



# **Richmond Police Department (041)**

**Date: March 20, 2017**

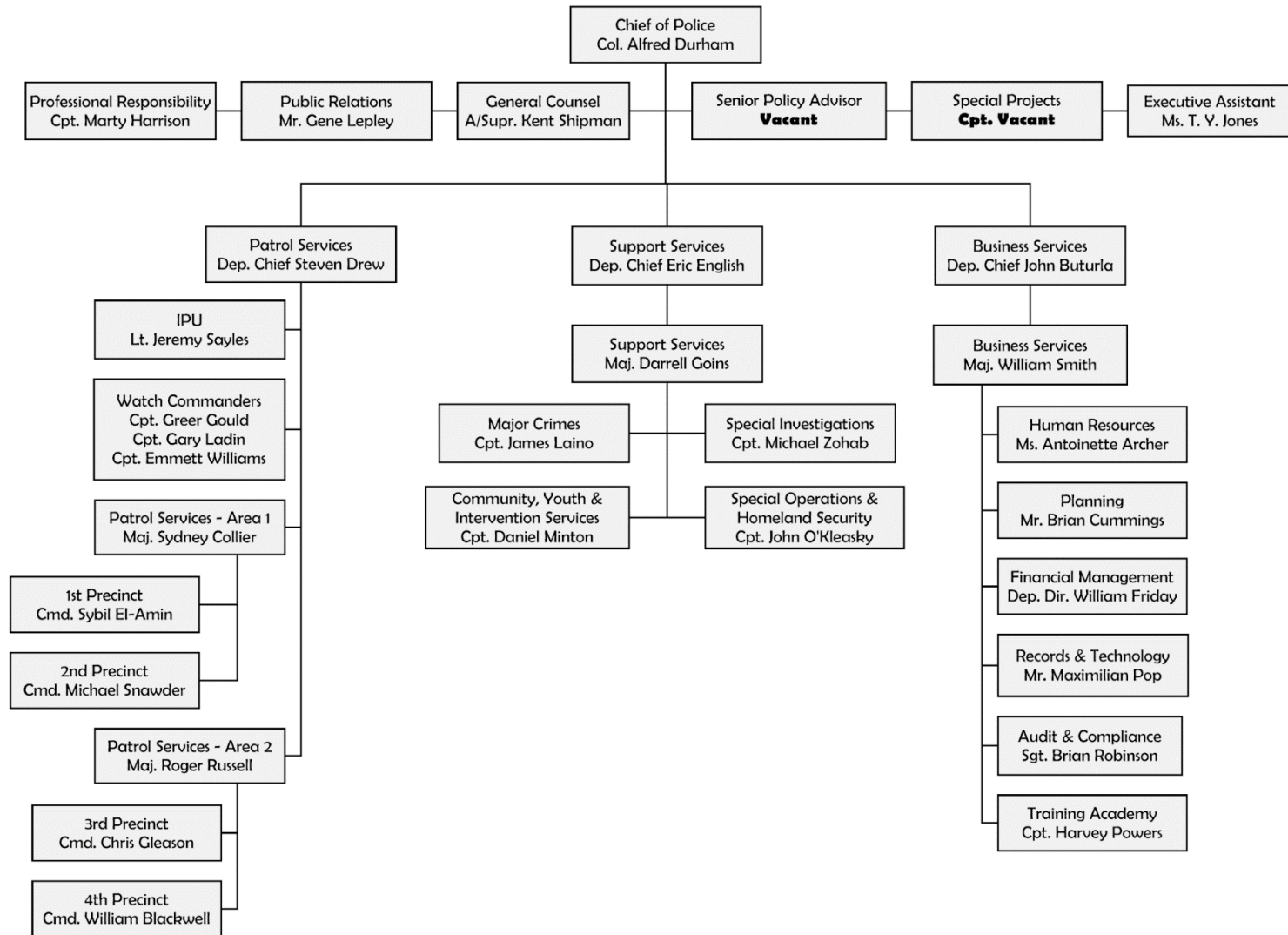
**Presented By: Alfred Durham, Chief of Police**

