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Police Executive Research Forum RETURN 1120 Connecticut Ave., NW

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FORM CJ-44L

2007 SURVEY OF STATE AND LOCAL LAW

ENFORCEMENT AGENCIES

Law Enforcement Management and Administrative Statistics

U.S. Department of Justice, Bureau of Justice Statistics

IMPORTANT: Please read the instructions below prior to completing this questionnaire.

- There are three ways to submit this survey:
 - 1) Complete the survey online at http://survey.policeforum.org/LEMASCJ44L.pdf If you choose to complete the survey via the Internet, you will be prompted to enter your USER NAME and PASSWORD, which are included on the cover letter accompanying this questionnaire. You will also have to enter your ID NUMBER on the first page of the survey, which is located at the top right of this page. Without entering your agency's USER NAME, PASSWORD, and ID NUMBER, you will not be able to complete the survey online. The USER NAME and PASSWORD provide a secure location to submit your survey.
 - 2) Mail the survey to PERF using the enclosed postage-paid envelope.

PLEASE SUBMIT

3) Fax the survey to PERF at 202-466-7826.

Please retain a copy of the completed survey for your records.

- Please use either blue or black ink and print as neatly as possible using only CAPITAL letters.
- Do not leave any items blank.

- e use either blue or black ink and print as neatly as possible using only on the leave any items blank.

 Of the answer to a question is not available or is unknown, write "DK" (don't know) in the space possible using only of the answer to a question is not available or is unknown, write "DK" (don't know) in the space possible using only of the space possible us

- Unless otherwise noted, please answer all questions using September 30, 2007, as a reference.
- If you have any questions or need assistance in completing the questionnaire, please contact Bruce Kubu of the Police Executive Research Forum (PERF) by phone at 202-454-8308 or by email at bkubu@policeforum.org. If you have general comments or suggestions for improving the survey, please contact Brian Reaves of the Bureau of Justice Statistics by phone at 202-616-3287 or by email at Brian, Reaves@usdoj.gov.

Burden Statement

Federal agencies may not conduct or sponsor an information collection, and a person is not required to respond to a collection of information, unless it displays a currently valid OMB Control Number. Public reporting burden for this collection of information is estimated to average three hours per response, including time for reviewing instructions, searching existing data sources, gathering and maintaining the data needed, and completing and reviewing the collection of information. Send comments regarding this burden estimate, or any other aspects of this collection of information, including suggestions for reducing this burden, to the Director, Bureau of Justice Statistics, 810 Seventh Street, NW, Washington, DC 20531. The Omnibus Crime Control and Safe Streets Act of 1968, as amended (42 USC 3732), authorizes this information collection. Although this survey is voluntary, we urgently need your cooperation to make the results comprehensive, accurate, and timely. We greatly appreciate your assistance.

INFORMATION SUPPLIED BY: NAME TITLE MAJOR EXT. EMAIL

		4
T	NUMBER	4
w	NUMBER	1

4. Of the total number of FULL-TIME SWORN personnel

0	-1	~	d	
11	- 1	-		
U	-1-			

SECTION I - DESCRIPTIVE INFORMATION

Unless otherwise noted, please answer all questions using September 30, 2007, as a reference.

 Enter the number of AUTHORIZED full-time paid agency positions and ACTUAL full-time and part-time paid agency employees as of September 30, 2007. Full-time employees are those regularly scheduled for 35 or more hours per week. If none, enter '0.'

		AUTHORIZED full-time paid	ACTO paid agency	
a.	Sworn	positions	Full-time	Part-time
	personnel with general arrest powers	130	AND THE REAL PROPERTY OF THE PERTY OF THE PE	
b.	Officers/deputies with limited or no arrest powers (e.g., jail or court officers in some agencies)		190	0
c.	Non-sworn employees		179	4
d.	TOTAL (sum of lines 'a' through 'c')		\$56	4
		I	458	<u> </u>

2. As of September 30, 2007, how many reserve/auxiliary officers did your agency have? If none, enter '0.'

		Full-time	Part-time
Reserve/auxiliary	Sworn	S O	50
officers	Non-sworn	0	0

3. As of September 30, 2007, how many FULL-TIME SWORN personnel with general arrest powers (as entered in 1a, column 2) did your agency have assigned to the following multi-agency task forces? Personnel may be counted more than once. If none, enter '0.'

