

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.

Except for several specialized components of the organization that report directly to the Chief of Police, the Police Division consists of two primary commands, Support Operations and Field Operations. Support Operations is responsible for the Administrative Services and Support Services Bureaus and the Division’s Fiscal Record Unit. Field Operations encompasses the Patrol Bureau, the Investigative Bureau, and the Special Operations Group. The Patrol Bureau is the largest single component of the Police Division, making up nearly half of the Division’s sworn complement. The Patrol Bureau operates three stations, in geographically distinct areas of the County, allowing the Division to better deploy officers and resources, while focusing on quality-of-life issues and engagement within communities Countywide. By dividing the agency into functions associated with various organized entities, the Division formally establishes and categorizes components according to job function and defines organizational philosophies.

The Police Division’s mission is to provide innovative and collaborative police services for a safe and thriving Henrico.

OBJECTIVES

- To eliminate the opportunities for crime and reduce the fear of crime through a commitment to proactive prevention and a close working association with all citizens, businesses, and governmental agencies.
- To achieve the highest level of safety possible on our streets through education, enforcement, and high visibility.

FISCAL YEAR 2023 SUMMARY

Annual Fiscal Plan

Description	FY21 Actual	FY22 Original	FY23 Approved	Change 22 to 23
Personnel	\$ 75,819,732	\$ 80,836,202	\$ 85,766,158	6.1%
Operation	6,289,254	7,520,429	7,918,476	5.3%
Capital	194,185	244,995	212,060	(13.4%)
Total	<u>\$ 82,303,171</u>	<u>\$ 88,601,626</u>	<u>\$ 93,896,694</u>	<u>6.0%</u>
Personnel Complement*	861	864	884 **	20

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

** Three 911 positions to Fire offset by Crossing Guard positions reclassified to Police Support Technician III (to assist with BWC), an Animal Shelter Manager, 2 CIT positions, and 20 patrol officers.

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PERFORMANCE MEASURES

	FY21	FY22	FY23	Change 22 to 23
Workload Measures				
Total Calls for Service	187,276	175,586	164,941	(10,645)
Number of Animal Calls	13,778	12,867	11,645	(1,222)
Number of Part I Crimes	7,753	7,572	7,273	(299)
Number of Criminal Arrests	36,283	35,971	31,494	(4,477)
Number of Traffic Arrests	31,354	31,743	28,306	(3,437)

OBJECTIVES (CONT)

- To hold ourselves 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 establish as a cornerstone of all Division endeavors, a partnership with community that is based upon mutual trust and integrity.
- To achieve total professionalism, through training, commitment, and action within the rule of the law, in response to the needs of our community.
- To provide for our employees an environment in which to work that is sensitive to their needs, and conducive to the accomplishment of the highest quality of work.
- 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.

BUDGET HIGHLIGHTS

The FY23 budget for the Police Division totals \$93,896,694 representing an overall increase of \$5,295,068, or 6.0 % from the previous approved budget. The personnel component increased by \$4,929,956, or 6.1 % reflecting revised salary, retirement and health care costs along with the addition of two Crisis Intervention Team Officers, ten Police Officers via budget amendment in FY22 and ten Police Officers for FY23.

The operating component is budgeted at \$7,918,476 reflecting an increase of \$398,047, or 5.3% increase from previous year. All accounts were reviewed to determine needs. Expenses were then reallocated resulting in several adjustments within the Division. This also included adjustments for contractual services and operating cost related to the twenty-two new Police Officers.

The capital component totals \$212,060, a decrease of \$32,935, or 13.4% reduction. This net reduction is in machinery and equipment replacement, computer equipment replacement and motor vehicles and equipment rehabilitation. It should be noted that funding is included in capital outlay to outfit twenty-two new Police Officers.

Included in the Police Complement are sixteen communication officer positions 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.

DEPARTMENTAL HIGHLIGHTS

AWARDS AND RECOGNITION

In September 2020, Eric D. English was sworn in as Henrico County Chief of Police. Prior to joining the Division, English served with the City of Richmond Police Department and as Chief of Police of the Harrisonburg Police Department.