**Mayor Levar M. Stoney**

**Selena Cuffee-Glenn, CAO**



# Richmond Police Department



# Personnel Deployment

<b>Authorized Strength</b>	<b>750</b>
<b>Current Sworn Strength (to include recruits)</b>	<b>725</b>
<b>Unavailable Sworn Personnel</b>	<b>31</b>
<b>Available Sworn Personnel</b>	<b>654</b>
<b>110th Basic Recruit Class (Injured)</b>	<b>1</b>
<b>113th Basic Recruit Class (Injured)</b>	<b>1</b>
<b>114th Basic Recruit Class (June Graduation)</b>	<b>18</b>
<b>115th Basic Recruit Class (August Graduation)</b>	<b>20</b>
<b>Total Vacancies</b>	<b>25</b>



# Precinct Staffing

Precinct	Authorized	Actual	Vacancies
1 <sup>st</sup>	127	118	9
2 <sup>nd</sup>	120	106	14
3 <sup>rd</sup>	121	112	9
4 <sup>th</sup>	133	120	13
<b>TOTAL</b>	<b>501</b>	<b>456</b>	<b>45</b>



# Citywide Calls for Service

D.E.C. Weekly CFS Report    Dates From: 3/6/17 To: 3/12/17

## This Week

Precinct	Agency Ever	Percentage:
1	980	25.21%
2	737	18.96%
3	985	25.33%
4	1,186	30.50%
	Percentage:	100.00%

## Previous Week

Precinct	Agency Ever	Percentage:
1	933	22.90%
2	834	20.47%
3	1,102	27.05%
4	1,205	29.58%
	Percentage:	100.00%

## Year To Date

Precinct	Agency Ever	Percentage:
1	9,195	23.88%
2	7,944	20.63%
3	9,865	25.62%
4	11,500	29.87%
	Percentage:	100.00%

- 4<sup>th</sup> Precinct handled 1 69 calls per day, or 56 per shift on average last week.
- More than 38,000 calls for service have been handled in 70 days
- 550 calls per day, on average, citywide.



# Effect of Attrition on Service

- Department of Emergency Communications has performance measures, based on priority of call, to dispatch within a certain time frame. Reduced personnel has negatively impacted response time to Non-life threatening, and in some cases, life threatening calls for service.
- During 3-6-17 through 3-12-17, priority 2 call performance measures were not met in 3 sectors, due to staffing being unavailable due to calls, impacting Citizens and their expectation of service and DEC internal measures.
- Reduced staffing results in resources being assigned that are not in the immediate area, resulting in increased time to arrive – during same period, priority 1 calls averaged between 2.78 minutes and 6.6 minutes.



# Personnel Summary

Police (041)			
Summary of Personnel Component			
	FY16 Actual	FY17 Adopted	FY18 Proposed
<b>General Fund (FTE)</b>			
Number of Filled Positions (FTE)	825.50	815.00	843.00
Number of Vacant Positions (FTE)	<u>58.00</u>	<u>68.50</u>	<u>40.50</u>
<b>Total General Fund (FTE)</b>	<b>883.50</b>	<b>883.50</b>	<b>883.50</b>
<b>Other Funds</b>			
Number of Filled Positions (FTE)	0	0	0
Number of Vacant Positions (FTE)	<u>0</u>	<u>0</u>	<u>0</u>
<b>Total Other Funds (FTE)</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Grand Total Number of Positions (FTE)</b>	<b>883.50</b>	<b>883.50</b>	<b>883.50</b>



# Funded Positions Summary

Summary of Personnel Component			
	FY16 Actual	FY17 Adopted	FY18 Proposed
<b>General Fund</b>			
Funding for Filled Positions*	72,981,822	73,676,145	75,344,168
Funding for Vacant Positions*	NA	1,232,829	2,417,296
Overtime*	<u>3,364,774</u>	<u>4,232,387</u>	<u>4,420,471</u>
<b>Total General Fund</b>	<b>76,346,596</b>	<b>79,141,361</b>	<b>82,181,935</b>
<b>Non-General Funds</b>			
Funding for Filled Positions*	0	0	0
Funding for Vacant Positions*	0	0	0
Funding for Temporary Positions*	0	0	0
Overtime*	0	0	0
Other Personnel Costs (Benefits, etc.)	<u>0</u>	<u>0</u>	<u>0</u>
<b>Total Non-General Fund</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Grand Total Position Funding</b>	<b>76,346,596</b>	<b>79,141,361</b>	<b>82,181,935</b>

\* Includes salaries, wages, and benefits.