Multi-agency task force		Assigned full-time	Assigned part-time
a.	Gangs	0	0
b.	Drugs	2	0
c.	Anti-terrorism	0	0
d.	Human trafficking	0	0

ente	er the number of each of the following counted more than once. If none, enter	g: (Personnel may
a.	Uniformed officers with REGULARLY ASSIGNED DUTIES that include responding to citizen calls/requests for service	
ъ.	Community Policing Officers, Community Relations Officers, or other sworn personnel specifically designated to engage in community policing activities	
c.	School Resource Officers, School Liaison Officers, or other sworn personnel whose primary duties are related to school safety (exclude crossing guards)	
per colu PR	ter the total number of FULL-TIME sonnel with general arrest powers (a mm 2) who performed the following IMARY job responsibility. Count eacone, enter '0.'	s entered in 1a, duties as their
a.	Patrol duties	74
b.	Investigative duties (e.g., detectives)], 21
c.	Jail-related duties	,030
d.	Court security duties	□, □6
e.	Process serving duties], 3
are believed inclination pur	ter your agency's total operating bud month period that includes September not available, provide an estimate and sow. Include jails administered by your lude building construction costs or main chases. 3,251,000 Please mark here if this figure is an	er 30, 2007. If data mark (*) the box agency. Do NOT or equipment
pro	ter the total estimated value of mone operty received by your agency from ogram during calendar year 2006. If operty were received, enter '0.'	an asset forfeiture
a.	Drug forfeiture program	,989
b.	Gambling forfeiture program ,	,000
c.	Other forfeiture program(s),	,000

Please mark here if any of these figures are an estimation.....

7.

5.

SECTION II - PERSONNEL

Unless otherwise noted, please answer all questions using September 30, 2007, as a reference.

	ability depterment by, 2007, as a reference.		is requi	red, enter '0.'
8a.	Indicate your agency's minimum education requirement which new (non-lateral) officer recruits must have at or within two years of hiring. Mark () only one response	hiring	is requi	Academ Training
	☐ Four-year college degree required		Total h	ours of training , 55
	☐ Two-year college degree required			erage, how many hours of IN
	☐ Some college but no degree required			juired annually for your age: ATIONARY field/patrol offic
	☑ High school diploma or equivalent required		enforce	ment training only. If no train
	☐ No formal education requirement - SKIP to Question 9)	enter '0	AVC
b.	Does your agency allow any exemption(s) to this minineducation requirement policy?	mum	Total h	per o
9.	Which of the following screening techniques are used your agency in selecting new officer recruits? Background/record checks	by	genera and G	the number of FULL-TIME: I arrest powers (as entered in ENDER for the pay period th 7. If none, enter '0.'
	Background investigation Yes	□ No	Race	77. If holle, effici v.
	Credit history check	□ No	a.	White, not of Hispanic
	Criminal history check	□ No	b.	origin Black or African American,
	Driving record check Yes	□ No		not of Hispanic origin
	Personal attributes		c.	Hispanic or Latino
	Personal interviewYes	□ No	d.	American Indian or Alaska Native
	Personality inventory Yes	🔀 No	е.	Asian
	Polygraph exam. Yes	□ No	f.	Native Hawaiian or other Pacific Islander
	Psychological evaluation	No.	_	
	Voice stress analyzer ☐ Yes		g.	Two or more races
	Written aptitude test	□ No	h.	No information available
	Community relations skills Analytical/problem-solving ability assessment Yes	No.	i.	Total (sum of lines 'a' through 'h')
	Assessment of understanding of diverse cultural populations	No No	Gende	or
	Mediation/conflict management skills assessment	ĭ No	a.	Male
	Second language test	⊠ No	b.	Female
	Volunteer/community service history check□ Yes	M No	C,	Total (sum of lines 'a' and 'b')
	Physical attributes			
	Drug test	□ No		
	Medical exam	□ No		
	Physical agility/fitness test Yes	X No		

10. How many total hours of ACADEMY training and FIELD training (e.g., with FTO) are required of your agency's new (non-lateral) officer recruits? Include law enforcement training only. Include both State/POST training requirements AND agency training requirements. If no training of that type Field Training -SERVICE training ncy's NONcers? Include law ing of that type is required, erage al hours officer SWORN personnel with n 1a, column 2) by RACE nat included September

