# *Police*

Mission Statement

The Prince William County Police Department is responsible for effectively and impartially enforcing the law while serving and protecting the community. We believe integrity, honesty, and equality in the delivery of all police services is essential to building cooperation and trust with the community. We strive to always achieve these values through a shared responsibility of accountability, transparency, and respect.
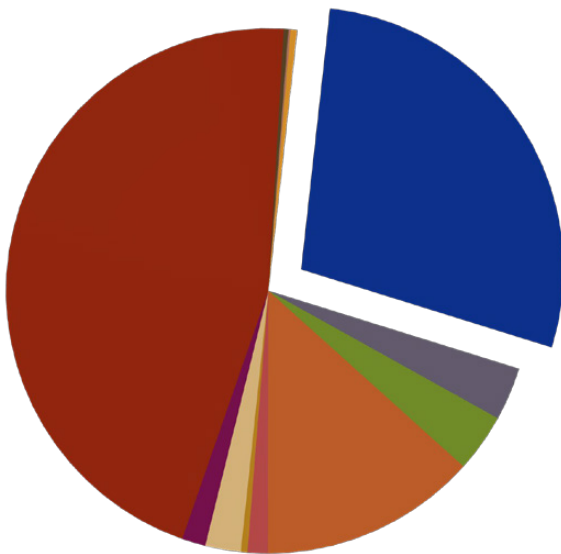
**Public Safety Expenditure Budget:
$434,689,650**

**Expenditure Budget:
$121,925,159**

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28.0% of Public Safety

Programs:

- Office of the Chief: $7,250,978
- Support Services: $20,483,753
- Operations: $61,741,310
- Criminal Investigations: $20,397,489
- Financial & Technical Services: $12,051,629

Mandates

Public safety in Virginia counties is mandated through the Sheriff's Office. Counties can choose through local referendum to establish a county police department. The Prince William County Police Department was authorized by County residents through general referendum in 1969 and was established as a department in the County government in July 1970. State code mandates that a local advisory board be created with the enactment of a local towing ordinance (Code of Virginia 46.2-1233.2). The Police Department serves as the liaison to this board.

The Board of County Supervisors has enacted additional local mandates for which the Police Department has responsibility.

State Code: 3.2-6546 (County or City Public Animal Shelters; Confinement and Disposition of Animals), 3.2-6542 (Establishment of Dangerous Dog Registry)

County Code: Chapter 2 (Police Auxiliary), Chapter 2.5 (Alarm Systems), Chapter 3 (Amusements), Chapter 4 (Animals and Fowl), Chapter 12 (Massage Establishments), Chapter 13 (Motor Vehicles and Traffic), Chapter 14 (Noise), Chapter 16 (Miscellaneous Offenses), Chapter 18 (Peddlers, Solicitors and Itinerant Vendors), Chapter 19 (Personnel), Chapter 20 (Police), Chapter 20.5 (Precious Metals Dealers), Chapter 27 (Taxicabs)

Police

Expenditure and Revenue Summary $

Expenditure by Program	FY19 Actuals	FY20 Actuals	FY21 Actuals	FY22 Adopted	FY23 Adopted	% Change Budget FY22/ Budget FY23
Office of the Chief	$6,369,486	$7,128,213	$7,127,250	$7,295,507	$7,250,978	(0.61%)
Support Services	$21,625,916	$20,359,030	$19,606,020	$21,345,021	$20,483,753	(4.03%)
Operations	$53,353,579	$54,695,081	$59,222,521	$55,870,455	$61,741,310	10.51%
Criminal Investigations	$20,965,347	$21,672,439	$21,335,376	$21,199,302	$20,397,489	(3.78%)
Financial & Technical Services	$8,446,317	$8,933,882	$10,369,682	$10,296,635	$12,051,629	17.04%
Total Expenditures	**$110,760,644**	**$112,788,644**	**$117,660,848**	**$116,006,920**	**$121,925,159**	**5.10%**