# Richmond Police Department (041)

## MILO SIMULATOR

Multiple Interactive Learning Obj.  
Use of Force training offered in 61 sessions  
to 1,244 citizens, including 123 youths, by  
providing realistic scenarios.

## TOWN HALL FORUMS

Open Discussions with the Chief

April initiatives held at each precinct to  
engage the community and hear concerns.

## GUN250

January - December, 2016

Crime Stoppers initiative to reduce gun  
violence resulted in: tips received (86),  
cleared by arrest (10), firearms seized (15),  
\$3,340 in rewards paid, and 146 flyers  
distributed by the Mounted Unit.

## LIFE

Program Launched January, 2016

Helping at-risk youths make positive  
choices while reducing the frequency and  
disparity of in-school juvenile arrests by  
offering alternatives.

## Lethality Assessment

Initiated March 1, 2016

Trained officers identify high-risk domestic  
violence victims and offenders for more  
intense follow-up. Program is a  
partnership with the YWCA.

## CHURCH SAFETY

Places of Worship Safety Forums

RPD officers and the Commonwealth's  
Attorney's Office presented sessions on  
legality of guns in churches, active shooter,  
de-escalation and congregation safety.

## FUGITIVE FIREARMS INITIATIVE

Summer

RPD and Virginia State Police tackle  
violent crime by removing illegal firearms  
off the streets. Nearly 200 firearms seized  
and 300 criminal warrants served.



# Richmond Police Department (041)

## Major Accomplishments

- Firearms seized during Fugitive Firearms Initiatives: 185
- The RPD earned its second Advanced Law Enforcement reaccreditation and received the “Gold Standard With Excellence”, a distinction only awarded to 17 other agencies across the country.
- Body-worn cameras were deployed department-wide with 18,850 hours of video recorded.
- Lethality Assessment Protocol providing resources to victims of domestic violence, was launched.
- Police Canine Training and Community Complex had its grand opening.
- Well-attended Town Hall meetings were conducted in all four precincts. Survey results are vastly positive.



# Richmond Police Department (041)

## Major Accomplishments

- GUN250 Initiative resulted in 86 tips; 11 arrests; 15 firearm seizures and \$3,340 in rewards paid
- 1,244 adults and youth participated in the MILO Use of Force Training
- 333 lbs. of prescription medicine recovered in Drug Take-Back program.
- 37 students participated in the LIFE program as an alternative to in-school juvenile arrests
- 11 adults graduated from the Bridging The Gap job-skills and career building program
- 25 protests handled without incident
- 808 Firearms seized 2016



# Budget Summary

Police (041)			
2017-2019 Summary of Proposed Operating Budget			
	FY16 Actual	FY17 Adopted	FY18 Proposed
<b>General Fund</b>			
Personnel Services	76,346,596	79,141,361	82,181,935
Operating Expenses	<u>8,512,957</u>	<u>8,418,873</u>	<u>8,582,007</u>
<b>Total General Fund</b>	<b>84,859,553</b>	<b>87,560,234</b>	<b>90,763,942</b>
<b>Non-General Funds</b>			
Personnel Services	0	0	0
Special Funds Operating Expenses	781,468	2,361,021	1,485,321
Capital Improvement	0	2,194,721	2,902,000
<b>Total Non-General Funds</b>	<b>781,468</b>	<b>4,555,742</b>	<b>4,387,321</b>
<b>Total All Funds</b>			
Personnel Services	76,346,596	79,141,361	82,181,935
Operating Expenses	9,294,425	10,779,894	10,067,328
Capital Improvement	<u>0</u>	<u>2,194,721</u>	<u>2,902,000</u>
<b>Grand Total Operating Budget</b>	<b>85,641,021</b>	<b>92,115,976</b>	<b>95,151,263</b>



