

Public Safety Community Input Matrix

Public Safety Committee Review

Overview

- **What is the Community Input Matrix?**

- Compiled from input from public safety professionals, community members, and advocacy organizations.
- Recommendations from the public, not official positions of the Board of Supervisors.

- **The Path Forward:**

- Today, a **limited** review of public recommendations that are possible to address in the near-term, and are within the Board's purview.
- Work with staff to organize the remaining matrix items into categories for consideration (near, medium, and long-term).
- Refer appropriate matrix items to existing working groups for report back to the Public Safety Committee (i.e. Body Camera Working Group, Chief's Data Working Group).
- Have staff review the matrix, and designate items that have been addressed.
- Have staff present items for consideration at a future Public Safety Committee meeting.

Near-Term Considerations (1/2)

- Improve data collection, analysis, and public presentation:
 - Improve data collection practices to increase accuracy (i.e. reporting ethnicity, breaking out arrest data)
 - Consider the quarterly release of detailed data.
 - Ensure that the new FCPD records management system meets enhanced data breakout requirements, and that staff coordinates with the new IT vendor to identify specific required capabilities.
- Develop a plan to address officer morale.
- Civilian Oversight:
 - Respond to state legislation on scope of authority.
 - Review Civilian Review Panel staffing needs and funding options.

Near-Term Considerations (2/2)

- Consider and discuss implementation of state legislation related to the decertification of law-enforcement officers who have been terminated or resigned for misconduct and the request and disclosure of information for prospective law-enforcement hires.
- Review training, recruitment, and retention standards:
 - Accelerate the expansion of crisis intervention training for first responders.
 - Build upon existing department efforts to expand cultural sensitivity and implicit bias training.
 - Review entry level pay and benefits standards that may be affecting recruitment and retention.
- Conduct a joint review with the School Board of student diversion programs to address inequities.
- Undertake a review of due process protocols in use of force investigations.
- Direct staff to undertake a review and update of the Ad-Hoc Committee recommendations.

Mid-Term Considerations

- Undertake a review, in partnership with the School Board, of the School Resource Officer Program based on community feedback.
- Direct a review of FCPD use of force policy.
- Conduct a review of disparities of race in use of force policies and arrests.

Long-Term Considerations

- Ensure that the work of the Public Safety Committee:
 - Lives up to the standards of One Fairfax, and increases equality and justice in Fairfax County
 - Works towards a consensus in our community on the role of our police department.
 - Ensure that officer morale is increased and maintained.
 - Ensure that Fairfax County remains the safest jurisdiction of its size in the United States.