FAIRFAX COUNTY GOVERNMENT

SHAPING THE FUTURE OF GOVERNMENT

Fairfax County's Vision Elements

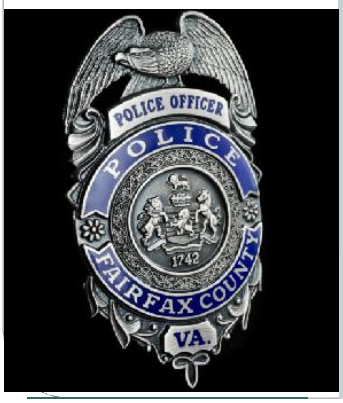
- *Maintaining Safe and Caring Communities .*
- *Building Livable Spaces*
- *Connecting People and Places*
- *Maintaining Healthy Economies*
- *Practicing Environmental Stewardship*
- *Creating a Culture of Engagement*
- *Exercising Corporate Stewardship*

INDEPENDENT POLICE AUDITOR

Fairfax County was home to many of America's earliest statesmen, including George Washington of Mount Vernon and George Mason of Gunston Hall. It is one of the premier centers of technology in the United States. Located just west of the nation's capital, Fairfax County is the most populous jurisdiction in the Commonwealth of Virginia. It has a large, diverse and dynamic economy, and is home for eight Fortune 500 companies, more than 400 international owned firms, and the largest concentration of technology jobs of any major U.S. market. Minority-, women-, and veteran-owned businesses make significant contributions to the economy and add diversity to the business community.

George Washington's Mount Vernon Estate

The County offers residents an excellent environment in which to raise and educate their children. The Fairfax County Public School System and area private schools offer parents numerous education options. Fairfax County is also a leader in higher education, where five major colleges and universities, including the main campus of George Mason University, are located. Northern Virginia Community College – the largest community college in the Commonwealth of Virginia – has two campuses in Fairfax County. The community has a wealth of cultural and recreational resources that provide abundant opportunities for children to learn and grow.



GOVERNANCE

Governed by a 10-member Board of Supervisors, and managed by the County Executive, Fairfax County government consistently achieve high praise for fiscal stability, quality service and technological sophistication. With over $3.9 billion in general fund revenues, Fairfax County maintains an exceptional Triple-A bond rating from three leading rating agencies – Moody's Investor Services, Standard and Poor's, and Fitch Investor Service.

FAIRFAX COUNTY GOVERNMENT

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FAIRFAX COUNTY, VA— A GREAT PLACE TO WORK AND LIVE

BUSINESS COMMUNITY FACTS

- *Fairfax County is home to eight Fortune 500 company headquarters*
- *94 percent of companies are small businesses with fewer than 50 employees.*
- *U.S. government contracts totaling $22.8 billion were awarded to Fairfax County companies in FY 2015.*
- *Twelve of Inc. magazine's 500 fastest-growing, privately-owned companies are located in Fairfax County.*
- *Fairfax County is home to the largest number of minority-owned businesses in Virginia, and they account for 41 percent of all businesses in the county.*

BACKGROUND ON THE POLICE DEPARTMENT

The Fairfax County's Police Department was officially established on July 1, 1940. The Chapter Acts of Assembly of Virginia, authorized and empowered the Board of Supervisors to establish a county police department, and the State of Virginia's General Assembly later passed a bill allowing the transfer the County's Police Department from the Sheriff to the control of the Board of Supervisors. The department consists of three functional areas: Patrol Bureau, Detective Bureau, and the Traffic Section.

To date, the department has over 1,300 sworn police officers, and over 400 civilian support staff, and has achieved two highly acclaimed accreditations: The Commission on Accreditation for Law Enforcement Agencies (CALEA), and the Virginia Law Enforcement Professional Standards Commission (VLEPSC).

THE POSITION

The purpose of the Independent Police Auditor position is to provide an accessible, safe, impartial and responsive intake venue for complaints against the Fairfax County Police Department and its employees. This position is responsible for ensuring accountability, fairness, transparency and trust in the complaint system by providing independent review and oversight of internal affairs investigations of misconduct and the police department's policies and practices. The Independent Police Auditor is appointed by and serves at the pleasure of the Board of Supervisors.

Specifically, the Independent Police Auditor is responsible for the following:

- Monitor and review internal investigations of Fairfax County Police Department officer-involved shootings, in-custody deaths, and use of force cases in which an individual is killed or seriously injured;
- Request further investigation if the auditor determines that the internal investigation was deficient or conclusions were not supported by the evidence;
- Issue a public report for each reviewed internal investigation;
- Consult with the Chief of Police concerning any disagreement with the investigation results or conclusions and, if no agreement between the Chief and the auditor is reached after such consultation, report such disagreement to the chairman of the Board of Supervisors;
- Review quarterly police department reports on the disposition of all citizen complaints of cases of alleged police misconduct to ensure proper and timely police department investigation and response;
- Make public recommendations concerning revisions of police department policies, training and practices based on the auditor's reviews;
- Produce quarterly and annual reports on its review of internal investigations.

