

**Ad Hoc Police Practices Review Commission
Recruitment, Diversity and Vetting Subcommittee
June 29, 2015, 7:30PM
Room 232, Fairfax County Government Center**

Meeting began at 7:35

Members Present:

Shirley Ginwright (Chair)
Chio Stokes
George Alber
Greg Fried
Robert Fisher
Dean Lay

Members Absent:

Burnette Scarboro
Joe Hill
Gervais Reed
Dave Rohrer

Others Present:

Matthew Graham
Clayton Medford

Meeting began with introductions.

Motion to approve by Mr. Fisher, seconded by Ms. Stokes. Approved unanimously.

Discussion moved to the Use of Force Report (PERF Report) and Ms. Ginwright noted the section on Police Officer Selection.

Ms. Stokes said the previous subcommittee meeting included an in depth report from FCPD on its hiring practices. She asked what form the recommendations to the Board of Supervisors will take.

Ms. Ginwright mentioned Employee Referral Systems and the recommendation in the PERF Report.

Ms. Ginwright began a discussion on recruitment practices.

Advertising:

Potential Recommendations: Compensation for Recruitment, Train the Trainer (community), Develop a Marketing/Advertising Plan, Include Recruiting in Worship Watch, Email Blast from Interfaith Liaison (County Office).

FCPD: PSA, Radio, Career Fairs, Word of Mouth, County Website, Police Magazine, Chief's Diversity Council, Newspapers, Social Media, Visits to College Campuses and Military Bases, Community Festivals

Best practices: Employee Referral System, Social Media, Newspapers, Former and Current Employees, Career Fairs, Viral Recruitment, Religious Organizations

Ms. Stokes asked whether FCPD pays for referrals. Mr. Lay said it tried this but does not currently pay for referrals.

Subcommittee discussed need to outreach to the religious organizations specifically because there is a lot of diversity within those organizations.

Diversity:

Potential Recommendations: Check on Recruitment at College Campuses, Recruit on Military Bases, Have Evaluations Reflect Recruitment, Connect with Campus Chapters of NAACP and Greek Organizations.

FCPD: Chief Council for Diversity Recruitment, College Campus, Community Recruiter

Subcommittee members discussed whether FCPD can recruit on campus. Howard University denied access in the past. Subcommittee members discussed the need for FCPD to reach out to Howard and ask them to reconsider. Mr. Lay noted FCPD utilizes instructors from Howard.

Subcommittee members discussed whether FCPD should employ private sector recruiters in addition to FCPD officers (such as Det. Lam).

Mr. Lay recommended the subcommittee could include community outreach and engagement as part of officer evaluations.

Subcommittee members had a brief discussion on the Police Recruitment and Placement – Community Collaboration Model included in “Minority Recruitment: Mobilizing the Community for Minority Recruitment and Selection.”

Subcommittee members discussed accessing minority groups through participation in events.

Ms. Stokes asked whether it would be possible to engage some police associations that offer stickers in exchange for contributions to include recruitment literature. Mr. Lay said those organizations may not have a close relationship with the department.

Selection Process:

Potential Recommendations: Knowledge, Skills and Abilities (KSAs) should align with the new vision of FCPD (as it relates to PERF Report recommendation).

Mr. Alber said vetting and recruiting seems to be different for CIT vs. high-stress environments. Not every person can balance de-escalation.

PERF Report Recommendations: Formalize Selection Process – Standard Writing Process, Update Written Directories, Create a Diverse Selection Review Committee, Final Review and Approval by Chief,

Mr. Lay said the recommendation in PERF Report related to putting education before fundamentals in academy is a budget concern – if a recruit cannot meet fundamental requirements (firearms), it is very expensive to train him. An officer must possess the manual dexterity to use the firearm.

Subcommittee members discussed instances of re-training and placement of officers that fall short in training, do not wish to patrol. Mr. Lay said FCPD will pay for language training, as an example.

Subcommittee members discussed the standardization of hiring process, EEO claims, the mechanics of the hiring process.

Mr. Fisher asked about whether the chief signs off on each hire. Mr. Lay said the chief does get a report on all new hires.

Vetting:

Potential Recommendations: Contract out Background Investigations and Polygraphs

FCPD: Initial Screening, Polygraph

Subcommittee members discussed the length of time it takes to onboard. Mr. Fried said the hiring process requires a lot of effort, sometimes travel.

Mr. Lay said background checks are time consuming and the federal government uses outside contractors.

Retention:

Potential Recommendations: Look at recruitment and retention bonus, assess how school system retains teachers.

Subcommittee members asked is there a retention problem.

Mr. Fried and Mr. Lay said the FBI recruits heavily from Fairfax County with higher starting pay and benefits but Fairfax County's retirement is better. However, young recruits are not looking at that factor as much as the others.

Subcommittee members discussed education opportunities.

Mr. Fried discussed the effect the frozen step increases in pay and the subsequent attempt to recover has created compression and a retention problem. FCPD loses officers to the federal government but is compared to Arlington/Alexandria/Montgomery County. Mr. Lay said he's heard of officers who live in places like Spotsylvania and after years of no pay raise decide to move laterally and save the commute time. Mr. Fried said morale is hurt by pay situation and that has an effect on recruitment and retention.

Cadets/Explorer Programs:

Potential Recommendations: Require cadets who do not choose to enter academy to pay for program (include standards and evaluations),

Mr. Fisher discussed evaluation practices that focus on who the employee works with.

DRAFT