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
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

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%

2019 Q4 Estimate
# Workforce Demographics (Sworn)

<table>
<thead>
<tr>
<th>Rank</th>
<th>Sworn Members</th>
<th>Male</th>
<th>Female</th>
<th>Caucasian</th>
<th>African-American</th>
<th>Hispanic</th>
<th>Asian</th>
<th>Native American</th>
<th>Other</th>
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<tr>
<td>Officer</td>
<td>512</td>
<td>438</td>
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<td></td>
<td></td>
<td>85.55%</td>
<td>14.45%</td>
<td>71.88%</td>
<td>9.77%</td>
<td>12.70%</td>
<td>3.71%</td>
<td>0.59%</td>
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<tr>
<td>Sergeant</td>
<td>59</td>
<td>55</td>
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<td>52</td>
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<tr>
<td>First Sergeant</td>
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<td>8</td>
<td>38</td>
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<tr>
<td>Total</td>
<td>663</td>
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<td>14.44%</td>
<td>75.34%</td>
<td>8.72%</td>
<td>11.28%</td>
<td>3.01%</td>
<td>0.45%</td>
<td>1.35%</td>
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## Workforce Demographics
(Professional Staff)

<table>
<thead>
<tr>
<th>Male</th>
<th>Female</th>
<th>Caucasian</th>
<th>African American</th>
<th>Hispanic</th>
<th>Asian</th>
<th>Native American</th>
<th>Other</th>
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</thead>
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<td>42</td>
<td>93</td>
<td>18</td>
<td>11</td>
<td>7</td>
<td>1</td>
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<tr>
<td>68%</td>
<td>32%</td>
<td>70%</td>
<td>14%</td>
<td>8%</td>
<td>5%</td>
<td>.7%</td>
<td>2%</td>
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</tbody>
</table>

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

- GATHER: Information Intel
- TAKE ACTION: Review Re-assess
- ASSESS: Situation Threats Risks
- IDENTIFY: Options Resources Plan
- CONSIDER: Legality Policy General Order
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
“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.

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.