Expenditure by Classification

	FY19 Actuals	FY20 Actuals	FY21 Actuals	FY22 Adopted	FY23 Adopted	% Change Budget FY22/ Budget FY23
Salaries & Benefits	$89,422,479	$91,349,445	$95,253,695	$94,478,095	$99,171,274	4.97%
Contractual Services	$1,331,636	$1,702,696	$1,923,721	$1,845,366	$1,837,596	(0.42%)
Internal Services	$13,052,455	$13,076,971	$13,367,724	$11,381,644	$12,869,326	13.07%
Purchase of Goods & Services	$4,345,830	$4,587,873	$5,139,467	$5,735,714	$5,796,805	1.07%
Capital Outlay	$1,145,629	$585,981	$971,817	$1,112,782	$796,838	(28.39%)
Leases & Rentals	$567,187	$591,649	$504,425	$559,290	$559,290	0.00%
Amortization	$1,400	$0	$0	$0	$0	-
Transfers Out	$894,029	$894,029	$500,000	$894,029	$894,029	0.00%
Total Expenditures	**$110,760,644**	**$112,788,644**	**$117,660,848**	**$116,006,920**	**$121,925,159**	**5.10%**

Funding Sources

	FY19 Actuals	FY20 Actuals	FY21 Actuals	FY22 Adopted	FY23 Adopted	% Change Budget FY22/ Budget FY23
Revenue from Federal Government	$694,893	$715,366	$554,738	$0	$0	-
Permits & Fees	$326,000	$330,495	$299,157	$315,940	$315,940	0.00%
Fines & Forfeitures	$825,518	$707,197	$502,613	$997,259	$997,259	0.00%
Use of Money & Property	$6,926	$6,451	$9,113	$6,000	$6,000	0.00%
Revenue from Other Localities	$5,680	$2,991	$4,303	$50,000	$50,000	0.00%
Miscellaneous Revenue	$168,291	$184,650	$248,614	$206,200	$206,200	0.00%
Charges for Services	$846,020	$654,196	$454,559	$717,286	$717,286	0.00%
Revenue from Commonwealth	$10,147,604	$10,445,169	$10,947,779	$10,155,840	$10,155,840	0.00%
Total Designated Funding Sources	**$13,020,933**	**$13,046,515**	**$13,020,876**	**$12,448,525**	**$12,448,525**	**0.00%**
Net General Tax Support	**$97,739,711**	**$99,742,130**	**$104,639,972**	**$103,558,395**	**$109,476,634**	**5.71%**
Net General Tax Support	**88.24%**	**88.43%**	**88.93%**	**89.27%**	**89.79%**	

Police

Staff History by Program
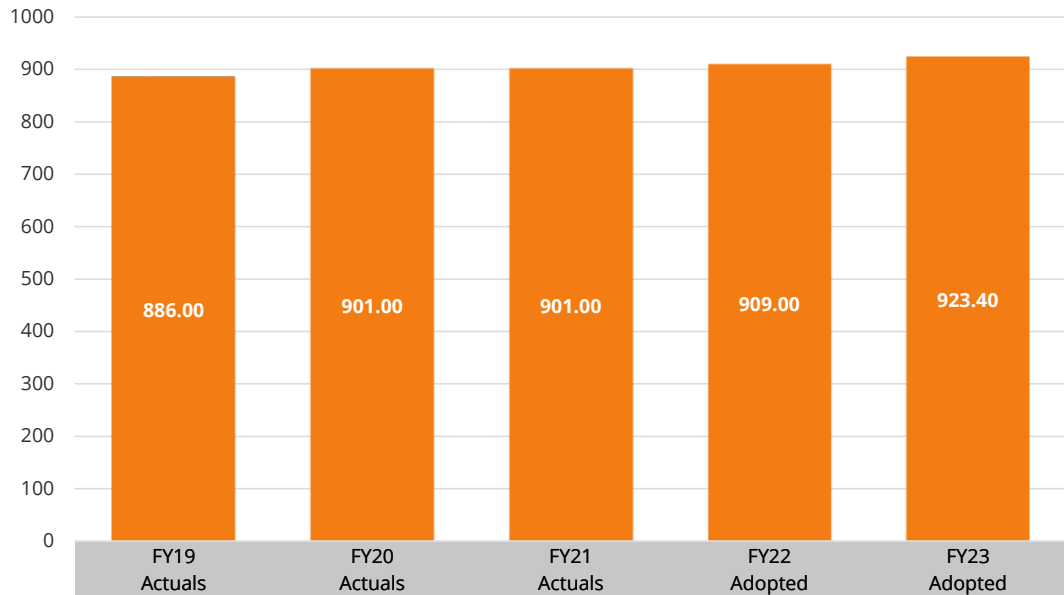
	FY19 Actuals	FY20 Actuals	FY21 Actuals	FY22 Adopted	FY23 Adopted
Office of the Chief	19.00	19.00	19.00	33.00	32.00
Support Services	151.00	142.00	159.00	151.00	144.00
Operations	532.00	554.00	539.00	541.00	571.40
Criminal Investigations	162.00	165.00	164.00	164.00	156.00
Financial & Technical Services	22.00	21.00	20.00	20.00	20.00
Full-Time Equivalent (FTE) Total	**886.00**	**901.00**	**901.00**	**909.00**	**923.40**
Auth Sworn Strength FTE Total	686.00	699.00	701.00	707.00	707.00

