

Public Safety Community Input Matrix Updates



Public Safety Committee Meeting

February 2, 2021

Overview



- Community Input Matrix

- Input from public safety professionals, community members, and advocacy organizations.
- Recommendations from the community, not official positions of the Board of Supervisors.
- 230+ inputs/recommendations received to date.
- This presentation is an update on 5 of the 8 recommendations identified as near-term in the October 27, 2020, Public Safety Committee presentation. Additional updates and discussion will be scheduled for the remaining near-term recommendations.
- A process is being refined to ensure each of the recommendations in the evolving matrix is reviewed, priority ranked, and assigned to the appropriate lead entity/agency for response.

Near-Term Considerations Updates



- Improve data collection, analysis, and public presentation
 - Creation of a data collection team.
 - Community representatives
 - American Civil Liberties Union People Power Fairfax
 - Anti-Defamation League
 - Justice Forward Virginia
 - Fairfax County NAACP
 - Data captured in E-summons or current Records Management System prior to mandate.
 - Traffic stops based on Virginia Uniform Traffic Summons
 - Arrest
 - Field contacts
 - Ethnicity
 - State did not previously accept the capture of certain data.

Near-Term Considerations Updates



- Improve data collection, analysis, and public presentation (cont.)
 - Open Data Initiative on October 16, 2020.
 - Presentations to the community at six out of eight district stations to date.
 - Data being released every six months.
 - Community policing data mandated by [HB 1250, Community Policing Act](#) on July 1, 2020.
 - New FCPD Records Management System
 - Narrowed to three vendors based on extensive requirement list.
 - Meet community policing data collection standards.
 - Estimated go live date about 18 months with testing.

Near-Term Considerations Updates



- Decertification of law-enforcement officers
 - § [15.2-1707, Decertification of law-enforcement officers](#), effective March 1, 2021.
 - Convicted of or pled guilty or no contest to:
 - A felony or any offense that would be a felony if committed in the Commonwealth.
 - Class 1 or any misdemeanors involving moral turpitude to include petit larceny.
 - Any misdemeanor sex offense in the Commonwealth, another state, or the United States.
 - Domestic assault or any offense that would be domestic assault under the laws of another state or the United States.
 - Failed to comply with or maintain mandated training requirements.
 - Refused to submit to drug screening or has produced a positive result, where result cannot be explained to agency's satisfaction.
 - Internal Affairs Bureau facilitates and provides information to Department of Criminal Justice Services within 48 hours.

Near-Term Considerations Updates



- Due Process in use of force investigations.
 - [§ 9.1-500 through 506, Law-enforcement officers procedural guarantee act.](#)
 - [§ 9.1-507, Chapter accords minimum rights](#), effective July 1, 2021.
 - Internal investigation, discipline, grievance procedure, and Use of Force policies being reviewed.
 - Adherence to timeline and established procedure.

Near-Term Considerations Updates



- Crisis Intervention Training
 - Expansion of crisis intervention training, doubling class sizes.
 - Delayed by the impact of COVID and Governor's restrictions.
- Review recruitment, retention, and benefits standards
 - Recruitment focus.
 - Entry level pay based on formula of preferred qualifications.
 - On an annual basis, market comparisons for salaries are performed for each of the major public safety groups, including Police. Analysis is focused on 3 designated job classes – agreed upon by each department and the Department of Human Resources.
 - Background checks on applicants
 - [National Decertification Index](#)

Near-Term Considerations Updates



- Existing efforts to expand cultural sensitivity and implicit bias training
 - Creation of a FCPD equity lead, Captain Darrell Nichols, to work with County's Chief Equity Officer.
 - Community participation
 - Fairfax County NAACP
 - Centreville Immigration Forum
 - Equality Virginia
 - Dar Al-Hijrah Islamic Center
 - New Gum Springs Civic Association
 - Community members
 - Business community
 - Local faith community
 - Communities of trust
 - Academia

Near-Term Considerations Updates



- Existing efforts to expand cultural sensitivity and implicit bias training
 - 32 equity ambassadors will receive training.
 - Working to evaluate and develop lesson plans in accordance with One Fairfax.
 - Areas of focus: Implicit bias, four pillars of procedural justice, trust building, recognizing institutional and structural racism.
 - Five critical groups of focus
 - Personnel Resource Division
 - Criminal Justice Academy
 - Field Training Instructors
 - Command staff and civilian directors
 - Internal Affairs Bureau

Near-Term Considerations Updates



- Review and update of Ad-Hoc Committee recommendations.
 - Four remaining in-progress recommendations for FCPD
 - All involve implementation of Body-Worn Cameras (BWC).
 - Phase II and III accelerated implementation.
 - Special Operations Division, which includes SWAT, part of phase III.
 - Estimated BWC implementation dates
 - February 2021 (underway) – McLean and Franconia District Stations.
 - April 2021 – Fair Oaks, Sully, and West Springfield District Stations.
 - July 2021 – Animal Protection Police, Merrifield Crisis Response Center, Special Operations Division, and School Resource Officers (SROs)*
 - *BWC for SROs included in planning for July 2021, but will only be deployed if approved jointly by the Board of Supervisors and the Fairfax County School Board*

Questions?



- **Lieutenant Wilson Lee**
 - West Springfield District Station
- **Lieutenant Carolyn Kinney**
 - Data Collection Team
- **Captain Todd Billeb**
 - Internal Affairs Bureau
- **Captain Rachel Levy**
 - Personnel Resource Division
- **Captain Darrell Nichols**
 - FCPD Equity Lead