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### In This Issue...

- **A Police Department in Crisis** – On October 15th, the Fairfax County Police Association and the Fairfax Fraternal Order of Police held a listening session with roughly 300 officers sharing the concerns and struggles that continue to go unaddressed within the Fairfax County Police Department. The clear message from officers at this event, and what I've heard from numerous officers through previous meetings over the last year or two, is that our police department is in crisis – a word I do not use lightly. Our officers are operating in a culture of fear and retaliation, afraid to do their jobs with conflicting guidance and a lack of support from leadership. Some of this is the result of the national and state climate, but as we have clearly heard from the officers most of it is a failure of leadership within the department that has been building for years. For many months I have asked the Board to address the serious issues within the department as an urgent matter of public safety. If a change is not made, we will lose our ability to be called the safest jurisdiction of our size in the nation.
- **Ban on Plastic Bags for Yard Waste Moves Forward** At tomorrow's Environmental Committee meeting, the Board will be briefed on the plastic bag ban for yard waste that the Board voted to move forward on in February without a public hearing process. In my [February newsletter](#), I shared with you my concerns about this ban as well as the lack of process for executing it. Prior to the pandemic, I asked residents to share their feedback through this [two minute survey](#) and I invite you to do so now if you have not already. See more details on tomorrow's committee meeting below.

## **Other News & Information**

- National Museum of the US Army to Open on Veterans Day
  - Early Voting Has Started at the West Springfield Government Center!
  - Ballot Drop Off Box Now Available at West Springfield Government Center
  - COVID-19 and Flu Testing Available through INOVA
  - 50+ Flu Clinics Available
  - Upcoming Low-Cost Rabies Vaccination Clinics
  - County Seeks Community Input on Funding Pool Categories
  - New PPP Loan Forgiveness Information
  - JCA 50+ Virtual Job Fair in Fairfax
  - NCS Connects: A Way to Keep Students Engaged
  - Nightmare Alley: Drive-Thru Terror at the Workhouse
  - On the Lighter Side
  - Four-Legged Friend of the Month: Jake
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## **A Police Department in Crisis**

On October 15th, the Fairfax County Police Association and the Fairfax Fraternal Order of Police held a listening session with roughly 300 officers sharing the concerns and struggles that continue to go unaddressed within the Fairfax County Police Department. The clear message from officers at this event, and what I've heard from numerous officers through previous meetings over the last year or two, is that our police department is in crisis – a word I do not use lightly. Our officers are operating in a culture of fear and retaliation, afraid to do their jobs with conflicting guidance and a lack of support from leadership. Some of this is the result of the national and state climate, but as we have clearly heard from the officers most of it is a failure of leadership within the department that has been building for years. For many months I have asked the Board to address the serious issues within the department as an urgent matter of public safety. If a change is not made, we will lose our ability to be called the safest jurisdiction of our size in the nation.

**“We’re afraid to be the next head on the platter.”** – *an FCPD officer*

**Multiple Overwhelming Votes of No Confidence.** In July, each of the four police unions reported overwhelming (over 95%) votes of no confidence and [calls for resignation of the police chief](#). This action is unprecedented in the history of the Police Department in Fairfax County. These votes of no confidence echo what I hear from patrol officers throughout the County. I have asked on at least five separate occasions for the Board to address the obvious issues within the police department, including requests to discuss the performance of the police chief in closed session as a personnel issue. Since July, the majority of public comment speakers at our Board meetings have been people sharing concern about our police department. Additionally, the Board has received countless emails asking the

Board to address the issues within the department. To date the Board has not scheduled a discussion on the crisis within our police department.

***“This County has changed...This will be D.C. This will be P.G. because we’re not policing.” – an FCPD officer***

**Impact on Public Safety in Fairfax County.** With the backdrop of failed FCPD leadership, our officers are scared their actions will be condemned without due process and they worry for their families and their futures – they are literally “afraid to do their jobs”. Under the current FCPD leadership, Internal Affairs has launched so many investigations into decades old cases that one officer shared it was easy to lose track of what case he was interviewing about. Others shared at the listening session that “the goal posts keep moving,” making them hesitate to apply what they have been trained to use as reasonable force or even make legitimate stops. One officer highlighted that traffic stops have significantly decreased since 2019 because officers are “afraid to be the next head on the platter.” On October 13, 2019 there were 396 traffic stops as opposed to 18 traffic stops on October 13, 2020. In addition, there have been only 5 warrants served in the last four months (all from outside the region) – way down from normal activity.

