

**Ad Hoc Police Practices Review Commission  
Mental Health and CIT Subcommittee  
July 23, 2015, 7:30PM  
Room 232, Fairfax County Government Center**

Meeting began at 7:40

Committee Members Present:

Del. Marcus Simon  
Robert Cluck  
Gary Ambrose  
Ron Kidwell  
Darryl Washington  
Del. Vivian Watts  
Kevin Bell  
Michael Pendrak  
Jim Diehl  
Pete Earley  
Claudette Pilger  
Ryan Morgan

Members Absent:

Daria Akers  
Michael Buckler

Others Present:

Clayton Medford  
Gordon Dean  
Claudia Arko

Meeting began at 7:30

**Minutes moved by Mr. Bell, seconded by Mr. Earley. Approved unanimously.**

The subcommittee began discussion on the formatting and arrangement of sections in the draft report outline. The subcommittee agreed to use Mr. Buckler's edits as the basis for moving forward.

Mr. Cluck described how he developed his recommendations. Subcommittee members discussed the lack of a consensus in the CIT community of an "advanced" CIT. Mr. Ambrose described the funding of the CIT coordinator in the county's grant. **He recommended the county use the Essential Elements as a checklist.** Mr. Bell asked what else in the grant response could be seen as a recommendation. He added that everything in the response that was referenced as a reason to deny, or as a shortcoming, should be recommended to be done by the county. Mr. Simon said if the recommendation is to adopt Memphis Model, it would mean telling FCPD to not train 100% of its officers. Mr. Ambrose agreed, and added that Essential Elements recommends 25% as does the Memphis Model. However, Chief Roessler can achieve

his goal if there is an element of CIT awareness at 100%, and the 40hour CIT training program for self-selected officers. Mr. Simon said there could be a clarification of this point (100% awareness, 25% fully trained). **Mr. Ambrose recommended the terminology the county uses mirrors the Essential Elements.** Mr. Earley mentioned Mental Health First Aid. Mr. Washington said the county does use this program and has a version specifically designed for first responders but it needs to be stood up. **Mr. Washington recommended CIT be in its own category, and whatever other program (awareness, first aid), must not have "CIT" anywhere in terminology.** Mr. Pendrak cautioned that the first aid program is perhaps too basic. The subcommittee discussed the use of specific terminology.

Mr. Cluck concluded the review of his recommendations.

The subcommittee discussed FCPD goal of 100% trained. **Mr. Bell recommended removing the stated support of 100% funding in the outline.** Mr. Morgan described the distribution of skill sets in Bexar County. Mr. Earley said the 100% theory is good to shift the culture in order to treat CIT as essential and not an add-on program.

**The subcommittee agreed to recommend Memphis Model.** However, the 100% goal conflicts with that. Mr. Pendrak said the Virginia Essential Elements is based on Memphis. **Mr. Bell asked whether the subcommittee should recommend adoption of Essential Elements as well. Subcommittee agreed to include both Memphis Model and Essential Elements and remove the 100% recommendation.** Mr. Morgan said 25% "of patrol" is helpful to understand. Mr. Kidwell said 25% of confinement staff is the Sheriff's goal. **Ms. Watts said continuing education should be included. Mr. Morgan said in-service training is required, and Mr. Kidwell confirmed FCSO requires it as well.**

Mr. Simon asked if there is dissent on recommending Memphis Model and Essential Elements, and the shift to focus on CIT training as core to policing. Mr. Diehl said firearms and mental health training are very different, and continuing education on both is also very different. **Mr. Diehl recommended CIT should only be required based on rank.** He cautioned against elevating CIT beyond other priorities.

Mr. Simon clarified and asked whether there is dissent on elevating CIT above where it has been in the past. Mr. Earley said a preamble would be a good place for this statement.

Mr. Washington described the CITeams. The subcommittee discussed whether this would work in Fairfax County and what existing resources such as Mobile Crisis Team and the other emergency services at the Merrifield Center.

Mr. Simon cautioned against recommending how to achieve the goals, but instead focus on the goals.

Ms. Watts said the original outline had electronic means as a way to engage CSB with CIT-trained officer and instead keeps the in-person options which are far more expensive and difficult as a sole option. Mr. Bell said requiring in-person is also difficult as it ties up the patrol officer (traffic, time of travel). **Mr. Bell recommended adding "as recommended in the PERF Report" next to relevant recommendations of the subcommittee related to teams. Mr. Ambrose agreed on focusing on what to be done and leave it to FCPD to determine how it will be done.**

Ms. Watts emphasized the need for electronic means. Mr. Earley said the goal should be to get the individual out of law enforcement and into mental health. The idea behind Bexar County is not taking them to jail but to a center with mental health care. The subcommittee discussed whether installing mental health drop off sites at police substations vs. a central drop off center, the resources that are needed. The subcommittee discussed the custody of an individual in crisis, when they would go to jail, Merrifield, or Mt. Vernon.