	Enter the number of FULL-TIME agency personnel who were certified as bilingual as of September 30, 2007. If none, enter '0.'		SECTION III - OPERATIONS	
	a. Sworn personnel, 2 b. Non-sworn personnel, 2	17.	***Unless otherwise noted, please answer all question using September 30, 2007, as a reference.*** Does your agency participate in an operational 9-1-1 emergency telephone system (i.e., your agency's units	s can
	During the 12-month period ending September 30, 2007, did your agency use any of the following for language		be dispatched as a result of a call to 9-1-1)? Mark (mone response.	i) only
	interpretation services? Sworn personnel	ł	Yes - Enhanced 9-1-1 system	
	For the state of t		☐ Yes - Basic 9-1-1 system	
	Non-sworn personnel		☐ No - SKIP to Question 19	
	Volunteers	18.	Does your agency's 9-1-1 system have the following capabilities for incoming calls from wireless/cellular phones?	
	Other (please specify)		Can display phone number of wireless caller	□N
	Language Line		Can display exact location of wireless caller Yes	∰ N
15.	Does your agency authorize or provide any of the following for sworn personnel?		Can display general location of wireless caller Yes	□ N
	a. Education incentive pay Yes No	19.	During the 12-month period ending September 30, 2 did your agency use the following types of patrol on REGULARLY SCHEDULED basis?	
	b. Hazardous duty pay Yes Yo		Automobile Yes No	,
	c. Mcrit/ perfermance pay Yes □ No	1	Motorcycle ✓ Yes □ No	
	d. Shift differential pay Yes No		Foot. Yes No	
	e. Special skills proficiency pay Yes 🗖 No		Aviation	
	f. Bilingual ability pay Yes No		Marine Yes ⊠No)
	g. Tuition reimbursement		Horse)
	h. Military service pay Yes YNo		Bicycle)
	i. Collective bargaining rights Yes ► No		Human transporter (e.g., Segway)□ Yes ☑ No	0
	j. Residential incentive pay Yes No		Other (please specify))
16.	Enter the salary schedule for the following FULL-TIME SWORN positions as of September 30, 2007. If a position does not exist on a full-time basis in your agency, enter 'NA.'			
	Base ANNUAL salary Minimum Maximum		į.	
	a Chief executive (chief			
	director, sheriff, etc.) b. Sergeant or equivalent first-line supervisor 107,000,00 107,000.00			
	c. Entry-level officer or deputy			

SECTION IV - COMMUNITY POLICING

Unless otherwise noted, please answer all questions using September 30, 2007, as a reference.

20. During the 12-month period ending September 30, 2007, what proportion of agency personnel received at least eight hours of community policing training (problem solving, SARA, community partnerships, etc.)? Mark () one choice per line. If your agency did not conduct training for a particular type of employee, please mark 'None.' If your agency did not have a particular type of employee for the specified time period, please mark 'NA.'

-	_				
	All	Half or more	Less than half	None '	NA
New officer recruits					4
In-service sworn personnel			M		

21. During the 12-month period ending September 30, 2007, which of the following did your agency do? Mark () all that apply.

☐ Maintained an agency mission statement that included a
community policing component

\square	Actively encouraged patrol officers to engag	e in SARA-type
	problem-solving projects on their beats	
	If YES, please specify the number of	Ay
121	patrol officers as of September 30, 2007:	100

Conducted a citizen police academy

Maintained	or created a formal, v	vritten community policing
plan		

Gave patrol officers responsibility for specific geographic areas/beats

If YES, please specify the number of patrol officers as of September 30, 2007:

☐ Included collaborative problem-solving projects in the evaluation criteria of patrol officers

Upgraded technology to support the analysis of community problems

☐ Partnered with citizen groups and included their feedback in the development of neighborhood or community policing strategies

Conducted or sponsored a survey of citizens on crime, fear of crime, or satisfaction with police services

☐ Maintained a community policing unit with full-time personnel

☐ None of the above

22.	During the 12-month period ending Sep	tember 30,	2007,		
	did your agency have a problem-solving partnership or				
	written agreement with any of the following?				

