



Date of Council Meeting: June 24, 2013

**TOWN OF LEESBURG
TOWN COUNCIL WORK SESSION**

Subject: Annual Police Report and Staffing

Staff Contact(s): John Wells, Town Manager
Joseph R. Price, Chief of Police

Background: The Town's Annual Police Report was provided to you recently and at the June 10, 2013 Work Session Chief Price provided you a detailed analysis of crime patterns that have been occurring in the community. In 2012, Part 1 crime rose by 17% primarily caused by shoplifting and as seen in the 2011 Police Annual Report, Part 1 crime rose by 12% primarily caused by larceny from autos.

In addition to the rising crime rates, it is important to note that the number of households, residents, streets and lane miles, and the number of businesses continue to grow. The most recent US Census projections (2012) put our population at almost 46,000. Our police department staffing levels continue to be far below other municipalities in the Northern Virginia region (Chart 1). When examining this information and looking to the near future, it is important to keep in mind that our police department must not only be able to respond to crime, but work proactively to help prevent or deter crime. In discussions with Chief Price, we have examined our staffing levels and found that our authorized staffing does not consistently represent our actual staffing "on the street," due to injuries incurred by officers in the performance of their jobs. Police work is dangerous and injuries are a common occurrence (Chart 2). When an officer is injured on the job a Workman's Comp Claim is submitted by the Town and after 5 days, Workman's Comp Insurance begins to pay 60% of the injured officer's salary; thus a significant portion of the Town's budgeted salary for that officer is unused. In addition to the loss of staff because of injuries, it is important to again stress the time it takes to recruit, hire and train both new and certified officers; new officers forty-two (42) weeks and certified officers fourteen (14) weeks. Based on a review of the historical trends, it is fair to conclude that the department is operating with fewer positions available for full-time police duties than are authorized and needed.

To address some specific questions raised by Council Members, Chief Price and his staff have presented the Outlet Mall Management with the crime data and requested that the Simon Corporation consider contributing to the cost of placing officers at the outlet mall. To date, the Simon Corporation has expressed no interest in contributing. Chief Price has also had discussions with senior staff from the Loudoun County Sheriff's Office. They advised that they will continue to support the Leesburg Police Department with special events and emergency situations, but that they do not have the staffing available to provide proactive patrol, traffic enforcement, and response to calls for service within the Town of Leesburg on a regular and sustained basis.

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Conclusion and Recommendation: Based on growth and crime trends now, and in the near future, I am recommending that an additional two full-time police officers (2 FTE) be authorized for the police department as over hires. This is a common practice used by police agencies in order to compensate for lost time due to injury, vacancies, etc. and to maintain as close to a full level of staffing as possible (Chart 3). As the department has historically experienced an average of 3 on-duty (workman's comp) injuries per month, no additional funding is anticipated due to the salary coverage provided by Workman's Comp for the injured officers.

Attachments: Chart 1 – NVa Municipal Dept. Comparisons – 2011
Chart 2 - LPD Vacancy Due to On Duty Injuries Jan-Dec 2012
Chart 3 - NVa Agencies with Over Hire
Chart 4 - Reported Crime by Category Comparison

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NVa Municipal Dept. Comparisons -2012

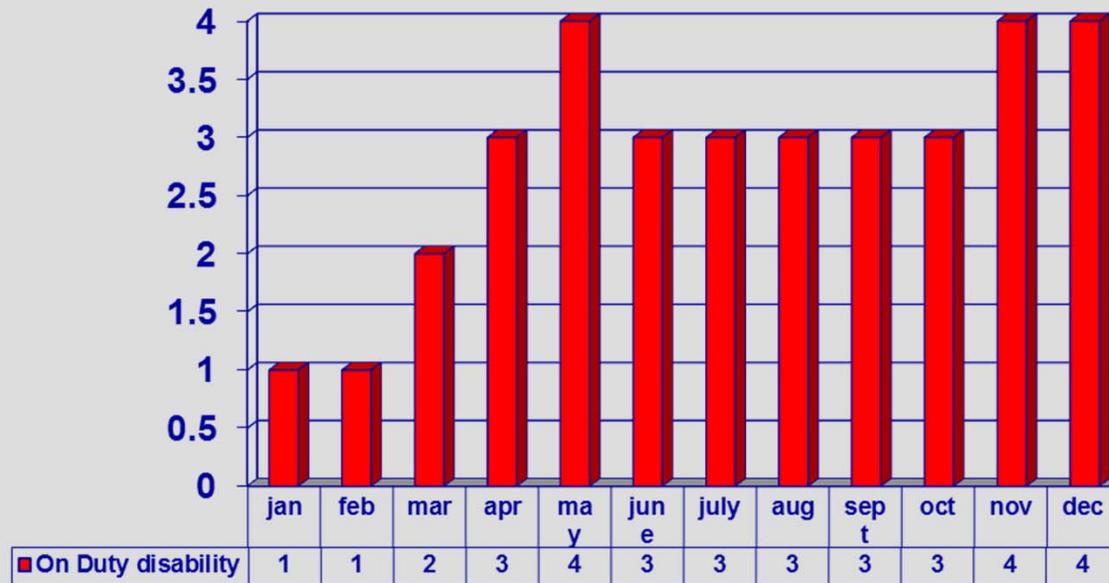
Jurisdiction	Sq. Miles	Population	Crime Rate (Group A per 100,000)	Officer per 1000 (# of Offs)	Non Sworn staff per 1000 (# NS staff)
Falls Church	1.99	12960	3788	(32) 2.47	(8) 0.62
Fairfax City	6	23505	4373	(66) 2.81	(17) 0.72
Manassas	10	39902	6701	(96) 2.41	(38) 0.95
Manassas Park	2.5	14838	4171	(32) 2.16	(12) 0.81
Middleburg	0.6	701	2995	(5) 7.13	
Winchester	9.33	27208	9614	(74) 2.72	(24) 0.88
Fredericksburg	10.5	26024	9994	(70) 2.69	(25) 0.96
Herndon	4.2	23705	4053	(54) 2.28	(16) 0.67
Vienna	4.4	15964	3263	(37) 2.32	(11) 0.69
Purcellville	2.4	8043	1976	(14) 1.75	(1) 0.12
Loudoun	521	280109	2805	(544) 1.94	(106) 0.38
Leesburg	11.6	44400	5436	(85) 1.91	(16) 0.36

