4	Management Analysts II
25	Police Second Lieutenants	7	Management Analysts I
5	Police Sergeants	2	Financial Specialists III
40	Police Officers III	3	Financial Specialists II
22	Police Officers II	1	Communications Specialist II
3	Administrative Assistants V	1	Buyer II
11	Administrative Assistants IV	1	Buyer I
12	Administrative Assistants III	1	Athletic Trainer
17	Administrative Assistants II	1	Legal Records/Services Manager
1	Senior HR Consultant	1	Internet/Intranet Architect III
1	HR Generalist IV	6	Property & Evidence Technicians
1	HR Generalist III	3	Material Management Specialists III
2	HR Generalists II	1	Material Management Specialist II
1	HR Generalist I	1	Business Analyst IV
8	Police Citizen Aides II	1	Business Analyst II
1	Info. Tech. Program Manager II	1	IT Technician II
1	Network/Telecom. Analyst IV	1	Polygraph Examiner
3	Network/Telecom. Analysts III	1	GIS Spatial Analyst III
3	Network/Telecom. Analysts II	1	Training Specialist I
2	Network/Telecom. Analysts I	2	Police Background Investigators
1	Programmer Analyst III	1	Paralegal
1	Programmer Analyst II	10	Vehicle Main. Coordinators
MAJOR CRIMES BUREAU - 252 Positions			
2	Police Majors	1	Administrative Assistant IV
5	Police Captains	4	Administrative Assistants III
4	Police Lieutenants	5	Administrative Assistants II
19	Police Second Lieutenants	1	Photographic Specialist
15	Police Sergeants	1	Director Victim Witness Programs
70	Police Officers III	4	Probation Counselors II
99	Police Officers II	1	Management Analyst II
1	Business Analyst IV	5	Management Analysts I
1	Business Analyst III	4	Fingerprint Specialists III
3	Police Citizen Aides II	6	Crime Analysts II
1	Network/Telecom. Analyst II		
PATROL - 1,174 Positions			
4	Police Majors	157	Police Officers I
14	Police Captains	36	Police Citizen Aides II
13	Police Lieutenants	63	School Crossing Guards
74	Police Second Lieutenants	8	Traffic Enforcement Officers
68	Police Sergeants	8	Administrative Assistants III
182	Police Officers III	5	Crime Analysts II
539	Police Officers II	3	Crime Analysts I
ANIMAL PROTECTION POLICE - 38 Positions			
2	Animal Protection Second Lieutenants	1	Naturalist IV
5	Animal Protection Sergeants	1	Naturalist II
8	Animal Protection Officers III	1	Naturalist I
11	Animal Protection Officers II	2	Administrative Assistants II
7	Animal Protection Officers I		

OPERATIONS SUPPORT - 136 Positions

3	Police Captains	1	Helicopter Pilot II
2	Police Lieutenants	5	Helicopter Pilots
8	Police Second Lieutenants	1	Aircraft/Power Plant Tech. II
8	Police Sergeants	1	Aircraft/Power Plant Tech. I
34	Police Officers III	1	Senior Alcohol Testing Unit Tech.
54	Police Officers II	2	Alcohol Testing Unit Techs.
1	Police Officer I	1	Crime Analyst II
1	Traffic Enforcement Supervisor	1	Vehicle Main. Coordinator
10	Traffic Enforcement Officers	2	Administrative Assistants III

1,524 Sworn Positions/324 Civilian Positions

Performance Measurement Results

It continues to be necessary to fill larger basic training classes in the Criminal Justice Academy in response to an increase in the number of annual retirements and growth in sworn positions. Despite many competing opportunities within the regional labor market, the department continues to attract, recruit, and hire new officers of exceptionally high quality by positioning itself as an employer of choice.

The overall rate of serious crime in Fairfax County continues to be exceptionally low. Through a variety of efforts and methods, especially active investigation, crime prevention, and community policing initiatives, the members of the Patrol Bureau and Major Crimes Bureau work comprehensively to address and reduce criminal activity. The department continues efforts to re-engineer the practice of law enforcement in Fairfax County through engagement with the County's culturally diverse communities to improve communications and information sharing, additional officer training, and the implementation of recommendations made by the Police Executive Research Forum (PERF) and the Ad-Hoc Police Policy and Practices Commission.

The Operations Support Bureau continues to implement traffic safety initiatives and traffic safety education strategies with the goal of reducing the number of alcohol and drug-related crashes.

Indicator	CY 2019 Actual	CY 2020 Actual	CY 2021 Estimate	CY 2021 Actual ¹	CY 2022 Estimate	CY 2023 Estimate
Services/Command Operations						
Annual Attrition Rate (sworn)	5.00%	5.97%	5.69%	6.79%	6.40%	6.40%
Applications (sworn)	3,000	1,938	1,524	1,541	1,120	1,120
Sworn Vacancies Filled	100	59	74	72	80	81
Position Vacancy Factor	5.8%	4.8%	4.6%	10.4%	11.6%	12.9%
Major Crimes Bureau						
Cases assigned	5,700	6,548	6,300	3,233	6,300	6,650
Cases cleared	3,100	2,338	2,850	1,986	2,850	3,000
Case clearance rate	56.5%	35.7%	49.5%	47.02%	49.5%	50.0%
Criminal arrests (excluding Driving Under the Influence arrests) ²	48,000	21,086	24,000	13,344	24,000	30,000

Indicator	CY 2019 Actual	CY 2020 Actual	CY 2021 Estimate	CY 2021 Actual ¹	CY 2022 Estimate	CY 2023 Estimate
Patrol						
Total Calls for Service	450,000	381,403	491,691	312,568	491,691	491,691
Average Response Time (Priority 1 calls – in minutes)	4.80	4.20	4.30	4.50	4.30	4.30
Total Citations Issued	142,900	37,324	115,365	28,623	50,000	50,000
Total reportable vehicle crashes	9,250	4,422	7,325	3,162	4,500	4,500
Animal Protection Police						
Rabies cases reported	30	35	35	35	35	35
Operations Support						
Alcohol or drug-related vehicle crashes	650	306	325	228	275	275
Driving Under the Influence arrests	2,200	1,370	1,575	963	1,250	1,250

Note: The Police Department collects and reports performance data based upon calendar year (CY) rather than fiscal year. The Performance Measurement table therefore reflects CY information.

¹ FY 2021 Actual Data is lower than prior years due to the impact of COVID-19 on daily operations and activities. Increased teleworking reduced lengthy morning and afternoon rush hour commutes resulting in fewer citations issued and reportable vehicle crashes. The Governor’s “stay at home order” and social distancing impacted criminal arrests as fewer quality-of-life offenses that occur more frequently during normal human interaction (simple assault, disorderly conduct, etc.) decreased. Additionally, the “stay at home order” limited the occupancy and operation of drinking establishments and limited the number of people allowed at social gatherings which reduced driving associated with social drinking, resulting in fewer alcohol and drug-related vehicle crashes as well as driving under the influence arrests. Even though the “stay at home order” was lifted, many companies continued to encourage teleworking and a majority of schools maintained a virtual or hybrid learning environment through the end of the school year.

² Reflects the total number of criminal charges placed for all Incident-Based Reporting (IBR) categories by all bureaus in the department and includes Juvenile Runaways.