

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 the Animal Protection section and several specialized components of the organization that report to the Chief of Police, the Police Division consists of four primary commands. These include Administrative Services, Support Services, 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 the highest level of safety possible on our streets through education, enforcement, and high visibility.

- 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 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>FY13 Actual</u>	<u>FY14 Original</u>	<u>FY15 Approved</u>	<u>Change 14 to 15</u>
Personnel	\$ 60,669,935	\$ 59,965,667	\$ 61,307,332	2.2%
Operation	5,450,238	5,739,243	5,734,949	(0.1%)
Capital	928,096	406,070	426,940	5.1%
Total	<u>\$ 67,048,269</u>	<u>\$ 66,110,980</u>	<u>\$ 67,469,221</u>	<u>2.1%</u>
Personnel Complement*	798	807	815	8

*Complement includes sixteen complement II positions funded by State revenue (Wireless E-911 funds). The complement also includes the addition of ten Police Officers and the removal of two vacant positions.

Performance Measures

	FY13	FY14	FY15	Change 14 to 15
Workload Measures				
Total Calls for Service	194,029	197,910	201,868	3,958
Number of Animal Calls	17,922	18,280	18,646	366
Number of Part I Crimes	8,525	8,696	8,869	173
Number of Criminal Arrests	20,690	21,104	21,526	422
Number of Traffic Arrests	58,269	59,434	60,623	1,189

- 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.

Budget Highlights

The FY2014-15 budget for the Police Division is \$67,469,221, which represents an overall increase of \$1,358,241 or 2.1 percent from the FY2013-14 approved budget. The personnel component increased by a net difference of \$1,341,665 or 2.2 percent from the previous approved fiscal year. This increase reflects a mid-year, performance based raise for the Police Division’s employees as well as rising VRS and VRS life expenditures. The personnel component also includes funding of \$602,025 associated with ten new Police Officer positions which will allow the Division to staff additional service areas. In addition, funding of \$189,895 is also included in order to cover the costs associated with the 147 positions authorized to receive the \$1,200 per year clothing allowance which was previously captured in the operating budget. It is important to note that although this component experienced an increase, two vacant positions were removed from the complement, which offset the increase in the personnel component by \$120,405.

The operating component is forecasted to decrease by a net difference of \$4,294 or 0.1 percent from the previous approved budget. Clothing reimbursement funding of \$126,000 was reallocated to the personnel

component for tax purposes. Funding associated with the removal of nuisance birds from private property reduced the operating budget by \$50,000. This reduction was offset by the net addition of \$68,470 for the on-going operating costs associated with the ten new Police Officer positions. It is important to note that the one-time costs of \$67,020 for these positions are already included in the base budget as a result of the ten positions which were added in the previous fiscal year. The combined operating amount budgeted for the new positions totals \$135,490. Funding of \$88,755 associated with the Police Athletic League (PAL) was added to the budget to enhance this important program in the community. In addition, funding is also included in the operating component to cover the rental costs associated with the Police Division’s new substation.

The capital component is forecasted to increase by \$20,870 or 5.1 percent for FY2014-15. This amount represents the increase in the one-time cost of the portable and mobile radio equipment as well as vehicle accessories needed for the new positions. In total, funding of \$376,940 is included for one-time capital costs associated with the ten new Police Officer positions. The capital component also includes the camera replacement program and replacement equipment for the Radio Shop. It is important to note that the Division has funding totaling \$2,324,800 in the capital budget, found elsewhere in this document, for the police vehicle replacement program, which will allow for the purchase of 108 vehicles in FY2014-15.

On September 9, 2013, the Police Division increased from two police stations to three with the opening of the Central Station. This leased facility is located at 10101 Brook Road in the Virginia Center Commons Mall and will primarily serve the Fairfield District. This is a temporary site and plans are on-going to

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identify and secure a permanent location for the Central Station headquarters. The new station will assist in better serving the growing population, the business community, and continue to strengthen the County's ability to address crime and quality of life issues.

It is important to note that shortly after the lease negotiation for this property was made, the HCPS Career and Technical Education (CTE) Program director contacted the Police Division to offer their assistance with the build-out of the proposed substation. Approximately sixty students in the CTE program participated in various facets of this project to include framing, installation of walls, construction of furniture, and the installation of electrical service for this project. This was a unique partnership between the Police Division and Henrico County Public Schools, which benefited both departments.

Social Media has become a significant tool in the Police Division's capabilities to communicate with Henrico's citizens. This has placed new demands on the Police Division in a community that relies heavily on social media for information. In 2013, the Division tweeted over 1,150 tweets, had 3,769 people like its page on Facebook, is up over 12,000 views on YouTube, and has over 4,000 followers on Twitter. Pinterest was added to the list of social media tools utilized. In addition, several videos were written, directed, produced, and narrated in Spanish including Communications recruitment, sexual assault prevention, DUI prevention, a Stop and Lock public service announcement, and a school bus safety public service announcement. April's NASCAR race yielded a public service announcement to emphasize DUI and distracted driving. The Boston Marathon bombings raised public concern over safety at the September NASCAR race. These concerns resulted in the Police Division Information Officer posting information on Facebook and conducting three interviews. ESPN retweeted a response about an assault that occurred at the raceway, which gave the Police Division international recognition.