**Mr. Simon said the goal may be to have sufficient CIT-trained officers to respond to calls and make an assessment of whether to jail or divert. Ms. Watts said Merrifield has the capacity and it needs to be utilized beyond the physical space so that the individual can be assessed without the delay of physically travelling to Merrifield.** Ms. Watts said there can be electronic assessments so an individual can go to the hospital instead of jail. Without an assessment by CSB, that individual in crisis would go to jail. Mr. Washington said county hospitals have the electronic assessment capability. Mr. Washington agrees with Mr. Earley – treatment and de-escalation needs to occur as quickly as possible and the individual needs to get into treatment and away from law enforcement. He does not see the time savings in more electronic assessments vs. physically bringing individual to Merrifield. He said Merrifield is also preferable to hospitalization – crisis stabilization beds are less intense and less expensive; case management. Ms. Watts asked whether all those options exist electronically? Mr. Washington said yes but the physical hand off is not capable. Ms. Watts said the individual needs to get to the services they need as quickly as possible. Mr. Earley said if an officer arrives at a hospital with an individual in crisis, the hospital may not accept the individual and time would be wasted. Mr. Earley and Ms. Watts discussed the benefits of more physical vs. more electronic.

Mr. Simon asked Mr. Morgan about dispatching and CIT. Mr. Morgan said state has 8-hour CIT program for dispatchers. He said Scott Corman is the dispatch leader who is working to get dispatchers similar training, perhaps a 4-hour course in academy. Mr. Ambrose asked how PERF recommendation compares to Essential Elements. Mr. Earley said Miami has a robust identification system for callers with known mental health issues.

The subcommittee held a discussion on the five-day policy on pharmaceuticals at the ADC. Mr. Pittman said no individual lacks medication because it is not available, but the ADC psychologist might disagree with prescriptions and will discontinue it. **Mr. Pittman said the recommendation should be that the individual has access to the medication that is working outside of the ADC while in the ADC.** Mr. Kidwell confirmed that non-psychotropic drugs are treated the same way, i.e. mental health and physical health are both subject to the pharmaceutical SOP. **Mr. Ambrose agreed to develop recommendation on pharmaceuticals, and at Mr. Simon's direction it will identify problems and not be too specific.**

Discussion moved to mobile crisis unit recommendations. Mr. Bell asked about what level of staffing increase would make a big difference. **Members stated there need to be dollar amounts tied to the recommendations.** Mr. Washington said CSB staff has costed it out. There are no peers on the team, and there isn't movement to put peers on mobile teams according to Mr. Washington. Mr. Earley said the idea of peers is to increase understanding and putting them on mobile units makes sense. Mr. Washington described a mobile crisis unit – 7-8 staff trained to deal with emergency crisis intervention, de-escalation. Unit is called to scene by officer, de-escalates, assesses treatment options. Mental health

professionals in small SUV (2 people likely). **Mr. Earley said the subcommittee needs to make clear in the recommendations the police are not the only one to call when someone is in crisis.**

Discussion moved to drop-off centers. Ms. Pilger said it may not be necessary to staff mobile crisis 24 hours if there is a 24-7 full drop off center. **Mr. Washington will provide cost data to Mr. Medford. Mr. Bell said the subcommittee should recommend the funding of a drop off site. Mr. Earley said the subcommittee needs to explain that a drop off center is not like Woodburn – recommendation needs to be clear as to what services are provided at drop off center – the Essential Elements has such a description. Mr. Washington said \$1.4 million is the annual appropriation necessary for a drop off center.**

Discussion moved to Inside the ADC.

Discussion moved to Courts and Magistrates.

**Mr. Simon asked for staff (Mr. Kidwell, Mr. Washington, Mr. Pittman, Mr. Morgan) to analyze the portions of the outline relevant to their area of expertise. Mr. Earley will write preamble; Mr. Ambrose and Mr. Washington will work together on mobile crisis and drop off centers; Mr. Diehl will work on 2.a.i.2. with Mr. Morgan – pre-requisite to promotion; Ms. Pilger will work on judges and said a recommendation should be magistrates should be encourage to be trained; Mr. Pittman will research Mental Health Dockets and Mr. Earley will provide information on those as well; Mr. Simon will review the dispatching recommendation.**

Meeting concluded at 9:40pm

Minutes prepared by Mr. Clayton Medford [clayton.medford@fairfaxcounty.gov](mailto:clayton.medford@fairfaxcounty.gov)