

Police Civilian Review Panel

April 7, 2022

Fairfax County Government Center, Conference Room 232

Meeting Summary

Panel Members Present:

Jimmy Bierman

Cheri Belkowitz

Celeste Peterson

Dirck Hargraves, Chair

Janell Wolfe

Panel Members Joined Remotely:

William Ware

Panel Members Absent:

Todd Cranford

Bryon Garner

Others Present:

Lt. Derek Gray, FCPD

Rachelle Ramirez, OIPA

Steven Richardson, Executive Director, PCR

2nd Lt. Tim Forrest, Internal Affairs Bureau

Dre'Ana Whitfield, OIPA

The Panel's business meeting was called to order at 7:02 p.m. Mr. Hargraves, Chairman, welcomed everyone to the Panel's April 7, 2022, meeting. Mr. Hargraves thanked Mr. Bierman for his past chairmanship. Mr. Hargraves took a roll call to verify a quorum of the Panel was present. Everyone that was present in Conference Room 232 stated their name and their position.

Approval of Agenda: Mr. Bierman moved approval of the meeting agenda. Ms. Belkowitz seconded the motion, and it carried with a vote of six, with Mr. Cranford and Mr. Garner being absent.

Approval of February 28, 2022 Draft Meeting Summary: Mr. Bierman moved the approval of the Panel's February 28 meeting summary. Ms. Wolfe seconded the motion, and it carried with a vote of six, with Mr. Cranford and Mr. Garner being absent.

Introductions of New and Current Panel Members: Each member of the Panel and the Panel's new Executive Director, provided a brief introduction of themselves to the full Panel. Mr. Hargraves expressed his happiness to serve as Chair of the Panel. He stated that he looks forward to working with the Panel. Ms. Belkowitz stated that she is an attorney. She welcomed the new Panel members and the new Executive Director. Ms. Belkowitz said that it is a pleasure to serve on the Panel. Ms. Peterson introduced herself and stated that she has a non-profit organization. She said that she is very involved in the community and has many active programs within the community. Ms. Wolfe introduced herself to the Panel. She stated that her background is in criminal defense and that she is happy to be on the Panel. Mr. Bierman stated that he has served on the Panel since April of 2019. He stated that he is an attorney and is looking forward to another three-year term on the Panel. Mr. Richardson introduced himself to the Panel and stated that he has experience in both law enforcement and government. Mr. Richardson said that he is glad to be working with the Panel and expressed that this work is extremely

important. Mr. Ware introduced himself to the Panel. He stated that his experience has been focused on reentry issues related to community supervision and positive outcomes for citizens re-entering society.

Panel Foundations: Review of Bylaws and Code of Ethics: Mr. Bierman provided a brief background of the Bylaws and Code of Ethics as former Chair of the Panel. He explained that in October of 2021 the full Panel approved the amendment of the Bylaws to clarify the subcommittee process. He further explained that the subcommittee process allows the Panel to consider whether a complaint merits a full review by the Panel. Mr. Bierman provided more detail about the subcommittee process and briefly discussed tasks for the Panel to work on moving forward. He stated that the revised Bylaws need to be approved by the Board of Supervisors. He explained that the Panel's former independent counsel moved away and so the Panel currently needs new counsel. He said the Panel's Counsel advises on the Panel followings its Bylaws, when it can go into closed session, and other FOIA issues. Mr. Hargraves thanked Mr. Bierman for the overview.

Ms. Wolfe referenced E.1.(f) of the Bylaws and expressed concerns about the clarity of the second section. She expressed concerns that the second section of E.1.(f) may not belong there. Discussion ensued on section E.1.(f) of the Bylaws and Ms. Wolfe suggested that E.1.(f) be amended for clarification. Mr. Hargraves stated that revisions need to be made and will be part of the process once the Panel receives a new counsel. He encouraged Panel members to share input on other revisions that they may see appropriate.

