

# Office of the Police Civilian Review Panel

## Mission

To enhance police legitimacy and to build and maintain trust between the residents of Fairfax County, the Board of Supervisors, and the Fairfax County Police Department (FCPD) by reviewing certain FCPD investigations into complaints containing allegations of abuse of authority or serious misconduct to ensure accuracy, completeness, thoroughness, objectivity, and impartiality.

## 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 Police Civilian Review Panel primarily supports the following Community Outcome Area:



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>

## Focus

The nine-member Fairfax County Police Civilian Review Panel was established by the Board of Supervisors on December 6, 2016, in response to recommendations from the Ad-Hoc Police Practices Review Commission. The Panel is appointed by, and reports directly to, the Board of Supervisors and is governed by both the bylaws approved by the Board and a code of ethics adopted by the Panel. In order to achieve its mission, the Panel receives public input regarding law enforcement policies, practices, and procedures and makes recommendations to the Board of Supervisors. The Panel is required to complete a public written report of each review it conducts to increase transparency, thereby building and maintaining trust and enhancing police legitimacy.

In order to maintain its independence from the Office of the Independent Police Auditor (OIPA) and impartiality of review and oversight, the Board of Supervisors, as part of the *FY 2022 Mid-Year Review*, created the Office of the Police Civilian Review Panel (CRP) as its own agency. The Panel continues to review complaints alleging abuse of authority or serious misconduct regarding a completed Fairfax County Police Department (FCPD) investigation. These may include:

- Use of abusive racial, ethnic, or sexual language or gestures;

- Harassment or discrimination based on race, color, sexual orientation, gender, religion, national origin, marital status, age, familial status, immigration status or disability;
- Acting in a rude, careless, angry, retaliatory or threatening manner not necessary for self defense;
- Reckless endangerment of detainee or person in custody;
- Violation of laws or ordinances; and
- Other serious violations of Fairfax County or FCPD policies or procedures, including FCPD Canon of Ethics, that occur both on or off duty.

## 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	\$43,733	\$200,871	\$206,007	\$215,520	\$222,430
Operating Expenses	8,498	50,000	50,000	50,000	50,000
<b>Total Expenditures</b>	<b>\$52,231</b>	<b>\$250,871</b>	<b>\$256,007</b>	<b>\$265,520</b>	<b>\$272,430</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** **\$21,559**  
 An increase of \$21,559 in Personnel Services includes \$10,927 for a 5.44 percent market rate adjustment (MRA) for all employees and \$6,848 for performance-based and longevity increases for non-uniformed merit employees, both effective July 2023. The remaining increase of \$3,784 is included to support employee retention and recruitment efforts that will reduce pay compression and align the County's pay structures with the market based on benchmark data.

## 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.*

**Third Quarter Adjustments** **\$5,136**  
 As part of the FY 2023 Third Quarter Review, the Board of Supervisors approved funding of \$5,136 to support employee retention efforts that will reduce pay compression and align the County's pay structures with the market based on benchmark data.

## Position Detail

The FY 2024 Adopted Budget Plan includes the following positions:

OFFICE OF THE POLICE CIVILIAN REVIEW PANEL – 2 Positions			
1	Executive Director	1	Management Analyst I

## Performance Measurement Results by Community Outcome Area

### Effective and Efficient Government

While the Executive Director’s office was in the process of becoming fully staffed, the OIPA continued to provide administrative support until the responsibilities could be transitioned to the new staff in FY 2023. In FY 2022, the OIPA supported 18 meetings for the Panel. These meetings included the Panel’s regular business meetings, subcommittee meetings, trainings, and community outreach events. It is anticipated that there will be 25 events conducted in FY 2023 and the OIPA staff will support some of these during the transition period. In addition, the OIPA continued producing the Panel’s meeting summaries in a timely manner throughout FY 2022, with 88 percent of summaries produced within two weeks of the meeting date. OIPA fell short of its goal due to reduced staffing and increased workload demands since FY 2021. With the support of the OIPA and CRP staff, it is anticipated that meeting summaries will be produced 100 percent of the time in FY 2023.

Since the establishment of the Panel, the OIPA dedicated staff time and operational costs to support the Panel. In FY 2022, 1,834 hours of OIPA staff time were provided in support of the CRP, down from 2,152 in FY 2021. Personnel and operational costs specific to the CRP were \$99,345 in FY 2021 and \$93,411 in FY 2022, excluding the costs related to the Executive Director’s office. The OIPA continued to provide administrative support the Panel throughout FY 2022 and anticipates providing an estimated 600 hours and incurring an estimated \$30,000 in costs to support the Panel before completing transition of support duties to the Office of the Executive Director in FY 2023.

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>						
CRP meetings and events supported	30	29	25	18	25	25
Percent of meeting summaries completed in a timely manner (within 2 weeks of meeting date)	100%	93%	100%	88%	100%	100%
Staff hours to provide support to CRP	1,843	2,152	2,200	1,834	4,280	4,160
<b>Financial Sustainability and Trustworthiness</b>						
Cost to provide support to CRP <sup>1</sup>	\$69,011	\$99,345	\$99,000	\$93,411	\$99,000	\$0

<sup>1</sup>Includes the OIPA salary and operating expenses associated with supporting the Panel but does not include salary and costs associated with the Executive Director. Although this new agency was formed in FY 2022, the OIPA provided administrative support throughout FY 2022 and FY 2023 due to vacancies. Estimates for FY 2024 reflect that the Office of the Police Civilian Review Panel is fully staffed and assumed the role of supporting the Panel.

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