



Richmond City Police Department Staffing Impact/FY17

November 22, 2016

Chief Alfred Durham
Council Chambers / Organizational
Development Committee

RICHMOND POLICE OVERVIEW

OVERVIEW

- The Richmond Police Department is in desperate need of personnel.
 - I ask that the Public Safety Committee support the Ordinances that were introduced by Mayor Jones to the Council on November 14th that will provide funding in the amount of \$1.6m for the hiring of 20 recruit officers.
 - The City is experiencing increases in violent crime across the City to include Homicides, Aggravated Assaults, Sounds of Gunfire and Shooting into Occupied Dwellings
 - Increases in the number of citizen and Council complaints about lack of police visibility and community engagement
 - Increase in the use of overtime to ensure minimum staff



RICHMOND POLICE OVERVIEW

OVERVIEW (cont'd)

- Officers current priorities are responding to calls for service
- Responsive in nature only. Inability for officers to be proactive or address long term needs of the citizens in their communities
- Climate across the country as to how citizens feel about police and the lack of support
- Low morale of officers and management's attempt in keeping them motivated
- Fatigue factor due to management forcing officers to work overtime
- Increasing exodus of officers due to the increased work demands outside of the scope of policing and low wages





RICHMOND POLICE DEPARTMENT
City Wide

Reporting Period: 1/1/2016 through 11/21/2016
Compared to same date range starting in 2015

Violent Crimes	Period 2015	Period 2016	Period Change	Period %Change	YTD 2015	YTD 2016	YTD Change	YTD %Change	Pre-Period YTD % Change
09A Homicide Total	33	52	19	58%	33	52	19	58%	0%
<i>09A Homicide Firearms</i>	29	48	19	65%	29	48	19	65%	
<i>Percent 09A Homicide Committed using Firearms</i>	88%	92%			88%	92%			
11A Rape Total	28	35	7	25%	28	35	7	25%	0%
<i>11A Rape Firearms</i>	1	2	1	100%	1	2	1	100%	
<i>Percent 11A Rape Committed using Firearms</i>	4%	6%			4%	6%			
120C ROBBERY/ATM	1	0	-1	-100%	1	0	-1	-100%	0%
120D ROBBERY/BANK	2	3	1	50%	2	3	1	50%	0%
120E ROBBERY/COMMERCIAL HOUSE	57	68	11	19%	57	68	11	19%	0%
120 Robbery /Business Total	60	71	11	18%	60	71	11	18%	0%
<i>120 Robbery /Business Firearms</i>	46	45	-1	-2%	46	45	-1	-2%	
<i>Percent 120 Robbery /Business Committed using Firearms</i>	77%	63%			77%	63%			
<i>Victims Shot</i>	1	0	-1	-100%	1	0	-1	-100%	
120A ROBBERY/INDIVIDUAL	337	338	1	0%	337	338	1	0%	0%
120B ROBBERY/CARJACKING	15	19	4	27%	15	19	4	27%	0%
120F ROBBERY/RESIDENCE	26	42	16	62%	26	42	16	62%	0%
120 Robbery /Individual Total	378	399	21	6%	378	399	21	6%	0%
<i>120 Robbery /Individual Firearms</i>	249	267	18	7%	249	267	18	7%	
<i>Percent 120 Robbery /Individual Committed using Firearms</i>	66%	67%			66%	67%			
<i>Victims Shot</i>	34	27	-7	-21%	31	27	-4	-13%	
13A1 AGGRAVATED ASSAULT	400	473	73	18%	400	473	73	18%	0%
13A4 AGGRAVATED ASSAULT DOMESTIC	98	102	4	4%	98	102	4	4%	0%
13A Aggravated Assault Total	498	575	77	15%	498	575	77	15%	0%
<i>13A Aggravated Assault Firearms</i>	155	188	33	21%	155	188	33	21%	
<i>Percent 13A Aggravated Assault Committed using Firearms</i>	31%	33%			31%	33%			
<i>Victims Shot</i>	114	148	34	30%	114	148	34	30%	
Total for Violent Crimes	997	1,132	135	14%	997	1,132	135	14%	0%

■ FY17 Sworn Strength

Authorized Sworn Strength	750
■ Vacant Positions	34
Military Leave	3
■ Injury / Sick leave	4
Injury / Light Duty	10
■ Powers Withdrawn/ Non-Contact	3
Powers Withdrawn/Admin Assign	3
Powers Withdrawn/Admin Leave	1
Recruit 110 th Class (Injured)	1
Recruits 113 th Class (January Graduation)	17
Recruits 114 th Class (June Graduation)	18
Total Unavailable Sworn	94
Total AVAILABLE Sworn	656

■ FY17 Civilian Strength

Authorized Civilian Strength	142.0
Vacant Positions	21
Military Leave	0
Injury / Sick leave	0
Injury / Light Duty	1
Admin Leave	0
Total Unavailable	1
Total AVAILABLE	121



DEFERRED RETIREMENT PROGRAM (DROP)

- **3** DROP participants must retire by 06/30/17

- **73** sworn members have 25+ years of service and are currently eligible to retire *immediately*.

