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# Police Civilian Review Panel

## Meeting Agenda

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Location: Cathy Hudgins Community Center  
12125 Pinecrest Road Reston, VA 20191

Date: July 6, 2023

Time: 7:00 pm

Website: [www.fairfaxcounty.gov/policecivilianreviewpanel/](http://www.fairfaxcounty.gov/policecivilianreviewpanel/)

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### Agenda details:

#### I. Call to Order

#### II. Agenda Items

- a. Approval of Agenda
- b. Approval of June 12, 2023 Draft Meeting Summary
- c. Approval of June 20, 2023 Draft Subcommittee Meeting Summary
- d. Initial Review of CRP-23-09 (IC CRP-23-03)
- e. Approval of June 27, 2023 Draft Subcommittee Meeting Summary
- f. Initial Review of CRP-23-06
- g. Discussion and Approval of the 2022 Annual Report
  - Possible addition of the 2023 Ad Hoc Committee report and the Use of Force training from April 2022

#### III. Executive Director's Report

#### IV. PCRCP Matters

#### V. New Business

#### VI. Adjournment

##### Panel Meeting Schedule:

- August 3, 2023 at 7:00 p.m.

Police Civilian Review Panel

June 12, 2023

Conference Room 7

12000 Government Center Pkwy Fairfax, VA 22035

Meeting Summary

Panel Members Present:

Cheri Belkowitz, Vice-Chair

Todd Cranford, Chair

Fazia Deen

Bryon Garner

Dirck Hargraves

Celeste Peterson

Janell Wolfe

Others Present:

Kenneth Bynum, Counsel

Madison Gibbs, Counsel

Sanjida Lisa, PCRCP

Steven Richardson, PCRCP

2<sup>nd</sup> Lt. Matt Lane, IAB

Chairman Cranford called the Police Civilian Review Panel's (PCRCP) business meeting to order at 7:03 p.m. and after taking attendance noted the presence of a quorum. Chair Cranford provided that the purpose of the emergency Panel meeting was to discuss the 2022 Annual Report and its presentation to the Fairfax County Board of Supervisors (BOS) at its June 13, 2023 Public Safety Committee meeting. In addition, the 2022 Annual Report would need to be voted on and approved by the majority of the Panel before its final presentation and dissemination on the Panel's website. Mr. Richardson provided that Panel's presentation to the BOS had been taken off of the agenda for the June 13, 2023 meeting and the Panel would get another opportunity to present their annual report at the BOS Public Safety Committee meeting in August.

Ms. Wolfe questioned why the 2022 Annual Report had been delayed to June when it needed to have been approved by March. Ms. Wolfe also questioned why the powerpoint presentation of the annual report had been delayed in getting sent to the BOS. Director Richardson provided that the delays had occurred from a lack of clarity between the immediate past Chair, the current Chair, and the Executive Director. Having received Mr. Hargrave's first draft of the 2022 report on June 1, 2023, which then delayed the preparation of the powerpoint presentation, it further delayed production of the 2022 annual report.

Mr. Hargraves motioned to waive reading of the 2022 annual report draft. Ms. Peterson seconded the motion and the motion passed, with Ms. Belkowitz abstaining.

Panel members began to read and edit the 2022 Annual Report draft together and made recommendations as needed, to the report's table of contents, the structure and grammar of the report, as well as adding in pertinent information such as dates and putting them in chronological order.

Mr. Hargraves motioned to adjourn the meeting. Mr. Garner seconded the motion and the it carried unanimously. Meeting adjourned at 8:42 p.m.

The Panel's next business meeting will be held on July 6, 2023 at 7:00 p.m.

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Police Civilian Review Panel

June 20, 2023

Fairfax County Government Center, Conference Room 7

Subcommittee Meeting Summary (CRP-23-09)

Panel Members Present:

Cheri Belkowitz, Subcommittee Chair

Fazia Deen

Janell Wolfe

Others Present:

Sanjida Lisa, PCRCP

Steven Richardson, PCRCP

2nd Lt. Matthew Lane, Internal Affairs Bureau

The Panel's business meeting was called to order at 7:08 p.m. Ms. Cheri Belkowitz welcomed everyone to the Panel's June 20, 2023 Subcommittee meeting. Everyone who was present in Conference Room 7 stated their name and their position.

