

Summary Public Safety Subcommittee Committee Meeting

December 13, 2016

Committee Members Present:

Sharon Bulova, Chairman
Penelope Gross, Mason District (Vice Chairman)
John Cook, Braddock District (Committee Chair)
John Foust, Dranesville District
Pat Herry, Springfield District
Catherine Hudgins, Hunter Mill District
Jeff McKay, Lee District
Kathy Smith, Sully District
Linda Smyth, Providence District
Daniel Storck, Mount Vernon District

Summary Minutes of Previous Public Safety Committee Meeting (October 25, 2016):

<http://www.fairfaxcounty.gov/bosclerk/board-committees/meetings/2016/oct25-minutes-public-safety.pdf>

December 13, 2016, Meeting Agenda:

<http://www.fairfaxcounty.gov/bosclerk/board-committees/meetings/2016/dec13-agenda-public-safety.pdf>

Today's meeting was called to order at 1:03 P.M.

The minutes from the October 25, 2016 meeting were approved.

The first topic on the agenda is a briefing on the Pre-911 Notification System. Deputy County Executive (DCEX) Dave Rohrer begins with an overview of the issue, discussing some of the pros and cons. He noted that:

- Any system is only as good as the information that is entered and kept current;
- Someone has to call from a registered device. Individuals calling on a non-registered phone on someone's behalf will not cause the pre-registered individual's information to pop up;
- Guidance is needed from the Board on whether they want to move forward given reported low registration/usage rates elsewhere as well as budget considerations.

Roy Oliver, Deputy Director, Department of Public Safety Communications (DPSC), reiterated that data must be reliable, accurate and verified.

Seamus Mooney, Director of the Office of Emergency Management (OEM), discussed the Fairfax Alerts system (slide 4 of presentation). Nearly 2,400 individuals with at least one functional need have subscribed to Fairfax Alerts as of Dec. 9, 2016.

Steve McMurrer, DPSC, provided additional information in a presentation to the Board. He noted that information is pre-supplied to a service provider before an emergency. When the 911 call comes in, this provides better GPS location as well as a profile of the caller, assuming they use the registered device. Again, he stressed the value of better and more accurate data in the hands of first responders.

Deputy Director Oliver discussed a proposed path forward. The exact cost is unknown but is expected to be in excess of \$200,000 annually. Difficult to say exactly how much more than that. A draft RFP is prepared, but Board direction is requested. He also discussed subscription levels in other jurisdictions that have implemented this technology. The District of Columbia has reported a 3.0% subscription rate; and Orange County, Virginia has seen a 0.57% subscription rate. While he agrees that these rates seem low at first blush, he noted that the entire population is not the target population. The target population is comprised of individuals with special needs or conditions that they would want first responders to be aware of.

The next speaker on this topic was Maureen Hallman, representing the Long Term Care Coordinating Council (LTCCC) – which represents over 50 local groups. She is supportive of utilizing this technology and offered outreach assistance to promote the program, if approved. She noted a couple of concerns:

- Accessibility of Registration - Individuals with disabilities need to be able to sign up online/at-home.
- Interoperability – Gave example of persons living on Arlington/Fairfax border. Hopes other jurisdictions will also sign on to ensure adequate coverage of all addresses.

The next speaker was Tom Bash of the Fairfax Commission on Aging – he talked about Fairfax Alerts taking over as a functional needs registry. The registry has grown from 558 to over 2,000 entries. He noted that Fairfax Alerts was originally set up as a storm warning system, and is not a robust functional needs registry. He advocates for a Pre-911 Notification System.

Board Discussion:

- Board members begin by asking about what can be done to make it easy to sign up for this type of system, and to offer it in multiple languages. Deputy Director Oliver discussed the work done to date. And if a vendor is not able to meet some of the preferred standards, there is a possibility Department of Information Technology (DIT) could assist.
- There were comments and discussion on “silent calls” received by DPSC, although those are a low number of calls. Deputy Director Oliver discussed the limitations of current 911 system technology, but attempts at validation at the 911 center still take place.
- The Board reiterated that the issue of interoperability is a critical one. Getting this information to first responders, regardless of jurisdiction is critical. Deputy Director Oliver noted that Next Generation 911 (NG911) will make a great impact in this area by using GPS data instead of phone lines. Steve McMurrer noted that for the Pre-911 Notification System currently being discussed, it would require other jurisdictions to opt in and participate in this as well to benefit their localities.
- A discussion about cost ensued. The Board noted that this is difficult budget year, and they do not want to go through an RFP process if we cannot follow through. Deputy Director Oliver stated we can move on this in FY18 if funding is available, but the amount they originally requested in their FY18 budget submission request, \$175,000 is probably too low as that was not inclusive of any emergency management module or addition.

