

Annual Report of
the Fairfax County
Independent Police Auditor

2019



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Independent Police Auditor

2019 Annual Report of the Fairfax County Independent Police Auditor

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SECTION I: OVERVIEW

The Office of the Independent Police Auditor (“OIPA”) was established by the Fairfax County Board of Supervisors (“BOS”) on September 20, 2016,¹ in response to recommendations from the Ad Hoc Police Practices Review Commission² and became operational on April 17, 2017. OIPA’s mission is to bolster trust between the citizens of Fairfax County and the Fairfax County Police Department (“FCPD”) by providing accountability, fairness, transparency, and trust in the complaint system and investigative process.

The Independent Police Auditor (“Auditor”) is mandated by the BOS to monitor or review:

1. All investigations of death or serious injury cases conducted by the Internal Affairs Bureau (“IAB”) of the FCPD; and
2. Use of Force (“UOF”) investigations which are subject of a public complaint made to the FCPD or the Auditor and which meet the definition of police use of force as incorporated in Police Department General Orders (“G.O.”) as of the date of the UOF or alleged misconduct.

The Auditor reviews FCPD internal administrative investigations of all relevant UOF and death or serious injury cases for thoroughness, completeness, accuracy, objectivity, and impartiality, and issues a public report following the review. The OIPA also produces an annual report,³ as well as additional reports on FCPD policy recommendations or data reviews. Through its reports, the OIPA makes public recommendations for revisions to FCPD policies, training, and practices.

The OIPA provides administrative support to the BOS mandated Fairfax County Police Civilian Review Panel (“Panel”). The Panel, which is made up of nine volunteer County residents,

¹ [Fairfax County Board of Supervisors Meeting, Sept. 20, 2016](#)

² [Ad Hoc Police Practices Review Commission](#)

³ Independent Police Auditor Richard G. Schott [presented the 2018 Annual Report](#) to the BOS during the July 9, 2019 Public Safety Committee meeting. He presented the major policy recommendations made to the FCPD to date and answered BOS questions regarding the Annual Report. This 2019 Annual Report will be presented to the BOS during a 2020 Public Safety Committee meeting.

receives complaints and reviews FCPD investigations involving serious misconduct or abuse of authority allegations.

Another core function of the OIPA is to serve as an accessible, safe, impartial, and responsive intake venue for complaints against the FCPD. The OIPA processes complaints concerning various issues including UOF, and those under the purview of the Panel. Individuals may submit complaints to the OIPA in lieu of submitting them directly to the FCPD. Individuals may request that the Auditor or the Panel review an already completed FCPD investigation if they remain dissatisfied with the results.

This Annual Report provides a description of key OIPA activities that occurred during 2019 with an emphasis on individual case reviews conducted, recommendations made by the Auditor, data review and analysis, complaint intake, and support provided to the Panel.

SECTION II: INDIVIDUAL CASE REVIEWS

The Auditor monitored or reviewed a total of twenty-two FCPD investigations during 2019. Four investigations were monitored by the OIPA automatically due to the nature of the incident (3 officer-involved shootings and 1 in-custody death). The Auditor monitored three investigations at the request of FCPD Chief Edwin C. Roessler Jr., which included the use of oleoresin capsicum (“OC”) spray in one incident, the use of a takedown technique and force to cuff in another incident, and the alleged use of a chokehold and force to cuff in a third incident.

The Auditor monitored or reviewed fourteen investigations that were the subject of a public complaint of excessive force made to either the OIPA (2) or the FCPD (12). The types of force used by FCPD officers in these allegations included uses of force to cuff (6), takedowns (4), uses of a Ripp Hobble device (2), the use of an electronic control weapon (“ECW”) (1), and the use of OC spray (1).

