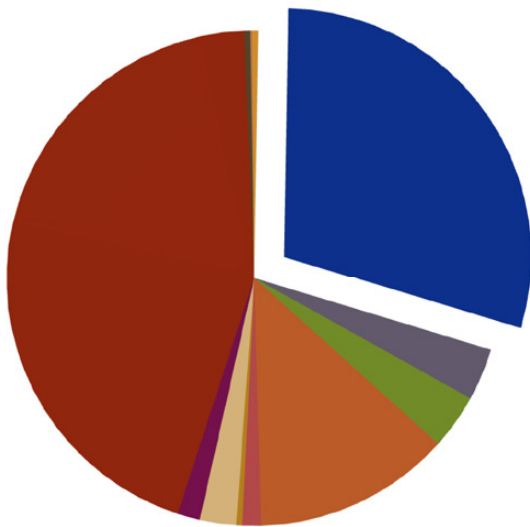


## Mission Statement

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:**  
**\$472,166,990**

**Expenditure Budget:**  
**\$138,842,347**



*29.4% of Public Safety*

### Programs:

- Office of the Chief: \$8,486,444
- Support Services: \$26,546,367
- Operations: \$68,558,503
- Criminal Investigations: \$22,818,706
- Financial & Technical Services: \$12,432,326

## 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)

## Expenditure and Revenue Summary



Expenditure by Program	FY20 Actuals	FY21 Actuals	FY22 Actuals	FY23 Adopted	FY24 Adopted	% Change Budget FY23/ Budget FY24
Office of the Chief	\$7,128,213	\$7,127,250	\$7,850,051	\$7,250,978	\$8,486,444	17.04%
Support Services	\$20,359,030	\$19,606,020	\$21,560,059	\$20,483,753	\$26,546,367	29.60%
Operations	\$54,695,081	\$59,222,521	\$60,228,275	\$61,741,310	\$68,558,503	11.04%
Criminal Investigations	\$21,672,439	\$21,335,376	\$17,708,860	\$20,397,489	\$22,818,706	11.87%
Financial & Technical Services	\$8,933,882	\$10,369,682	\$9,212,599	\$12,051,629	\$12,432,326	3.16%
<b>Total Expenditures</b>	<b>\$112,788,644</b>	<b>\$117,660,848</b>	<b>\$116,559,845</b>	<b>\$121,925,159</b>	<b>\$138,842,347</b>	<b>13.88%</b>

