

# Public Safety Community Input Matrix Updates



## Public Safety Committee Meeting

April 6, 2021

# Overview



- Community Input Matrix

- [Police Data and Reform Updates | Topics \(fairfaxcounty.gov\)](https://www.fairfaxcounty.gov/police/data-reform/updates-topics)
- Input from public safety professionals, community members, and advocacy organizations.
- Recommendations from the community, not official positions of the Board of Supervisors.
- 240+ inputs received to date.
- This presentation is an update on 5 of the 8 recommendations identified as near-term in the October 27, 2020, Public Safety Committee presentation. Additional updates and discussion will be scheduled.

# Near-Term Considerations Updates



- Improve data collection, analysis, and public presentation
  - Creation of a data collection team.
  - Community representatives
    - American Civil Liberties Union People Power Fairfax
    - Anti-Defamation League
    - Justice Forward Virginia
    - Fairfax County NAACP
  - Data captured in E-summons or current Records Management System prior to mandate.
    - Traffic stops based on Virginia Uniform Traffic Summons
    - Arrest
    - Field contacts
    - Ethnicity
  - State did not previously accept the capture of certain data.

# Near-Term Considerations Updates



- Improve data collection, analysis, and public presentation (cont.)
  - Open Data Initiative on October 16, 2020.
    - Presentations to the community at all eight district stations to date.
    - Data being released every six months.
  - Community policing data mandated by [HB 1250, Community Policing Act](#) on July 1, 2020.
  - New FCPD Records Management System
    - Narrowed to three vendors based on extensive requirement list.
      - Site visits with vendors late spring / early summer
    - Meet community policing data collection standards.
    - Estimated go live date about 18 months with testing.

# UTSA Study Updates



- UTSA final report presented to PSC on June 29th
- NIJ funded study with UTSA researchers
  - Evaluate impact of police training on the amount and type of force applied
  - Develop recommendations for improving training to reduce force and improve de-escalation while maintaining officer and community safety
- Data collected for NIJ study includes
  - Use of force data
  - Training records of officer
  - RMS incident data
  - 911 call data

# Near-Term Considerations Updates



- Decertification of law-enforcement officers
  - § [15.2-1707, Decertification of law-enforcement officers](#), effective March 1, 2021.
  - Convicted of or pled guilty or no contest to:
    - A felony or any offense that would be a felony if committed in the Commonwealth.
    - Class 1 or any misdemeanors involving moral turpitude to include petit larceny.
    - Any misdemeanor sex offense in the Commonwealth, another state, or the United States
    - Domestic assault or any offense that would be domestic assault under the laws of another state or the United States
  - Failed to comply with or maintain mandated training requirements.
  - Refused to submit to drug screening or has produced a positive result, where result cannot be explained to agency's satisfaction.
  - Internal Affairs Bureau facilitates and provides information to Department of Criminal Justice Services within 48 hours.

# Near-Term Considerations Updates



- Due Process in use of force investigations.
  - [§ 9.1-500 through 506, Law-enforcement officers procedural guarantee act.](#)
  - [§ 9.1-507, Chapter accords minimum rights](#), effective July 1, 2021.
  - Internal investigation, discipline, and grievance procedure policies being reviewed.
  - Adherence to timeline and established procedure.

# Near-Term Considerations Updates



- **Crisis Intervention Training**
  - Certification level training delayed by the impact of COVID and Governor's restrictions – resuming in May
  - Mandated mental health training for department
  - Currently about 43% of FCPD officers are CIT certified
- **Review recruitment, retention, and benefits standards**
  - Sworn operational vacancies ≈ 98
  - Recruitment focus
  - Entry level pay based on formula of preferred qualifications
  - On an annual basis, market comparisons for salaries are performed for each of the major public safety groups, including Police. Analysis is focused on 3 designated job classes – agreed upon by each department and the Department of Human Resources.
  - Background checks on applicants
    - [National Decertification Index](#)



# Near-Term Considerations Updates



- Existing efforts to expand cultural sensitivity and implicit bias training
  - Creation of a FCPD equity lead, Captain Darrell Nichols, to work with County's Chief Equity Officer
  - Community participation
    - Fairfax County NAACP
    - Centreville Immigration Forum
    - Equality Virginia
    - Dar Al-Hijrah Islamic Center
    - New Gum Springs Civic Association
    - Community members
    - Business community
    - Local faith community
    - Communities of trust
    - Academia

# Near-Term Considerations Updates



- Existing efforts to expand cultural sensitivity and implicit bias training
  - 32 equity ambassadors will receive training.
  - Working to evaluate and develop lesson plans in accordance with One Fairfax.
  - Areas of focus: Implicit bias, four pillars of procedural justice, trust building, recognizing institutional and structural racism.
  - Five critical groups of focus
    - Personnel Resource Division
    - Criminal Justice Academy
    - Field Training Instructors
    - Command staff and civilian directors
    - Internal Affairs Bureau

# Near-Term Considerations Updates



- Review and update of Ad-Hoc Committee recommendations.
  - Four remaining in-progress recommendations for FCPD
    - All involve implementation of Body-Worn Cameras (BWC).
    - Phase II and III accelerated implementation.
    - Special Operations Division, which includes SWAT, part of phase III.
    - Estimated BWC implementation dates
      - February 2021 (implemented) – McLean and Franconia District Stations.
      - April 2021 (underway) – Fair Oaks, Sully, and West Springfield District Stations.
      - July 2021 – Animal Protection Police, Special Operations Division (includes SWAT), and School Resource Officers (SROs)\*
        - \*BWC for SROs included for July 2021, but will only be deployed in schools if approved jointly by the Board of Supervisors and the Fairfax County School Board*

# Automatic BWC Activation Devices

- Conducted Energy Weapon - Deployed
- Vehicle Emergency Equipment - In-progress
- Unholstering Firearm - Evaluation



# Questions?



- **Captain Todd Billeb**
  - Internal Affairs Bureau
- **Lieutenant Erica Webb**
  - Personnel Resource Division
- **Captain Darrell Nichols**
  - FCPD Equity Lead
- **Captain Wilson Lee**
  - Duty Officer
- **Lieutenant Carolyn Kinney**
  - Data Collection Team