In 2019, the Auditor released thirteen (13) public reports on incidents that occurred during 2018:⁴

OIPA Case #	Incident Date	Incident or Allegation Description	Initiated By	Method	Review Start Date	Report Date
IPA-18-01	3/15/2018	OIS	Automatic	Monitor	3/15/2018	6/20/2019
IPA-18-02	6/26/2018	ICD	Automatic	Monitor	6/26/2018	4/30/2019
IPA-18-03	6/2/2018	Excessive UOF (ECW, Ripp Hobble)	Complaint to OIPA	Review	11/2/2018	4/24/2019
IPA-18-04	1/30/2018	Excessive UOF (force to cuff)	Complaint to FCPD	Review	11/5/2018	1/10/2019
IPA-18-05	4/20/2018	Excessive UOF (force to cuff)	Complaint to FCPD	Review	11/5/2018	1/22/2019
IPA-18-06	5/4/2018	Excessive UOF (Ripp Hobble)	Complaint to FCPD	Review	11/5/2018	2/27/2019
IPA-18-07	5/26/2018	Excessive UOF (force to cuff)	Complaint to FCPD	Review	11/5/2018	9/13/2019
IPA-18-08	6/3/2018	Excessive UOF (force to cuff)	Complaint to FCPD	Review	11/5/2018	11/18/2019
IPA-18-09	7/28/2018	Excessive UOF (takedown, force to cuff)	Complaint to FCPD	Review	11/5/2018	12/10/2019
IPA-18-10	7/26/2018 ⁵	Excessive UOF (takedown)	Complaint to FCPD	Review	11/5/2018	12/30/19
IPA-18-11	9/27/2018	Excessive UOF (takedown)	Complaint to FCPD	Review	11/5/2018	12/20/19
IPA-18-12	7/6/2018	Excessive UOF (takedown, force to cuff)	Complaint to OIPA	Review	12/13/2018	6/3/2019
IPA-19-02	8/31/2018	Excessive UOF (push)	Complaint to FCPD	Review	3/26/2019	10/22/2019

KEY: OIS – Officer-Involved Shooting
 ICD – In-Custody Death
 UOF – Use of Force
 ECW – Electronic Control Weapon
 OC – Oleoresin Capsicum

⁴ Links to all reports published in 2019, and their publication dates, are provided in the Appendix.

⁵ Initially reported in [2018 Annual Report](#) as occurring on July 25, 2018.

In 2019, the Auditor began monitoring or reviewing FCPD investigations of nine (9) additional incidents:

OIPA Case #	Incident Date	Incident or Allegation Description	Initiated By	Method	Review Start Date
IPA-19-01	3/5/2019	UOF (OC spray)	Request by Chief	Monitor	3/6/2019
IPA-19-03	11/6/2018	Excessive UOF (assault)	Complaint to FCPD	Review	3/26/2019
IPA-19-04	4/25/2019	UOF (takedown, force to cuff)	Request by Chief	Monitor	4/30/2019
IPA-19-05	6/25/2019	OIS (Domesticated Animal)	Automatic	Monitor	6/25/2019
IPA-19-06	7/20/2019	UOF (force to cuff, choke)	Request by Chief	Monitor	7/22/2019
IPA-19-07	10/21/2019	OIS	Automatic	Monitor	10/22/2019
IPA-19-08	12/4/2019	Death/Serious Injury IAB Investigation	Automatic	Monitor	12/19/2019
IPA-19-09	6/24/2019	UOF (brandished firearms)	Complaint to FCPD	Review	11/25/2019
IPA-19-10	7/8/2019	UOF (OC Spray)	Complaint to FCPD	Review	11/25/2019

The Auditor will continue to monitor and review these investigations into 2020 and will issue public reports as the reviews are completed.

SECTION III: POLICY REVIEW & RECOMMENDATIONS

In addition to conducting individual incident reviews, the BOS authorized the Auditor to make public recommendations to the Chief of Police concerning the revision of FCPD policies, training, and practices. The BOS is notified when the Auditor issues recommendations. In 2019, the Auditor examined FCPD policies, practices, and training, both in the context of individual incident reviews and independent of these reviews. Although thirteen separate recommendations were made by the Auditor in 2018, no independent recommendations to FCPD policies, practices, or training were made in 2019. However, in two separate reports, the Auditor concurred with FCPD command-level findings that the department's Standard