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THE POSITION CONTINUED

Duties (not all inclusive) aligned with the responsibilities are:

- Plans, organizes, and supervises the work of the Office of the Independent Police Auditor in the review of police department investigations of complaints against police officers involved in incidents resulting in death or serious injury to members of the public to determine if the investigation was complete, thorough, objective, accurate and impartial;
- Reviews all citizen complaint investigations of alleged excessive or unnecessary force by officers and cases of death or of serious injury;
- Reviews and reports to the Board about Internal Affairs Bureau policy or procedural matters, as directed by the Board or County Executive;
- Requests the Chief of Police to further investigate cases which, upon review, the auditor does not find thorough or objective;
- Produces annual reports to the Board of Supervisors and the County Executive, analyzing trends and patterns and recommending improvements to the process, training needs, and other preventative measures;
- Prepares, as part of the annual report, a statistical breakdown, categorically documenting the number of complaints filed, the number sustained, and any action taken;
- Reviews and reports to the Board on incident-driven policy or procedural matters, as directed by the Board or County Executive.
- Prepares oral presentations to the Board of Supervisors;
- Conducts complex program performance audits;
- Determines the audit scope and adequacy of audit methods;
- Identifies areas of inquiry capable of being developed into audit findings and develops audit procedures;
- Monitors interviews of police officers to determine if further questioning is necessary;
- Conducts public outreach to educate the community on the role of the Independent Police Auditor and the process and procedures for investigation of complaints against police officers;
- Works with the Board of Supervisors, police department, and community in partnership to ensure success of the position;

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THE POSITION CONTINUED

- Meets with community leaders, public officials, and professional organizations to inform and promote the mission of the police department;
- Tracks, analyzes, and takes action on legislative bills that may have an impact on the citizen complaint process;
- Provides occasional training to police officers and recruits;
- Oversees and manages the office's budget.

CHALLENGES:

- Building and sustaining confidence in the police department;
- Promoting confidence in the complaint process;
- Building credibility within the community;
- Managing the expectations of all concerned parties.

THE CANDIDATE

The successful candidate will be knowledgeable and competent in all the following areas:

- Extensive experience and knowledge in legal matters;
- The ability to work with elected officials, and is expertly skilled in political astuteness, and have the ability to be apolitical;
- Extensive and demonstrated experience in working with various boards, citizen advisory/review committees and other civilian oversight committees
- The ability to foresee and plan for emerging trends in public safety;
- The ability to build trust, and foster strong collaborative relationships
- Proven ability to assure the integrity of the work products, processes, investigative procedures, and establish neutrality;
- The capacity to work in partnership with a broad spectrum of stakeholders, build and sustain those partnerships;
- Expertise in conducting investigations, analyzing data, and make recommendations based on findings;
- Proven ability to manage an operation within a large and complex organization;
- Possess exceptional oral and written communication skills, compose documents and present data in a clear and concise manner to diverse audiences;
- The ability to work under pressure and tight deadlines.

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BUSINESS COMMUNITY FACTS

Technology

- *More than 8,400 technology firms accounts for more than 148,000 employees are located in Fairfax County.*
- *Fairfax County has the second-largest concentration of technology jobs of any major U.S. market.*
- *Thirty-one of the 100 largest government IT contractors are based in Fairfax County.*

Real Estate

- *Fairfax County has 116.2 million square feet of commercial office space and has the largest market in metropolitan Washington, DC area.*
- *Tyson's Corner is the County's largest business district with 27 million square feet of office space home and is home for several Fortune 500 companies.*

Demographics

- *Fairfax County ranks second in the nation among large U.S. counties with an average median household income of $110,674.*
- *Forty-two thousand women-own firms reside in Fairfax County. Sales receipts from those businesses account for more than $8.4 billion.*

KEY COMPETENCIES

In addition to the qualifications and identified characteristics outlined above, the following competencies are critical attributes to the position:

- Knowledge of community policing;
- Exceptional ability to listen and process a multitude of data points and develop plans of action;
- Knowledge of the organization, responsibilities, functions, policies, and procedures of local law enforcement;
- Knowledge of the principles, practices, methods, and techniques of communication and public relations, management, and organizational budgeting;
- Knowledge of sound supervisory and managerial principles and practices, to include planning, delegating, and supervising the work of subordinates;
- Knowledge of the techniques of law enforcement training, instruction, and evaluation of work performance;
- Knowledge of the fundamentals of criminal and administrative investigations including interviewing and interrogating principles and techniques;
- Knowledge of current case law and statutes in the criminal law field and familiarity with penal and evidence codes and other related authorities;
- Knowledge of legal research principles;
- Knowledge of generally accepted accounting and auditing principles and standards.