The brand-new Annex Facility was opened in April 2021. This facility operates 24 hours a day, 365 days a year, and replaces the facility located within the Public Safety Building.

The TRI-ARC Award, created by The Commission on Accreditation for Law Enforcement Agencies, Inc. (CALEA), recognizes agencies which hold all three CALEA accreditation awards in Law Enforcement, Public Safety Communications, and Public Safety Training Academy. As of March 2021, Henrico Police is one of only 24 agencies in the world to achieve this status.

During FY21, many officers were recognized for their outstanding work. Virginia State Police acknowledged 6 officers for their efforts in stolen auto enforcement with the HEAT Award. In addition, 4 officers received the Mothers Against Drunk Driving Award for their work in DUI enforcement. The Marine Patrol Unit received a certificate and challenge coin from the Virginia Department of Wildlife Resources for their continued support of the Virginia conservation police officers and the Department of Wildlife Resources. The Critical Incident Response & Peer Support Team received the NACO Achievement Award.

COMMUNITY SAFETY INITIATIVES

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. The team effectively responds to those in psychiatric crisis, reduces the number of arrests and incarcerations for non-violent offenses of people with mental illness, enhances safety for all involved in a crisis, and strengthens the relationship between our partners and families of people with mental illness.

Henrico County Police Division continues to experience an increasing number of calls for service for persons experiencing mental health crises. Approximately 25% of calls to 911 are from those who call frequently with non-emergency needs. Some call as often as 20 times per week and have identified mental health needs. Each incident may take from one to six hours for first responders to resolve. This impacts the ability to respond to other public safety needs by involving at least two officers for many hours. Often these situations are resolved temporarily and require future responses.

Animal Protection Police Officers responded to 13,463 calls for service pertaining to companion animals, livestock and wildlife during FY21. In addition, 770 animals received rabies vaccinations through numerous clinics held throughout the year. The Henrico Police Animal Shelter assisted with 1,083 adoptions/transfer.

COMMUNITY OUTREACH AND ENGAGEMENT

Henrico Police played a pivotal role in the county's COVID-19 Incident Management Team by assisting with the planning and implementation of the county's COVID-19 response and outreach efforts. The Division helped assemble and distribute approximately 25,000 care kits containing PPE to the county's most vulnerable populations. Of note, Henrico Police played an integral role in the Henrico and Richmond Health District's mass vaccination clinics,

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which were held at the Richmond Raceway. More than 170,000 vaccines were distributed, and 175 sworn and civilian employees worked nearly 19,000 at these clinics.

To usher in an era of transparency, a new Crime Statistics section of the Division's website was created to disseminate previously unpublished crime data and police statistics. This information includes crime demographics and residency data, as well as use of force and vehicular pursuit statistics. In December 2020, the Office of Public Affairs unveiled a new vision, mission, values, guiding principle and tagline for the Division. The final product addresses modern-day concerns of law enforcement and emphasizes civic trust.

The Office of Public Affairs continues to create a positive social media presence on platforms including Facebook, Twitter, Instagram, LinkedIn, and YouTube. At the close of FY21, the Division's social media content had received more than 10 million impressions and nearly 850,000 engagements (likes, comments, shares and clicks). In addition, several new content features were launched, including Take 'Em Home Tuesday, featuring adoptable animals from Henrico's Animal Shelter, Safety Tip Saturday, Weekly Wrap Up, featuring snapshots from across the Division of the week's activities and community engagement.

The Police Division supports the Police Athletic League (PAL) by providing PAL School Resource Officers to work with the program. PAL officers present safety lessons, assist students with homework during the afterschool program, and work with PAL summer camp where they mentor students and support a positive and enriching environment. The PAL officers also assist with a variety of other programs including open basketball gym events and chess club, which are open to all Henrico County youth. In FY22, a 4th PAL site was created at Raymond B. Pinchbeck Elementary School. The site is currently covered by an existing SRO which is relocated from their primary school assignment.