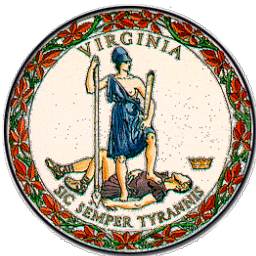


# Office of the Commonwealth's Attorney

## 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. In February of 2023, the first 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 proposed plan strategies, plus a sample data dashboard and data story that is 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 Two Implementation Model, which focuses on identifying 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 Commonwealth's Attorney primarily supports the following Community Outcome Area:



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

## Focus

The Commonwealth's Attorney is a constitutional officer of the Commonwealth of Virginia elected by the voters of Fairfax County and City of Fairfax. As such, the Commonwealth's Attorney is not an officer or employee of the County.

The Office of the Commonwealth's Attorney (OCA) oversees the prosecution of crimes committed under the Code of Virginia occurring within Fairfax County. The OCA is committed to promoting the long-term safety of the community while reforming Fairfax County's justice system to mitigate mass incarceration and address racial and socioeconomic disparities. The office prosecutes all misdemeanor and felony criminal matters, as well as delinquency matters. As a result, the office practices in Fairfax County General District Court, Circuit Court, and Juvenile and Domestic Relations District Court. The OCA serves the entirety of Fairfax County, including the City of Fairfax, the Town of Herndon, and the Town of Vienna, a total of approximately 1.2 million residents that constitutes the Commonwealth's largest jurisdiction. The OCA's caseload is among the highest per prosecutor in the Commonwealth.

State law specifically mandates certain duties for the Commonwealth's Attorney, including advising the Grand Jury relative to their duties, representing the Electoral Board in certain election matters, and advising any officers or employees of Fairfax County or City of Fairfax on matters involving conflict of interest. The OCA works collaboratively with numerous law enforcement units (e.g., State Police, Fairfax County Police, City of Fairfax Police, the Town of Herndon Police, and Town of Vienna Police and game wardens) in the course of investigations and in response to questions concerning criminal law.

Employees in the OCA are in County positions and participate in County pay and benefit plans. The Commonwealth's Attorney is not an employee of the County, but does participate in County benefit plans, and receives a County supplement to the state-determined base salary. This supplement is regularly reviewed and approved by the Board of Supervisors. The Commonwealth of Virginia Compensation Board reimburses the County for a portion of expenses in the OCA. The mission of the Compensation Board is to determine a reasonable budget allocation on the part of the Commonwealth toward the total cost of office operations as it pertains to felony casework for Constitutional Officers, and to assist those officers and their staff, through automation, training, and other means, to improve efficiencies and to enhance the level of services provided to the residents of Virginia. That said, the Compensation Board has historically underfunded Fairfax County in two specific ways. First, the formula the Compensation Board utilizes to determine funding for Commonwealth's Attorneys across the state only funds felony convictions. The formula is therefore structured to incentivize criminal convictions and incarceration, which renders it an obstacle to the OCA's efforts to prioritize diversion and reform the criminal justice system. Additionally, the formula is structurally biased toward smaller and less diverse jurisdictions. To address this chronic funding challenge, the OCA worked with County leadership to pass a funding study through the Virginia General Assembly that will reassess the Compensation Board's formula. The study is currently ongoing, and findings have yet to be finalized and released. Adjusting the formula to be more precise and equitable also remains a top legislative priority for both the County and the OCA.

Beyond the chronic funding challenge presented by the Compensation Board's formula, recent developments have also contributed to an increased workload for the OCA. In 2019, the Board of Supervisors approved a Body-Worn Camera (BWC) program, which has necessitated additional attorneys and administrative staff to ensure the OCA is complying with requirements to review BWC footage. As a result, an additional 23/23.0 Full-Time Equivalent (FTE) positions were included to provide support to the OCA for the BWC program.

In addition to positions added to accommodate the additional workload related to the BWC program, the County took action to mitigate the worst effects of the Compensation Board's inadequate funding formula. Specifically, the County recognized the need for additional staff to appropriately handle misdemeanor cases that the state does not fund. As a result, a multi-year plan was developed to grow the capacity of the OCA. As a first step, an additional 15/15.0 FTE positions were included in the FY 2022 budget to provide additional staffing support for the office. The County will work closely with the OCA to determine the timing of future staffing additions in order to address workload concerns.