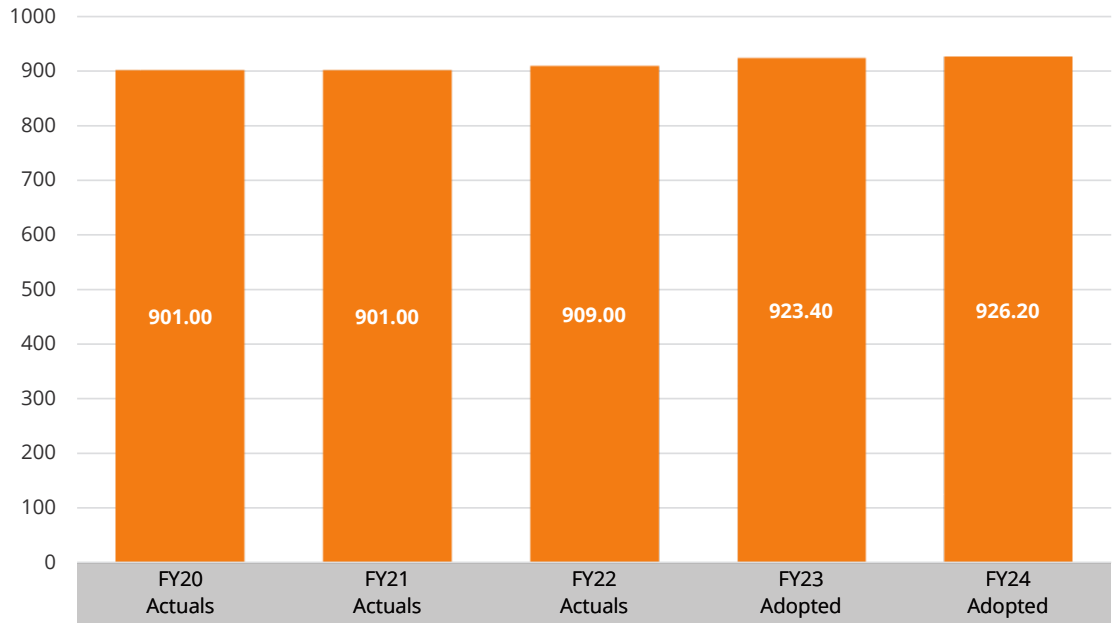
### Expenditure by Classification

Salaries & Benefits	\$91,349,445	\$95,253,695	\$93,661,874	\$99,171,274	\$117,447,149	18.43%
Contractual Services	\$1,702,696	\$1,923,721	\$2,281,112	\$1,837,596	\$1,876,009	2.09%
Internal Services	\$13,076,971	\$13,367,724	\$13,763,808	\$12,869,326	\$11,512,839	(10.54%)
Purchase of Goods & Services	\$4,587,873	\$5,139,467	\$5,051,964	\$5,796,805	\$5,861,555	1.12%
Capital Outlay	\$585,981	\$971,817	\$421,308	\$796,838	\$767,026	(3.74%)
Leases & Rentals	\$591,649	\$504,425	\$485,750	\$559,290	\$559,290	0.00%
Reserves & Contingencies	\$0	\$0	\$0	\$0	(\$75,550)	-
Transfers Out	\$894,029	\$500,000	\$894,029	\$894,029	\$894,029	0.00%
<b>Total Expenditures</b>	<b>\$112,788,644</b>	<b>\$117,660,848</b>	<b>\$116,559,845</b>	<b>\$121,925,159</b>	<b>\$138,842,347</b>	<b>13.88%</b>

### Funding Sources

Revenue from Federal Government	\$715,366	\$554,738	\$718,596	\$0	\$0	-
Permits & Fees	\$330,495	\$299,157	\$340,503	\$315,940	\$315,940	0.00%
Fines & Forfeitures	\$707,197	\$502,613	\$729,532	\$997,259	\$797,259	(20.05%)
Use of Money & Property	\$6,451	\$9,113	\$7,535	\$6,000	\$6,000	0.00%
Revenue from Other Localities	\$2,991	\$4,303	\$2,221	\$50,000	\$50,000	0.00%
Miscellaneous Revenue	\$184,650	\$248,614	\$179,752	\$206,200	\$206,200	0.00%
Non-Revenue Receipts	\$0	\$0	\$1,960	\$0	\$0	-
Charges for Services	\$654,196	\$454,559	\$525,100	\$717,286	\$717,286	0.00%
Revenue from Commonwealth	\$10,445,169	\$10,947,779	\$10,473,483	\$10,155,840	\$10,355,840	1.97%
<b>Total Designated Funding Sources</b>	<b>\$13,046,515</b>	<b>\$13,020,876</b>	<b>\$12,978,682</b>	<b>\$12,448,525</b>	<b>\$12,448,525</b>	<b>0.00%</b>
<b>Net General Tax Support</b>	<b>\$99,742,130</b>	<b>\$104,639,972</b>	<b>\$103,581,163</b>	<b>\$109,476,634</b>	<b>\$126,393,822</b>	<b>15.45%</b>
<b>Net General Tax Support</b>	<b>88.43%</b>	<b>88.93%</b>	<b>88.87%</b>	<b>89.79%</b>	<b>91.03%</b>	

## Staff History by Program



	FY20 Actuals	FY21 Actuals	FY22 Actuals	FY23 Adopted	FY24 Adopted
Office of the Chief	19.00	19.00	33.00	32.00	33.00
Support Services	142.00	159.00	151.00	144.00	166.00
Operations	554.00	539.00	541.00	571.40	557.20
Criminal Investigations	165.00	164.00	164.00	156.00	150.00
Financial & Technical Services	21.00	20.00	20.00	20.00	20.00
<b>Full-Time Equivalent (FTE) Total</b>	<b>901.00</b>	<b>901.00</b>	<b>909.00</b>	<b>923.40</b>	<b>926.20</b>
Auth Sworn Strength FTE Total	699.00	701.00	707.00	707.00	707.00

## 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, police response to resistance results, and released the results in its [Annual Report](#). Further, an extensive evaluation of response to resistance cases, policies, and procedures is underway as part of a federal grant initiative. Body-Worn Cameras, together 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.

Other key issues for the Police Department include:

**Police Departments Nationwide are Impacted by Staffing Shortages** – Police departments across the country including PWC are facing severe staffing shortages as they struggle to recruit and retain officers, and many departments have been forced to find new ways to fill the gaps. The shortages have coincided with a spike in crime across the nation to include Virginia and PWC. Severe competition between police departments, for a reduced number of qualified candidates, is making it harder for the Department to fill vacancies. The Department is scheduling more testing and adding more Academy sessions to fill current vacancies, but fierce competition makes the process more difficult as other area law enforcement agencies vie for the same candidates.