Operating Procedure (“SOP”) on the use of the Ripp Hobble device, and associated training on its use, should be re-evaluated. Currently, SOP 07-029 specifically states that the “RIPP Hobble brand device may be used to protect officers and others from kicking or other behavior which constitutes an actual or attempted assault, escape behavior, or attempts to damage property by application to the legs.” SOP 07-029 goes on to mandate that “[t]he RIPP Hobble will be used according to the manufacturer's instructions,” one of which is to always keep the subject in an upright position and to not allow the subject to lie on their side after being restrained by the Ripp Hobble device. In one incident reviewed by the Auditor in 2019, this mandate was not satisfied due to the subject’s refusal to cooperate by sitting upright, and because he was allowed to lie on his stomach after the Ripp Hobble device had been applied to his ankles. A possible deficiency of the SOP, as identified during the administrative investigation into this incident, is that it does not address a situation when an actively or aggressively resisting subject who is restrained with a Ripp Hobble device refuses to remain in an “upright, seated position.”

In another incident reviewed by the Auditor in 2019, a similar violation of the Ripp Hobble manufacturer’s instructions was identified. In that incident, the restrained subject either could not or would not “lean back against a firm, fixed object (seat back, tree, wall, etc.) to relieve stress on the diaphragm,” which is another of the manufacturer’s instructions, due to his mental state during the incident. The same violation of this manufacturer’s instruction could occur because of an individual’s medical condition as opposed to their mental state.

Based on the FCPD investigations of these two incidents, and the command-level reviews of those investigations, the FCPD initiated reviews by the Fairfax County Criminal Justice Academy training staff and the FCPD’s Director of Accreditation. These reviews will examine the department’s use of and training on the Ripp Hobble device and SOP 07-029. The purpose is to determine whether changes to either departmental training on the use of the Ripp Hobble restraint device, and/or to the language contained in SOP 07-029—to recognize limited situations when non-compliance with “manufacturer’s instructions” on its use would be permitted—are appropriate.

While these do not constitute independent recommendations made by the Auditor, the Auditor agreed with the concerns identified by the FCPD. Those concerns initiated a review of the department’s RIPP Hobble SOP and the training the department provides on its use. The results of the FCPD’s examination of the Ripp Hobble SOP, and the related training, will be monitored and documented in the Auditor Recommendations Matrix described more fully in the following section of this report.

FCPD Responses to Recommendations

Through the publication of reports, the Auditor makes public recommendations on revisions to FCPD policies, training, and practices. To date, the Auditor has made thirteen recommendations to the FCPD for consideration. Seven of these recommendations have been implemented, five have been implemented with modification, and one has not been implemented. During 2019, the Auditor and the FCPD agreed that all recommendations made by the Auditor in public reports should be compiled and addressed by the FCPD on an annual basis. Consequently, during the July 9, 2019, BOS Public Safety Committee meeting, the Auditor’s 2018 recommendations and a summary of the FCPD responses to those recommendations were presented to the BOS in the following matrix format:⁶

Incident Date	Report Date	Recommendation	Status
1/16/2017	1/31/2018	Use term “non-deadly” rather than “less-lethal” force	Not implemented
4/14/2017	1/31/2018	New reasonableness factors for UOF on an individual not engaged in criminal activity	Implemented with modifications
1/16/2017	1/26/2018	More “less lethal” options to each patrol shift	Implemented with modifications
1/16/2017	1/26/2018	100% full-time and 50% supplemental SWAT members be equipped with multilaunch "less-lethal" options	Implemented with modifications
6/22/2017	3/2/2018	Revise “Vehicle Stopping Techniques” policy: provide prior notification, when feasible, that officer intends to use the PIT	Implemented with modifications
6/23/2017	6/19/2018	Officers request a CIT officer/Mobile Crisis Unit to engage person in crisis, obtain voluntary commitment	Currently being implemented
6/23/2017	6/19/2018	Officers seek information from family members and witnesses about past behavior of person in crisis	Currently being implemented
N/A	12/11/2018	Policy changes to General Order 610.3 Search Warrant Procedures	Implemented

⁶ The [OIPA memorandum](#) dated 12/11/2018 included six separate recommendations regarding FCPD Search Warrant Procedures.

