



January 12, 2022

Dear Arlington Community,

I am happy to share with you the final assessment of the Arlington County Police Department (ACPD) conducted by Hillard Heintze (HH). Following national events involving police and racial justice, including the murder of George Floyd, the County Board asked that I lead a review of police policies and practices here in Arlington. This review included two related efforts. First, I appointed residents (Police Practices Group (PPG)) to review four areas of importance:

- Community Oversight Board – what type and approach?
- Mental Health Services – the role of the police department
- Traffic Enforcement – the role of the police department
- Alternative Dispute Resolution – opportunity for ADR including restorative justice and mediation

In addition, we hired HH to evaluate ACPD policies and practices in the following areas:

- Internal Affairs
- Use of Force
- Cameras
- Recruitment and Retention
- Training and Supervision
- Data/Statistics

The PPG provided its final report early in 2021, and their recommendations were used to guide appropriations included by the County Board in the FY 2022 budget - adopted in April 2021, and the ordinance creating a Community Oversight Board adopted in July 2021.

While HH worked over the past year, the report was not completed until a few months ago. The delays in completion were due to changes in personnel at HH.

Throughout the review process, ACPD devoted hundreds of hours providing information, access to records, and participating in meetings with the consultant group to discuss internal ACPD policies.

The HH team, as noted in the attached document concluded that:

Overall, we found the ACPD's policies and procedures that we reviewed to be sound, and we commend the Department's efforts to improve. In our review, we identified opportunities for the ACPD to enhance its policies to align with best practices and to be more accountable to the community through transparency and data accountability.

Additionally, we determined that the ACPD's internal training is well constructed and has a logical flow that aligns with its training goals and objectives. The ACPD should adapt this model for other areas of officer training, such as for trainings related to bias, inclusion, and community engagement, and for its leadership development process.

As the report noted, ACPD sets a high standard for behavior and accountability for itself, which is demonstrated by how officers interact with the community. In addition, there were suggestions for improved policies and practices which ACPD immediately embraced once identified by HH and the PPG.

I commend to each of you the 53-page report by HH, and the attachment prepared by ACPD, which provides a detailed summary of steps taken by ACPD to implement the recommended changes included in the report. We have exceptional law enforcement professionals here in Arlington who have provided high quality service to our residents for over 80 years. With the hiring of Andy Penn as Chief, and the creation of a Community Engagement Division under the direction of Deputy Chief Wayne Vincent, ACPD has recommitted to the principles that have served it and our community so well. Enhancing trust between our community and our police is critically important. With the advent of the Community Oversight Board in 2022, the implementation of the work of the PPG, and the results of the attached review, I am confident that the men and women of the ACPD will continue to build upon and expand the trust needed so all our community members have faith in the discharge of duties of our police.

We are a community where respect for our diversity has made us stronger and the assurance that each of us will be treated fairly by officers who day in, and day out, work at prevention, engaging with our community, and

assisting our neighbors is vital. The commitment to our values, which we saw most prominently a year ago this month in defending the west steps of the Capitol from violent insurrectionists, and the maintenance of trust is hard work. I wanted to thank ACPD and its officers for their continued commitment to make Arlington a community where all people can live safely and be treated fairly.

Finally, I wanted to thank the members of the PPG and the community, as well as HH who have worked over the past 18 months to move us forward.

Sincerely,

A handwritten signature in black ink, appearing to read "Mark Schwartz". The signature is fluid and cursive, with a long horizontal stroke extending from the end.

Mark Schwartz
County Manager

cc: Arlington County Board Members
Members of the Police Practices Group