Motions to Subcommittee Meeting: Ms. Wolfe provided a brief summary of the events that led to the complaint and the reason for the request for a review by the Panel. Ms. Belkowitz and Ms. Deen both agreed with Ms. Wolfe's description of the incident.

Ms. Deen presented the allegations of the complaint, based on her review and notes. Ms. Belkowitz presented her perspective while reviewing the file and her notes as well.

Ms. Belkowitz, Ms. Deen and Ms. Wolfe all shared their empathy for the complainant's situation and the events leading to the complaint, however they did not believe that those circumstances rose to abuse of authority or discrimination by a Fairfax County Police (FCPD) officer against the complainant.

Initial Review of CRP-23-04: Ms. Belkowitz read aloud the first criterion on the Panel Bylaws Abuse of Authority and Serious Misconduct Checklist. Panel members agreed the first criterion was not alleged and was not met.

Ms. Belkowitz read aloud the second criterion on the checklist. Panel members agreed the first criterion was not alleged and was not met.

Ms. Belkowitz read aloud the third criterion on the checklist. Panel members agreed the first criterion was not alleged and was not met.

Ms. Belkowitz read aloud the fourth criterion on the checklist. Panel members agreed the fourth criterion was not applicable.

Ms. Belkowitz read aloud the fifth criterion on the checklist. Panel members agreed the first criterion was not alleged and was not met.

Ms. Belkowitz read aloud the sixth criterion on the checklist. Panel members agreed the first criterion was not alleged and was not met.

Ms. Belkowitz concluded that the complaint did not fall within the Panel’s purview of jurisdiction for a review due to the allegations not fitting the criteria on the checklist. Ms. Belkowitz moved that the Subcommittee Panel not recommend that the full Panel undertake this matter. All voted unanimously to not take the matter to the full Panel for review.

Meeting adjourned at 7:22 p.m.

Next Meeting: The Panel's next business meeting will be held on July 6, 2023, at 7:00 p.m.

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# Fairfax County Police Civilian Review Panel

## Subcommittee Initial Review Report

### Request for Review – Basic Information

**CRP Complaint Number:** CRP-23-03, CRP-23-09

**Subcommittee Meeting Date:** June 20, 2023

#### Subcommittee Members:

- Cheri Belkowitz, Subcommittee Chair (Panel Member)
- Fazia Deen, Subcommittee Member
- Janell Wolfe, Subcommittee Member

**Complaint Submission Date:** Review Request received on 3/3/2023. Other Key Dates: Complaint to FCPD: 3/3/2023; FCPD Disposition letter: 3/21/2023

This report is subject to Federal and Virginia Freedom of Information Acts. Panel members will maintain to the greatest extent possible under the law and in accordance with the Bylaws all sensitive and confidential information not intended for a public release.

### Purpose

The Subcommittee Initial Review Report sets forth the Subcommittee's recommendation on whether the Complainant's allegation(s) meet the standard for review provided in the Panel's Bylaws. The Panel may accept or not accept the Subcommittee's recommendation on whether to review a complaint.

### Findings

The Panel's review authority states in Article VI (A)(1) of its Bylaws: "The Panel shall review Investigations to ensure their thoroughness, completeness, accuracy, objectivity and impartiality where (1) the subject matter of an Investigation is an allegation of 'abuse of authority' or 'serious misconduct' by a FCPD officer, and (2) a Review Request is filed."

The subject matter of this investigation concerns allegations by the Complainant that officers of the Fairfax County Police Department (FCPD), when responding to the Reston District Station to receive a welfare check on the Complainant's son, abused their authority and declined to let her accompany the officers on the welfare check. The Complainant also alleged obstruction of justice and lack of professionalism by the school resource officer the Complainant had been in contact with regarding her children's welfare.

The Subcommittee finds that the subject matter of the investigation, as stated in the allegations, **does not meet** the threshold requirement for "abuse of authority" and "serious misconduct."

## Recommendation

The Subcommittee recommends that the Panel **not undertake** a review of CRP-23-04 because the complaint **does not meet** the scope of review criteria set forth in its Bylaws.

