

# 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 complaints containing allegations of abuse of authority or serious misconduct by FCPD in order to ensure accuracy, completeness, thoroughness, objectivity, and impartiality.

## Connection to the Countywide Strategic Plan

The Fairfax County Board of Supervisors adopted the first-ever Countywide Strategic Plan on October 5, 2021. The Countywide Strategic Plan serves as a road map to help guide future work, focusing on the 10 Community Outcome Areas that represent the issues of greatest importance to the community, and uses our One Fairfax equity policy to invest in people and places that have limited access to opportunity. On February 20, 2024, the second Annual Report on the work of the strategic plan was released to the public. The report contains point-in-time progress highlights for each of the community outcome areas, plus three data dashboards and data stories that are being replicated across all of the outcome areas, and a number of additional initiatives to embed the elements of the plan within department-level work. The report also includes a Year Three Implementation Model, which will engage hundreds of County subject-matter experts to identify and champion the specific strategies that will move forward to implementation under the guidance of the Board of Supervisors. For more information on the Countywide Strategic Plan, please visit [www.fairfaxcounty.gov/strategicplan](http://www.fairfaxcounty.gov/strategicplan). The Office of the Police Civilian Review Panel primarily supports the following Community Outcome Area:



Community Outcome Area	Vision Statement
<b>Effective and Efficient Government</b>	<i>All people trust that their government responsibly manages resources, is responsive to their needs, provides exceptional services and equitably represents them.</i>

## Focus

The nine-member Fairfax County Police Civilian Review Panel (Panel) 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 (BOS) and is governed by both the bylaws approved by the BOS and a code of ethics adopted by the Panel. In order to achieve its mission, the Panel accepts complaints containing allegations of abuse of authority or serious misconduct, 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 Office of the Independent Police Auditor (OIPA) and impartiality of review and oversight, the Board of Supervisors, as part of the *FY 2022 Mid-Year Review*, created the Office of the Police Civilian Review Panel (OPCRP) as its own agency. With the support of the OPCR, the Panel continues to review complaints alleging abuse of authority or

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serious misconduct regarding a completed Fairfax County Police Department 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 2023 Actual	FY 2024 Adopted	FY 2024 Revised	FY 2025 Advertised	FY 2025 Adopted
<b>FUNDING</b>					
<b>Expenditures:</b>					
Personnel Services	\$188,290	\$222,430	\$222,430	\$228,238	\$228,238
Operating Expenses	38,645	50,000	50,000	35,000	35,000
<b>Total Expenditures</b>	<b>\$226,935</b>	<b>\$272,430</b>	<b>\$272,430</b>	<b>\$263,238</b>	<b>\$263,238</b>
<b>AUTHORIZED POSITIONS/FULL-TIME EQUIVALENT (FTE)</b>					
Regular	2 / 2	2 / 2	2 / 2	2 / 2	2 / 2

## FY 2025 Funding Adjustments

*The following funding adjustments from the FY 2024 Adopted Budget Plan are necessary to support the FY 2025 program. Included are all adjustments recommended by the County Executive that were approved by the Board of Supervisors, as well as any additional Board of Supervisors' actions, as approved in the adoption of the Budget on May 7, 2024.*

### **Employee Compensation** **\$5,808**

An increase of \$5,808 in Personnel Services includes \$4,449 for a 2.00 percent market rate adjustment (MRA) for all employees and \$1,359 for performance-based and longevity increases for non-uniformed merit employees, both effective July 2024.

### **Reductions** **(\$15,000)**

A decrease of \$15,000 reflects reductions utilized to balance the FY 2025 budget. The following table provides details on the specific reductions:

Title	Impact	Positions	FTE	Reduction
Reduce Operating Budget due to Efficiencies and Cost Savings	The Office of the Police Civilian Review Panel has identified efficiencies and cost savings in general Operating Expenses such as training. It is not expected this reduction will have a negative impact on agency operations.	0	0.0	\$15,000

**Changes to  
FY 2024  
Adopted  
Budget Plan**

The following funding adjustments reflect all approved changes in the FY 2024 Revised Budget Plan since passage of the FY 2024 Adopted Budget Plan. Included are all adjustments made as part of the FY 2023 Carryover Review, FY 2024 Third Quarter Review, and all other approved changes through April 30, 2024.

There have been no adjustments to this agency since approval of the FY 2024 Adopted Budget Plan.

**Position Detail**

The FY 2025 Adopted Budget Plan includes the following positions:

OFFICE OF THE POLICE CIVILIAN REVIEW PANEL – 2 Positions			
1	Police Civilian Review Panel Liaison	1	Management Analyst I

**Performance  
Measurement  
Results by  
Community  
Outcome Area**

**Effective and Efficient Government**

The performance measures for the OPCRP were moved from Agency 42, Office of the Independent Police Auditor in FY 2022 to reflect the transition of support of the Panel from OIPA to OPCRP. While Panel meetings and events supported, and meeting summary responsibility was fully transitioned to OPCRP, vacancies in the OPCRP has required the OIPA to continue to support the Panel.

In FY 2023, OPCRP staff supported 20 meetings for the Panel. These meetings included regular business meetings, subcommittee meetings, trainings, and community outreach events. It is anticipated there will be 25 events held in FY 2024. In addition, staff worked to produce meeting summaries in a timely manner throughout FY 2023, with 75 percent of summaries produced within two weeks of the meeting date. OPCRP fell short of its FY 2023 goal due to staff turnover. It is anticipated that OPCRP staff will produce meeting summaries 100 percent of the time in FY 2024.

In FY 2023, in addition to 100 percent of OPCRP staff time supporting the Panel, 626 hours of OIPA staff time were also provided in support of the Panel. Personnel and operating costs incurred by the OIPA to provide support to the Panel totaled \$39,239 in FY 2023, a decrease from FY 2022 as OIPA staff were no longer needed to provide support to Panel meetings and events. It is anticipated that OIPA will continue to provide an estimated 950 hours of administrative support totaling \$60,000 in FY 2024 and 300 hours of support totaling \$18,800 in FY 2025. This is in addition to the staff hours and personnel costs of the OPCRP.

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Community Outcome Area	FY 2021 Actual	FY 2022 Actual	FY 2023 Estimate	FY 2023 Actual	FY 2024 Estimate	FY 2025 Estimate
<b>Effective and Efficient Government</b>						
<b>Customer Satisfaction with County Services</b>						
Panel meetings and events supported by OPCRP	30	18	25	20	25	25
Percent of meeting summaries completed by OPCRP in a timely manner (within 2 weeks of meeting date)	100%	88%	100%	75%	100%	100%
OIPA staff hours to provide support to the Panel	1,843	1,834	4,280	626	950	300
<b>Financial Sustainability and Trustworthiness</b>						
OIPA cost to provide support to the Panel <sup>1</sup>	\$69,011	\$93,411	\$99,000	\$39,239	\$60,000	\$18,800

<sup>1</sup> Includes the OIPA salaries and operating expenses associated with supporting the Panel but does not include costs from OPCRP as 100 percent of their time is dedicated to support the Panel. The OIPA will continue to provide administrative support until OPCRP is fully operational.

A complete list of performance measures can be viewed at  
<https://www.fairfaxcounty.gov/budget/fy-2025-adopted-performance-measures-pm>