# Budget Summary

Police (041)			
2017-2019 Summary of Proposed Fund Sources			
	FY16 Actual	FY17 Adopted	FY18 Proposed
<b>General Fund</b>	<b>84,859,553</b>	<b>87,560,234</b>	<b>90,763,942</b>
<b>Non-General Funds</b>			
Special Fund	781,468	2,361,021	1,485,321
Internal Service Fund	0	0	0
Capital Improvement	0	2,194,721	2,902,000
<b>Total Non-General Funds</b>	<b>781,468</b>	<b>4,555,742</b>	<b>4,387,321</b>
<b>Grand Total Agency Budget</b>	<b>85,641,021</b>	<b>92,115,976</b>	<b>95,151,263</b>



# Major Budget Changes Summary

- Funding for all sworn vacant positions
- Increase in overtime
- Funding for Aviation mapping & video system
- Funding to replace aging department computers
- Security enhancements for Second and Fourth Precinct
- Reduction in funding for police officer training
- Decrease funding for an additional 400 body worn cameras
- Reduction in funding for police ammunition



Richmond Police Department (041) Summary of Special Revenues						
	June 30 2016 Balance	FY17 Adopted	Total Available	FY18 Proposed	Allowable Use	Funding Source
<b>Special Revenue Funds</b>						
Seized State Asset Forfeiture	\$183,671	\$0	\$183,671	200,000	Law enforcement equipment, training and training Law enforcement equipment, training and training	State
Seized Federal Asset Forfeiture	<u>\$336,124</u>	<u>\$65,000</u>	<u>\$336,124</u>	<u>300,000</u>		Federal
<b>Total Special Revenue Funds</b>	<b>\$519,795</b>	<b>\$65,000</b>	<b>\$519,795</b>	<b>500,000</b>		
<b>Grants</b>						
Justice Assistance Grant	\$139,788	468,000	\$226,596	200,000	Activities to prevent and control crime based on local needs and conditions	Bureau of Justice Assistance
Washington/ Baltimore HIDTA					City-wide efforts to combat drug trafficking and provide prevention alternatives	
DMV Selective Enforcement-Alcohol	\$44,446	\$90,771	\$58,771	\$58,771	The Virginia Department of Motor Vehicles provides funding to assist the RPD in special initiatives for DUI checkpoints.	Federal
DMV Selective Enforcement - Pedestrian/Bicycle	\$52,974	\$100,050	\$62,913	\$69,500	The Virginia Department of Motor Vehicles provides funding to assist the RPD in special initiatives. awareness campaigns	Va. Dept of Transportation
	\$4,978	\$6,500	\$4,978	\$7,500		Va. Dept of Transportation
<b>Total Grants</b>	<b>242,186</b>	<b>665,321</b>	<b>353,258</b>	<b>335,771</b>		
<b>Grand Total Department Budget</b>	<b>761,981</b>	<b>730,321</b>	<b>873,053</b>	<b>835,771</b>		



# Richmond Police Department (041)

## Summary of Special Revenues

	June 30 2016 Balance	FY17 Adopted	Total Available	FY18 Proposed	Allowable Use	Funding Source
DMV Selective Enforcement Occupant Protection					The Virginia Department of Motor Vehicles provides funding to assist the RPD in special initiatives.	Va. Dept of Transportation
DMV Selective Enforcement-Speed	\$2,146	\$10,000	29,272	\$7,800	The Virginia Department of Motor Vehicles provides funding to assist the RPD in special initiatives for driver safety awareness campaigns	Va. Dept of Transportation
TRIAD	\$13,764	\$40,000		\$65,000	Specialized Senior Programs	Office of Attorney General
Cal Ripken, Sr. Foundation	\$0	\$2,750		\$2,750	Badges for Baseball	Cal Ripken Foundation
Virginia Department of Emergency Management Homeland Security	\$1,578	\$10,000		\$10,000	Funding opportunities for localities to enhance overall preparedness and response capabilities to hazards or terrorist activities	State of Virginia
COPS(Community Oriented Policing Services)	\$0	\$500,000		\$220,000	Provides funding to address sworn law enforcement staffing and equipment needs. To increase the community policing capacity and crime prevention efforts.	Federal
	\$0	\$100,000		\$100,000		
<b>Total Grants</b>	<b>17,488</b>	<b>662,750</b>	<b>29,272</b>	<b>405,550</b>		
<b>Grand Total Department Budget</b>	<b>17,488</b>	<b>662,750</b>	<b>29,272</b>	<b>405,550</b>		