Following the presentation to the BOS, the FCPD developed a more detailed matrix explaining their responses to the recommendations made by the Auditor. This matrix is posted on the OIPA's website so that the BOS and the public can track the progress made by the OIPA and the FCPD.⁷

SECTION IV: DATA REVIEW & ANALYSIS

Review of 2016 Force Incidents

During 2016, 198 (39%) of the 507 individuals involved in uses of force in Fairfax County were African American or Black, whereas Blacks comprised 9.6% of the County's population. By contrast, an identical 198 (39%) of the 507 individuals involved in uses of force were White, while Whites comprised 61.4% of the County's population in 2016.⁸ Superficially, there was little change in the percentage of force incidents involving Blacks between 2015 and 2016 (i.e., 41% versus 39%, respectively), suggesting that there continues to be a disparate impact of force being used on Blacks as compared to Whites in the County. Following a review of 2015 incidents⁹ that highlighted differences in situational factors present in UOF incidents involving Blacks and Whites,¹⁰ OIPA conducted a more comprehensive examination of UOF incidents that occurred in 2016 to provide descriptive statistics on use of force incidents and how they differ by subject race.

OIPA combined electronic data provided by the FCPD with data pulled from a manual review of incident and arrest reports to build a dataset on force incidents that occurred in 2016. Key data elements included in the review were: race, gender, and resident status of the subject; district station; time of day; reasons for police contact including whether it was officer or citizen initiated; citizen actions and presence of weapons; whether the subject was under the influence

⁷ It should be noted that the [FCPD's matrix](#) combines multiple recommendations in recommendations #3 and #5.

⁸ [Fairfax County Police Department Internal Affairs Bureau 2016 Annual Statistical Report](#)

⁹ At the request of the Board of Supervisors, OIPA prepared [A Review of the Disparity in FCPD Use of Force Incidents by Race in 2015](#).

¹⁰ While OIPA found no discernable difference in the level of force deployed against Blacks versus that deployed against Whites when engaged in similar conduct in 2015, there was some variation in the type of conduct engaged in by Blacks and Whites, as well as in the force techniques employed by FCPD officers between these two groups.

of drugs or alcohol; whether the subject was characterized as an Emotionally Disturbed Person; force type used; and charges brought against the subject, if any. Using Microsoft Power BI software, OIPA analyzed the data to build visualizations describing the force incidents for consumption by the BOS and the public. OIPA developed a report¹¹ that provides descriptive statistics on the 2016 incidents and highlights the common situational factors present in force incidents across both years, 2015-2016.

Solicitation of Research Study on Use of Force

In May 2019, the BOS directed the Auditor to identify an academic or research entity to conduct a comprehensive examination of available UOF data in the County. OIPA developed a statement of work to solicit proposals from academic or research entities identified as having expertise in conducting research on law enforcement topics, particularly concerning the use of force and/or racial disparities in policing activities. OIPA developed a contact list of twenty-four (24) such academic and research entities and electronically sent a request for proposals on July 25, 2019. In total, five proposals were received and evaluated.

The OIPA developed evaluation criteria and formed a review committee to include OIPA staff members, County staff from other departments, and an appointed member of the Board of Supervisors' Police Civilian Review Panel. There was no FCPD representative on the review committee; however, OIPA staff communicated extensively with FCPD staff to identify the data elements that could be made available for the study. The committee met on September 16, 2019, to discuss the proposals, share individual scores, and rank order the proposals.

Following a negotiation and reference checking process – and given its understanding of the data capabilities of the FCPD – OIPA recommended that the research group representing the University of Texas at San Antonio and the University of Cincinnati (hereinafter “UTSA”) be selected as the research partner for a study on the racial disparities in use of force incidents in Fairfax County.

¹¹ The report on the review of 2016 force incidents will be published in February 2020.

SECTION V: ADMINISTRATIVE SUPPORT, COMMUNITY OUTREACH, & PROFESSIONAL DEVELOPMENT

Support to the Police Civilian Review Panel

The OIPA serves as an independent intake venue for complaints against the FCPD, including allegations of serious misconduct or abuse of authority, which fall under the review authority of the Panel. In 2019, OIPA staff received twenty initial complaints and nine requests for review on behalf of the Panel. OIPA staff supported the Panel by processing the complaints and requests for review, corresponding with complainants on the Panel's behalf, disseminating complaints to the FCPD for investigation, and tracking the status of all complaints through the complaint process.

