



Prince William County Police

Presentation to the Racial and Social Justice
Commission

March 18, 2021



Overview of the following:

- Organizational Structure
- Recruitment and Hiring
- Workforce Demographics
- Bias and Diversity Training
- Use of Force Policies
- De-escalation Training
- Data Release Policies

**PRINCE WILLIAM COUNTY POLICE
DEPARTMENT ORGANIZATIONAL CHART**

Chief of Police

Deputy Chief

Chief of Staff
Peer Support
Community Engagement
Crime Prevention
Community Liaison

Office of Professional Standards
Accreditation
Body Worn Camera Unit

Public Information Office

Financial and Technical Services Division

Support Services Division

Operations Division

Criminal Investigations Division

Fiscal and Policy Management Bureau
Compensation & Benefits
Purchasing
Budget Management
Grants Management
Facility Management
Planning & Research

Information Technology Management Bureau
Desktop and Software Support
GIS Applications Services
Mobile Data
Wireless Application Support

Administrative Services Bureau
Criminal Evidence Section
Fleet Management Section
Logistics & Support Section
Forensic Services Section
Crime Scene Unit
Fingerprinting Unit
Imaging Unit
Records Section
Criminal Records Unit
Premier One System Liaison
Warrant Control Unit
Licensing Section
False Alarm Reduction Unit
Inoperable Vehicles
Taxicab and Towing

Criminal Justice Academy
Basic Training Section
In-Service Training Section
Firearms Training Section
EVOC Section

Personnel Bureau
Background Investigations
Employee Health Admin
Intern Program
Polygraph
Recruitment & Selection
Professional Development
Promotional Program

Crisis Intervention & Wellness & Resiliency Unit
Athletic Trainer Program
Co-Responder Unit
Chaplain Program
Peer Fitness Advisors
Peer Support Team
Public Safety Resilience Center

Animal Control Bureau
Animal Enforcement Section
Enforcement
Investigations
Animal Care Section
Education
Shelter Maintenance

Special Operations Bureau
Traffic Safety Section
Traffic Unit
Crash Investigation Unit
Crossing Guard Section
Tactical Operations Section
Canine Unit
SWAT – Full Time Team
Special Events Section
Special Events
Emergency Management
Bicycle Unit
Part Time Units
Civil Disturbance Team
Command One Team
Honor Guard Team
Horse Mounted Patrol
Hostage Negotiation Team
Incident Management Team
Jiffy Lube Live
Marine Unit
Search & Rescue Team
Small Unmanned Aircraft Systems
SWAT – Part Time Team
Underwater Search & Rescue
Volunteers in Police Service

Patrol Services Bureau
Western District
Parking Enforcement
Patrol Squads
Residential Officer Program
Warrants
Watch Commanders

Patrol Services Bureau
Eastern District
Parking Enforcement
Patrol Squads
Residential Officer Program
Warrants
Watch Commanders

Patrol Services Bureau
Central District
Parking Enforcement
Patrol Squads
Residential Officer Program
Warrants
Watch Commanders

Special Investigations Bureau
Gang Unit
Investigative Task Forces
Narcotics Unit
Street Crimes Unit

Violent Crimes Bureau
Crime Analysis Unit
Homicide Unit
Intelligence Unit
Missing Persons Unit
Robbery Unit

Special Victims Bureau
Physical Abuse Unit
Special Victims Unit

Youth Services Bureau
School Resource Officer Unit

Property Crimes Bureau
Digital Forensics Unit
Property Crimes Unit East
Property Crimes Unit West
Telephone & Online Reporting



Recruitment

Recruiting efforts centered around attracting highly qualified applicants from diverse backgrounds.

- Recruiters attend a wide variety of community events, university and military career fairs.
 - NAACP Open House
 - Todos Multicultural Fair
 - Congressional Black Caucus Diversity Career Fair
 - African American Heritage Festival
 - Diversity Employment Day Career Fair
 - Norfolk State University Career Fair
 - Virginia Union University Career Fair
 - National Conference for College Women Student Leaders
- Utilizes a variety of advertising, marketing, and networking opportunities.
 - Saludos and Cause Magazine
 - The Black Perspective
 - Women in Business and Industry
 - Hispanic Today
 - iHeartMedia
 - ZipRecruiter
 - Veterans Enterprise
 - PWNAACP Freedom funds Booklet
- Strong online and social media presence.



Hiring

- Average 125-175 applications received per month for police officer positions.
- Application process:
 - Initial application submitted digitally through NeoGov
 - All who meet basic qualifications sent Personal History Statement (PHS)
 - U.S. citizen
 - 21 years of age upon completion of the Prince William County Criminal Justice Academy
 - High school graduate or equivalent
 - Complete the physical fitness requirements
 - Vision must be 20/200 uncorrected and correctable to 20/40 in the worst eye and 20/20 in the best eye
 - Hearing must comply with medical standards
 - Valid driver's license at the time of appointment; applicants with six demerits or more are ineligible
 - Must not have been convicted of any felony or serious misdemeanor
 - No tobacco usage agreement
 - Once PHS returned then proceed to:
 - Polygraph
 - Physical fitness test
 - Psychological evaluation
 - Background investigation
 - Medical/drug screen
 - Ride-along