**Greater Department Diversity** – As 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. At the same time, crimes trends are reaching, and in many cases, exceeding pre-pandemic levels. 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.

## General Overview

- A. Removal of One-time Costs** – A total of \$104,138 has been removed from the Police Department’s FY24 budget for one-time costs associated with non-recurring expenses (vehicle, equipment, supplies) for non-sworn/civilian staffing added in the FY23 budget.
- B. Position Reclassifications** – To meet departmental needs, the Police Department used vacant part-time Crossing Guard positions (1.20 FTE) to cover the costs of creating a full-time (1.00 FTE) Athletic Trainer position with benefits. The Athletic Trainer position is a key component of the department’s employee resiliency initiative, promoting fitness to prevent injuries, and providing services primarily to recruits and field personnel recuperating from on-the-job injuries to expedite return to full duty. This position conversion resulted in a 0.20 reduction in the department’s overall FTE count.
- C. Fleet Maintenance Redistribution** – Funding to support gasoline and vehicle maintenance was redistributed among County agencies to reflect actual use more accurately. This reallocation of existing budget decreases the Police Department’s FY24 budget by \$1,729,364. Note that \$825,000 of this reduction is a one-time cost that was added in the adopted FY23 budget to account for rising fuel costs when fuel exceeded \$4.50 per gallon. This redistribution of gasoline and fleet maintenance budget will have no impact on Police Department services to the community.
- D. Pay Scale Adjustment and Hiring Incentives for Police Officers** – Pursuant to a Board directive issued on October 11, 2022, staff developed options for adjusting the police pay scale and hiring incentives for job vacancies that are hard to fill. The Board of County Supervisors (BOCS) voted on December 13, 2022, via [BOCS Resolution 22-584](#), to increase the Police Officer minimum salary to \$62,000, increase the overall pay scale by 17.5%, and approved a hiring bonus plan for hard-to-fill positions. The half-year cost in FY23 was \$6.5 million and the full-year cost in FY24 is \$13 million.

## Budget Initiatives

### A. Budget Initiatives

#### 1. Veterinary Services Clinic – Support Services

Expenditure	\$695,871
Revenue	\$0
General Fund Impact	\$695,871
FTE Positions	3.00

- a. Description** – This initiative provides funding to establish a veterinary clinic at the Animal Services Center. PWC currently does not offer in-house spay/neuter services in the Animal Services Center and contracts with vendors. However, the newly constructed Animal Services Center has a dedicated veterinary suite which includes areas for examination, surgery, and recovery. Funding will cover 3.00 FTE positions (Veterinarian, Surgical Veterinary Technician, and Veterinary Assistant), equipment, supplies, software, and other operating costs. One-time funding of \$13,897 is also included for additional equipment and supplies.
- b. Service Level Impacts** – Veterinary services play a vital role in improving animal care at the Animal Services Center.

## 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	FY20 Actuals	FY21 Actuals	FY22 Actuals	FY23 Adopted	FY24 Adopted
Crime rate in the lowest third of COG communities	Yes	Yes	Yes	Yes	Yes
Crime rate per 1,000 residents*	11.9	12.0	31.6	14.0	37.0
Residents feel safe in their neighborhoods (community survey)	96%	96%	96%	95%	96%
Compliance with CALEA National Accreditation Standards	100%	100%	100%	100%	100%
Officers per 1,000 residents	1.5	1.5	1.4	1.5	1.5
Citizen complaints per 1,000 Police contacts	0.2	0.2	0.1	0.2	0.1

Program Activities & Workload Measures <i>(Dollar amounts expressed in thousands)</i>	FY20 Actuals	FY21 Actuals	FY22 Actuals	FY23 Adopted	FY24 Adopted
<b>Police Leadership &amp; Management</b>	<b>\$6,515</b>	<b>\$6,409</b>	<b>\$7,219</b>	<b>\$5,993</b>	<b>\$7,044</b>
Rate use of force utilized during arrest	-	4.4%	4.3%	4.5%	5.0%
<b>Police Public Information</b>	<b>\$613</b>	<b>\$719</b>	<b>\$597</b>	<b>\$730</b>	<b>\$559</b>
Social media followers	182,400	184,500	196,500	200,000	200,000
News Releases issued	83	113	86	120	100
<b>Community Engagement Unit**</b>	<b>\$0</b>	<b>\$0</b>	<b>\$34</b>	<b>\$528</b>	<b>\$884</b>
Community engagement programs conducted	180	95	130	110	150
Number of community watch groups	588	628	667	628	700

\*The PWC Crime Rate was historically calculated using UCR methodology. In recent years, the FBI has mandated use of the NIBRS system, instead of UCR. The NIBRS methodology utilizes a wider set of data, which includes total crime reported to PWC Police Dept. Due to the updated method of calculation, the Crime Rate figure went from the teens (as seen in FY20-21 Actuals and FY23 Adopted) to the thirties (actuals beginning in FY22).