Richmond Police Department (041) Summary of Special Revenues						
	June 30 2016 Balance	FY17 Adopted	Total Available	FY18 Proposed	Allowable Use	Funding Source
Department of Criminal Justice Services					Provides funding for law enforcement equipment, leadership development, community outreach, and gang reduction and intervention programs	Virginia Department of Criminal Justice Services
Office of Attorney General	\$0	\$0		\$82,500	Funding provided to help efforts in the reduction gun and gang violence	Office of Attorney General
Internet Crimes Against Children	\$8,579	\$69,000	\$399	\$82,500	Funds to assist with locating, arresting and prosecuting those who commit crimes against children	State of Virginia
Virginia Rules Camp	\$270	\$75,000	\$16,494	\$65,000	Virginia Rules provides information about the laws in Virginia with particular emphasis on how they apply to teens in their day-to-day lives.	Office of Attorney General
<b>Total Grants</b>	<b>8,849</b>	<b>144,000</b>	<b>16,893</b>	<b>237,000</b>		
<b>Grand Total Department Budget</b>	<b>788,318</b>	<b>1,537,071</b>	<b>919,218</b>	<b>1,478,321</b>		



# Richmond Police Department (041)

## Snapshot of Sworn Personnel Strength on July 1 of Each Year

	7/1/2012	7/1/2013	7/1/2014	7/1/2015	7/1/2016
Authorized Strength	759	759	750	750	750
Actual Strength	717	693	676	685	719

\*Actual Strength does not include recruits in the Academy.

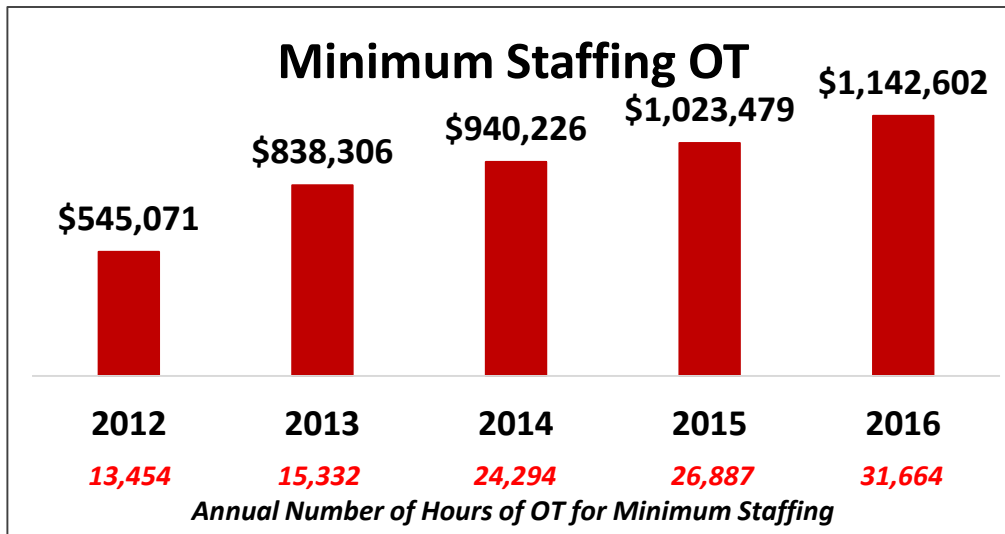
## Sworn Personnel Strength on March 13, 2017

	3/13/2017
Authorized Strength	750
Actual Strength	685
Full Duty and Available*	654

+ 40 Recruits = 725 Current Total

\*There are a number of factors that impact an officer's status, from medical reasons (e.g. recovering from an injury) to non-medical; military leave). Please note that these numbers do not account for the day-to-day factors that impact availability, such as mandated training, critical incidents, sick leave, vacation, regular days off, and more.