## Panel Bylaws Abuse of Authority and Serious Misconduct Checklist

Criteria Met?	Abuse of Authority and/or Serious Misconduct	Complainant Details*
No	Use of abusive racial, ethnic or sexual language or gestures.	
No	Harassment or discrimination based on race, color, sexual orientation, gender, religion, national origin, marital status, age, familial status, immigration status or disability.	
No	Acting in a rude, careless, angry, retaliatory or threatening manner not necessary for self-defense.	
No	Reckless endangerment of detainee or person in custody.	
No	Violation of laws or ordinances.	
No	Other serious violations of Fairfax County or FCPD policies or procedures, including the FCPD Canon of Ethics, that occur both on or off duty.	

**\*Confidential and sensitive information shall not be disclosed in this document. Contact the Chair or Panel Legal Counsel for questions and/or additional information.**

Police Civilian Review Panel

June 27, 2023

Fairfax County Government Center, Conference Room 7

Subcommittee Meeting Summary (CRP-23-06)

Panel Members Present:

Todd Cranford, Subcommittee Chair

Dirck Hargraves

Celeste Peterson

Others Present:

Sanjida Lisa, PCRCP

Steven Richardson, PCRCP

2nd Lt. Matthew Lane, Internal Affairs Bureau

The Police Civilian Review Panel (PCRCP)'s business meeting was called to order at 6:59 p.m. Mr. Todd Cranford welcomed everyone to the Panel's June 27, 2023 Subcommittee meeting. Everyone who was present in Conference Room 7 stated their name and their position.

Motions to Subcommittee Meeting: Mr. Cranford provided a brief summary of the events that led to the complaint and the reason for the request for a review by the Panel. Mr. Cranford provided the details of the incident involving the complainant, summarizing the events and the complaints alleged.

Mr. Hargraves presented the allegations of the complaint, based on his review and notes. Ms. Peterson presented her perspective while reviewing the file. Ms. Peterson provided that after reviewing the file, the interviews, and the body camera footage, she does not believe that the complaint should be forwarded to the full Panel for review. Mr. Hargraves added that he did not believe the alleged complaints were not things that the PCRCP could review. Further, Mr. Hargraves provided that he did see an issue with the length of time the complainant's cell phone was held by the Adult Detention Center (ADC). Fairfax County Police Departments Second Lieutenant Matt Lane provided that the ADC policies are maintained by the Sheriff's office and further provided that FCPD officers are not able to keep their body worn cameras on while inside the ADC as they need to adhere to the Sheriff office's policies.

Mr. Cranford agreed that he did not believe that the complaint should be forwarded for full review to the Panel.

Initial Review of CRP-23-06: Mr. Cranford read aloud the first criterion on the Panel Bylaws Abuse of Authority and Serious Misconduct Checklist. Panel members agreed the first criterion was not alleged and was not met.

Mr. Cranford read aloud the second criterion on the checklist. Mr. Cranford stated that this was alleged, but does not believe it was met as there was no evidence to support the allegation. All Panel members agreed.

Mr. Cranford read aloud the third criterion on the checklist. Mr. Cranford stated that this was alleged, but does not believe it was met as there was no evidence to support the allegation. All Panel members agreed.



Mr. Cranford read aloud the fourth criterion on the checklist. Panel members agreed the fourth criterion was alleged and was not met.

Mr. Cranford read aloud the fifth criterion on the checklist. Mr. Cranford stated that this was alleged, but does not believe it was met. All Panel members agreed.

Mr. Cranford read aloud the sixth criterion on the checklist. Mr. Cranford stated that this was alleged, but does not believe it was met. All Panel members agreed.

Mr. Cranford concluded that the complaint did not fall within the Panel's purview of jurisdiction for a review due to the allegations not fitting the criteria on the checklist. Mr. Cranford moved that the Subcommittee Panel not recommend that the full Panel undertake this matter. All vote unanimously to not take the matter to the full Panel for review.

Ms. Peterson moved to adjourn the meeting. Mr. Hargraves seconded the motion and it was unanimously approved. Meeting adjourned at 7:30 p.m.

Next Meeting: The Panel's next business meeting will be held on July 6 2023, at 7:00 p.m.

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# Fairfax County Police Civilian Review Panel

## Subcommittee Initial Review Report

### Request for Review – Basic Information

**CRP Complaint Number:** CRP-23-06

**Subcommittee Meeting Date:** June 27, 2023

#### Subcommittee Members:

- Todd Cranford, Subcommittee Chair (Panel Member)
- Dirck Hargraves, Subcommittee Member
- Celeste Peterson, Subcommittee Member

**Complaint Submission Date:** Review Request received on 4/17/2023. Other Key Dates: Complaint to FCPD: 08/05/2022; FCPD Disposition letter: 3/24/2023

This report is subject to Federal and Virginia Freedom of Information Acts. Panel members will maintain to the greatest extent possible under the law and in accordance with the Bylaws all sensitive and confidential information not intended for a public release.