\*\*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 Services Bureau, and the Criminal Justice Academy.

Key Measures	FY20 Actuals	FY21 Actuals	FY22 Actuals	FY23 Adopted	FY24 Adopted
Animal Control effectively protects citizens and animals (community survey)	92%	92%	92%	91%	92%
Sworn turnover rate without retirement and terminations	6.9%	8.8%	12.3%	7.0%	8.0%

Program Activities & Workload Measures <i>(Dollar amounts expressed in thousands)</i>	FY20 Actuals	FY21 Actuals	FY22 Actuals	FY23 Adopted	FY24 Adopted
<b>Administrative Services Bureau</b>	<b>\$8,124</b>	<b>\$8,050</b>	<b>\$9,142</b>	<b>\$6,582</b>	<b>\$7,591</b>
Permits and licenses processed	2,370	307	531	415	2,000
Annual inspections conducted	20	214	163	245	180
<b>Records Section</b>	<b>\$1,438</b>	<b>\$1,330</b>	<b>\$1,286</b>	<b>\$1,328</b>	<b>\$1,612</b>
Records service requests	13,755	13,526	14,018	14,000	14,000
<b>Identification Bureau</b>	<b>\$1,122</b>	<b>\$1,328</b>	<b>\$1,635</b>	<b>\$1,382</b>	<b>\$1,873</b>
Fingerprint packages recovered	821	749	801	1,000	1,000
<b>Personnel Bureau</b>	<b>\$2,747</b>	<b>\$2,634</b>	<b>\$3,277</b>	<b>\$2,849</b>	<b>\$4,743</b>
Employment applications received including personal history statement	783	861	368	900	700
<b>In-Service Training Section</b>	<b>\$3,619</b>	<b>\$3,148</b>	<b>\$3,103</b>	<b>\$4,581</b>	<b>\$5,052</b>
Total hours of in-service training	32,913	29,281	43,721	36,000	40,000
Compliance with VA mandatory training standards	100%	100%	100%	100%	100%
<b>Basic Recruit Training Section</b>	<b>\$1,121</b>	<b>\$765</b>	<b>\$699</b>	<b>\$732</b>	<b>\$1,785</b>
Basic training hours	45,313	53,862	64,224	85,000	50,000
<b>Animal Enforcement Section</b>	<b>\$405</b>	<b>\$687</b>	<b>\$806</b>	<b>\$825</b>	<b>\$1,043</b>
<b>Animal Care Section</b>	<b>\$1,783</b>	<b>\$1,664</b>	<b>\$1,612</b>	<b>\$2,204</b>	<b>\$2,846</b>
Adjusted live release rate	91%	93%	93%	90%	88%
Animals entering shelter	3,015	3,296	3,467	3,500	3,300

## 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	FY20 Actuals	FY21 Actuals	FY22 Actuals	FY23 Adopted	FY24 Adopted
Police officers are courteous and helpful to all community members	92%	91%	91%	92%	91%
Police emergency response time (minutes)	5.2	5.1	5.5	5.5	5.5
Total calls for service	239,830	160,898	166,939	200,000	180,000
Calls for service requiring officer response	89,216	90,835	80,611	90,000	85,000