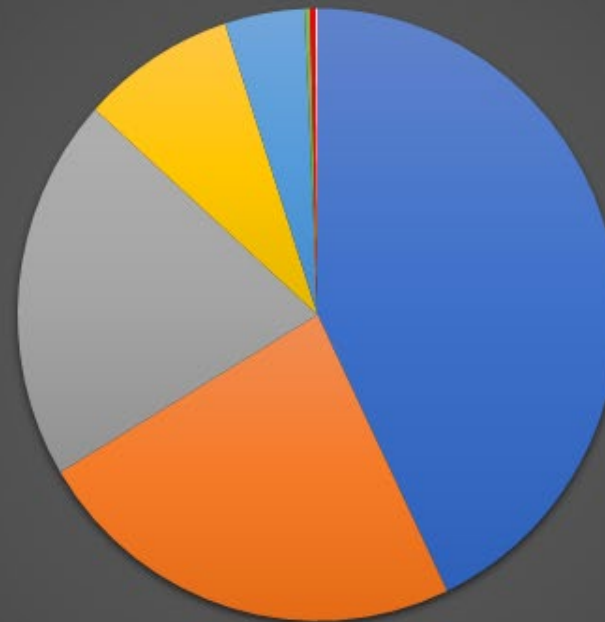
Application Data for FY2020

- Total applications received 2,182
- Total PHS received 850
- Percent of applicants who turn in a PHS 39%
- Percent hired (from PHS) 10%
- Response Percentage of applicants who applied and submitted a PHS, by race and ethnicity:
 - White, Non-Hispanics = 42%
 - African American, Non-Hispanic = 29%
 - Hispanic = 43%
 - Other = 39%



County Demographics

Demographics by Race



2019 Q4 Estimate

■ Caucasian 42.9% ■ Hispanic 23.5% ■ African American 20.3% ■ Asian 8.3%
■ Two or more races 4.3% ■ American Indian 0.3% ■ Other race alone 0.3% ■ Pacific Islander 0.1%



Workforce Demographics (Sworn)

Rank	Sworn Members	Male	Female	Caucasian	African-American	Hispanic	Asian	Native American	Other
Officer	512	438	74	368	50	65	19	3	7
		85.55%	14.45%	71.88%	9.77%	12.70%	3.71%	0.59%	1.37%
Sergeant	59	55	4	52	3	4			
		93.22%	6.78%	88.14%	5.08%	6.78%	0.00%		
First Sergeant	43	35	8	38	0	3	1		1
		81.40%	18.60%	88.37%	0.00%	6.98%	2.33%		2.33%
Lieutenant	34	30	4	28	3	3			
		88.24%	11.76%	82.35%	8.82%	8.82%			
Captain	10	8	2	8	2				
		80.00%	20.00%	80.00%	20.00%				
Major	3	1	2	3					
		33.33%	66.67%	100.00%					
Total	663	85.71%	14.44%	75.34%	8.72%	11.28%	3.01%	0.45%	1.35%



Workforce Demographics (Professional Staff)

	Male	Female	Caucasian	African American	Hispanic	Asian	Native American	Other
133	91	42	93	18	11	7	1	3
	68%	32%	70%	14%	8%	5%	.7%	2%

Does not include Crossing Guards



Bias and Diversity Training

- Interpersonal Communications
- Ethics
- EEO and Diversity
- Sexual Harassment
- Fair and Impartial/ Unbiased Policing
- Keeping Blue True
- Crisis Intervention Training (including Autism)
- Basic Spanish
- Emotionally Disturbed Persons
- Response to the Elderly
- Hate Crimes

Decision Making Model





Force Policies

- General Orders stresses
 - Sanctity of human life,
 - Requires a duty to intervene
 - Exceeds the test of proportionality.
- Choke Holds – have been prohibited for over 25 years, unless in the defense of life
- No Knock Search Warrants – stopped this practice approximately 20 years ago; prohibited by law



Force Policies and Training

“Control tactics begins with control of oneself.”

Policies

- Use of Force Model (UOF) strongly incorporates de-escalation.
- All UOF are immediately reported to a supervisor for investigation. UOF data is reviewed and evaluated.



Training Supports Policy

- Door Drills
- 45-Second Drill
- Multiple Assailants
- OC Scenarios
- Use of Force Documentation
- Patrol Day
- Decision Making Week – “Super Bowl”
- MILO



De-escalation

De-escalation is incorporated into all control tactics training in basic and in-service programs. Preservation of life is engrained through classroom lecture and control tactics training. Decision making is tested through written exams, physical demonstrations and practical scenarios that realistically simulate calls for service.

Examples:

- CIT training (including Autism)
- Emotionally Disturbed Persons
- Elderly
- Domestic Violence and LAP Assessment
- Excited delirium
- Firearms
- Resister Control
- Ground Control
- Assailant Control
- Weapon Control
- Escalation/De-escalation Drills (door drills)
- Use of Force Documentation Scenarios
- Use of Force Decision Making Scenarios



Information Release

1. Daily Incident Report

- Any significant arrest or information of public concern. Accessible through website and social media.

2. Weekly Arrest Report

- <https://www.pwcgov.org/government/dept/police/Documents/Arrested%20Persons%20by%20Date%20031121.pdf>

3. Annual report

- Departmental organization, awards, history, crimes stats, crime rate and trends. Released digitally and accessible on website.

4. Crime Mapping

- Map displays majority of crimes in County. (ex. Sexual assaults not permitted due to protection of victim identity)
Updated daily and located on website.

<https://www.pwcgov.org/government/dept/police/Pages/crimemapping.aspx>

5. Everbridge Alert

- Alert system for major incidents such as an active shooter.

<https://www.pwcgov.org/government/dept/fr/oem/pages/stay-informed.aspx>

6. Social Media

- Realtime community messaging. Examples are major cases, community events, road closures. Platforms are Facebook, Twitter, YouTube, Instagram and Next Door.

7. Freedom of Information Act

- Information releases governed by law.