The OIPA provides ongoing administrative support to the Panel and delivers its annual reports to the BOS. Administrative support provided during 2019 included: the intake and processing of complaints received by the Panel; provision of logistical support for Panel business meetings, outreach, and training events; production of meeting summaries and audio recordings of all Panel public meetings; serving as liaison between the Panel and the FCPD; preserving all Panel public records; and maintaining the Panel's county webpage. During 2019, OIPA staff attended and provided administrative support at each of the Panel's twelve business meetings and eight subcommittee meetings. Additionally, OIPA staff assisted in the onboarding of new Panel members, obtained county email accounts for all Panel members, assisted in the development of the Panel's Recommendations Matrix, drafted Initial Review Reports, and conducted research as assigned by Panel members.

Also during 2019, quarterly meetings were initiated and attended by representatives from the FCPD and the Office of the County Attorney, OIPA staff, the independent counsel representing the Panel and the OIPA, the Panel Chair and Vice-Chair, the Deputy County Executive for Public Safety, and the Chiefs of Staff for the Chairman of the Board of Supervisors and the Chairman of the Public Safety Committee. Although designed to be held quarterly, meetings took place in April, June, August, October, and December of 2019. The purpose of these quarterly meetings

is to promote dialogue among the various stakeholders to address pressing concerns, raise new issues, and discuss recommendations made by the Panel to the FCPD. OIPA staff provided and will continue to provide all logistical support required for these meetings, to include preparing and disseminating written summaries following each meeting.

As the Panel is still a relatively new entity, training has been a priority to ensure that Panel members are equipped with the specialized skills and knowledge required to carry out the responsibilities of a civilian oversight body. In 2019, the OIPA identified and secured several training opportunities for Panel members:

- In June, OIPA staff coordinated and attended a full-day training for Panel members provided by the National Association for Civilian Oversight of Law Enforcement (“NACOLE”). The training focused on the historical origins of civilian oversight, working with key stakeholders, promoting the work of the Panel in the community, and effective practices for reviewing investigations. OIPA staff secured the equipment necessary to film and audio record the training so that it can serve as a resource for future Panel members and staff.
- In September, OIPA staff attended, and supported the Vice-Chair of the Panel in attending, the 20th annual conference of NACOLE in Detroit, Michigan. The theme of the conference was courage, collaboration, and community, and the topics covered included data driven policing, strategies for community engagement, and oversight from a law enforcement perspective.
- In November, OIPA staff attended, and supported three members of the Panel in attending, a full-day Regional Training opportunity hosted by NACOLE in Washington, D.C. This training opportunity focused on community-police relationships and communication, civilian oversight and discipline, and an in-depth look at the review focused oversight model.

- In November, OIPA coordinated and attended a half-day of FCPD training for Panel members. The training encompassed FCPD recruiting practices, the FCPD Criminal Justice Academy curriculum, Intrinsic Bias training, and the FCPD’s investigation and review processes.

Community Outreach

During 2019, OIPA staff made televised appearances and participated in several community meetings and FCPD functions to inform the community about the Auditor, the Panel, and their respective responsibilities. Among those outreach appearances and events were the following:

- March 2019 – Presented to the McLean Citizens Association
- March 2019 – Presented to the “Direct to the Street” group of FCPD recruits at the Fairfax County Criminal Justice Academy
- April 2019 – Presented to the Fairfax County Police Department’s Citizens Academy
- May 2019 – Presented to the Fairfax County Police Department’s Basic Recruit Class
- June 2019 – Presented to the Groveton Civic Association
- August 2019 – Appeared on the “Reston Impact” television program with Panel Chair Doug Kay and former Panel Chair (and Ad Hoc Committee member) Adrian Steel to provide updates on the progress of Ad Hoc reforms and civilian oversight
- September 2019 – Presented to the Fairfax County Police Department’s Basic Recruit Class
- September 2019 – At the request of the City Council of Charlottesville, Virginia, OIPA staff and a Panel member briefed the Council on the establishment of civilian oversight in Fairfax County
- October 2019 – Presented to the Fairfax County Police Department’s Citizens Academy

