

PUBLIC SAFETY

Police Division

Description

The Police 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 two primary commands, Field Operations and Support Operations. Field Operations encompasses the Patrol Bureau, the Investigative Bureau, and the Special Operations Group. Support Operations is responsible for the Administrative Services and Support Services Bureaus along with the Fiscal Records and Communications Maintenance Units. By dividing the agency into functions associated with various organizational entities, the Division formally establishes and categorizes components according to job function, and defines 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 based upon mutual trust and integrity.
- To eliminate opportunity for crime and reduce fear of crime through Intelligence-Led Policing (ILP) and the Division's policing strategy TEMPO (Technology Enhanced Modern Policing Operations). TEMPO is the efficient use of intelligence in the deployment of resources to effectively prevent, deter, and respond to crime and quality of life concerns. To achieve the highest level of safety possible on Henrico's streets through education, enforcement, and high visibility.

Annual Fiscal Plan

<u>Description</u>	<u>FY17 Actual</u>	<u>FY18 Original</u>	<u>FY19 Approved</u>	<u>Change 18 to 19</u>
Personnel	\$ 67,973,063	\$ 66,198,482	\$ 68,547,787	3.5%
Operation	5,068,919	6,860,204	7,477,903	9.0%
Capital	526,766	457,070	86,150	(81.2%)
Total	<u>\$ 73,568,748</u>	<u>\$ 73,515,756</u>	<u>\$ 76,111,840</u>	<u>3.5%</u>
 Personnel Complement*	 842	 852	 852	 0

*Complement includes sixteen complement II positions funded by State revenue (Wireless E-911 funds) in the Special Revenue Fund.

Performance Measures

	FY17	FY18	FY19	Change 18 to 19
Workload Measures				
Total Calls for Service	212,154	212,897	216,540	3,643
Number of Animal Calls	16,515	17,631	17,718	87
Number of Part I Crimes	8,569	8,893	8,972	79
Number of Criminal Arrests	22,689	21,993	22,539	546
Number of Traffic Arrests	44,613	46,596	45,692	(904)

- 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.
- To hold all division personnel accountable to the highest standards of conduct in performing Police's services to the community and embracing the ideals of the department's Constitution and democratic society.
- To provide the department's 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 FY2018-19 budget for the Police Division totals \$76,111,840, which represents an overall increase of \$2,596,084 or 3.5 percent from the previous approved budget. The personnel component increased by a net difference of \$2,349,305 or 3.5 percent from the previous approved fiscal year. This component reflects a salary increase for FY2018-19 as well as rising health care and VRS costs. Funding of \$547,950 is included for overtime and associated FICA to address increasing costs in this area. In addition, funding of \$43,921 is also included for overtime and associated FICA for the Emergency Medical Dispatch training. Ongoing funding of \$189,895 is included in order to cover the costs associated with the 147 positions authorized to receive the \$1,200 per year clothing allowance. It is important to note that these adjustments were offset by the reduction of salaries and benefits associated

with a large number of recent retirements of long-term employees within the Division.

The operating component is forecasted to increase by \$617,699 or 9.0 percent from the previous fiscal year. Funding of \$423,222 is included in order to begin a replacement program for the 430 body worn cameras and tasers as the Division's warranty periods are ending. The cost of the Officer Safety Program includes unlimited image storage, software maintenance, docking stations, repairs to the body worn cameras and tasers, and support the replacement with newer technology. Under this program, BWCs would be replaced every 2 1/2 years and tasers would be replaced every five years, which would ensure officers have the most current BWC and taser technology. The estimated savings of the Officer Safety Program during the five-year period is projected to be over \$500,000 compared to a self-designed repair and replacement plan.

In order to address rising expenditures, an adjustment of \$30,581 is included for vehicle maintenance as well as \$5,362 for gasoline costs. In addition, funding of \$50,000 is included to cover telecommunication charges associated with converting 216 existing standard cell phones to smart phones. Smart phones would assist with criminal investigations by providing better research capabilities, access to e-mail, and quick exchange of information. Funding of \$15,600 is included for the Firearms Range to provide additional classroom space for training. This component also includes \$15,080 for the annual software update and maintenance associated with two 3-D laser scanners for the fatal crash team and the crime scene forensic unit.

Funding of \$70,920 was reallocated from the capital component to cover additional costs associated with

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medical services and supplies, ballistic shield replacement, EMD training, computer software maintenance, and Project Lifesaver transmitters. In addition, funding of \$6,934 was added to the operating base to assist with these expenditures. It is important to note that the one-time operating costs of \$79,350 for the ten new Police Officer positions added in FY2017-18 remained in the Division's base budget.

The capital component totals \$86,150 and was reduced by a net difference of \$370,920 or 81.2 percent from the previous approved budget. Funding of \$70,920 was reallocated to the operating component to cover forecasted expenditures. In addition, a total of \$300,000 was reallocated to the police vehicle replacement program, which is funded in the capital budget. This program now totals \$2,624,800 and will allow for the purchase of vehicles in FY2018-19. It is important to note that these adjustments were funded with one-time capital costs budgeted in FY2017-18 for expenses associated with the ten new Police Officer positions. The capital component includes \$49,150 for replacement equipment associated with the Radio Shop, \$22,000 for the digital camera replacement program, \$10,000 for preliminary breathe tests, and \$5,000 for printer replacements.

The Police Division Patrol Operations continue to operate from three stations that make up the Patrol West, Central, and South Operations. The three station design allows station commanders to better deploy officers and address quality of life issues and engagement with their communities.