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QUALITY OF LIFE

- *The Fairfax County Public Library is the largest free library system in Virginia with more than 2.3 million items available for checkout by some 5 million visitors per year.*
- *There are nearly 30,000 acres of county or regional public parkland that includes nine recreation centers, five nature centers and nine public golf courses.*
- *The first national refuge, the Elizabeth Hartwell Mason Neck National Wildlife Refuge, is comprised of 2,277 acres.*
- *The National and Space Museum's Steven F. Udvar-Hazy Center is on the grounds of Washington Dulles Internal Airport. The museum is home to the "Enola Gay" Boeing B-29 Super fortress, Lockheed SR-71 Blackbird and the space shuttle "Enterprise."*

MINIMUM QUALIFICATIONS:

A graduate degree in criminal or labor law, or a related field from an accredited college or university, plus ten years of related occupational experience in criminal law, labor law or related field. Must be experienced in or knowledgeable of investigations, legal research, and analyzing criminal, constitutional, labor or civil rights law.

PREFERRED QUALIFICATIONS:

- Juris doctorate;
- Valid license to practice law in the Commonwealth of Virginia;
- Extensive experience conducting investigations;
- At least five years of supervisory experience;
- Extensive experience working with elected officials, citizens groups, and committees.

CERTIFICATIONS AND LICENSES REQUIRED:

Valid driver's license

PHYSICAL REQUIREMENTS:

This position is primarily sedentary; however, visual acuity is required to read data on a computer monitor, operate keyboard driven equipment and computers, may be required to lift up to 25 pounds with or without reasonable accommodations.

NECESSARY SPECIAL REQUIREMENTS:

This position requires the appointee to submit to a criminal background check and a credit history check as a condition of employment and periodically thereafter. Completion of a "Statement of Economic Interest" form is required at the time of hire and annually thereafter.

Has never been an employee of Fairfax County Government. Has not been a sworn law enforcement officer (i.e., police office, reserve officer, probation officer, patrol officer, or DEA agent) for at least ten years prior to appointment as the Independent Police Auditor.

Does not have any immediate family members who are sworn law enforcement officers with any law enforcement department/agency.

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EDUCATION

- *Fairfax County Public Schools System is the 10th largest school district in the county with nearly 187,000 students and 196 schools and centers.*
- *The county is home to more than 130 private and parochial (K-12) schools.*
- *According to U.S. News & World Report's 2015 rankings, 11 of Virginia's top 15 high schools are in Fairfax County. Thomas Jefferson High School for Science and Technology rand third among 21,000 public schools nationally. Langley High School, W.T. Woodson High School, and McLean High School are among the state's top four high schools.*
- *Seventy-four percent of high school graduates in Fairfax County schools attend some form or post-secondary education, and 92.9 percent of county high school students graduated on time.*

SELECTION PROCEDURE:

Panel interview.

COMPENSATION:

The salary range is $98,199 to $163,665 and is negotiable based on the knowledge and experience of the selected candidate.

TO APPLY:

Submit your application online at http://agency.governmentjobs.com/fairfaxcounty/

Refer to Job # 16-02158 when applying. Deadline for applications is October 28, 2016.

It is the policy of Fairfax County Government to prohibit discrimination on the basis of race, sex, color, national origin, religion, age, veteran status, political affiliation, genetics, or disability in the recruitment, selection , and hiring of its workforce.

Reasonable accommodations are available to persons with disabilities during application and/or interview processes per the Americans with Disabilities Act. Contact 703-324-4900 for assistance. TTY 711. EEO/AA/TTY.

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TOTAL COMPENSATION

The salary range is $98,199 to $163,665 and is negotiable based on the knowledge and relevant experience of the selected candidate.

The county's benefits include:

- *Health, Dental, Vision, Flexible Spending Accounts, Long-Term Care*
- *Group Term Life Insurance*
- *Deferred Compensation*
- *Paid Leave (Sick and Vacation)*
- *Discount Education Programs*
- *Employee Assistance Program*
- *Transportation Subsidy*
- *Employees' Child Care Center*
- *12.5 Holidays*
- *Fitness Center*
- *Flexible Work Schedule*

Fairfax County Government Center

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