Professional Development

Staff in the OIPA participated in professional development opportunities throughout the year to continue to learn and keep abreast of national trends and research. OIPA staff attended George Mason University's Center for Evidence Based Crime Policy's Annual Symposium, which covered topics such as mental health and policing, and improving policing and crime prevention through research and analysis. OIPA staff also attended the NACOLE annual conference and a full-day Regional Training opportunity hosted by NACOLE in Washington, D.C. to ensure that staff are aware of current practices in the field of civilian oversight. OIPA staff attended the International Association of Chiefs of Police ("IACP") Convention to broaden staff knowledge of police best practices and training, and legal developments in the context of police use of force and other policing issues. OIPA staff attended the Third Annual "Consent Decree Conference: Police Reform and Beyond" to remain current on issues and developments concerning police reforms as mandated by federal consent decrees throughout the country.

Throughout the year, the Auditor served as the Legal Officers Section representative on the IACP Working Group on "Bias-Free Policing," and on the IACP Working Group on "Pre-Arrest Diversion" (also called "Alternatives to Arrest").

OIPA staff also participated in ride-alongs with the FCPD not only as part of its continual staff training, but also to help rank and file officers understand the role of both the Auditor and the Panel. OIPA staff participated in ride-alongs in the Mason District Station, the West Springfield District Station, and the Fair Oaks District Station.

SECTION VI: COMPLAINTS MADE TO THE FCPD

As mandated by the BOS,¹² the FCPD provides a public report quarterly to the Auditor on the disposition of all complaints made against the FCPD so that the Auditor can ensure the FCPD is "properly responding to" and investigating these complaints in a "timely manner."¹³

¹² See [September 20, 2016, BOS Action Item](#) establishing the OIPA.

¹³ *Id.*

The following chart depicts the status of all complaints lodged against the FCPD during 2019:

Quarterly Case Status by Received Date
 Fairfax County Police Department
 Internal Affairs Bureau

Citizen Complaint Status	2019 Quarter 1 Jan/March	2019 Quarter 2 April/June	2019 Quarter 3 July/Sept	2019 Quarter 4 Oct/Dec	Total
Active	9	26	36	45	116
In Compliance	37	32	25	3	97
Not Sustained	0	0	0	0	0
Sustained	2	5	2	0	9
Unfounded	11	10	4	0	25
Total	59	73	67	48	247

Last Updated: January 16, 2020
 Source: IAPro RMS System

53% of all investigations opened pursuant to a complaint made in 2019 were resolved by the end of the year. Of the 116 investigations which remained ongoing at the end of 2019, 81 of them (70%) had been initiated during the second half (July—December) of 2019. Only 9 of the 59 investigations (15%) opened between January – March, 2019, remained active at the end of 2019; while 26 of the 73 investigations (36%) opened between April – June, 2019, remained active at the end of 2019. Comparing these figures to those provided by the FCPD for 2018, internal investigations opened in 2019 appear to have taken longer to resolve than those opened in 2018. The length of certain investigations, and delays occurring during other investigations, were discussed by the FCPD, the Auditor, and the Panel during 2019. The timeliness of the FCPD investigating and resolving complaints will continue to be monitored in 2020.

The improvement of FCPD disposition letters sent to complainants was a topic of discussion at several Panel meetings and quarterly meetings in 2019. Panel members requested that more

detail surrounding the investigation into a complaint be shared in FCPD disposition letters to complainants. The FCPD convened a working group to develop a template for future disposition letters that provides adequate information to complainants at the conclusion of FCPD investigations into their complaints. The Auditor reviewed several disposition letters provided to complainants throughout 2019 and found that the letters convey much greater substance to complainants than in the past. In addition, the FCPD explains in all disposition letters the complainant's ability to seek a review of the completed FCPD investigation by either the OIPA or the Panel. With these improvements, the Auditor finds that the FCPD is properly responding to complainants at the conclusion of its investigations.