In 2013, the Police Division won several notable awards for their traffic safety efforts. The Division placed first in the Virginia Association of Chiefs of Police Law Enforcement Challenge. This award is presented to agencies of similar size categories based on judging criteria that evaluates the agency's efforts

in reducing impaired driving, speeding, and occupant protection violations and crashes. The judges review the efforts of each agency in the following categories throughout the year: Policy and Guidelines, Training of Officers, Recognition of Agency and Officers, Public Education and Information, Enforcement Efforts, and Effectiveness of Efforts. This was the ninth consecutive year the Henrico County Police Division received this award, and has placed first each year.

Also awarded to the Police Division was a special award for Technology through the Virginia Association of Chiefs of Police. This award was presented to the Division for their continued efforts to make sure officers are using the most up-to-date equipment to accomplish their traffic enforcement efforts. The Division outlined each piece of equipment used and how that equipment enhanced traffic safety efforts by reducing injury and fatal crashes.

The International Association of Chiefs of Police also conducts a law enforcement challenge similar to Virginia. The Police Division has placed as one of the top three for the Law Enforcement Challenge internationally, winning first place in 2012 for their efforts. By placing first in 2012, the Henrico Police Division was automatically entered in the most difficult category in the Challenge, which is the Championship category. In this category, the Police Division competed in 2013 against all agencies of different sizes that won first place in 2012. The Division was able to capture third place in the Championship category which they were recognized for at the annual conference in Philadelphia in October 2013.

In 2013, the Vice team received a National Association of Counties award for the team's Operation Innkeeper efforts. This effort was a cooperative investigative, enforcement, and community policing effort led by the Henrico County Police Division, with the assistance of the Federal Bureau of Investigation (FBI), the United States Department of Homeland Security (HSI), other area law enforcement agencies, and the Richmond Retail Merchants Association (RMA). The objective of this operation was to identify persons and organizations actively engaged in criminal activity that negatively impacts area hotels.

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Henrico County's Crisis Intervention Team (CIT) model was developed in 2008 after several years of research. The team consists of selected staff from Henrico County Divisions of Police and Fire, the Henrico Sheriff's Office, and Henrico Area Mental Health and Developmental Services. This team responds to citizens in psychiatric crisis with the goal of avoiding unnecessary hospitalization or incarceration. This model significantly improved our response to citizens, has increased the awareness and utilization of resources available to our citizens and responders, and has reduced the involvement of Henrico's criminal justice system when alternatives are more effective.

One of the reasons the CIT initiative is successful is due to a rigorous training program. This includes a basic forty hour class offered monthly to selected first responders from Police, Fire, Sheriff, and Mental Health. In addition, training is offered to other local and state agencies to support the CIT program. Other CIT training includes an advanced training initiative limited to CIT trained first responders and is topic based. Trained CIT first responders can take an additional class to become a member of the training cadre. An abbreviated CIT class is offered for communication officers who respond to 911 calls for service. Approximately 900 first responders have been trained from 30 jurisdictions or agencies.

The County's CIT Crisis Receiving Center (CRC) has increased an officer's efficiency on mental health related calls by reducing the time an officer spends on an Emergency Custody Order (ECO). This can represent as much as nine hours per (ECO). Since the CRC opened in 2012, it has seen a 14.0 percent reduction in involuntary hospitalizations and a 24.0 percent diversion from hospitalization. The CRC staff consistently report positive feedback from the citizens served, their families, and the officers working patrol who are able to transfer custody and return to duty to ensure the public safety of the community.

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 serving as assessors including the Chief of Police who is a team leader for assessment teams evaluating other law enforcement agencies seeking accreditation. 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 Police Division complement totals 815 in FY2014-15. One of the Division's top priorities is maintaining the appropriate level of patrol officers, detectives, and command staff. Included in the FY2014-15 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-six School Resource Officers 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 five School Resource Officer positions. In addition, the Police Division funds eight Police-Educators-and-Kids (P.E.A.K.) program positions.

It is important to note the FY2014-15 budget reflects the elimination of two vacant positions dedicated to the Police Athletic League (PAL) program. Recent changes to the existing program enable the program to continue without the two full-time positions. The responsibilities of the two officers would be shifted to the P.E.A.K. program officers. The officers assigned to P.E.A.K. would work at the elementary schools as School Resource Officers and rotate on a weekly basis the responsibilities of the PAL Program. As a result, the Division would have eight officers who rotate the responsibility previously assigned to two officers and would already be

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familiar with the program.

As stated earlier, the budget includes ten new Police Officer positions for FY2014-15. This budget reflects year two of a five-year plan to add ten new positions per year to the Police Division's complement. A total of 331 sworn positions are currently assigned to Patrol Operations. Currently the County is divided into forty-five service areas. The Division's request to add ten additional sworn officer positions to their complement would reduce the number of unstaffed service areas and enhance the Division's ability to respond to calls for service, focus on specific crime issues, and address crimes occurring in hot spots known for illegal activity.

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 twenty-one years. This is included as a historical reference.

The tables in the column show personnel additions and subtractions by position type and funding source from FY1994-95 to FY2014-15.

Position Type	No.
Police Officer	168
Animal Control Officer	2
Communications Officer	19
Police Support Technician	9
Police Support Tech (trans to Sheriff)	(14)
Technical Support	5
Radio Repair Shop (trans to GS)	(5)
Radio Repair Shop (trans from GS)	7
Other	2
Total	193

Funding Source	No.
Grants (*)	90
State Wireless E-911	16
General Fund	87
Total:	193

It must be noted that of the 90 positions added with grant funding, 83 were police officers and 7 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.*