### Purpose

The Subcommittee Initial Review Report sets forth the Subcommittee's recommendation on whether the Complainant's allegation(s) meet the standard for review provided in the Panel's Bylaws. The Panel may accept or not accept the Subcommittee's recommendation on whether to review a complaint.

### Findings

The Panel's review authority states in Article VI (A)(1) of its Bylaws: "The Panel shall review Investigations to ensure their thoroughness, completeness, accuracy, objectivity and impartiality where (1) the subject matter of an Investigation is an allegation of 'abuse of authority' or 'serious misconduct' by a FCPD officer, and (2) a Review Request is filed."

The subject matter of this investigation concerns allegations by the Complainant that an FCPD officer was racially biased against the Complainant, unprofessional, arrested the Complainant unlawfully, was not attentive to the Complainant's story, held onto the Complainant's phone for an extended period of time, and assaulted the Complainant while exiting from the Adult Detention Center (ADC).

The Subcommittee finds that the subject matter of the investigation, as stated in the allegations, **does not meet** the threshold requirement for "abuse of authority" and "serious misconduct."

## Recommendation

The Subcommittee recommends that the Panel **not undertake** a review of CRP-23-04 because the complaint **does not meet** the scope of review criteria set forth in its Bylaws.

## Panel Bylaws Abuse of Authority and Serious Misconduct Checklist

Criteria Met?	Abuse of Authority and/or Serious Misconduct	Complainant Details*
No	Use of abusive racial, ethnic or sexual language or gestures.	
No	Harassment or discrimination based on race, color, sexual orientation, gender, religion, national origin, marital status, age, familial status, immigration status or disability.	
No	Acting in a rude, careless, angry, retaliatory or threatening manner not necessary for self-defense.	
No	Reckless endangerment of detainee or person in custody.	
No	Violation of laws or ordinances.	
No	Other serious violations of Fairfax County or FCPD policies or procedures, including the FCPD Cannon of Ethics, that occur both on or off duty.	

**\*Confidential and sensitive information shall not be disclosed in this document. Contact the Chair or Panel Legal Counsel for questions and/or additional information.**

# Fairfax County Police Civilian Review Panel: Annual Report 2022



A Fairfax County, VA Publication

Publication Date: **June \_\_, 2023**

## PANEL MEMBERS<sup>1</sup>

Dirck Hargraves (Chair)  
Todd Cranford (Vice-Chair)  
Cheryl ("Cheri") Belkowitz  
Jimmy Bierman<sup>2</sup>  
Fazia Deen<sup>3</sup>  
Bryon Garner  
Michael Lau<sup>4</sup>  
Celeste Peterson  
William Ware  
Janell Wolfe

Steven Richardson, Executive Director  
Sanjida Lisa, Management Analyst I

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To request this information in an alternate format, call 703-324-3459, TTY 711.

<sup>1</sup> Refer to Appendix G

<sup>2</sup> Panel member Bierman stepped down in December 2022

<sup>3</sup> Panel member Fazia Deen was appointed in March 2023

<sup>4</sup> Panel member Michael Lau was appointed in April 2023

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## EXECUTIVE SUMMARY

The Fairfax County Police Civilian Review Panel (“PCRP” or “Panel”) joins hundreds of similar civilian oversight bodies across the country in working to foster better communication and trust between law enforcement and the communities they have sworn to serve. Additionally, civilian oversight seeks to improve policing, directly and indirectly, through their efforts. This is certainly true of the PCRP. Through the intentional steps the PCRP takes to increase awareness in the Fairfax County community of its role and activities, as well as the cooperative working relationship it builds with the police, the PCRP seeks to improve policing in the county.

Building these relationships and creating a culture of respect and understanding does not, however, happen overnight. It takes time and effort. This Annual Report highlights the PCRP’s activities and successes during 2022 in achieving these foundational goals. Appropriate oversight by both public officials and community members is essential to creating a culture of transparency and cooperation. In Fairfax County, the nine -member Police Civilian Review PCRP and the Office of the Independent Police Auditor provide civilian oversight.