Program Activities & Workload Measures <i>(Dollar amounts expressed in thousands)</i>	FY20 Actuals	FY21 Actuals	FY22 Actuals	FY23 Adopted	FY24 Adopted
<b>Patrol Services</b>	<b>\$45,094</b>	<b>\$49,494</b>	<b>\$50,705</b>	<b>\$52,195</b>	<b>\$58,671</b>
Criminal arrests made	12,664	8,291	7,573	10,000	8,500
Traffic citations issued	35,283	23,494	18,741	30,000	20,000
Number of DUI Arrests	1,375	990	1,102	1,250	1,200
Total number mental health calls for service	-	1,844	3,424	2,000	3,500
Time spent on mental health calls for service (hours)	-	18,481	31,696	19,500	32,500
Calls for service responded to by Co-Responder Unit	-	-	795	1,500	1,000
Hours spent on Co-Responder Unit calls for service	-	-	1,189	1,800	1,500
<b>Crime Prevention Unit*</b>	<b>\$664</b>	<b>\$513</b>	<b>\$436</b>	<b>\$0</b>	<b>\$0</b>
<b>Special Operations, Traffic Safety &amp; Accident Investigation</b>	<b>\$7,131</b>	<b>\$7,420</b>	<b>\$7,048</b>	<b>\$7,204</b>	<b>\$7,435</b>
Reportable traffic crashes	4,577	3,811	4,386	4,200	4,200
Fatal traffic crashes	-	22	28	20	20
Hours monitoring high-risk intersections	7,965	7,959	5,423	6,000	6,000
<b>Crossing Guard Safety Programs</b>	<b>\$1,661</b>	<b>\$1,611</b>	<b>\$1,854</b>	<b>\$2,120</b>	<b>\$2,188</b>
Safety programs conducted	259	0	302	423	423
Community/School satisfaction with Crossing Guard services	100%	100%	100%	100%	100%
<b>Parking Enforcement</b>	<b>\$144</b>	<b>\$184</b>	<b>\$184</b>	<b>\$222</b>	<b>\$264</b>
Parking tickets issued	19,214	9,467	11,769	10,475	12,000

\*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, Violent Crimes Bureau, Youth Services Bureau, Special Victims Bureau, and Property Crimes Bureau.

Key Measures	FY20 Actuals	FY21 Actuals	FY22 Actuals	FY23 Adopted	FY24 Adopted
Violent crime clearance rate (murders)	-	100%	90%	100%	62%
Violent crime clearance rate (rapes)	-	47%	40%	55%	37%
Violent crime clearance rate (robberies)	-	51%	41%	60%	35%

Program Activities & Workload Measures <i>(Dollar amounts expressed in thousands)</i>	FY20 Actuals	FY21 Actuals	FY22 Actuals	FY23 Adopted	FY24 Adopted
<b>Violent &amp; Property Crimes</b>	<b>\$10,270</b>	<b>\$9,861</b>	<b>\$8,226</b>	<b>\$9,926</b>	<b>\$11,432</b>
Total crimes against persons	4,545	3,942	4,472	4,200	4,300
Total crimes against property	7,906	8,403	9,482	8,400	9,000
Total crimes against society	4,326	2,037	1,553	3,600	1,800
Calls handled by telephone reporting	1,494	806	1,167	1,800	1,300
Calls handled via online reporting	1,256	1,155	1,237	1,600	1,300
<b>Special Investigations Bureau</b>	<b>\$3,560</b>	<b>\$3,685</b>	<b>\$2,708</b>	<b>\$3,456</b>	<b>\$3,351</b>
Total drug arrests	2,740	1,180	1,121	2,000	1,100
<b>Youth Services &amp; Special Victims Bureau</b>	<b>\$7,843</b>	<b>\$7,790</b>	<b>\$6,776</b>	<b>\$7,016</b>	<b>\$8,035</b>
Juvenile violent crime arrests as a percentage of all violent crime arrests	9%	8%	10%	10%	10%
Juvenile criminal arrests as percentage of overall arrests	15%	11%	6%	13%	9%



## 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; and provides support of the department's information technology needs including implementation, operations, and maintenance.

Key Measures	FY20 Actuals	FY21 Actuals	FY22 Actuals	FY23 Adopted	FY24 Adopted
Annual unplanned unavailability of mobile data computers based on 8,760 hours	11	25	37	15	15
Internal processes reviewed that require corrective action	11%	8%	5%	6%	5%

Program Activities & Workload Measures <i>(Dollar amounts expressed in thousands)</i>	FY20 Actuals	FY21 Actuals	FY22 Actuals	FY23 Adopted	FY24 Adopted
<b>Financial &amp; Technical Services</b>	<b>\$5,502</b>	<b>\$5,015</b>	<b>\$5,497</b>	<b>\$1,716</b>	<b>\$1,827</b>
Amount of salary budget spent on overtime	-	4.7%	5.3%	<5.0%	<10.0%
<b>Information Technology Management Bureau</b>	<b>\$3,432</b>	<b>\$5,355</b>	<b>\$3,715</b>	<b>\$10,335</b>	<b>\$10,606</b>
Technology projects	5	5	5	5	5
Special projects and studies conducted	6	4	4	4	4
Capital facility projects	2	2	2	2	1