

# Office of the Independent Police Auditor

## Mission

The Office of the Independent Police Auditor (OIPA) bolsters trust between the citizens of Fairfax County and the Fairfax County Police Department by providing accountability, fairness, transparency and trust in the complaint system and investigative process. The OIPA also provides an accessible, safe, impartial, and responsive intake venue for complaints against the Fairfax County Police Department and its employees.

## Connection to the Countywide Strategic Plan

The Fairfax County Board of Supervisors adopted the first-ever Countywide Strategic Plan on October 5, 2021. The Countywide Strategic Plan serves as a road map to help guide future work, focusing on the 10 Community Outcome Areas that represent the issues of greatest importance to the community. In February of 2023, the first Annual Report on the work of the strategic plan was released to the public. The report contains point-in-time progress highlights for each of the proposed plan strategies, plus a sample data dashboard and data story that is being replicated across all of the outcome areas, and a number of additional initiatives to embed the elements of the plan within department-level work. The report also includes a Year Two Implementation Model, which focuses on identifying the specific strategies that will move forward to implementation under the guidance of the Board of Supervisors. For more information on the Countywide Strategic Plan, please visit [www.fairfaxcounty.gov/strategicplan](http://www.fairfaxcounty.gov/strategicplan). The Office of the Independent Police Auditor primarily supports the following Community Outcome Areas:



Community Outcome Area	Vision Statement
<b>Effective and Efficient Government</b>	<i>All people trust that their government responsibly manages resources, is responsible to their needs, provides exceptional services and equitably represents them.</i>
<b>Safety and Security</b>	<i>All people feel safe at home, school, work and in the community.</i>

## Focus

The OIPA was established by the Fairfax County Board of Supervisors (BOS) on September 20, 2016, in response to recommendations from the Ad-Hoc Police Practices Review Commission. In creating the OIPA, the BOS mandated that the Auditor shall review Fairfax County Police Department (FCPD) use of force investigations that involve serious injury or death, including officer involved shootings, or which are the subject of a public complaint made to the FCPD or the Auditor.

The OIPA monitors and reviews internal investigations of all relevant use of force cases and in-custody deaths to determine the thoroughness, completeness, accuracy, objectivity, and impartiality of FCPD investigations. The OIPA issues a public report for each reviewed internal/administrative investigation. The OIPA also produces an annual report, as well as additional reports on FCPD

# Office of the Independent Police Auditor

policy recommendations or data reviews. Through its reports, the Auditor makes public recommendations concerning revisions of FCPD policies, training, and practices.

Another core function of the OIPA is to serve as an independent intake venue for complaints against the FCPD. The OIPA processes citizen complaints concerning various issues including use of force, and those under the purview of the Fairfax County Police Civilian Review Panel (CRP). Citizens may submit complaints to the OIPA in lieu of submitting them directly to the FCPD. Citizens may request that the Auditor or the CRP review an already completed FCPD investigation if they remain dissatisfied with the results.

Since inception, the OIPA has provided ongoing administrative support to the CRP and delivers its annual reports to the BOS. Administrative support includes logistical support for CRP business meetings, outreach and community events, and producing meeting summaries and audio recordings of all public meetings. Administrative support continued to be provided to CRP even after the establishment of Agency 43, Office of the Police Civilian Review Panel, in FY 2022, due to the office not yet being fully staffed. In FY 2023, the OIPA transferred the administrative support duties to Agency 43, Office of the Police Civilian Review Panel.

## Budget and Staff Resources

Category	FY 2022 Actual	FY 2023 Adopted	FY 2023 Revised	FY 2024 Advertised	FY 2024 Adopted
<b>FUNDING</b>					
<b>Expenditures:</b>					
Personnel Services	\$266,918	\$315,301	\$315,301	\$325,983	\$336,829
Operating Expenses	23,794	32,675	32,675	32,675	32,675
<b>Total Expenditures</b>	<b>\$290,712</b>	<b>\$347,976</b>	<b>\$347,976</b>	<b>\$358,658</b>	<b>\$369,504</b>
<b>AUTHORIZED POSITIONS/FULL-TIME EQUIVALENT (FTE)</b>					
Regular	2 / 2	2 / 2	2 / 2	2 / 2	2 / 2

## FY 2024 Funding Adjustments

*The following funding adjustments from the FY 2023 Adopted Budget Plan are necessary to support the FY 2024 program. Included are all adjustments recommended by the County Executive that were approved by the Board of Supervisors, as well as any additional Board of Supervisors' actions, as approved in the adoption of the Budget on May 9, 2023.*

**Employee Compensation** **\$21,528**  
 An increase of \$21,528 in Personnel Services includes \$17,152 for a 5.44 percent market rate adjustment (MRA) for all employees and \$4,376 for performance-based and longevity increases for non-uniformed merit employees, both effective July 2023.