A former undercover officer said that criminals used to know not to steal and deal in Fairfax County (something I have heard firsthand on a wire), but that’s changing because of de-policing and fear culture within the department. Another officer shared that because of mismanagement and a shortage of detectives, auto thefts and other burglary cases are not being properly investigated. The back to back weekend shootings at the Build America Plaza in Bailey’s Crossroads have also been tied to this de-policing. One officer covering a string of violent cases in the Route One Corridor recounted a woman telling him that she moved from Southeast D.C. to Fairfax County to escape crime, but now she thinks she may have been safer in D.C. Between these issues and the Commonwealth’s Attorney’s office that refuses to prosecute misdemeanor cases, victims are not receiving justice and public safety is being impacted.

Our legacy of proactive policing has come to a screeching halt because of the internal issues within the police department. “This county has changed,” one officer warned, “This will be D.C. This will be P.G. because we’re not policing.” There is always room to improve and our officers are the first to say that. However, it would be a serious oversight for the County and FCPD leadership to continue to focus on and attribute the national narrative of racist policing to our premier department using skewed data interpretation and fail to address the glaring issues hurting officers and beginning to ripple into our community.

***“We need to retain what we have” –an FCPD training officer***

**Retention and Recruitment.** It is not surprising that recruiting and retaining employees will be difficult given the national and state climate towards

policing. However, if you add a leadership crisis, an out of balance pay scale that has not kept up with surrounding jurisdictions, and a culture of fear and retaliation, we have another crisis brewing. “If an economist told you there was going to be a recession, you would listen,” one officer said. “Please listen when you hear these officers say there is a recession.”

Our officers are leaving, or on the brink of leaving the department in droves. I’ve been told it’s very difficult to find officers who are willing to work holidays, even for double time pay, because of their current environment. Within the last five months, I’ve had rooms full of officers tell me that if they could, they would leave right now. Not because they don’t want to serve the community. Not because they might be asked to make changes to how they police. They want to leave because of conditions imposed by leadership.

A training officer estimated that for every officer Fairfax County hires and trains, it costs \$150,000. With 100 spots to fill and only 40-50 that will complete the current academy, the training officer correctly concluded it’s even more critical that we retain what we have. Retention of our highly trained officers is a budget issue as much as it is a public safety issue and we need to do better. The way we do that is fixing the issues our department is facing in leadership, but also finally addressing officer compensation that is below surrounding jurisdictions so we can attract and maintain the best.

I’ve been advocating for the Board to address police officer compensation for years. The compensation of patrol officers and detectives is out of balance with leadership and not competitive with surrounding jurisdictions. Officers shared at the listening session that it weakens morale and trust in leadership when pay raises are only given to the rank of Major and above. The problem is arguably worse for detectives. An officer shared that you can make more money as a rookie patrol officer with five years of experience than a detective with 14 years of experience. A former homicide detective shared that he went back to patrol for this very reason. Without proper compensation, we are throwing away the value we have invested in our officers and detectives by underutilizing them or losing them altogether to other jurisdictions.

**Racial Tension.** With anti-police movements across the country, countless officers have expressed to me the pressure they feel even as every one of them has vehemently condemned what happened to George Floyd. However, multiple officers shared disgust during the listening session that the use of force data being presented by the FCPD leadership against raw population data is being used to paint the force as racist. In the County’s own [2016 Independent Police Auditor Use of Force Report](#), it cites multiple independent sources that find it problematic to compare raw population data to police activities, which is exactly what FCPD leadership is doing, despite my requests to present the conclusions of our own experts along with it.

**Community Support.** I remind our officers every chance I can that I fully believe they have the support of the community. During the pandemic our police have received tons of community support in the form of cards, calls, and food deliveries because they have good relationships with our residents. This has been refreshing to see, and not surprising. In 2019, American University presented research to the Board outlining their findings regarding resident sentiment toward the Fairfax County Police Department (FCPD) as well as an analysis of a body-worn camera pilot program. [The study](#) surveyed over 600 residents and found that 88% of respondents believed the FCPD does their job well. This is the result of years of community partnerships with police and [reforms that Fairfax County has implemented for years](#), many that are only just now being demanded nationally.

