

# Office of Police Accountability

## Mission

The Office of Police Accountability strengthens trust and accountability between the residents of Fairfax County, the Board of Supervisors and the Fairfax County Police Department by providing oversight through the Independent Police Auditor and the Police Civilian Review Panel. The Independent Police Auditor fosters a culture of integrity through transparent, equitable, and responsive investigative procedures. The Police Civilian Review Panel reviews completed investigations regarding allegations of serious misconduct or abuse of authority, ensuring they are thorough, accurate, and impartial.

## 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 the County's One Fairfax policy to invest in people and places that have limited access to opportunity. On February 17, 2026, the fourth 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 a number of additional initiatives to embed the elements of the plan within department-level work. The report also includes eight data dashboards and data stories that are being replicated across all of the outcome areas. In addition to helping engage residents, these dashboards will serve as a resource to leadership who can utilize the data to focus and guide the overall work of the County. 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 Areas:

### Countywide Strategic Plan Community Outcome Areas



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>
<b>Safety and Security</b>	<i>All people feel safe at home, school, work and in the community.</i>

## Focus

The FY 2027 Advertised Budget Plan includes the consolidation of Agency 42, Office of the Independent Police Auditor and Agency 43, Office of the Police Civilian Review Panel into the new Agency 44, Office of Police Accountability. This furthers the Countywide Strategic Plan's focus on effective and efficient government and as a result, the Independent Police Auditor formerly in Agency 42 and the Police Civilian Review Panel Liaison formerly in Agency 43 have been consolidated into one position. Staff from both agencies will be assigned to conduct independent police audits and to support the Police Civilian Review Panel.

This consolidation represents a strategic and forward-looking approach to strengthening police oversight by aligning complementary functions within a single, unified office. The new Office of Police Accountability will enhance coordination, reduce administrative duplication, and provide a clearer,

more accessible framework for community engagement and accountability. By leveraging shared expertise and resources, this reorganization will improve efficiency, reinforce transparency, and support consistent, high-quality oversight of law enforcement practices, while reaffirming the County's commitment to public trust and responsible governance.

The duties of each office will not change because of this reorganization and will be captured as distinct divisions in the new office.

### **Independent Police Auditor**

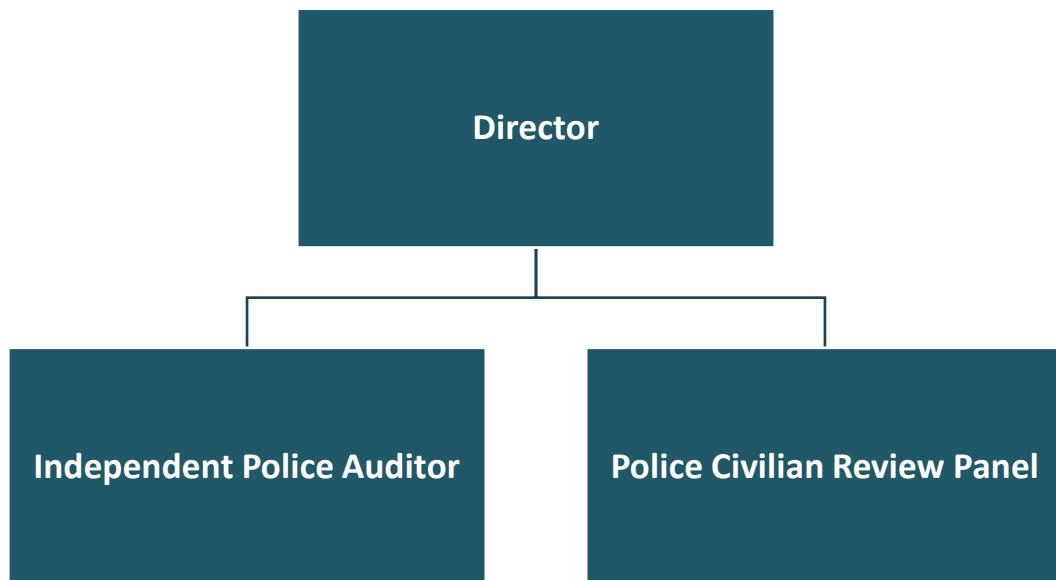
The Independent Police Auditor division serves as a secure, impartial, and accessible venue for filing complaints against the Fairfax County Police Department (FCPD). This includes reviewing investigations involving officer-involved shootings, in-custody deaths, deaths or serious injury resulting from police use of force, and certain use-of-force complaints. Staff monitors and reviews internal investigations of all relevant use of force cases and in custody deaths to determine the thoroughness, completeness, accuracy, objectivity, and impartiality of FCPD investigations. Upon completion of each investigation, staff issues an incident report which aims to ensure that police misconduct, if any, is addressed and that systemic issues in training or policy are identified and corrected. This division also makes public recommendations concerning revisions of existing FCPD policies, training, and practices.

