Board of Supervisors
Safety and Security Committee

November 25, 2025, 9:30 a.m.
Government Center Conference Room 11

Board of Supervisors (Board) Members present:
Rodney Lusk, Franconia District (Committee Chair) – In Person
Jeff McKay, Chairman – In Person
James Bierman, Dranesville District – In Person
Walter Alcorn, Hunter Mill District – In Person
Andres Jimenez, Mason District – In Person
Dan Storck, Mount Vernon District – In Person
Dalia Palchik – Providence District - Absent
Pat Herrity, Springfield District – In Person
Kathy Smith, Sully District – In Person

The Safety and Security Committee (Committee) meeting was called to order at **9:32 a.m.**

Update on Opioid Settlement Implementation Update: 9:34 a.m.

Ellen Volo, Daryl Washington, Casey Lingan, Sarah Gary, and Mike Axler provided an update on opioid overdoes in Fairfax County, updates on the opioid settlement funds, and highlights of the Opioid Abatement Authority (OAA) projects. Opioid overdoes continue to decline, both fatal and non-fatal. Fairfax County has received 7M in OAA funding and allocated 2.6M thus far and recommend allocating 2.2M in FY26. Specific updates on WMAT (Youth medication and Treatment), Regional Youth Detoxification, Jail Based Medication Opioid Use Disorder, and FCPS Prevention Campaign and Anti-Stigma Initiative were included in the presentation.

The BOS was pleased with the decrease in overdoes and asked questions on what the County is doing to address the higher number of overdoes in the 25-34 and 35-44 age groups. The BOS was supportive of the FY26 plan and recommends the County continue to look for opportunities to address the gap for when people with substance abuse are released from the ADC after receiving treatment and what options exist that could help prevent relapses. BOS recommended FCPS provide the prevention campaign and anti stigma initiative in as many languages as possible.

Fairfax County Sheriff's Office Department Update: 10:16 a.m.

Sheriff Kincaid, Lt. Col. Andariese, Lt. Col. Lingan, and Major Travis presented to the Board information related to the current staffing issues being experienced by the Fairfax County Sheriff's Office. The current vacancy rate in the agency is 18 percent after recent budget cuts took vacant positions. Had those positions not been taken, the vacancy rate would be closer to 28 percent. This vacancy rate has led to multiple adjustments in the operations of the Fairfax County Sheriff's Office. These include closing the Alternative Incarceration Branch (AIB), closing sections of the Adult Detention Center (ADC), and civilianizing multiple sworn positions throughout the agency. The vacancy rate has significantly impacted operations in the ADC due to needs related to statutorily mandated operations. The Sheriff's Office has had to resort to mandatory overtime as a last resort to continue operation in the ADC. Overtime hours have continued to rise and is projected to reach 79,000 hours which is more than double the amount in 2021. The operating structure was reviewed and explained. The current operating structure consists of four squads with a target of 50 deputies each, yet staffing remains well below requirements with only about 32 deputies per squad.

This leaves 64 deputies available to staff the ADC over a 24-hour period, even though 100 are needed, resulting in a daily deficit of 36 deputies. As a result, the standard 87.5 hour confinement pay period has increased to an average of 102 hours, with night shift reaching 112 hours and losing nearly 30 percent of its scheduled days off to maintain minimum coverage. This sustained workload has led to significant burnout, fatigue, and declining employee well-being. Though the Sheriff's Office has experienced the most successful year of hiring in recent history, separations are also at an all-time high and the rate of attrition far exceeds the rate of hiring to the point of future unsustainability. Of the increasing separations the rate of resignations has risen and exceeds the number of retirements. Over 50 percent of deputies hired in the last seven years have left the agency and have left on average 16 months after graduating from the academy. Most staff who leave for other agencies do so for police departments and not other sheriff's offices. Over 37 percent of deputies who have left the agency for another law enforcement entity have gone to the Fairfax County Police Department since 1997. This number rises to 47 percent in the last five years, which coincides with the rising pay disparity. Though other police departments, particularly the Fairfax County Police Department, continue to prove themselves as workforce competitors for hiring and retention, the county continues to only use surrounding sheriff's offices for compensation comparisons. The current pay disparity between the Fairfax County Sheriff's Office and the Fairfax County Police Department is 12 percent at the entry level and 24 percent at the sergeant level. The Sheriff's Office requested compensation to be addressed, pay comparisons to be changed to reflect the true marketplace competitors, and that support for restructuring proposals that would provide operation support and career opportunities for retention.

The Board expressed appreciation for the work of the Sheriff's Office and acknowledged the growing vacancy rate and reliance on overtime needed to be addressed and are not sustainable. The Board recognized a need to take corrective action to address the staffing trends and challenges, Chairman McKay suggested that Board members and the members of the state general assemble tour the jail if they have not already done so to see the work being done by the Sheriff's Office. While acknowledging bigger long-term solutions need to be assessed, Chairman McKay also asked the Sheriff's Office to assess whether there are any quick short-term solutions that can be implemented at the major intersections, particularly the 16-month mark. The Board requested the total overtime costs for the last few years, more details on staff to inmate ratios, and a trend of state financial support over the last five to ten years to understand the level of state funding commitment.

Additional Information: N/A

The Committee meeting adjourned at **11:03 a.m.**

The next Committee meeting is February 24, 2026