It is past time for the Board to address the unique issues our department is facing in order to protect the safety of our community and the officers that dedicate themselves to serving our residents every day. The Board needs to act now. It will be too late if we wait to respond to this crisis until crime data reflects what are our officers are saying is happening now.

I encourage you to reach out to members of the Board to share your thoughts on this critical issue. [You can find their contact information here.](#)

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### **Ban on Plastic Bags for Yard Waste Moves Forward**

At tomorrow's Environmental Committee meeting, the Board will be briefed on the plastic bag ban for yard waste that the Board voted to move forward on in February without a public hearing process. In my [February newsletter](#), I shared with you my concerns about this ban as well as the lack of process for executing it.

You can view the agenda and live stream for tomorrow's Environmental Committee [meeting here](#). The meeting begins at 11am.

Prior to the pandemic, I asked residents to share their feedback through this [two minute survey](#) and I invite you to do so now if you have not already.

### **Other Helpful News & Information**

**National Museum of the US Army to Open on Veterans Day** The Army announced that it plans to open the National Museum of the United States Army at Fort Belvoir on Veterans Day, November 11. Building construction and exhibit installations are complete, and the museum is ready to open its doors to the public. To learn more, [click here](#).

**Early Voting is Underway at the West Springfield Government Center!** Early voting started on Wednesday, October 14 at West Springfield Government Center and other satellite locations countywide. West Springfield and the satellite locations will be open from 1PM to 7PM Monday-Friday and from 9AM to 5PM on

Saturdays through October 31st. Early voting also remains available at the Fairfax County Government Center in Fair Oaks. Fairfax residents may vote at any early voting site. To learn more about locations, [please click on this link](#).

**Ballot Drop Off Box Now Available at West Springfield Government Center** Have you filled out your absentee ballot and would prefer to drop it off in-person rather than return it by mail? The West Springfield Government Center has a ballot drop off box located on-site during the times polls are open from 1PM to 7PM Monday-Friday and Saturdays 9AM-5PM. Drop boxes at satellite offices will be monitored by elections officers and will only be accessible during times the polls are open. Ballot drop boxes are available at all early voting satellite locations.

**COVID-19 and Flu Testing Available through INOVA** If you would like to get tested for COVID-19 or the Flu, INOVA currently offers testing through vehicle-side testing and its respiratory clinics. The tests may also be accessed by visiting their urgent care clinics. For more information, please refer to the graphic below or [visit this link](#).

**COVID-19 and Flu Testing**  
All Inova Facilities Below Available 7 days a week from 8 a.m. to 8 p.m.

**INOVA**

I have been screened for COVID-19 and have a medical provider's order to undergo COVID-19 and/or flu testing	Inova offers three vehicle-side testing locations across Northern Virginia: <b>Western:</b> Ashburn HealthPlex parking lot, located at 22505 Landmark Ct., Ashburn, VA 20148. (Flu testing will be available as of or before October 12th) <b>Central:</b> 2990 Telestar Court, Falls Church, VA 22042, parking lot. <b>Eastern:</b> Victory Center parking lot, located at 5001 Eisenhower Ave., Alexandria, VA 22304
I have symptoms of COVID-19/flu and I do not have a primary healthcare provider	Inova offers two Respiratory Illness Clinic (RIC) locations: • Inova Urgent Care - N. Arlington at 4600 Lee Hwy., Arlington, VA 22207. • Inova Urgent Care - Tysons at 2307 Leesburg Pike, Vienna VA 22192 • Both RIC locations will offer walk-in evaluations and screening for flu and/or COVID-19. • Both locations are operating as dedicated RICs and are not providing walk-in urgent care services at this time. • Providers may also order in-clinic COVID-19 and/or flu testing at these locations. <i>Note: With the opening of Inova's western, central and eastern testing locations, Inova Primary Care - Old Town will no longer provide RIC services.</i>
I need to see a healthcare provider today and I do not have symptoms of COVID-19 or flu	Visit Inova's Urgent Care Clinics - More information on Inova's urgent care clinics, including locations, hours and services offered at - <a href="https://www.inova.org/urgentcare">https://www.inova.org/urgentcare</a>

**WHAT IF?**

- I don't have a primary care provider but would like to find one? - Visit [www.inova.org/primarycare](http://www.inova.org/primarycare) to access a list of healthcare providers.
- I'm uninsured or have Medicaid coverage? - Contact Inova Care's Clinics for Families at [www.inova.org/cf](http://www.inova.org/cf) for Virtual COVID-19 screening.
- I'm an Inova Team Member? - All Inova team members must continue to follow existing COVID-19 safety protocol by contacting Team Member Health at 571-472-0190.