**Commented [CT1]:** The Executive summary should preview the topics that are discussed in greater detail in the body of the report. Please discuss, for example, high-level relevant statistics and the addition of the ED.

## HISTORY OF THE POLICE CIVILIAN REVIEW PCRP

The PCRP was born out of frustration with the perceived lack of transparency by the FCPD in connection with officer involved shootings. The PCRP’s origins can be traced to the work of the late Nicholas Beltrante, Jr., a retired District of Columbia homicide detective who, more than a decade ago, created the Citizens Coalition for Police Accountability (CCPA). The CCPA and others worked diligently to persuade the Fairfax County Board of Supervisors (Board of Supervisors) to establish a civilian oversight entity after an FCPD officer fatally shot David Masters in November 2009. Many community members became suspicious of the investigation into the shooting because of the lack of information that county officials and the FCPD provided. This led to a demand for greater transparency and accountability, including some

level of civilian oversight. Neither the Board of Supervisors nor FCPD took significant steps to incorporate any measure of civilian oversight at that time.

Frustration with the process by which officer involved shootings were investigated arose again in the wake of an August 2013 incident in which a FCPD officer fatally shot Fairfax County resident Mr. John Greer. At the time of the shooting, Mr. Greer was unarmed with his hands raised in the air and a holstered gun lay on the ground nearby. This time, community outrage, combined with significant media attention and a more receptive Board of Supervisors, led to the establishment in 2013 of the Ad Hoc Police Review Commission (the Commission). The Commission, in a contentious environment, submitted recommendations to the Board of Supervisors in October 2015, which resulted in a hybrid civilian oversight model which includes both the PCRCP and an Independent Auditor.

In December 2016, the Board of Supervisors approved the creation of the PCRCP based on a Commission recommendation in October 2015.

## PURPOSE, STRUCTURE, AND SCOPE

PCRCP is comprised of nine (9) Fairfax County residents who are appointed by the Board of Supervisors and who represent a cross-section of the community. PCRPPCRP members serve voluntarily for a three (year term. According to the PCRCP Bylaws, the PCRCP's mission is to "enhance police legitimacy and to build and maintain trust between the FCPD, the Board of Supervisors, and the public." The PCRCP is empowered to review completed FCPD Internal Affairs Bureau (IAB) investigations of complaints alleging **abuse of authority** or **serious misconduct** by an FCPD officer. The PCRCP's scope of review of the investigatory files is limited to considering the **accuracy, completeness, thoroughness, objectivity, and impartiality** of the investigation. The PCRCP is governed both by the Bylaws approved by the Board of Supervisors and a Code of Ethics adopted by the PCRCP.

Under Fairfax County's hybrid civilian oversight model, the PCRCP reviews abuse of authority and serious misconduct complaints while the Independent Police Auditor monitors all



potentially criminal use of force or police involved shootings cases, which the Commonwealth's Attorney investigates.<sup>5</sup>

### **Abuse of Authority and Serious Misconduct**

The PCRCP reviews community member complaints alleging that an FCPD officer or civilian employee has engaged in any of the following:

- 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 a detainee or person in-custody; violation of laws or ordinances.
- Other serious violations of the county or FCPD policies or procedures, including the FCPD Canon of Ethics, that occur **on or off duty**.

The PCRCP may hold public meetings on issues within the PCRCP's jurisdiction and on law enforcement policies and practices at which the public is invited to comment to assist the PCRCP in making recommendations for policy and practices changes to the Chief of Police and Board of Supervisors. The PCRCP may also meet periodically with the Independent Police Auditor concerning its findings and conclusions in use of force cases so that the PCRCP can provide its views to the Board of Supervisors and the Chief of Police as to changes in policies and practices that may be warranted.

