

**Ad Hoc Police Practices Review Commission**  
**June 22, 2015, 7:30PM**  
**Conference Rooms 9/10, Fairfax County Government Center**

Meeting began at 7:32

Commissioners present:

Bell, Kevin  
Caldwell, Lucy H.  
Carruthers, Brad  
Castrilli, Tony  
Clingan, Eric  
Cluck, Robert  
Cockayne, Daniela  
Culosi, Sal  
Diehl, Jim  
Earley, Pete  
Fitzgerald, Merni  
Fried, Greg  
Ginwright, Shirley  
Hershman, Michael  
Horan, Robert  
Johnson, Jack  
Kay, Doug  
Kidwell, Ron  
Kimm, Mary  
Kwon, Michael  
Lovaas, John

Niedzielski-Eichner, Phil  
Reed, Gervais  
Rohrer, Dave  
Ross, Robert  
Ryan, Tom  
Simon, Marcus  
Steel, Jr., Adrian L.  
Stewart, Jeff  
Thompson, Tim  
Wallace, John

Commissioners Absent:  
Aden, Hassan  
Beltrante, Nick  
Cammarata, Joe  
Corcoran, Sean  
Dillard, Amy  
Hill, Joe  
Kane, Robert  
Murphy, Elizabeth  
Statter, Dave

Minutes:

Multiply moved and seconded. Approved without objection.

Mr. Hershman introduced Chuck Wexler, executive director of the Police Executive Research Forum (PERF).

Mr. Wexler gave brief summary of the history of PERF, its purpose, its domestic and global work studying police departments, establishing guidelines and best practices, their methodology (description included in Fairfax County report).

Tom Wilson is introduced. He is with PERF and is one of the principal investigators who authored the Fairfax County report.

Mr. Wexler gave a summary of the report. PERF report has 71 recommendations broken into 5 categories:

- Comprehensive Use of Force Training
- Department-Wide Training
- Decision-making Model to Help Officers Analyze Situations

- Begin recruit training with the most important concepts in policing
- Response to emotionally disturbed persons

Mr. Wexler then took questions from commissioners.

Questions included: open mindedness of FCPD, mental health recommendations (#66-69), objective reasonableness definition and the national decision-making model, using police officers as investigators for prosecutors, length of time to investigate officer-involved shootings, CIT training and whether increase in training at FCPD led to a decrease in officer-involved shootings, comparison of number of shootings to calls for service, how long it could take to change culture in FCPD and how to monitor that change, PERF's role in implementing recommendations, PERF's access to FCPD cases, whether independent oversight was a part of the scope and whether PERF writes about that subject, reasons for 6-20 month time frame for investigating officer-involved shootings, lack of resources available for training and furloughs during recession, policy on when SWAT is used and SWAT not specifically being in the scope, changing the thinking of FCPD leadership on release of information in particular.

Question and answer period concluded.

Ms. Bulova pointed out the timing of the request to PERF coming before creation of the Ad Hoc Commission, the reasons behind the request, and the benefits of the report to the Commission's work.

Mr. Hershman asked and Mr. Wexler agreed to answer questions in writing following meeting.

Mr. Hershman introduced Dr. Band, who gave a presentation titled: "Officer Reactions to Shooting Incidents"

Questions to Dr. Band included: are there recognizable personality and psychological traits of those who will be better at CIT and de-escalation, release of officers' names involved in shootings, how investigators should use the information on psychological effects during investigation of officer-involved shootings.

Subcommittee chairs gave brief updates on the work of their subcommittees. It was confirmed that the Board of Supervisors-requested study on release of information has been contracted out to PERF. That report will likely be released after the recommendations of the Communications Subcommittee are presented to the full Ad Hoc Commission.

Mr. Hershman said the commission is looking to do another public hearing in a different part of the county.

Discussion was held on the comments FCPD leadership made on the draft PERF report. Mr. Ryan said County Auditor was the staff lead, not the Chief of Police, in order to maintain firewall between FCPD and PERF. FCPD was not given opportunity to comment on report as they would in an internal audit. Edits were made on: outdated mission statement, incorrect statistic, multi-agency instructors at academy, and state control of CIT certification and not FCPD.

Brief discussion was held on resources and budgeting.

Meeting concluded at 9:50pm.