

2020 Alexandria Police Department Budget - Discussion Document

Introduction

The Alexandria Police Department works with and for all departments to add value to citywide operations through these general initiatives:

Alexandria Police Department provides safety and connectivity to all of the citizens who live and use the amenities of our city. We do this while building positive partnerships with citizens, other departments and organizations and businesses. We strive to provide a “beyond expectation” level of service. Staying active and well trained while using technology has created an advantage to serve citizens with up to date knowledge and expedited results. Friendly, fair, consistent and approachable are some key words that describe the Alexandria Police Department staff’s attitude to help make our community safe. Connectivity and partnerships are the top key ideas to build community involvement and trust.

PBB Inventory & Costing Estimate

Program	hrs/yr	%
Enforcement Action	14,560	25%
Service Response	14,560	25%
Community Engagement	14,560	25%
Organizational & Staff Development	5,824	10%
Employee Relation/Performance Review	5,824	10%
Facility Maintenance	2,912	5%
Total	58,240	100%

Based on 28 FTE



The following includes some of the activities within each program element noted in the PBB estimate table above:

Enforcement Action: The Alexandria Police Department has specific laws that are set forth by the Federal, State and Municipal governing bodies and are obligated in most situations to pursue prosecution when police officers believe these laws have been broken either in their presence or through a thorough investigation. Our goal is to hold offenders accountable and justice for the victims in these cases. These cases range from petty misdemeanor traffic citations to the worst felony arrests for serious injury or death of another person.

Service Response: To a large degree the service responsibility of the police is second to the enforcement action but to the contrary. The service piece is a much larger consumer of time for the Alexandria Police Department and largely goes unnoticed in the eye of the public and media. Service response encompasses mediation between parties, and trouble-shooting situations before they become hostile. Assisting persons off the floor and taking care of their physical ailments. We are many times asked to parent, be a psychologist, teacher and list goes

on. This part of the work load comes in part with simply taking care of people in their time of need.

Community Engagement: Community Engagement is the process of working collaboratively with community groups such as school district, civic groups, health care and private businesses and community groups. The purpose is to address issues that impact the well-being of all of these groups to make a safer, healthier community. The importance of community engagement is to have a credible and transparent problem solving approach in order to sustain long term changes to each of these environments (community). Police agencies that proactively engage the community often find efficiencies in pushing forward with new project because they have secured the social capital with the community they serve. The partnerships that have been formed push the Alexandria Police to think outside of the box and challenge us to operate outside the social norms of policing thus finding new innovative solutions to community issues. Community Engagement often takes considerable resources and time but with widespread agreement the resources used comes with considerable reward and social capital.

Organizational & Staff Development: The Alexandria Police Department has to provide officers with a certain number of training hours within a license period. This is done with in-service training, leadership and specialized trainings. Included in this program are the leadership, mentoring and coaching opportunities for staff that we take advantage of when opportunities are presented.

Employee Relations/Performance Review: Managing employee performance deals with the police department ability to share a common vision/mission and set the organizational strategy and policy practices for performance expectations for its employees along with measuring and monitoring the results. The current tool used to measure performance is a solid tool and has shown to be very effective when used consistently for all employees. The expectations set forward along with vision/mission make is clear for these relationships to identify when employees have not clearly aligned or have deviated from them thus resulting in disciplinary actions.

Facility Maintenance: One of the most important factors of a successful organization is the existence of facilities maintenance. At the Alexandria Police Department this consists of 1 employee but is vital to the success of the Alexandria Police Department. The maintenance strategy keeps the quality and appearance of the building intact, and communicates to the employees and visitors that we respect our work environment and we are dedicated to our service. This allows the rest of the team to focus on their responsibilities and areas of programming and are unencumbered with the duties of maintenance.