- The Board also confirmed that the NG911 timeline does not impact this issue and asked for additional information regarding the 3.0% subscription rate in Washington D.C.
- As a wrap-up on this topic, Supervisor Cook stated that the County needs to coordinate with other jurisdictions. He asked for staff to report back on that. He also asked that a Pre-911 Notification System be put on the consideration item list for the FY18 budget.

The second item on the agenda was a status summary report from the Ad Hoc Police Practices Review Commission's Recruitment, Diversity and Vetting subcommittee. Shirley Ginwright, subcommittee chair, made the presentation. She began by acknowledging members of the subcommittee and discussing the scope of their work.

- Discussed recommendations of the subcommittee
 - Incentivize recruitment referrals, including time off
 - Formulate a recruitment marketing plan for programs and position vacancies
 - Expand Police Explorer and Police Cadet programs
 - Continue the reimbursement of college expenses aspect of the Police Cadet program
 - Build recruitment-oriented partnerships
 - Reduce applicant time in the selection process from initial application to hiring
 - Formalize elements and phases of the selection process
 - Ensure written directives pertinent to recruitment and selection are kept up to date
 - Diversify selection advisory groups to include community leaders
 - Establish work force diversity goals for each commander
 - Educate and train staff on implicit bias
 - Reduce time it takes to conduct background checks/polygraphs
 - Formalize the officer selection process
 - Offer competitive salaries and benefits

Police Chief Edwin Roessler Jr., noted that many of the recommendations of the subcommittee are being reviewed and formalized by the Police Department's Administrative Support Bureau.

Board Discussion:

- The issue of recruitment was discussed with an emphasis on college campuses.
- The issue of diversity in hiring was discussed. The Board asked for follow up on how the Police Department compares to other agencies in the County in terms of diversity. Chief Roessler said he will work with DHR to complete this analysis.
- The issue of having a greater recruiting presence at community events was discussed. Chief Roessler noted that he has directed his staff in writing to do this.
- Discussion ensued on the applicant pool and specifically how it may have changed in the last three years. Chief Roessler noted that recent national scrutiny on policing has had an impact on recruiting. He noted that the Department is blessed with a low attrition rate. He further noted that the Department has had some success with diversity in recruiting, but it has been largely keeping even with retirements of diverse officers, not increasing their representation.
- The recommendation of having diversity goals for each commander was discussed. Chief Roessler noted that is a recruiting goal and not a numerical hiring quota. Toward that end, Chief Roessler said he has directed his staff in writing to invite the Recruiting Division personnel to attend each community meeting and that, minimally, ensure recruiting materials are provided at these meetings to encourage applications from the community. Further discussion ensued on

the recommendation to diversify selection advisory groups to include community leaders. The Board requested additional information on this topic.

- The Board noted that the best advertisement for Police Officers already exists within the schools – the School Resource Officers, and it is critical to fully leverage that. Chief Roessler noted that Fairfax County Public Schools has been a great partner on this, including also the expansion of Police Explorer posts. The Board asked to see some additional data on that and indicated that they would like to see a Police Explorer post in every district. Shirley Ginwright noted that this is being looked into, including the cost implications.

The third item on the agenda was an update on the Ad Hoc Commission recommendations tracking matrix:

Supervisor Cook first noted that there are some recommendations in the matrix that are Sheriff's Office and Office of the Commonwealth's Attorney (OCA) related. They are independent, constitutional officers but we are still reaching out to work with them, and some will be discussed at the scheduled March 21, 2017, Public Safety Committee meeting.

DCEX Dave Rohrer provided a summary of the status of the 202 total recommendations and noted the online location of the progress report

<http://www.fairfaxcounty.gov/policecommission/progressreport.htm>

- 119 recommendations have been "Implemented" or "Implemented as Modified";
- 59 recommendations are "In Progress";
 - This results in 178 recommendations of the 202 recommendations in a positive status (88%)
- 15 recommendations (7.4%) are "Under Review"
- 9 recommendations (4.5%) are "Not Implemented"

Board Discussion:

- Chairman Bulova noted that two examples of "In Progress" are the creation of the Independent Police Auditor position (until it is hired and has begun working) and the Civilian Review Panel.
- The issue of body cameras was brought up. It was noted that will be one of the main agenda items for the Public Safety Committee meeting on January 31, 2017. Chief Roessler also updated further on this topic below.

