

# 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.

**Focus** The nine-member Fairfax County Police Civilian Review Panel (CRP) 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 OIPA and impartiality of review and oversight, the Board of Supervisors, as part of the *FY 2022 Mid-Year Review*, created 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 2021 Actual	FY 2022 Adopted	FY 2022 Revised	FY 2023 Advertised
<b>FUNDING</b>				
<b>Expenditures:</b>				
Personnel Services	\$0	\$0	\$93,324	\$200,871
Operating Expenses	0	0	25,000	50,000
<b>Total Expenditures</b>	<b>\$0</b>	<b>\$0</b>	<b>\$118,324</b>	<b>\$250,871</b>
<b>AUTHORIZED POSITIONS/FULL-TIME EQUIVALENT (FTE)</b>				
Regular	0 / 0	0 / 0	2 / 2	2 / 2

## FY 2023 Funding Adjustments

The following funding adjustments from the FY 2022 Adopted Budget Plan are necessary to support the FY 2023 program:

**Employee Compensation** **\$14,223**

An increase of \$14,223 in Personnel Services includes \$9,490 for a 4.01 percent market rate adjustment (MRA) for all employees and \$4,733 for performance-based and longevity increases for non-uniform merit employees, both effective July 2022.

**Reorganization of the Police Civilian Review Panel** **\$236,648**

Consistent with actions approved by the Board of Supervisors as part of the *FY 2022 Mid-Year Review*, an increase of \$236,648 is included in Agency 43, Office of the Police Civilian Review Panel, for 2/2.0 FTE positions that are necessary to support the Executive Director of the Panel, including one new position and one position transferred from Agency 42, Office of the Independent Police Auditor.

## Changes to FY 2022 Adopted Budget Plan

The following funding adjustments reflect all approved changes in the *FY 2022 Revised Budget Plan* since passage of the FY 2022 Adopted Budget Plan. Included are all adjustments made as part of the *FY 2021 Carryover Review*, *FY 2022 Mid-Year Review*, and all other approved changes through December 31, 2021:

**Reorganization of the Police Civilian Review Panel** **\$118,324**

As part of the *FY 2022 Mid-Year Review*, the Board of Supervisors approved funding of \$118,324 to support the Executive Director of the Panel. This funding supports partial-year salary for the transfer of 1/1.0 FTE Executive Director position from Agency 42, Office of the Independent Police Auditor, and 1/1.0 FTE new support position, as well as operating costs for the new agency.

## Position Detail

The FY 2023 Advertised Budget Plan includes the following positions:

**OFFICE OF THE POLICE CIVILIAN REVIEW PANEL – 2 Positions**

1	Executive Director	1	Management Analyst II
---	--------------------	---	-----------------------

## Performance Measurement Results

The performance measures for the Fairfax County Police Civilian Review Panel were moved from Agency 42, Office of the Independent Police Auditor, beginning in FY 2022 and are reflected below.

While the Executive Director's office is in the process of becoming fully staffed, the OIPA continued to provide administrative support until the responsibilities can be transitioned to the new staff. In FY 2021, the OIPA supported 29 meetings for the Panel. These meetings include the Panel's regular business meetings, subcommittee meetings, trainings, and community outreach events. It is anticipated that the OIPA staff will support an estimated 20 events in FY 2022. In addition, the OIPA has responsibility for producing the Panel's meeting summaries in a timely manner. In FY 2021, the OIPA staff produced summaries within two weeks of the meeting date 93 percent of the time and fell short of its goal due to reduced staffing and increased workload demands. With the support of OIPA and CRP staff, it is anticipated that meeting summaries will be produced 100 percent of the time in FY 2022.

# Office of the Police Civilian Review Panel

Since the establishment of the Panel, the OIPA dedicated staff time and operational costs to support the Panel. However, the OIPA had a vacant position that provided the majority of the day-to-day administrative support to the Panel. As a result, the Management Analyst III and the Independent Police Auditor stepped in to provide necessary support. In FY 2021, 2,152 hours of staff time were provided in support of the CRP, up from 1,843 in FY 2020. Personnel and operational costs specific to the CRP were \$69,011 in FY 2020 and \$99,345 in FY 2021. It is anticipated that staff time and operational costs to support the CRP's functions will be similar in FY 2022, as the OIPA will continue to support the work of the Panel until an Executive Director is hired and onboarded, likely at the beginning of FY 2023.

Indicator	FY 2019 Actual	FY 2020 Actual	FY 2021 Estimate	FY 2021 Actual	FY 2022 Estimate	FY 2023 Estimate
CRP meetings and events supported	17	30	24	29	25	25
Staff hours to provide support to CRP	2,108	1,843	2,000	2,152	2,200	2,200
Cost to provide support to CRP <sup>1</sup>	\$85,213	\$69,011	\$85,000	\$99,345	\$99,000	NA
Percent of meeting summaries completed in a timely manner (within 2 weeks of meeting date)	100%	100%	100%	93%	100%	100%

<sup>1</sup>Includes salary and operating expenses associated with supporting the CRP. Although this new agency was formed in FY 2022, the Office of the Independent Police Auditor continues to provide administrative support until all positions in the CRP are filled. Therefore, an estimate is currently unavailable for FY 2023.

A complete list of performance measures can be viewed at <https://www.fairfaxcounty.gov/budget/fy-2023-advertised-performance-measures-pm>