

PUBLIC SAFETY

Police Division

Description

The Division responds to citizen complaints, provides patrol coverage, enforces traffic laws, investigates criminal activity, and provides educational programs on such topics as drug awareness and crime prevention. In addition, the Division conducts crime analysis, investigates animal complaints, operates citizen police academies, and provides emergency communications for the County.

With the exception of several specialized components of the organization that report to the Chief of Police, the Police Division consists of four primary commands. These include Administrative Operations, Special Operations, Patrol Operations, and Investigative Operations. By dividing the agency into functions associated with various organizational entities, the Division is able to formally establish and categorize components according to job function, and to define organizational philosophies.

Objectives

- To achieve total professionalism, through training, commitment and action within the rule of law, in response to the needs of the community.

- To establish as a cornerstone of all Division endeavors, a partnership with the community that is based upon mutual trust and integrity.
- To eliminate opportunity for crime and reduce fear of crime through Intelligence-Led Policing (ILP). This policing methodology employs Smart Policing concepts and requires a close working relationship with citizens, businesses, and governmental agencies. The basis of preventing crime through ILP hinges on intelligence gathered by officers responding to calls, and all available resources, then vetting the information through an effective Crime Analysis System to produce intelligence used to prevent crimes or apprehend criminals.
- To achieve the highest level of safety possible on our streets through education, enforcement, and high visibility.
- To extend compassion impartially to all persons, regardless of the nature of the interaction, through fairness and understanding in response to those with whom contact is necessitated.

Annual Fiscal Plan

<u>Description</u>	<u>FY11 Actual</u>	<u>FY12 Original</u>	<u>FY13 Approved</u>	<u>Change 12 to 13</u>
Personnel	\$ 58,409,567	\$ 57,497,807	\$ 57,746,932	0.4%
Operation	5,443,227	5,598,631	5,056,584	(9.7%)
Capital	3,456,540	2,822,341	33,000	(98.8%)
Total	<u>\$ 67,309,334</u>	<u>\$ 65,918,779</u>	<u>\$ 62,836,516</u>	<u>(4.7%)</u>
Personnel Complement*	799	798	791 *	(7)

*Complement includes sixteen complement II positions funded by State revenue (Wireless E-911 funds). A total of seven vacant positions were removed from the complement.

Performance Measures

	FY11	FY12	FY13	Change 12 to 13
Workload Measures				
Total Calls for Service	192,726	196,581	200,513	3,932
Number of Animal Calls	18,928	19,307	19,693	386
Number of Part I Crimes	8,339	8,506	8,676	170
Number of Criminal Arrests	20,716	21,130	21,553	423
Number of Traffic Arrests	65,481	66,791	68,127	1,336

- To hold all division personnel accountable to the highest standards of conduct in performing our service to the community and embracing the ideals of our Constitution and democratic society.
- To provide our employees with an environment in which to work that is sensitive to their needs, and conducive to the accomplishment of the highest quality of work.

previously included funding for replacement of approximately 108 vehicles annually, at a total cost of \$2,574,800 which is now being captured in the capital budget. In addition, funding of \$214,541 previously allotted to purchase mobile and portable radios has been removed from the capital component. The Division will work to identify unobligated funds received during the course of the year to continue installation of the radios in Police vehicles. All Patrol vehicles, which were the Division's primary officer safety objective, have been equipped with mobile radios.

Budget Highlights

The FY2012-13 approved budget for the Police Division is \$62,836,516, which represents an overall decrease of \$3,082,263 or 4.7 percent from the FY2011-12 approved budget. Personnel expenditures are forecasted to increase by a net difference of \$249,125 or 0.4 percent. This increase was driven by rising VRS, VRS life insurance, and health care expenditures for remaining personnel. The increase in personnel was offset by the removal of six full-time positions and two part-time positions (equivalent to one FTE) from the complement and the increase in departmental vacancy savings. In addition, two Communications Officers were transferred from the General Fund to the Special Revenue Fund to support the Wireless E-911 effort.

In 2011, the Police Division placed first in the state and second in the nation in the International Association of Chiefs of Police National Law Enforcement Challenge traffic safety initiative. Each year, the Police Division competes with agencies of similar size from across the country to determine which police departments have done the best job of conducting enforcement activities, plus activities related to policy and procedures, prevention and education, and training. The program also looks at the Division's efforts and the results of those efforts on fatality and injury crashes within the County. The Division also received the Virginia Association of Chiefs of Police Law Enforcement Challenge Speed Enforcement Award for its efforts to reduce crashes, injuries and fatalities related to speed related traffic accidents.