Chart values: FY19 Actuals 886.00, FY20 Actuals 901.00, FY21 Actuals 901.00, FY22 Adopted 909.00, FY23 Adopted 923.40

Future Outlook

Looking forward, the Prince William County (PWC) Police Department, a nationally accredited agency, must maintain its culture and reputation for integrity and fair and impartial policing. This requires attracting and retaining excellent and diverse staff, building the leadership of the department, being proactive in addressing issues with all stakeholders, continuing with community outreach programs, and maintaining the public trust in partnership with a growing and diverse county. In an effort to maintain a culture of transparency and accountability, the Police Department conducted an extensive review of citizen complaints, allegations of misconduct, and police use of force and released the results to the public in its Annual Report. Body-Worn Cameras, coupled with training, policies and procedures reflective of community values, are also mechanisms for maintaining trust, transparency and accountability. These initiatives have assisted in facilitating a 93% community satisfaction rating for the Police Department within the County. Additionally, the agency began to collect data on motor vehicle stops (for example, demographic and geographic information) and made it available to the community.

Other key issues for the Police Department include:

Greater Department Diversity – As the diversity in the community has increased, the Police Department has strived to improve its promotion, recruitment and hiring practices to increase the diversity of its employees. A year-long external review of the agency's hiring practices was conducted to attract more diverse police applicants. It should be noted, based on the 2021 PWC Biennial Community Survey, 89% of residents generally believe the Police Department treats residents fairly, regardless of race, gender, or ethnic/national origin.

National/Regional Trends – Ongoing national and regional attention is being focused on criminal justice reform, active violence incidents, school violence, homeland security, cyber-crimes, drug trafficking, criminal gangs, violent crime, mental health calls for service, traffic safety and overdose deaths. Accordingly, there are increased expectations and demands for police services and resources to include staffing, training facilities, equipment, and technology.

Pillars of Policing in Promoting Racial Justice – The Police Department maintains rigorous hiring standards and intensive training for both new and experienced officers with emphasis on treating people with dignity and respect, unbiased policing, transparency, peer intervention, de-escalation, sanctity of life and constitutionality of policing embedded in the Police Department's culture and delivery of services to the public.

Changes to Mandatory Basic Recruit Law Enforcement Training – In 2020 the Virginia legislature passed laws requiring the examination and revamping of statewide mandatory basic law enforcement training standards. While the PWC Criminal Justice Academy has always far exceeded the state minimum requirements, this will cause the department to alter its basic training program. The outcome of the study has yet to be published by the Department of Criminal Justice Services and no known timeline is currently in place, but it could affect the Academy in FY23. The Police Department has been involved in the formulation of the new mandatory standards and are confident it will quickly be able to come into compliance with any changes, continuing the department's tradition of excellent recruit training.