- YTD Separations:
 - 13 Retirements
 - 26 Resignations
 - 2 Terminations
 - 1 Death of Employee



RICHMOND POLICE STAFFING OVERTIME IMPACT

FY17 OVERTIME COSTS

Minimum Staffing Overtime Costs: \$374,102

Election Campaign Visits: \$16,616

Election Day Overtime Costs: \$14,356

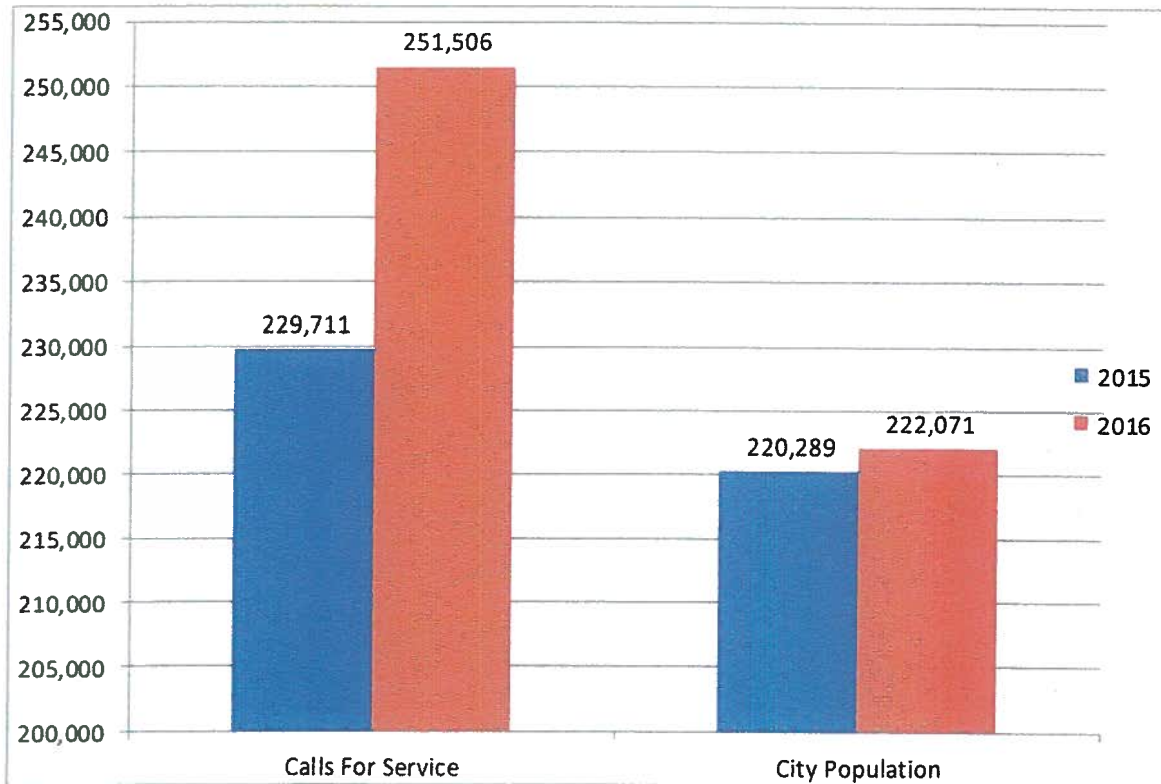
Election Protest Overtime Costs: \$26,284

*The current overtime costs of \$431,358 would have allowed for the hiring of five (5) sworn officers this Fiscal Year.



YEAR TO DATE CALLS FOR SERVICE

As of November 20th—
Violent Crime Increase- 14%
Property Crime Increase- 2%
Major Crimes Increase- 3%



**Population &
Calls for Service
2015 vs. 2016
(1/1 – 11/20)**



Average Response Time for high priority calls (dispatch to arrival)

2011 256 sec (4:16)

2012 249 sec (4:09)

2013 227 sec (3:47)

2014 241 sec (4:01)

2015 249 sec (4:09)

2016 YTD* 293 sec (4:53)

*January 1, 2016 – November 20, 2016