**Changes to  
FY 2023  
Adopted  
Budget Plan**

The following funding adjustments reflect all approved changes in the FY 2023 Revised Budget Plan since passage of the FY 2023 Adopted Budget Plan. Included are all adjustments made as part of the FY 2022 Carryover Review, FY 2023 Third Quarter Review, and all other approved changes through April 30, 2023.

There have been no adjustments to this agency since approval of the FY 2023 Adopted Budget Plan.

**Position Detail**

The FY 2024 Adopted Budget Plan includes the following positions:

OFFICE OF THE INDEPENDENT POLICE AUDITOR – 2 Positions	
1	Independent Police Auditor
1	Management Analyst III

**Performance  
Measurement  
Results by  
Community  
Outcome Area**

**Effective and Efficient Government**

The number of complaints processed each year depends on the number of County citizens who choose to submit complaints through the OIPA for Auditor or Panel review, rather than filing complaints directly to the FCPD. The OIPA processed one citizen complaint concerning the use of force in FY 2022 (i.e., those under the Auditor’s authority) and 27 complaints concerning issues under the CRP’s authority (i.e., allegations of serious misconduct and abuse of authority) that same year. The OIPA estimates receiving two complaints that fall under the Auditor’s authority and approximately 25 complaints that fall under the purview of the CRP in FY 2023.

The number of incidents reviewed depends on the volume and type of uses of force that occur within the County. The Auditor reviewed 19 investigations in FY 2021 and 16 in FY 2022. These numbers reflect the number of investigations reviewed or under review during the fiscal year and include investigation reviews subject to a complaint made to the FCPD. Upon completion of a review, the Auditor issued nine incident reports in FY 2021 and four in FY 2022. It is anticipated the Auditor will conduct 14 reviews and will have completed at least nine incident reports in FY 2023.

As specified in the BOS action item creating the OIPA, the Auditor must issue a public report within 60 days of having access to the complete investigation file. The Auditor met this deadline with 100 percent of reports published in FY 2022. In addition to the four incident reports, the Auditor developed an annual report and three additional ad-hoc reports in FY 2022. The Auditor anticipates publishing one ad-hoc report in FY 2023 in addition to an annual report.

## Safety and Security

Through the publication of reports, the OIPA makes public recommendations on revisions to FCPD policies, training, and practices. The OIPA tracks its recommendations and whether they are ultimately adopted by the FCPD. As it takes time and resources to memorialize policy changes, OIPA anticipates recommendations made in one fiscal year may not be adopted during the same fiscal year. During FY 2021 and FY 2022, the Auditor provided a total of 23 recommendations to the FCPD and to the BOS, and the FCPD formally adopted five recommendations in FY 2021 and two in FY 2022. In FY 2022, five OIPA recommendations related to the FCPD's General Order 540 on Use of Force were not adopted by the department. It is anticipated that 10 recommendations will be adopted by the FCPD in FY 2023 and eight in FY 2024.

Community Outcome Area	FY 2020 Actual	FY 2021 Actual	FY 2022 Estimate	FY 2022 Actual	FY 2023 Estimate	FY 2024 Estimate
<b>Effective and Efficient Government</b>						
<b>Customer Satisfaction with County Services</b>						
Investigations reviewed	21	19	9	16	14	14
Reports published <sup>1</sup>	14	11	11	7	11	8
<b>Safety and Security</b>						
<b>Effective and Equitable Administration of Justice</b>						
Policies/Practices/Training recommendations provided	4	7	4	16	3	8
Policies/Practices/Training recommendations adopted by FCPD	6	5	10	2	10	8

<sup>1</sup>Reports include incident-specific reports, the annual report, and other ad-hoc reports such as those summarizing policy or data review.

A complete list of performance measures can be viewed at  
<https://www.fairfaxcounty.gov/budget/fy-2024-adopted-performance-measures-pm>