General Overview

A. **Redistribution of Internal Service Fund (ISF) Technology Budget** – The County annually allocates all information technology (IT) costs to agencies through an ISF, using the approved cost basis for each technology activity. Technology activities include computer support (hardware replacement, software licenses, and helpdesk customer services), IT security, business systems support (public safety communications, financial systems, human services systems, etc.), geographic information system, web services, capital equipment replacement, messaging, cloud storage, network and infrastructure services, telecommunications, and radio. The cost basis is calculated through a formula derived from the Department of Information Technology's (DoIT) ISF fee schedule.

   For FY23, ISF costs have been revised to align and more accurately reflect overall technology activities with current department specific technology services. Costs are adjusted to reflect agency technology usage more accurately, as tracked by DoIT billing systems using the updated methodology. In FY23, Police's technology bill decreases by $451,700. In addition, IT application costs have been centralized in the Police Department's Financial & Technical Services program. No technology service levels are changed, and there is no impact to the technology services individual agencies currently receive. For additional information on the countywide impact and methodology of redistributing technology charges, please see the Budget Highlights section of this document.

B. **Removal of One-time Costs** – A total of $630,376 has been removed from the Police Department's FY2023 Budget for one-time costs associated with non-recurring expenses (vehicles, equipment, and supplies) for six sworn officers added in the FY22 budget.

C. **Position Reclassifications** – To meet departmental needs, the Police Department used vacant full- and part-time/no benefits non-sworn positions (6.60 FTE) to cover the costs of creating three full-time (3.00 FTE) positions with benefits. The three new full-time positions are one Chief of Staff and two Public Safety Services Technicians. These position conversions resulted in a 3.60 FTE reduction in the department's overall FTE count.

D. **FTE Transfers between Support Services and Operations** – The FTE count between the Support Services program and the Operations program shifts twice per year. When a recruit is hired, regardless of how early that may be prior to an academy session, the FTE is placed in the Support Services program (In-Service Training activity). When the recruit graduates from the academy, they become an operational member of the Police Department and the FTE is transferred to the applicable activity in the Operations program. This practice coincides with the Police academy sessions that occur twice each year and explains the fluctuations in FTE count between the Support Services and Operations programs from year to year.

Budget Initiatives

A. Budget Initiatives

1. FY23 Police Staffing Plan – Operations and Support Services

Expenditure	$2,011,497
Revenue	$0
General Fund Impact	$2,011,497
FTE Positions	18.00

a. **Police Civilianization Staffing** – This budget initiative funds 16 civilian positions that will enable the department to hire civilians to complete administrative tasks currently being performed by sworn officers. With a continued increase in population as well as calls for service, a civilianization plan enables sworn officers to concentrate on a narrower range of functions and allows more officers to return to patrol or other assignments that directly affect the community. The civilian positions will include three Firearms Instructors, three Station Logistics Specialists, two Emergency Vehicle Operations Center Instructors, two In-Service Coordinators, an Accreditation Manager, Court Liaison, Domestic Violence Coordinator, Criminal Evidence Technician, Towing and Taxi Coordinator, and an Academy Director. The initiative also includes $104,138 in one-time costs for one vehicle, computer and electronic equipment and supplies, and capitalized equipment.

b. **Animal Shelter Civilian Staffing** – This initiative also funds two animal caretakers and completes staffing for the expanded PWC Animal Shelter. The County's new animal shelter is 25,760 square feet and replaces the old shelter which was 6,646 square feet. The new shelter will open in two phases. Phase one opened in November 2021 and accounts for approximately 20,000 square feet. Phase two will open in spring 2022.

c. **Service Level Impacts** – Civilianization is an adaptive use of police staffing that will allow more officers to serve patrol and field services in support of the Safe & Secure Community strategic goal. The civilianization staffing plan enables one Police Captain, one Police First Sergeant, and 13 Police Officers to return to patrol functions and a Detective to be reassigned for investigations.