Another core function is to provide an independent venue for complaints against the FCPD. These include resident complaints concerning various issues including use of force, and those under the purview of the Police Civilian Review Panel, such as allegations of serious misconduct and abuse of authority. Residents may submit complaints to the Office of Police Accountability in lieu of submitting them directly to the FCPD.

### **Police Civilian Review Panel**

The nine-member Police Civilian Review Panel (Panel) is comprised of volunteers, appointed by the Board of Supervisors, and reports to a Panel Manager, who reports to the Director of Police Accountability. The Panel reviews complaints alleging abuse of authority or serious misconduct in a completed FCPD investigation. The Panel is required to complete a public written report of each review it conducts to help increase transparency and ensure the accuracy and objectivity of an FCPD investigation.

## Organizational Chart



## Budget and Staff Resources

Category	FY 2025 Actual	FY 2026 Adopted	FY 2026 Revised	FY 2027 Advertised
<b>FUNDING</b>				
<b>Expenditures:</b>				
Personnel Services	\$0	\$0	\$0	\$560,192
Operating Expenses	0	0	0	65,675
<b>Total Expenditures</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$625,867</b>
<b>AUTHORIZED POSITIONS/FULL-TIME EQUIVALENT (FTE)</b>				
Regular	0 / 0	0 / 0	0 / 0	4 / 4

## FY 2027 Funding Adjustments

The following funding adjustments from the FY 2026 Adopted Budget Plan are necessary to support the FY 2027 program:

**Employee Compensation** \$24,481  
 An increase of \$24,481 in Personnel Services is required to reflect the cost of employee compensation increases. This amount includes \$12,006 for a 2.00 percent cost of living adjustment (COLA) for all eligible employees, effective the first full pay period in July 2026. Also included is \$12,475 for performance-based and longevity increases for non-uniformed merit employees, effective the first full pay period in July 2026, as well as other compensation adjustments for non-uniformed employees. For more information on the County's compensation plans as well as specific details for those employees covered under the Collective Bargaining Agreements, please see the Advertised Budget Summary in the Overview Volume.

## Reorganization of Police Accountability \$667,342

An increase of \$667,342 and 4/4.0 FTE positions reflects the consolidation of Agency 42, Office of the Independent Police Auditor and Agency 43, Office of the Police Civilian Review Panel to Agency 44, Office of Police Accountability. Moving forward, the new Office of Police Accountability, will continue providing oversight and review of investigations involving use of force and other serious complaints against the Fairfax County Police Department. This reorganization strengthens accountability, improves coordination and clarity, and advances the County's commitment to a more effective and efficient government. Corresponding adjustments are included in Office of the Independent Police Auditor and Office of the Police Civilian Review Panel for no net impact to the County.

## Reductions (\$65,956)

A decrease of \$65,956 reflects reductions utilized to balance the FY 2027 budget. The following table provides details on the specific reduction:

Title	Impact	Positions	FTE	Reduction
Office of Police Accountability Reorganization	As part of the <u>FY 2027 Advertised Budget Plan</u> , the Office of the Independent Police Auditor (Agency 42) and the Office of the Police Civilian Review Panel (Agency 43) will be combined into a new Office of Police Accountability (Agency 44). The new Office of Police Accountability will enhance coordination, reduce administrative duplication, and provide a clearer, more accessible framework for community engagement and accountability. By leveraging shared expertise and resources, this reorganization is expected to realize savings of \$65,956 while strengthening transparency and enhancing community trust in law enforcement, supporting the County's commitment to effective, efficient, and accountable governance.	0	0.0	\$65,956

## Changes to FY 2026 Adopted Budget Plan

*The following funding adjustments reflect all approved changes in the FY 2026 Revised Budget Plan since passage of the FY 2026 Adopted Budget Plan. Included are all adjustments made as part of the FY 2025 Carryover Review and all other approved changes through December 31, 2025.*

**There have been no adjustments to this agency since approval of the FY 2026 Adopted Budget Plan.**

## Position Detail

*The FY 2027 Advertised Budget Plan includes the following positions:*

OFFICE OF POLICE ACCOUNTABILITY - 4 Positions				
1	Director [1T]		1	Management Analyst II [1T]
2	Management Analysts III [2T]			
<b>T</b> Denotes Transferred Position(s)				

**Performance  
Measurement  
Results by  
Community  
Outcome Area**

**Effective and Efficient Government**

Please refer to Agency 42, Office of the Independent Police Auditor and Agency 43, Police Civilian Review Panel narratives for information on Performance Measurement (PM) Results. PMs for the new Office of Police Accountability will be included in the [FY 2028 Advertised Budget Plan](#).

A complete list of performance measures can be viewed at  
<https://www.fairfaxcounty.gov/budget/fy-2027-advertised-performance-measures-pm>