**50+ Flu Clinics Available** At select senior centers in the County, The Fairfax Department of Health and Neighborhood and Community services are partnering up to offer flu and pneumonia vaccines. Services have started since October 6 and are by appointment only. To locate a clinic site near you, please see the flyer below:





## We got you covered

### Flu vaccination clinics at select senior centers

**October 6, 9am - 3:30pm**

Herndon Senior Center, 873 Grace St., Herndon  
(times also available Oct. 8 & 9)

**October 19, 9am - 3:30pm**

Lincolnia Senior Center, 4710 N. Chambliss St., Alexandria  
(times also available Oct. 21 & 22)

**October 26, 9am - 3:30pm**

Original Mt. Vernon High School, 8333 Richmond Hwy., Alexandria  
(times also available Oct. 28 & 29)

**November 2, 9am - 3:30pm**

Little River Glen Senior Center, 4001 Barker Ct., Fairfax  
(times also available Nov. 4 & 5)

**November 9, 9am - 3:30pm**

Lewinsville Senior Center, 1613 Great Falls St., McLean  
(times also available Nov. 10 & 12)

### FOR YOUR SAFETY

Limited appointments  
Face coverings/masks required  
Temperature checks at entrance  
Clients spaced 6 ft. apart  
**NO covid-19 services offered**

Available by appointment only: **703-246-6010**, TTY 711

### Flu Vaccine Protects You & Your Community

The flu can be a serious illness, especially for older adults and those with underlying health conditions. An annual flu vaccine is the best way to reduce your risk of getting sick. Flu vaccine is recommended for everyone 6 months of age and older. Fairfax County Health Department and Neighborhood and Community Services are offering flu vaccine clinics at select senior centers for Fairfax residents 50 years of age and older. Take control of your health this season and get a flu vaccine.

Call for details.

Pneumonia vaccine also available. Must be requested when making your appointment.

[www.fairfaxcounty.gov/flu](http://www.fairfaxcounty.gov/flu)

© Fairfax, Va., publication, Sept 2020. For more information or to request information in an alternate format, call the Fairfax County Health Department at 703-246-2411. TTY: 711.



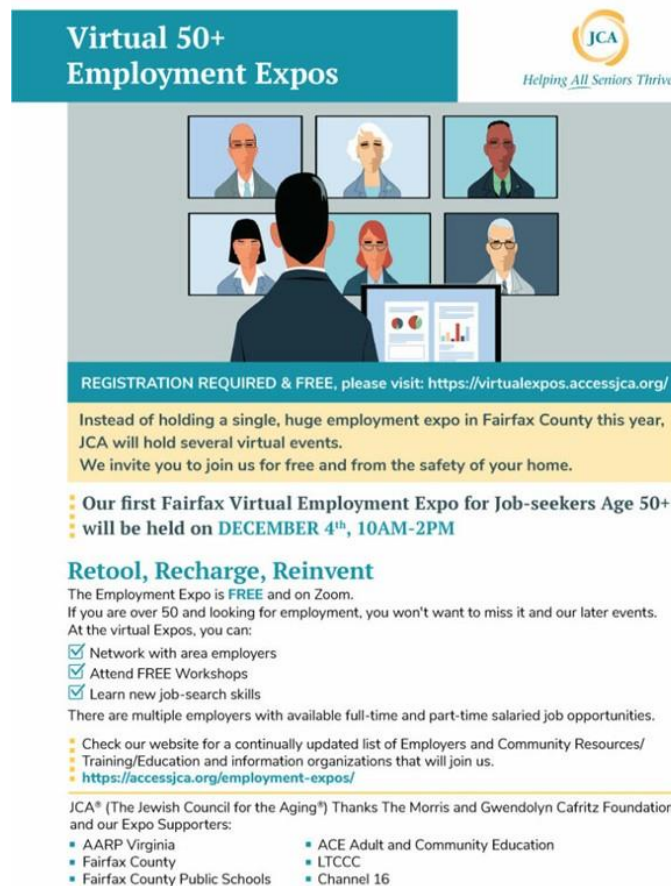
**Upcoming Low-Cost Rabies Vaccination Clinic** A no contact, low-cost rabies vaccination clinic will be available through the Fairfax County Animal Shelter on Sunday, December 6. Pet owners may bring dogs, cats, and ferrets for their vaccinations. Because there is a high demand for this clinic, pre-registration is required. To sign up and for more information, [please click on this link](#).