2. Five-Year Staffing Plan – Below is a summary of the staffing initiatives included in the Five-Year Plan:

Police - Staffing Plan	FTE	FY23	FY24	FY25	FY26	FY27
FY23 Police Civilianization Staffing Plan	16.00	$1,928,767	$1,824,629	$1,824,629	$1,824,629	$1,824,629
FY23 Animal Shelter Staffing - partial year*	2.00	$82,730	$165,731	$165,731	$165,731	$165,731
FY23 Total	**18.00**	**$2,011,497**	**$1,990,360**	**$1,990,360**	**$1,990,360**	**$1,990,360**
FY24 Police Staffing Plan - partial year*	15.00	$0	$2,700,000	$1,800,000	$1,800,000	$1,800,000
FY25 Police Staffing Plan - partial year*	15.00	$0	$0	$2,700,000	$1,800,000	$1,800,000
FY26 Police Staffing Plan - partial year*	15.00	$0	$0	$0	$2,700,000	$1,800,000
FY27 Police Staffing Plan - partial year*	15.00	$0	$0	$0	$0	$2,700,000
FY24-27 Total	**60.00**	**$0**	**$2,700,000**	**$4,500,000**	**$6,300,000**	**$8,100,000**

* Positions funded partial year.

Program Summary

Office of the Chief

The Office of the Chief of Police provides overall leadership and management oversight for the Department to foster public trust and deliver efficient and effective police services to residents. This includes, but is not limited to, planning and directing all department activities. The Office is the final authority in all matters of policy and operations and investigates complaints and allegations of employee misconduct. Located within the Office of the Chief are the Public Information Office, Office of Professional Standards, Chaplain program and the Community Engagement Unit.

Key Measures	FY19 Actuals	FY20 Actuals	FY21 Actuals	FY22 Adopted	FY23 Adopted
Crime rate in the lowest third of COG communities	Yes	Yes	Yes	Yes	Yes
Crime rate per 1,000 residents	12.9	11.9	12.0	14.0	14.0
Residents feel safe in their neighborhoods (community survey)	96%	96%	96%	94%	95%
Compliance with CALEA National Accreditation Standards	100%	100%	100%	100%	100%
Officers per 1,000 residents	1.5	1.5	1.5	1.5	1.5
Citizen complaints per 1,000 Police contacts	0.2	0.2	0.2	0.2	0.2

Program Activities & Workload Measures *(Dollar amounts expressed in thousands)*	FY19 Actuals	FY20 Actuals	FY21 Actuals	FY22 Adopted	FY23 Adopted
Police Leadership & Management	**$5,825**	**$6,515**	**$6,409**	**$6,712**	**$5,993**
Rate use of force utilized during arrest	-	-	4.4%	2.8%	4.5%
Police Public Information	**$545**	**$613**	**$719**	**$584**	**$730**
Social media followers	170,622	182,400	184,500	190,000	200,000
News Releases issued	102	83	113	100	120
Media interviews conducted	122	70	61	80	-
Community Engagement Unit*	**$0**	**$0**	**$0**	**$0**	**$528**
Community engagement programs conducted	271	180	95	200	110
Number of community watch groups	578	588	628	595	628

*The Community Engagement Unit was formerly the Crime Prevention Unit under the Operations program.

Support Services

The Support Services Division provides support services to the Office of the Chief, the Financial & Technical Services Division, the Operations Division, and the Criminal Investigations Division. Located within the Support Services Division are the Administrative Support Bureau, the Personnel Bureau, the Wellness and Resiliency Unit, the Animal Control Bureau, and the Criminal Justice Academy.

Key Measures	FY19 Actuals	FY20 Actuals	FY21 Actuals	FY22 Adopted	FY23 Adopted
OSHA recordable incident rate among police employees	7.0	9.8	6.8	10.0	-
Animal Control effectively protects citizens and animals (community survey)	92%	92%	92%	91%	91%
Total number of identifications made from fingerprint impressions	407	347	291	350	-
Sworn turnover rate without retirement and terminations	6.8%	6.9%	8.8%	7.0%	7.0%
Property evidence material audit discrepancies	0	0	0	0	-