	written agreement with any of the following?	p or
	Advocacy groups	□ No
	Business groups Yes	No
	Faith-based organizations Yes	No No
	Local government agencies (non-law enforcement)	□ No
	Other local law enforcement agencies Yes	No
	Neighborhood associations	No
	Senior citizen groupsYes	⁻⊡ No
	School groupsYes	□ No
	Youth service organizations Yes	No
12	Devise the 12 month would and the Control - 20	
<i>2</i> 3,	During the 12-month period ending September 30, did your agency use technology in any of the follow ways to improve contact between citizens and polic	ing
<i>23</i> ,	did your agency use technology in any of the follow	ing
23,	did your agency use technology in any of the follow ways to improve contact between citizens and police. Agency's email address was marketed to citizens	ring e? □ No
23.	did your agency use technology in any of the follow ways to improve contact between citizens and polic Agency's email address was marketed to citizens	ing e?
	did your agency use technology in any of the follow ways to improve contact between citizens and polic Agency's email address was marketed to citizens	ing e? No
	did your agency use technology in any of the follow ways to improve contact between citizens and police. Agency's email address was marketed to citizens	ing e? No No
	did your agency use technology in any of the follow ways to improve contact between citizens and police. Agency's email address was marketed to citizens	ing e? No No No

3-1-1 system available to handle police

Electronic crime reporting was available....... Yes

Citizens received crime reports via email...... Yes

Other (please specify)...... Yes

□ No

M No

No

SECTION V - EMERGENCY PREPAREDNESS

Unless otherwise noted, please answer all questions using September 30, 2007, as a reference.

24. Does your agency have a written plan that specifies actions to be taken in the event of terrorist attacks? (Include emergency operation plans that would be applicable to such an attack.)

Yes \(\subseteq \text{No} \)

25. Do the public safety agencies operating in or nearby your jurisdiction (including your agency) use a shared radio network infrastructure that achieves interoperability?

☐ Yes Ro

26. In which of the following terrorism preparedness activities did your agency engage during the period ending September 30, 2007?

Partnership with culturally diverse communities...... Yes No. Public anti-fear campaign..... ☐ Yes No. Dissemination of information to increase citizen ☐ No Community meetings on homeland No. security/preparedness...... Yes Increased sworn officer presence at critical ☐ No Emergency preparedness exercises...... Yes ☐ No Other (please specify)...... Yes No.

27. Of the total number of actual FULL-TIME personnel, how many are intelligence personnel with primary duties related to terrorist activities? If none, enter '0.'

Sworn Intelligence personnel with primary duties related to terrorist activities...

Non-sworn

SECTION VI - EQUIPMENT

Unless otherwise noted, please answer all questions using September 30, 2007, as a reference.

28a. Which types of sidearms are authorized for use by your agency's field/patrol officers? Mark () all that apply.

	On-duty weapons		
Semiautomatic:	Primary sidearm	Backup sidearm	
10mm			
9mm			
.45			
.40		M	
.357		. 🗆	
.380			
Other caliber			
Any semiautomatic	,		
as long as they qualify	. 🗆		
Revolver	. 🗆	. D	
		ckup sidearm is ized	
 b. Which types of second agency issue to pat Mark () all that agency 	rol officers or	ns systems does your authorize for their use?	
Assault weapon (e.g., AR-15)		
Shotgun	100 T No. 1 TO 100		
☐ Carbine			
☐ Rifle			
☐ Other (please spe	cify)		
☐ Not applicabler	o secondary fi	rearms systems authorized	
29. Are your agency's ur REQUIRED to wear field? Mark (■) only	protective bo	dy armor while in the	

Yes, all the time

☐ Yes, in some circumstances (e.g., serving warrants)

30. Enter the number of animals regularly maintained by your agency for use in activities related to law enforcement. If none, enter '0.'