The Fair and Impartial Policing (FIP) training program trains officers on the negative effect of implicit bias. The program gives them the information and skills they need to reduce and manage their biases. The curricula address not just racial/ethnic bias, but biases based on other factors, such as gender, sexual orientation, religion, socio-economic status and others. This training is required prior to the issuance of body-worn cameras. In 2016, all sworn officers in the Police Division completed the Fair and Impartial Policing training program, regardless of the officer's assignment. The initial body-worn camera deployment plan is now complete with a total of 430 body-worn cameras issued to uniformed officers.

In 2017, the Police Division placed first in the Virginia Association of Chiefs of Police Law Enforcement Challenge. This is the 12th consecutive year the Police Division earned the first-place award at the state level. 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.

In 2016, the Criminal Justice Services Board of the Virginia Department of Criminal Justice Services recertified Henrico County as a Certified Crime Prevention Community (CCPC). This is the County's fourth recertification since its initial certification in 2003. The goal of the CCPC program is to publicly recognize and certify localities that implement a defined set of community safety strategies as part of a comprehensive community safety/crime prevention effort. To obtain certification and recertification, a locality must meet twelve core community safety elements/strategies augmented by a minimum of seven approved optional elements. This recertification is a major accomplishment and a true example of the many partnerships within Henrico County.

Henrico County's Crisis Intervention Team (CIT) consists of selected staff from Henrico County's Police and Fire Divisions, Sheriff's Office, and Mental Health and Developmental Services. This team responds to citizens in psychiatric crisis with the goal of avoiding unnecessary hospitalization or incarceration.

The County's CIT Crisis Receiving Center (CRC) is located at Parham Doctors' Hospital and is staffed by CIT trained officers, Henrico MH Emergency Services clinicians, and a peer specialist. In 2017, out of the 841 individuals seen, 589 were placed under a temporary detention order. The others were offered alternative services or were hospitalized voluntarily. FY2016-17 marked the five year anniversary of the Crisis Receiving Center (CRC). The Police Division's CRC staff has assisted more than 3,600 residents since December 2012. The CRC is open seven days a week from 8:00 a.m. to 2:00 a.m.

Another component of Henrico County's CIT

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program is a community response continuum and STAR team (Services to Aid Recovery). This program is a coordinated outreach initiative between CIT trained police officers, fire, sheriff, and mental health clinicians. The STAR team averages 4.23 visits per day and includes utilization of other county agencies such as the Henrico Department of Social Services, the Division of Fire, and Community Maintenance. The STAR team saw approximately 1,124 individuals in 2017.

Henrico's CIT team has trained 1,698 first responders from 39 jurisdictions or agencies. The Police Division's CIT instructors offered over 550 hours of instruction in the Division's many CIT training initiatives including the CIT Basic Class, the CIT Refresher Class, the CIT Regional TTT, and academies. CIT staff designed and implemented a daylong CIT Refresher series of twelve classes which was delivered to 247 first responders previously trained in the CIT Basic Class. The Police Division's team offered six Mental Health First Aid for Public Safety (MHFA-PS) trainings this year to 50 first responders. The IACP One Mind Campaign supports training 100% of law enforcement in this model.

The Police Division remains a recognized professional law enforcement agency through its efforts to maintain international accreditation. In 2017, the Division earned its ninth reaccreditation since it was first accredited in 1987. The Commission on Accreditation for Law Enforcement Agencies (CALEA) chose to present the Division with its highest award, the CALEA Gold Standard Advanced Accreditation with Excellence. The Division established the goal of becoming a TRI-ARC accredited agency. TRI-ARC is achieved when the Training Unit and the Emergency Communications Section receive independent accredited status through CALEA. In pursuit of this goal, CALEA conducted simultaneous onsite assessments of all three TRI-ARC disciplines in 2016. The Commission awarded the TRI-ARC accreditation to the Division in March 2017.

Recruiting intelligent and effective police officers representative of the community they serve is the highest priority of the Police Division. In an effort to greatly expand recruitment reach, the Police Division has assigned five additional officers to act as recruiters for the Spring of 2018. This intensive push is designed to provide one-on-one contact with

prospective applicants and shepherd their participation throughout the hiring process. This assignment more than triples the current personnel assigned to recruiting.

The Police Division complement totals 852 in FY2018-19. One of the Division's top priorities is maintaining the appropriate level of patrol officers, detectives, and command staff. Included in the 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 911 Services 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 thirty-two School Resource Officers. The School Resource Officer Program is a joint effort between the Police Division and the Henrico County Public Schools. Henrico County Public Schools provides funding for seventeen of these Officers while the Police Division funds the remaining fifteen School Resource Officer positions.

All School Resource Officers (SRO) and Supervisors receive forty hours of in-service training annually to certify or recertify as Juvenile Services Officers. This specific regimen of training was established by the Police Division to set a new precedent regarding how School Resource Officers engage both students and parents in a school environment. Some examples of this forty-hour block of instruction consisted of Fair and Impartial Policing, Youth Mental Health and Emotional Issues, Interacting with Students with Disabilities and Special Needs, and Conflict De-escalation.

The Police Division supports the Police Athletic League (PAL) by providing three Police Support Technicians to work with the program. Each is assigned to one of the three PAL after-school programs at Baker, Chamberlayne, and Harvie elementary schools. These Police Support Technicians perform administrative tasks while School Resource officers present safety lessons/programs and assist students with homework during the afterschool program, as well as mentoring and supporting PAL summer camp. The Police Athletic League Police Support Technicians assist

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with a variety of other programs including open basketball gym events and chess club, which are open to all Henrico County youth.