The Division's operating budget decreased by \$542,047 or 9.7 percent from the previous approved budget. These reductions were made as a result of the department's budget reduction strategy to reduce expenditures by streamlining services and increase efficiencies. In addition, this decrease also reflects the County-wide adjustment in technology replacement.

In 2010, the P.E.A.K. (Parents, Educators, and Kids) program replaced the DARE program. In 2011, the County received a National Association of Counties Award for this creative program. The new program gives Elementary School Resource Officers (ESROs) more flexibility working with their schools. The P.E.A.K. program was written by Henrico Police ESROs in collaboration with educators in the Henrico County Public School (HCPS) system to create a syllabus focusing on the needs of HCPS students. The idea was conceived

The capital component is forecasted to decrease by \$2,789,341 or 98.8 percent from the previous fiscal year. It is important to note this component

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from the Chief of Police challenging the ESROs to consider a more relevant and flexible curriculum for elementary school students. Unlike the DARE program curriculum, elements of P.E.A.K. can be taught in any sequence, and modified to the unique issues confronting students in a particular school. They can also be tailored to meet specific objectives an individual school may have for its students.

The Police Division remains a recognized professional law enforcement agency through its efforts to maintain international accreditation. The Division's success is demonstrated by retaining this internationally accredited law enforcement agency status since 1987. In addition, the Division has three Command Staff Officers who serve as assessors including the Chief of Police who is a team leader for assessment teams evaluating other law enforcement agencies seeking accreditation. This past year, Chief Middleton was recognized by the Commission on Accreditation for Law Enforcement Agencies (CALEA) as one of the few assessors and team leaders to achieve ten consecutive years of service to CALEA. The selection of individuals to serve as assessors is the result of the reputation of the organization and completion of a rigorous training course for the assessors. Each assessor is selected by the accrediting authority and each must be re-certified every three years through attendance at a re-training seminar.

The Division has installed mobile radios in all Patrol Operations police vehicles. These mobile radios enhance officer safety and allow greater interoperability with Hanover County's emergency communications network. The mobile radios are the latest technology and most recent generation of radios for use in a digital trunked 800 Mhz radio system. In addition, the installation of the mobile radios provides emergency communications abilities in the event the officer's portable radio is disabled or inoperable. This program has been phased in over multiple fiscal years. These radios are compatible with the next generation radio system available to public safety.

In FY2007-08, the Division began converting to digital cameras to collect and store photography evidence. Digital photography is acceptable as evidence in criminal cases as long as chain of custody

and documentation showing the images have not been altered can be provided to the courts. Using digital cameras enhances the quality of images and allows instant viewing and verification of images. The conversion to digital cameras began with the purchase of cameras for the forensic unit, computer hardware, and software used to provide the necessary chain of custody documentation. All sworn officers within the Police Division are now equipped with a digital camera. Last year, the Division deployed new technology in the interview rooms. This equipment is compatible with the digital systems used to store the digital photographs. All of the Division's digital photo and video system are now linked in a secure system and are accessible on-line to case officers and the Commonwealth's Attorney's Office.

The Police Division complement totals 791 in FY2012-13 and reflects the reduction of six full-time and two part-time positions (one FTE). One of the Division's top priorities is maintaining the appropriate level of patrol officers, detectives, and command staff. Included in the FY2012-13 Police Complement are sixteen communication officer positions, whose salary and benefits are funded in the Special Revenue Fund. The County receives funding to support these positions from the State Wireless Board, which distributes to localities a portion of the E-911 service fee collected by the State. The State service fee is \$0.75 per month charged to each cellular phone.

The Police complement includes a total of twenty-seven School Resource Officers, who are assigned to a specific County middle or high school. The School Resource Officer Program is a joint effort between the Police Division and the Henrico County Public Schools. The Henrico County Public Schools provides funding for twenty-one of these Officers while the Police Division funds the remaining six positions. The Elementary School Resource Officer (ESRO) program is funded entirely by the Police Division.

Police Staffing

The Office of Management and Budget has prepared a historical depiction of new positions included within the Police Division budget over the past nineteen years. This is included as a historical reference.

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The tables in the column below show personnel additions and subtractions by position type and funding source from FY1994-95 to FY2012-13.

Position Type	No.
Police Officer	150
Animal Control Officer	2
Communications Officer	19
Police Support Technician	9
Police Support Tech (trans to Sheriff)	(14)
Technical Support	5
Radio Repair Shop (transfer to GS)	(5)
Other	3
Total	169

Funding Source	No.
Grants (*)	90
State Wireless E-911	16
General Fund	63
Total:	169

It must be noted that of the 90 positions added with grant funding, 83 were police officers and seven were civilians.

**Note: Grant funding has been used as an initial funding source for these new Police positions. At this time, all grant funding has been replaced by General Fund dollars.*