## **INCREASING COMMUNITY IMPACT**

In February 2022, the PCRCP's administrative capacity expanded, as did its ability to engage in community outreach, when the Board of Supervisors hired the PCRCP's first Executive Director, Steven Richardson. Mr. Richardson comes to the PCRCP with a significant experience in

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<sup>5</sup> Police Reform Matrix Working Group Ad Hoc – [2023 Report](#)

the criminal justice system, including as a New York City police officer and Investigator, a Project Manager with the Cook County Sheriff's Office, and as a captain on the George Washington University police force. The PCRCP received additional support with the hiring of Sanjida Lisa, a Management Analyst I, who comes to the PCRCP from the FCPD. Both hires have significantly expanded the PCRCP's visibility and ability to engage with community members. Having full-time staff to support the PCRCP's work had been an ongoing PCRCP request and the PCRCP is pleased that the positions were created and filled. We continue to strive to bring greater awareness of the PCRCP and its activities to the community and the Executive Director is an integral part of these efforts.

Examples of this increased activity in 2022 include:

- A November 10, 2022 community reception attended by more than 100 people held at the Fairfax Government Center with community members, PCRCP members, FCPD, and county leadership
- Beginning to hold PCRCP meetings, which are open to the public, in sites throughout the county, such as the Gum Springs Community Center and the James Lee Community Center, to increase awareness of and access to the PCRCP by community members
- The Executive Director attending numerous events around the county with the targeted purpose of engaging in communities identified as the most vulnerable by a Fairfax County Vulnerability Index, including South County and along the Route 1 corridor.
- PCRCP is now functioning at optimal capacity, having all vacancies filled, for the first time in more than a year.

## YEAR IN REVIEW

### PCRCP Meetings and Case Review

PCRCP held 10 meetings in person. In order to increase exposure in the community, PCRCP began holding meetings at various locations around the community, starting in November 2022 (Appendix D).

- November 3, 2022 at the Gum Springs Community Center
- December 1, 2022 at the James Lee Community Center
- January 5, 2023 at the Pozez Jewish Community Center
- February 2, 2023 at Dar Al-Hijrah Islamic Center
- March 16, 2023 at the First Baptist Church of Vienna

In 2022, the PCRCP received seven (7) Complaint Request for Reviews (Appendix A and Appendix B). A duly noticed subcommittee comprised of three rotating PCRCP members reviewed the Internal Affairs Bureau (IAB) file of each of the seven (7) requests. The subcommittee then presented a summary and the result of the review to the full PCRCP for a vote. Of the seven (7) requests, the PCRCP voted that one (1) should receive a Full PCRCP Review (Appendix C).

### **Training**

During the calendar year 2022 the PCRCP participated in several trainings. The first training was a Team Building/Strategic Planning Training held at the Government Center on Saturday, October 1, 2022. The facilitator was the former General Counsel for the National Organization of Black Law Enforcement Executives (NOBLE). The training offered PCRCP members and opportunity to reflect on what's been achieved since the PCRCP's inception and to brainstorm and strategize on what they hope to achieve. On Saturday, November 12, 2022, the PCRCP received training on Civilian Oversight and Case Reviews from the Past President National Association for Civilian Oversight of Law Enforcement, Brian Corr, in the Pennino Building. And, as previously noted, on Saturday, February 18, 2023, the PCRCP received a much needed refresher training in its Bylaws, which was facilitated by Past PCRCP Chairman, Adrian Steele.

In conjunction with the Office of the Independent Police Auditor, the FCPD, the Commonwealth Attorney's Office, the Public Defenders Offices, Juvenile and Domestic Relations District Court and other County Partners, a proposed, comprehensive, mandatory

training has been presented to the Chairman of the Board of Supervisors Public Safety Committee, Supervisor Lusk, and is attached for BOS input and approval. This training, when implemented, can become a standard for Civilian Oversight Training. This training will further equip PCRP members with an understanding of the intricacies and nuances of the criminal justice continuum. It will also increase the credibility of the PCRP in that much of the training offered will come directly from criminal justice practitioners. As the PCRP strives to take on more responsibility and add to the scope of their authority, such training will be crucial. [Use of Force training April 2022](#)

## INCREASED EFFICIENCY IN PCRP REVIEW OF COMPLAINTS

As example of the cooperative relationship between the PCRP and FCPD, Chief Davis has granted PCRP members the ability to review investigative files in local districts, streamlining the subcommittee and full Panel case investigative file review process. Prior to this recent accommodation, PCRP members were required to review investigative files exclusively at Public Safety Headquarters. Furthermore, in the spirit of collaboration, Chief Davis graciously offered space at Public Safety Headquarters for the PCRP's Saturday, February 18, 2023, Bylaws Training. This level of commitment from the FCPD and Chief Kevin Davis to Civilian Oversight and to creating opportunities to work with and support the PCRP is greatly appreciated.