Program Activities & Workload Measures (Dollar amounts expressed in thousands)	FY19 Actuals	FY20 Actuals	FY21 Actuals	FY22 Adopted	FY23 Adopted
Administrative Services Bureau	**$7,878**	**$8,124**	**$8,050**	**$6,521**	**$6,582**
Property received entered into systems within 48 hours	100%	100%	100%	100%	-
Permits and licenses processed	3,266	2,370	307	3,500	415
Annual inspections conducted	192	20	214	195	245
Parking citations processed	20,292	13,660	5,457	20,000	-
New alarms registered	2,629	2,007	2,158	2,300	-
False alarms processed	11,696	10,129	5,460	11,000	-
Records Section	**$1,648**	**$1,438**	**$1,330**	**$1,521**	**$1,328**
Records service requests	36,028	13,755	13,526	12,000	14,000
Identification Bureau	**$1,387**	**$1,122**	**$1,328**	**$1,443**	**$1,382**
Fingerprint packages recovered	961	821	749	1,000	1,000
Personnel Bureau	**$2,651**	**$2,747**	**$2,634**	**$2,750**	**$2,849**
Employment applications received including personal history statement	626	783	861	700	900
In-Service Training Section	**$5,313**	**$3,619**	**$3,148**	**$5,578**	**$4,581**
Total hours of in-service training	36,553	32,913	29,281	36,000	36,000
Compliance with VA mandatory training standards	100%	100%	100%	100%	100%
Basic Recruit Training Section	**$565**	**$1,121**	**$765**	**$806**	**$732**
Basic training hours	31,984	45,313	53,862	42,000	85,000
Supervisors & training officers reporting satisfactory preparedness of recruits	100%	86%	93%	100%	-
Animal Enforcement Section	**$215**	**$405**	**$687**	**$743**	**$825**
Calls for Animal Control services	8,154	7,508	6,799	7,550	-
Animal Care Section	**$1,981**	**$1,783**	**$1,664**	**$1,982**	**$2,204**
Adjusted live release rate	91	91%	93%	-	90%
Animals entering shelter	3,704	3,015	3,296	3,050	3,500

Operations

The Operations Division is responsible for maintaining a safe community and ensuring police officers are in a constant state of operational readiness for immediate response to any call for service requiring police presence. The division is responsible for the protection of life and property, and apprehending criminals. Nearly two-thirds of the department's personnel are assigned to the Operations Division which includes the Patrol Services Bureau, the Special Operations Bureau, and the Crossing Guard Bureau.

Key Measures	FY19 Actuals	FY20 Actuals	FY21 Actuals	FY22 Adopted	FY23 Adopted
Police officers are courteous and helpful to all community members	92%	92%	91%	92%	92%
Police emergency response time (minutes)	5.1	5.2	5.1	5.5	5.5
Total calls for service	245,584	239,830	160,898	230,000	200,000
Calls for service requiring officer response	88,374	89,216	90,835	90,000	90,000

Program Activities & Workload Measures *(Dollar amounts expressed in thousands)*	FY19 Actuals	FY20 Actuals	FY21 Actuals	FY22 Adopted	FY23 Adopted
Patrol Services	**$43,829**	**$45,094**	**$49,494**	**$46,647**	**$52,195**
Criminal arrests made	12,166	12,664	8,291	11,000	10,000
Traffic citations issued	37,910	35,283	23,494	37,000	30,000
Number of DUI Arrests	1,379	1,375	990	1,250	1,250
Total number mental health calls for service	-	-	1,844	-	2,000
Time spent on mental health calls for service (hours)	-	-	18,481	-	19,500
Calls for service responded to by Co-Responder Unit	-	-	-	-	1,500
Hours spent on Co-Responder Unit calls for service	-	-	-	-	1,800
Crime Prevention Unit*	**$828**	**$664**	**$513**	**$150**	**$0**
Special Operations, Traffic Safety & Accident Investigation	**$6,795**	**$7,131**	**$7,420**	**$6,498**	**$7,204**
Reportable traffic crashes	4,431	4,577	3,811	4,200	4,200
Fatal traffic crashes	-	-	22	-	20
Hours of speed control via radar	11,285	10,661	10,091	10,500	-
Hours monitoring high-risk intersections	6,568	7,965	7,959	6,000	6,000
Crossing Guard Safety Programs	**$1,752**	**$1,661**	**$1,611**	**$2,276**	**$2,120**
Safety programs conducted	372	259	0	370	423
Community/School satisfaction with Crossing Guard services	93%	100%	100%	100%	100%
Parking Enforcement	**$143**	**$144**	**$184**	**$300**	**$222**
Parking tickets issued	8,972	19,214	9,467	20,000	10,475

*The Crime Prevention Unit was reorganized as the Community Engagement Unit and moved under the Office of the Chief.