Dogs	0	0	4

Horses D 0

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actions are authorized for use by your agency's field/patrol officers? Exclude weapons used only by tactical units.			by your agency's field/p	your agency as of September 30, 2007. Include owned, rented, leased and confiscated vehicles that your agency uses. If none, enter '0.'	
	a.	Impact devices			
		Traditional baton	Yes	□ No 🗆	Marked cars, 68
		PR-24 baton		No No	Other marked vehicles (SUV, truck, van, 26
		Collapsible baton	Yes	□ No	Unmarked cars
		Soft projectile (e.g., bean	-bag) Yes	□ No	Other unmarked vehicles (SUV, truck,
		Blackjack/slapjack	Yes	🐝 No	van, etc.)
		Rubber bullet	Yes	□ No	Fixed-wing aircraft,
		Other impact device (plea		□ No	Helicopters,, D
			-		Boats
	b.	Chemical agents			Matamarialas
		OC (pepper spray/foam)	Yes	□ No	Motorcycles, 3
		Other chemical agent (ple	ase specify) Yes	No.	34a. Does your agency allow officers to take marked vehicles home?
		Other weapons/actions			■ Yes □ No - SKIP to Question 35a
	C.	Conducted energy device	(e o shin oun		b. Does your agency allow officers to drive marked vehicles
		Taser, Stinger)	Yes	□ No	for personal use during off-duty hours?
		Hold or neck restraint (e.	g., carotid hold) Yes	a No	Yes □ No
		Other weapon/action (ple		No No	c. Does your agency allow officers to drive marked vehicles outside of the jurisdiction during off-duty hours?
		Color (voupous action (pro			Yes ♣No
			140		•
32. As of September 30, 2007, did your agency use any of the following technologies on a regular basis? Mark (■) all that				35a. During the 12-month period ending September 30, 2007, did your agency operate video cameras on a regular basis?	
	app				
	,	gital imaging ngerprints (e.g., AFIS)	Facial researchion		b. Enter the number of video cameras operated by your
			-		agency as of September 30, 2007. If none, enter '0.'
		ug shots			In patrol cars, 20
	Su	spect composites	imaging technologies		Fixed-site surveillance in public areas,
	Ni	ght vision/electro-optic			Mobile surveillance
	Inf	frared (thermal)	Night vision		<u> </u>
	im	agers	goggles/binoculars	9	36. During the 12-month period ending September 30, 2007, did your agency operate gunshot detection sensors on a
	Im	age intensifiers	License plate readers		regular basis?
	La	ser range finders	None of the listed night electro-optic technologic		☐ Yes If YES, how many?
	V _P	hicle stopping/tracking		X	₩ No → , NA
		ectrical/engine disruption	Tire deflation devices		
		olen vehicle tracking			
	30	oten venicle dacking	None of the listed vehic	ie	

(e.g., LoJack)..... stopping/tracking technologies □

access to the following types of information using IN-FIELD

40. Do any of your agency's field/patrol officers have direct

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SECTION VII - COMPUTERS AND INFORMATION SYSTEMS

vehicle-mounted or portable computers? ***Unless otherwise noted, please answer all questions Motor vehicle records...... Yes □ No using September 30, 2007, as a reference.*** Driving records...... Yes □ No 37. Does your agency use computers for any of the following functions? Mark () all that apply. Criminal history records..... Yes □ No In-field report writing ☐ Analysis of community Warrants..... Yes □ No problems 🗎 Intelligence gathering ☐ Automated booking Protection orders...... Yes □ No Inter-agency information Crime analysis sharing Inter-agency information system...... Yes □ No Internet access Crime mapping Address history (e.g., Crime investigations Personnel records repeat calls for service)...... Yes Dispatch (CAD) Records management □ No ☐ Fleet management ☐ Resource allocation GIS/crime mapping..... ☐ Yes M No ☐ Hotspot identification ☐ NONE of the listed functions In-field communications Other (please specify)...... Yes No No 38. Does your agency maintain its own computerized files with any of the following information? Mark () all that apply. ☐ Alarms ☐ Intelligence related to potential terrorist activity 41. How are data from criminal incident reports PRIMARILY Arrests Pawn shop data transmitted to your agency's central information system? Biometric data for use Mark (■) only one response. Protection orders with facial recognition ☐ Paper report system Stolen property Calls for service ☐ Voice (cellphone, telephone, recording, radio) Summonses Citizen complaints against Computer/data device officers/agency Traffic citations ☐ Other (please specify) Fingerprints Traffic stops ☐ Not applicable - agency does not handle such reports **Gangs** Use of force incidents 42. Does your agency own or have access to an Automated Incident reports Warrants Fingerprint Identification System (AFIS) that includes a ☐ Illegal attempts to file of digitized prints? Mark () all that apply. ☐ NONE of the listed files purchase firearms Agency is exclusive/shared owner of an AFIS system 39. Do any of your agency's field/patrol officers use computers ☐ Agency has access to a remote AFIS system or terminals WHILE IN THE FIELD? ☐ Agency has access to AFIS through another agency If YES, how many of the following types of □ None of the above computers/terminals are available for use by your 43. Does your agency have an operational computer-based agency's field/patrol officers WHILE IN THE personnel performance monitoring/assessment system (e.g., FIELD? If none, enter '0.' Early Warning or Early Intervention System) for Permanent vehicle-mounted monitoring or responding to problematic officer behavior computers/terminals: patterns? Portable computers/terminals ☐ Yes ■ No used with vehicle docking stations: Portable computers/terminals NOT used with vehicle docking

stations:

SECTION VIII - SPECIAL PROBLEMS/TASKS

Unless otherwise noted, please answer all questions using September 30, 2007, as a reference.

44. How does your agency address the following problems/tasks? Mark () the appropriate box for each problem/task listed below. Mark only one box per line.

(1) Agency HAS specialized unit with personnel assigned <u>FULL-TIME</u> to address this problem/task		Agency DOES NOT HAVE a specialized unit with full-time personnel			
		unit with personnel assigned <u>FULL-TIME</u> to address this	(2) Agency has designated personnel to address this problem/task	(3) Agency addresses this problem/task, but does not have designated personnel	(4) Agency does not formally address this problem/task
a.	Auto theft				
b.	Bias/hate crime				
c.	Bomb/explosive disposal		A		
d.	Child abuse/ endangerment		2		
e.	Community crime prevention	· · □		æ	
f.	Crime analysis	. 🗆	, 🗅		
g.	Cybercrime				
h.	Domestic violence				
i.	Drug education in schools		*	·	. 🗆
j.	Financial crimes		9		
k.	Drug enforcement	種			
l.	Gangs		a .		
m.	Impaired drivers (DUI/DWI)				
n.	Internal affairs	W			
0.	Juvenile crime				
p.	Methamphetamine labs				
q.	Missing children				
r.	Repeat offenders		4		
s.	Research and planning			46	
t.	School safety	爆	. 🗆		
u.	Terrorism/homeland security				
v.	Victim assistance	4		var	

SECTION IX - POLICIES AND PROCEDURES

Unless otherwise noted, please answer all questions using September 30, 2007, as a reference.

45. Does your agency have written policy or procedural directives on the following?

Officer conduct Use of deadly force/firearm discharge...... Yes □ No Use of less-than-lethal force...... Yes □ No □ No Off-duty employment...... Yes □ No Maximum work hours allowed..... Yes □ No Off-duty conduct...... Yes □ No f. Interacting with the media...... Yes □ No Employee counseling assistance..... Yes ☐ No Dealing with special populations/situations Mentally ill persons...... Yes ΠNo Homeless persons..... Yes No No Domestic disputes...... Yes □.No Juveniles.....Yes □ No Persons with limited English proficiency.... Yes Procedural n. Collection of information on in-custody deaths...... Yes □ No Racial profiling...... Yes □ No □ No Checking of immigration status by patrol No 46. Which of the following best describes your agency's written policy for pursuit driving? Mark (■) only one response. ☐ Prohibition (prohibits all pursuits) ☐ Discouragement (discourages all pursuits) Judgmental (leaves decisions to officer's discretion, such as type of offense, speed, etc.) Restrictive (restricts decisions of officers to specific criteria) ☐ Other (please specify) Agency does not have a written policy pertaining to pursuit

cor	ter the current dispositions for all formal citizen mplaints received during 2006 regarding use of force. If ne, enter '0.'					
a.	Sustained (Sufficient evidence to justify disciplinary action against the officer(s))					
b.	Other disposition (e.g., unfounded, exonerated, not sustained, withdrawn)					
c.	Pending (Final disposition of the allegation has not been made)					
ď,	TOTAL use of force complaints received (sum of lines 'a' through 'c')					
j c [b.]	s there a civilian complaint review board/agency in your urisdiction that reviews use of force complaints against officers in your agency? Yes No - SKIP to Question 49 Does this civilian review board/agency have independent					
l .	investigative authority with subpoena powers?					
49. Does your agency have a written policy requiring that citizen complaints about use of force receive separate investigation outside the chain of command where the accused officer is assigned?						
	Yes 🏟 No					

Please retain a copy of the completed survey for your records.

driving