Source: Crime in VA 2012; NVCJTA Budget document



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LPD Vacancy Due to On Duty Injuries Jan-Dec 2012



Ave on duty injury Monthly no duty
Rate = 2.8

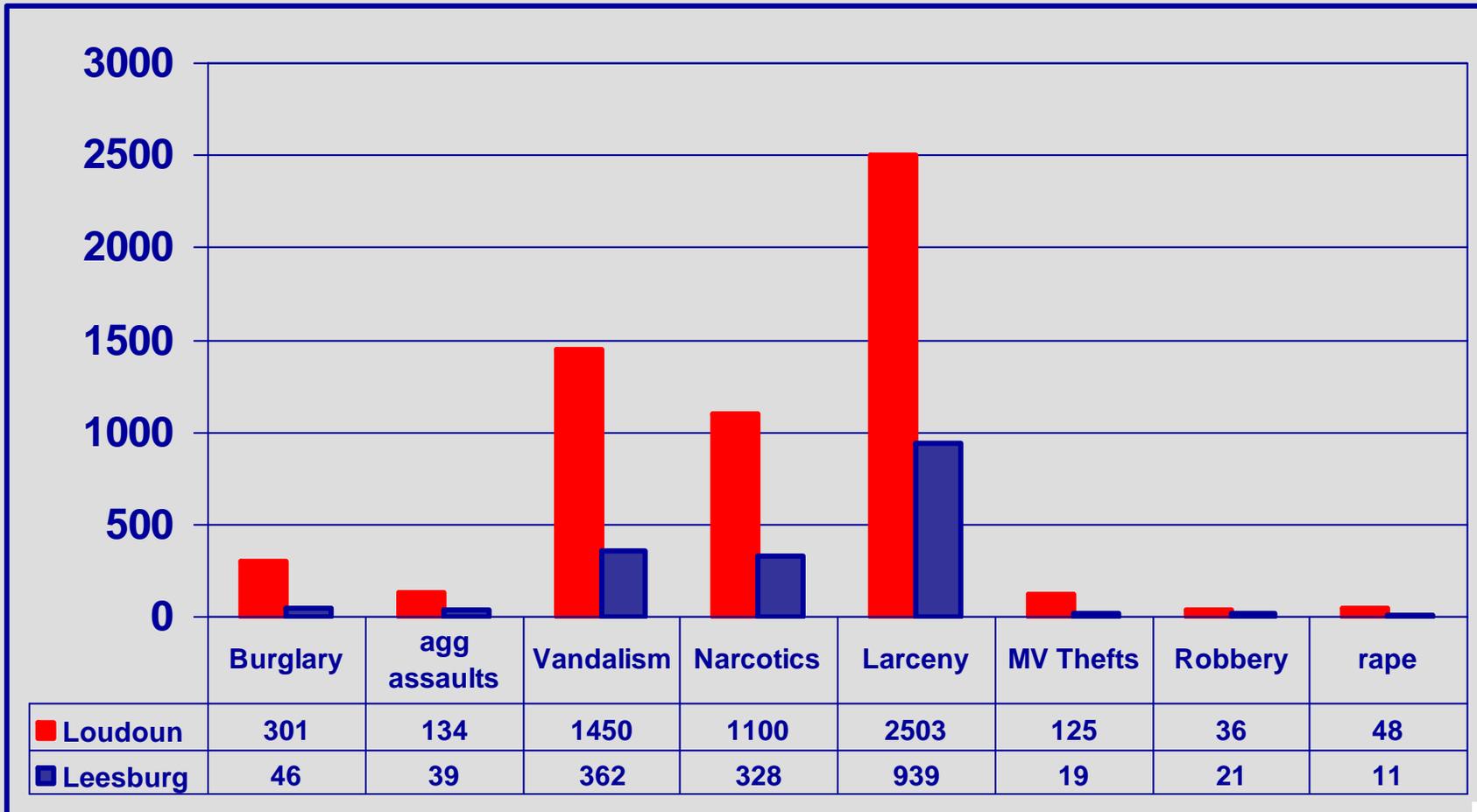


3 NVa Agencies with Over Hire

- In Place
 - Herndon
 - Fairfax County
 - City of Fairfax
 - Prince William County
 - Manassas
- In Development
 - Vienna



Reported Crime by Category Comparison



Source: Crime in Va 2012

