



County of Fairfax, Virginia

Supervisor Pat Herrity
Budget Consideration Item
March 28, 2023
Addressing Police Staffing Crisis

Background: Last July, Chief Davis announced what we have been able to see coming for the many years: a police staffing crisis. This is not merely a shortage, this a critical need that has caused our department to adopt a major shift change. This shift change puts a strain on our officers in both their professional and personal lives. In addition, many of the specialty units that took our department from good to great have been disbanded, including financial crimes. Despite this crisis that has been long in the making, I commend Chief Davis and our police for doing everything in their power to mitigate its effects. While they have done all they can within their constraints, our Board can and should be doing more.

We know that recruitment and retention are critical challenges facing our police department, as well as others across the nation. Before this Board adopted the FY 2023 budget, I proposed a consideration item that would make police compensation more competitive with our surrounding jurisdictions by focusing a 10 percent salary increase on officers Second Lieutenant and below, including APPOs. Instead of fully funding this increase that focuses on the area where we most need officers, we spread those dollars across all of public safety. Since then, we have seen officers leave for better pay, or enter DROP. I was happy to propose and support the approval of signing bonuses for new recruits and am glad that we have had one of the largest recruit classes in the history of the FCPD. Despite increases in recruitment, the new recruiting classes are not keeping pace with our retirements.

For the last four years, this Board has talked about the issues with police compensation. Yet, neither the Board nor the FY 2024 advertised budget recognize police compensation as a funding priority.

Consideration Item: Therefore, Mister Chairman, I ask that the Board consider including the following as part of the FY 2024 budget to address the police staffing crisis.

- Increase salaries for all officers 2nd Lieutenant and below by 12.5 percent, a net cost of approximately \$30 million.
- Extend DROP by two years for only those current police officers who are already in DROP. Based on analysis by our Department of Management and Budget, the cost impact of providing this extension for a narrow group of officers would be negligible.

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