**Budget and Staff Resources**

Category	FY 2022 Actual	FY 2023 Adopted	FY 2023 Revised	FY 2024 Advertised	FY 2024 Adopted
<b>FUNDING</b>					
<b>Expenditures:</b>					
Personnel Services	\$6,118,249	\$8,077,507	\$8,077,507	\$8,381,953	\$8,659,819
Operating Expenses	1,000,324	380,734	1,861,521	380,734	350,065
<b>Total Expenditures</b>	<b>\$7,118,573</b>	<b>\$8,458,241</b>	<b>\$9,939,028</b>	<b>\$8,762,687</b>	<b>\$9,009,884</b>
<b>Income:<sup>1</sup></b>					
Commonwealth's Attorney Fees	\$13,318	\$16,530	\$13,318	\$13,318	\$13,318
City of Fairfax Contract	99,304	125,942	244,811	241,104	241,104
State Shared Retirement - Commonwealth's Attorney	48,168	39,744	39,744	41,731	41,731
State Shared Commonwealth's Attorney Expenses	2,430,838	2,051,334	2,430,838	2,600,000	2,600,000
State Reimbursement Commonwealth's Attorney Witness	1,451	16,400	16,400	16,400	16,400
<b>Total Income</b>	<b>\$2,593,079</b>	<b>\$2,249,950</b>	<b>\$2,745,111</b>	<b>\$2,912,553</b>	<b>\$2,912,553</b>
<b>NET COST TO THE COUNTY</b>	<b>\$4,525,494</b>	<b>\$6,208,291</b>	<b>\$7,193,917</b>	<b>\$5,850,134</b>	<b>\$6,097,331</b>
<b>AUTHORIZED POSITIONS/FULL-TIME EQUIVALENT (FTE)</b>					
Regular	78 / 78	78 / 78	78 / 78	78 / 78	78 / 78
Exempt	2 / 2	2 / 2	2 / 2	2 / 2	2 / 2

<sup>1</sup>State shared income includes reimbursement for fringe benefits; however, the expenses associated with fringe benefits are reflected in Agency 89, Employee Benefits, and are not included in the expenditure amounts above.

**FY 2024 Funding Adjustments**

The following funding adjustments from the FY 2023 Adopted Budget Plan are necessary to support the FY 2024 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 9, 2023.

**Employee Compensation \$582,312**

An increase of \$582,312 in Personnel Services includes \$439,416 for a 5.44 percent market rate adjustment (MRA) for all employees and \$139,204 for performance-based and longevity increases for non-uniformed merit employees, both effective July 2023. The remaining increase of \$3,692 is included to support employee retention and recruitment efforts that will reduce pay compression and align the County’s pay structures with the market based on benchmark data.

**Targeted Vacancy Savings (\$30,669)**

A decrease of \$30,669 is included to recognize targeted vacancy savings. Although the County has taken actions to reduce the vacancy rate, it is anticipated that vacancies will remain high for the foreseeable future, generating flexibility in agency budgets.

**Changes to  
FY 2023  
Adopted  
Budget Plan**

The following funding adjustments reflect all approved changes in the FY 2023 Revised Budget Plan since passage of the FY 2023 Adopted Budget Plan. Included are all adjustments made as part of the FY 2022 Carryover Review, FY 2023 Third Quarter Review, and all other approved changes through April 30, 2023.

**Carryover Adjustments** **\$1,480,787**  
 As part of the FY 2022 Carryover Review, the Board of Supervisors approved funding of \$1,480,787 in operating expenses due to encumbered carryover.

**Position Detail**

The FY 2024 Adopted Budget Plan includes the following positions:

OFFICE OF THE COMMONWEALTH'S ATTORNEY – 80 Positions			
1	Commonwealth's Attorney (Elected) E	1	Administrative Aide E
1	Chief Deputy Commonwealth's Attorney	1	Management Analyst III
4	Deputy Commonwealth's Attorneys	1	Business Analyst II
7	Sr. Asst. Commonwealth's Attorneys	1	Management Analyst II
1	Management Analyst IV	1	Public Safety Information Officer IV
9	Asst. Commonwealth's Attorneys III	1	Information Technology Technician II
26	Asst. Commonwealth's Attorneys II	9	Administrative Assistants IV
1	Paralegal Supervisor	3	Administrative Assistants III
12	Paralegals		
E	Denotes Exempt Position(s)		

**Performance  
Measurement  
Results by  
Community  
Outcome Area**

No Performance Indicators are available for this agency.