## ACKNOWLEDGMENTS

The PCRP would like to thank the Fairfax County Board of Supervisors. In particular, we would like to thank Board Chairman Jeff McKay and Public Safety Committee Chairman Rodney Lusk for their leadership and support. The PCRP would also like to extend gratitude to all of the community centers and houses of worship for graciously hosting our monthly public meetings from November 2022 to March 2023.

The PCRP thanks County Executive Bryan Hill and Deputy County Executive for Public Safety Thomas Arnold, FCPD Chief Kevin Davis, Major Todd Billeb, the IAB team, and the men and women of the Fairfax County Police Department, for their support of PCRP efforts. We

must also recognize the collaborations with the Fairfax County Office of Neighborhood and Community Services, The Fairfax County Interfaith Coordinators Office, and the Office of Immigrant Community Affairs, who each played an integral role in our outreach efforts.

Finally, we also recognize and thank our colleagues in the Office of the Independent Police Auditor (OIPA), Richard Schott and Rachele Ramirez. Prior to hiring the Executive Director, the OIPA provided the necessary administrative support to the PCRCP, without which the PCRCP would not have been able to function. They are truly partners in this work of civilian oversight. The PCRCP would like to thank Rachele Ramirez especially, who stepped in to provide needed administrative support to the PCRCP. Ms. Ramirez also supports the work of the OIPA, and the PCRCP is most appreciative that she has taken on two demanding jobs during a period of transition for the PCRCP.

## APPENDICES

Appendix A: Complaints and Requests for Review Received by the PCRCP, 2017-2022

Appendix B: Status of FCPD Investigations into Initial Complaints Received in 2022

Appendix C: Review Report CRP-22-06

Appendix D: PCRCP Outreach in 2022

Appendix E: PCRCP Recommendation Matrix

Appendix F: Proposed Training Curriculum

Appendix G: Police Civilian Review PCRCP Member Biographies

Appendix H: Letters of Appreciation

## Appendix F 2022: Proposed PCRP Training Curriculum

### PCRP TRAINING

#### Day 1 (Saturday 4hr Training)

History of the Police Civilian Review Panel (PCRCP) and Oversight in Fairfax County -  
*Proctored by Past Panel Chair, Adrian Steele and IPA, Richard Schott*

#### Day 2 (During regular Panel Meeting)

Public Meeting Rules/Closed Sessions, VFOIA/Records Management and Retention – *Proctored by Independent Counsel*

Panel Processes and Procedures – *Proctored by OIPA MA, Rachelle Ramirez, PCRCP ED, Steven Richardson and MA, Sanjida Lisa*

#### Day 3 (Saturday 4hr Training)

Overview of FCPD: Organizational Chart Breakdown

Recruitment and Hiring Process

Training Academy – Recruit Training, In-Service Training, Implicit Bias Training, Crisis Intervention Training, etc.

Patrol / Investigations / Special Units

Administrative Investigations – District Station Level / Internal Affairs Bureau (IAB) –  
*Proctored by FCPD Personnel*

#### Day 4 (Saturday 4hr Training)

Fourth Amendment

Searches and Seizures

Racial Profiling / Bias Allegations – *Proctored by IPA, Richard Schott*

**Day 5** (During regular Panel Meeting)

Law: Use of Force/Deadly Force – Graham v Connor – Proctored by IPA, Richard Schott

FCPD Use of Force Policy – Proctored by FCPD Personnel

Virtual Scenario Training

Saheed Vassel Shooting (“EDP” in Brooklyn, NYC holding a pipe:

<http://youtube/WAMPexQ7iVw>

**Day 6** (Saturday 4hr Training)

What happens after arrest??? – Proctored by Magistrates Office, Commonwealth Attorney’s Office, Public Defenders Office, Sheriff’s Office

Juvenile Justice Procedures – Proctored by Fairfax County Juvenile & Domestic Relations District Court

***\*In addition to training modules, all Panel Members must participate in at least one FCPD Ride Along.***

***\*\*This curriculum will be endorsed by the Fairfax County Board of Supervisors, Fairfax County Police Department, Commonwealth Attorney’s Office, Sheriff’s Office, and the Public Defenders Office. Certificates shall be conferred upon successful completion.***

***\*\*Trainings will be recorded for future use.***