Panel Mission and Processes: Mr. Hargraves discussed the mission of the Panel. He stated that the Panel's mission is to ensure or enhance the credibility of the police department with community members. He explained that the Panel wants to ensure transparency of the FCPD. Mr. Hargraves stated that the Panel wants community members to feel that there is a resource available to initiate complaints. He explained that the Panel is in charge of helping community members initiate their complaints with the Panel or the FCPD. He further explained that for complaints alleging abuse of authority or serious misconduct, the Panel reviews the investigation to ensure it was complete thorough, accurate, objective, and impartial. Mr. Hargraves provided more details about the Panel's mission and processes. Mr. Bierman shared that the Panel may hold up to six public comment meetings per year.

Mr. Richardson stated that he had the opportunity to meet with the County Attorney to discuss the importance of independent Counsel for the Panel. He stated that the Panel must be mindful of FOIA. He explained that the County Attorney is putting together a list of potential individuals for the role and he suggested that Panel members do the same. He stated that if a Panel member knows someone who fits the role and is knowledgeable about FOIA laws to forward their contact information. Mr. Hargraves stated that he has contacts within the Dominion Bar Association that have the skillset and will be submitting those names to the list. Discussion ensued on the responsibilities of the Counsel position and the Freedom of Information Act.

Mr. Bierman suggested that the Panel cover in its May meeting a full review of the Bylaws, FOIA, the subcommittee process, and other information for the new Panel members. Mr. Hargraves concurred.

Discussion ensued on communication methods with complainants, including the FCPD disposition letter and other correspondence from the Panel to complainants. Mr. Hargraves stated that Mr. Ware assisted with revising the letter concerning "good cause" to make it easier to understand for complainants.

Debrief on FCPD Community Day: Mr. Hargraves stated that the Panel is working with the FCPD to increase its visibility and credibility. The Panel members and the Executive Director provided insight on the FCPD community day. Ms. Peterson encouraged the FCPD to include the youth of the community at the next FCPD community day. She stated that the youth should be just as involved as adults. Panel members expressed agreement with Ms. Peterson. Mr. Bierman expressed appreciation to the FCPD for their efforts and time putting together the event. Ms. Belkowitz noted that the event can be used to recruit new officers. Mr. Richardson stated that the event was informative and also agrees with enhancing the Panel's outreach to more community members and youth. He agreed with Ms. Belkowitz that the FCPD community day can be used as a recruitment tool.

Mr. Hargraves asked Panel members to reach out to Mr. Richardson regarding their areas of and share with him any ideas they have about Panel outreach.

Training Needs: Mr. Bierman suggested training that should be on the Panel's calendar. He stated that the Panel should have three types of training: the Panel's Bylaws and procedures, training with NACOLE, and training with the FCPD. Mr. Hargraves agreed with Mr. Bierman's suggestions.

Outreach Goals: Discussion ensued on outreach. Mr. Stevenson expressed that moving forward his office will be able to engage in community outreach and provide information to community members.

Mr. Hargraves expressed concerns regarding community members not knowing what the Panel does. He stated that 2022 is hopefully the year that the Panel can do more outreach.

Mr. Richardson briefly provided his outreach goals. He emphasized that one of the goals of the Office of the Executive Director is to do outreach to every part of the county. He explained that his goal is to visit schools, places of worship, and community-based organizations. Mr. Richardson further explained that his goal is to introduce himself and the Panel to the people that are affected by the work of the Panel. He stated that he hopes to create relationships where community members know that they can send in their concerns to the Panel. Mr. Richardson asked Panel members to email him with any ideas or suggestions.

Mr. Hargraves stated that he discussed with Mr. Richardson about having an Executive Director report on the agenda that will include monthly outreach objectives. He explained that this will ensure that the Panel has input and that everyone is moving in the same direction.

Mr. Hargraves stated that a Panel member should be a part of the FCPD's Community Police Academy moving forward. He stated that it would be a great opportunity for outreach and to know what goes on. Mr. Hargraves explained that it would be great for the Panel to know the curriculum moving forward and be able to visit if feasible and works for everyone's schedule.

Mr. Hargraves encouraged Panel members to participate in the next NACOLE event.

Adjournment: Mr. Bierman moved to adjourn the meeting. Ms. Belkowitz seconded the motion, and it carried with a vote of six, with Mr. Cranford and Mr. Garner being absent.

The meeting adjourned at 8:22 p.m.

Next Meeting: The Panel's next business meeting will be held on May 5, 2022, at 7:00 p.m.