**The declining number of available sworn personnel requires that we supplement patrol with additional personnel to ensure minimum staffing resulting in increased overtime costs.**



**Using last year's amount spent on minimum staffing OT, we could have hired nearly 15 officers.**

*It costs approximately \$70,000 per officer in salary and benefits.*



# Richmond Police Department (041)

## New Recruit Graduates Since 2014

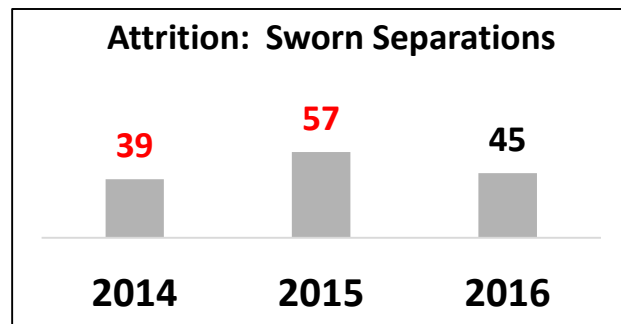
Class	Graduation Date	Number of Graduates
109	August 21, 2014	28
110	March 17, 2015	28
111	August 21, 2015	30
112	May 19, 2016	22
113	January 28, 2017	17
114	June 8, 2017	18 Pending
115	September 7, 2017	20 Pending

During the last three calendar years:  
**2014 to 2016**

Graduated 108 new officers

Lost 141 sworn members through attrition  
*Retirements, resignations, terminations, death, etc.*

We have seen a net **loss** of **33** officers



**CY 2017: 8 sworn separations (as of March 13)**

- 7 resignations; 1 retirement
- Last year at this time: 4 resignations; 1 retirement
- Since 2013, largest group of resignations is officers with 5-10 years of service (*citing: pay compression*).

This highlights the importance of funding and filling all of our sworn positions in order to be prepared to face the challenges and continue to build safe neighborhoods throughout Richmond or we *risk falling behind and being without adequate staffing.*

It takes significant time to increase and build up staffing for the future.

**WE MUST:**

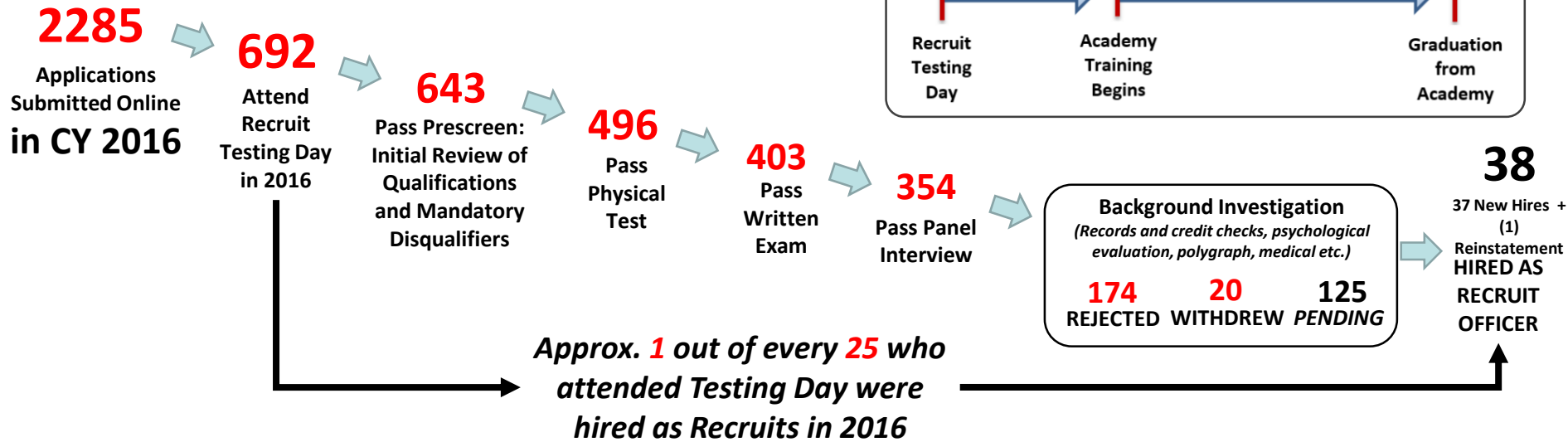
**RECRUIT & HIRE QUALIFIED CANDIDATES AND THEN PREPARE THEM FOR THE JOB**

*See next slide*



# Richmond Police Department (041)

Number of candidates during all steps in the hiring process for recruit officer in CY 2016



## Combined numbers for last three years: CY 2014 to CY 2016