Chief Roessler discussed that an updated Use-of-Force General Order has been developed with an effective date of January 21, 2017. He stated that Fairfax County is now recognized as a national leader in this area and the Ad Hoc Police Practices Review Commission is a big part of this achievement. General Orders related to the Independent Oversight and Investigations subcommittee's recommendations have also been revised and updated.

Chief Roessler discussed the issue of Pursuit and Precision Immobilization Technique (PIT). The Chief noted, as previously requested, the Police Department conducted an analysis and does not agree with the PERF recommendation to eliminate the PIT. A full report is in the final stages of development and will be published. He noted that additional training in this area is critical and needs to be held every three years. His goal is to review the final draft of the updated policy with one more round of internal

stakeholder input, report back to the Ad Hoc Police Practices Review Commission with the final draft policy, and then finalize the new PIT policy and initiate necessary training.

Chief Roessler provided an update on the Body Worn Camera issue. The Department has studied body worn camera implementations in San Diego and Seattle and is gleaning lessons from challenges these law enforcement agencies have faced. Body worn camera and data storage/retrieval technology has evolved and costs have come down some. However, even a pilot program is not free as there are costs such as information technology infrastructure enhancements, positions, officer overtime, etc. He noted there will be significant additional discussion on this topic on January 31, 2017. He proposed a pilot program body camera deployment at two different district stations with two different vendors' products.

Chief Roessler summarized by stating that Fairfax County is a leader in the "co-production of policing" and implementing effective policies through engagement with the community.

Additional Board Discussion:

- Supervisor Cook asks for a memo summarizing FOIA-related issues related to Body Worn Cameras from County Attorney Elizabeth Teare prior to the January 31, 2017 meeting.
- The Board asked additional follow-up questions on the specific PIT data presented. Chief Roessler responded that a response will be included in his report.
- Supervisor Herrity noted that the Police Department has for some policy revisions, including General Orders, sought input from the community or community leaders, and he requested that those also be shared with the Board for both awareness and the ability to provide input as well. This was endorsed Supervisor Cook, who directed that when a proposed revision to a policy or General Order gets circulated to the community, it should be circulated to the Board at the same time.

The fourth topic on the agenda was a discussion on heroin use. 2Lt. James Cox, Police Department, gave a presentation that focused on what has happened over the past three years (FY 2015-present). One area that was highlighted is a program where recovering addicts meet with patients, conveying a message of "I've been in your shoes and there is help out there." Deputy Chief Jason Jenkins, Fire and Rescue Department, provided some additional comments, noting that the number of cases has roughly doubled since 2013.

Board Discussion:

- The Board inquired about whether any questions are asked of individuals such as where they obtained the drugs. Police detectives do generally ask, but individuals tend not to want to supply that information. Sometimes they ask about how to get help.
- The Board inquired about Narcan, an opiate antidote, and specifically, about its effectiveness and how often it can be used. Deputy Chief Jenkins responded by saying the impact of repeatedly using heroin is much greater than any implications associated with using Narcan multiple times. Narcan-related figures quoted:
 - 369 times it has been administered.
 - 271 times it was for an overdose, of which 77 were heroin overdoses.
- The Board also inquired about how many of the 77 were charged with a crime. Answer by 2Lt. Cox is that charges are placed in approximately 1 of every 30 occurrences, case specific depending on evidence and probable cause.

- The Board also asked about stress and load on narcotics investigators. The reply was that it is substantial and Chief Roessler also mentioned that additional Narcotics Investigators for the Department are included in the Public Safety Staffing Plan.

The final topic on the agenda was a brief discussion on process and scheduling going forward. Supervisor Cook noted that the Independent Police Auditor position has been advertised and the hiring process is continuing. Six applications were determined to have fulfilled the requirements of the advertisement. A selection review committee is in place including members of the Ad Hoc Police Practices Review Commission and Board members. Resumes will be shared with all Board members, but it a confidential process. The Board will interview finalists.

A draft letter has been written to send to organizations or others inviting nominations of individuals for the Citizen Review Panel. Any additional group can be added to this list or any Board member can send the letter directly to a group they wish to be notified. All nominations are due to Clerk to the Board Cathy Chianese by January 31, 2017. A preliminary timeline is for the Board to review applications in Closed Session on February 14.

Chairman Bulova noted this is similar to the budget markup process, the Chairman and the Public Safety Committee Chair (Supervisor Cook) will review nominees/applicants and draft a slate for the entire Board to consider.

The next meeting of the Public Safety Committee is scheduled for January 31, 2017, at 3:00 P.M.

The meeting adjourned at 3:14 P.M.