Criminal Investigations

The Criminal Investigations Division investigates major criminal offenses against persons and property, apprehension of criminals, assisting the needs of crime victims including the youth and elderly, illegal drug activity, and manages the juvenile education and prevention programs within the schools. Within the Criminal Investigations Division is the Special Investigations Bureau, the Violent Crimes Bureau, the Youth Services and Special Victims Bureau, and the Property Crimes Bureau.

Key Measures	FY19 Actuals	FY20 Actuals	FY21 Actuals	FY22 Adopted	FY23 Adopted
Violent crime closure rate (murders, rapes, robberies)	49%	51%	52%	50%	-
Violent crime closure rate (murders)	-	-	100%	-	100%
Violent crime closure rate (rapes)	-	-	47%	-	55%
Violent crime closure rate (robberies)	-	-	51%	-	60%
Hours logged by officers in schools	44,017	30,300	11,261	33,257	-

Program Activities & Workload Measures *(Dollar amounts expressed in thousands)*	FY19 Actuals	FY20 Actuals	FY21 Actuals	FY22 Adopted	FY23 Adopted
Violent & Property Crimes	**$8,741**	**$10,270**	**$9,861**	**$9,820**	**$9,926**
Total crimes against persons	4,511	4,545	3,942	4,200	4,200
Total crimes against property	8,119	7,906	8,403	8,400	8,400
Total crimes against society	3,995	4,326	2,037	3,600	3,600
Calls handled by telephone reporting	2,553	1,494	806	2,000	1,800
Calls handled via online reporting	2,179	1,256	1,155	1,800	1,600
Special Investigations Bureau	**$3,624**	**$3,560**	**$3,685**	**$3,710**	**$3,456**
Total drug arrests	2,581	2,740	1,180	2,200	2,000
Youth Services & Special Victims Bureau	**$8,594**	**$7,843**	**$7,790**	**$7,669**	**$7,016**
Juvenile violent crime arrests as a percentage of all violent crime arrests	7%	9%	8%	10%	10%
Juvenile criminal arrests as percentage of overall arrests	14%	15%	11%	13%	13%

Financial & Technical Services

The Financial & Technical Services Division includes the Fiscal & Policy Management Bureau and the Information Technology Bureau. This Division coordinates and manages all fiscal matters including budget, payroll, grants, accounts payable and receivable, procurement, policy review, and facility planning; provides support of the department's information technology needs including implementation, operations, and maintenance.

Key Measures	FY19 Actuals	FY20 Actuals	FY21 Actuals	FY22 Adopted	FY23 Adopted
Annual unplanned unavailability of mobile data computers based on 8,760 hours	14	11	25	10	15
Internal processes reviewed that require corrective action	11%	11%	8%	7%	6%

Program Activities & Workload Measures *(Dollar amounts expressed in thousands)*	FY19 Actuals	FY20 Actuals	FY21 Actuals	FY22 Adopted	FY23 Adopted
Financial & Technical Services	**$5,566**	**$5,502**	**$5,015**	**$5,525**	**$1,716**
Value of vendor transactions completed	$6.3M	$6.6M	$7.7M	$6.4M	-
Number of vendor transactions completed	3,386	4,333	3,090	4,000	-
Value of payroll payments issued	$86M	$98M	$96M	$101M	-
Number of payroll payments issued	16,964	32,075	123,848	33,000	-
Amount of salary budget spent on overtime	-	-	4.7%	-	<5.0%
Information Technology Management Bureau	**$2,880**	**$3,432**	**$5,355**	**$4,771**	**$10,335**
Technology projects	5	5	5	3	5
Special projects and studies conducted	2	6	4	4	4
Capital facility projects	4	2	2	2	2