**County Seeks Community Input on Funding Pool Categories** Fairfax County is looking for constituent input for its survey to determine the allocation of funds to local non-profits and community-service organizations. To answer the survey, [click on this link](#).

**New PPP Loan Forgiveness Information** The U.S. Small Business Administration, in consultation with the Treasury Department has released a simpler loan forgiveness application for Paycheck Protection Program (PPP) loans of \$50,000 or less. This action streamlines the PPP forgiveness process to provide financial and administrative relief.

- Click [here](#) to view the simpler loan forgiveness application.
- Click [here](#) to view the instructions for completing the simpler loan forgiveness application.
- Click [here](#) to view the Interim Final Rule on the simpler forgiveness process for loans of \$50,000 or less.

**JCA 50+ Virtual Job Fair in Fairfax** Are you a 50+ jobseeker or looking to transition to a new job? The Jewish Council for the Aging of Greater Washington will be hosting its virtual Fairfax County job fair on December 4, 2020. There will be opportunities to network and attend career workshops. For more information, please see the flyer below or [click on this link](#).



The flyer features a teal header with the text "Virtual 50+ Employment Expos" and the JCA logo with the tagline "Helping All Seniors Thrive". Below the header is a central image of a person in a dark suit seen from behind, looking at a laptop screen. The screen displays a virtual meeting grid with six participants in individual video windows. Below the image is a teal banner with the text "REGISTRATION REQUIRED & FREE, please visit: <https://virtualexpos.accessjca.org/>".

Instead of holding a single, huge employment expo in Fairfax County this year, JCA will hold several virtual events. We invite you to join us for free and from the safety of your home.

Our first Fairfax Virtual Employment Expo for Job-seekers Age 50+ will be held on **DECEMBER 4<sup>th</sup>, 10AM-2PM**

**Retool, Recharge, Reinvent**  
The Employment Expo is **FREE** and on Zoom. If you are over 50 and looking for employment, you won't want to miss it and our later events. At the virtual Expos, you can:

- Network with area employers
- Attend **FREE** Workshops
- Learn new job-search skills

There are multiple employers with available full-time and part-time salaried job opportunities.

Check our website for a continually updated list of Employers and Community Resources/ Training/Education and information organizations that will join us.  
<https://accessjca.org/employment-expos/>

JCA\* (The Jewish Council for the Aging\*) Thanks The Morris and Gwendolyn Cafritz Foundation and our Expo Supporters:

- AARP Virginia
- Fairfax County
- Fairfax County Public Schools
- ACE Adult and Community Education
- LTCCC
- Channel 16



**NCS Connects: A Way to Keep Students Engaged** Looking for a way to keep your children engaged during remote learning? A new program called NCS Connects is offering live activities remotely each weekday from 3-6PM. Offerings include crafts, sports, and art classes. To learn more [click here](#).

**Nightmare Alley: Drive-Thru Terror at the Workhouse** Looking for a fun, socially distant way to enjoy Halloween? "Nightmare Alley: Drive-Thru Terror" is the latest addition to the Workhouse Art Center's annual "Haunt" tradition, with a contemporary twist. This year's attraction is Northern Virginia's first-ever haunted drive-thru, meaning that visitors can experience all the thrills of Haunt while staying safely socially distanced in their cars. The event runs every weekend in October starting the 2nd and ending the 31st. Specific times and dates (as well as a special promo code) [can be found on their website](#).

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### **On the Lighter Side**

Look it's a plane! It's a helicopter! It's actually Pilots N Paws, a non-profit that flies rescue missions for pets. Chicago restaurateur Eduard Seitan volunteers for Pilots N Paws to fly pets to prevent them from being euthanized at shelters. To learn more about Eduard and his work as a pet rescue pilot, [please click on this link](#).



**PHOTO CREDIT: Eduard Seitan**