SECTION VII: ANTICIPATED 2020 ACTIVITIES

During 2020, the OIPA will continue to monitor and review FCPD internal investigations, recommend changes to FCPD policies, training, and practices, conduct policy and data reviews, and provide administrative support to the Panel.

Individual Case Reviews

During 2020, the Auditor will continue to monitor and review the nine investigations of incidents underway at the end of 2019. New incident reviews in 2020 will include those that are monitored at the inception of the FCPD investigation because of the nature of the incident, those that are initiated by a citizen complaint to the FCPD or to the OIPA, and those undertaken at the request of the FCPD Chief.

Policy & Data Review

Body-Worn Camera Implementation: In September 2019 the BOS approved full implementation of body-worn cameras ("BWC") by FCPD officers. Full implementation is projected to occur over three years, with three district stations rolling out BWCs in May 2020. The Auditor plans to review the final BWC policy adopted by the FCPD and monitor the implementation of the BWC program as it progresses. The Auditor will also examine available BWC footage when conducting incident reviews.

Research Study on Use of Force: During 2020, OIPA will serve in a facilitator role to assist the UTSA research team in analyzing potential causes for the racial disparities evident in the FCPD's UOF data from 2016-2018. Anticipated OIPA support will include: coordinating meetings between the research team, FCPD, and other County stakeholders; sharing FCPD data previously compiled by the OIPA as part of its UOF reviews; assisting in the extraction of additional FCPD data from 2017; coordinating with other County departments to secure needed data; and reviewing draft reports and recommendations. The research team will present its findings and recommendations to the BOS in a public report in late 2020 or early 2021.

Racial Disparity in Use of Force: Data published by the FCPD indicate that force incidents involving Blacks remained around 40% from 2015 to 2017 and rose slightly to 44% in 2018.¹⁴ In contrast, force incidents involving Whites dropped from 39% to 33% from 2017 to 2018. The OIPA is committed to improving the community's collective understanding of FCPD force incidents and their disparate impact across racial and ethnic groups. In addition to the findings of UTSA's 2020 study on potential causes for the disparities in force across racial groups, a highly anticipated outcome from the study will be a set of recommendations for the FCPD and the OIPA to improve data collection and analysis. OIPA anticipates that its methods of review and data analysis of force data may change as a result of the commissioned study; however, OIPA staff will continue to work with the FCPD and any future research partners to ensure that data on force incidents in 2017-2018 and beyond is shared with the public.

Support to the Police Civilian Review Panel

OIPA staff will continue to support the work of the Panel by continuing in its role as an independent intake venue for complaints against the FCPD, coordinating Panel outreach efforts, and attending all Panel business meetings and trainings in 2020. The OIPA will provide ongoing administrative support required by the Panel in 2020, to include the preparation of meeting summaries, the coordination of meeting logistics, the receipt and dissemination of all complaints and requests for review, and the management of Panel correspondence.

¹⁴ See the [FCPD Internal Affairs Bureau 2016, 2017, and 2018 reports](#) available on the FCPD website.

APPENDIX

Links to 2019 OIPA Public Reports

[Jan. 30, 2018: Use of Force Complaint](#) (Published 1-10-19)

[April 20, 2018: Use of Force Complaint](#) (Published 1-22-19)

[May 4, 2018: Use of Force Complaint](#) (Published 2-27-19)

[June 2, 2018: Use of Force Complaint](#) (Published 4-24-19)

[June 26, 2018: In-Custody Death](#) (Published 4-30-19)

[July 6, 2018: Use of Force Complaint](#) (Published 6-3-19)

[March 15, 2018: Officer-Involved Shooting; Use of Kinetic Energy Impact Systems; Deployment of Electronic Control Weapon](#) (Published 6-20-19)

[May 26, 2018: Use of Force Complaint](#) (Published 9-13-19)

[August 31, 2018: Use of Force Complaint](#) (Published 10-22-19)

[June 3, 2018: Use of Force Complaint](#) (Published 11-18-19)

[July 28, 2018: Use of Force Complaint](#) (Published 12-10-19)

[Sept. 27, 2018: Use of Force Complaint](#) (Published 12-20-19)

[July 26, 2018: Use of Force Complaint](#) (Published 12-30-19)

