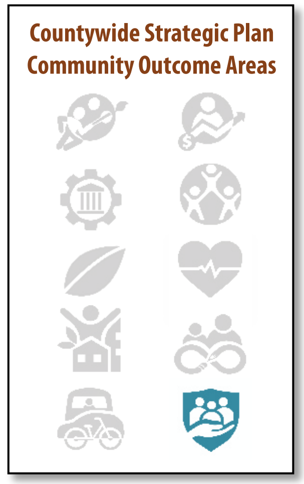
Police Department

Mission

The mission of the Fairfax County Police Department (FCPD) is to prevent and fight crime. The department seeks to achieve its mission through a shared vision with the community which is to provide ethical leadership through engagement with the community to:

- Prevent and fight crime
- Improve the culture of safety at work and within the community to preserve all human life
- Keep pace with urbanization

Connection to the Countywide Strategic Plan



The Fairfax County Board of Supervisors adopted the first-ever Countywide Strategic Plan on October 5, 2021. The Countywide Strategic Plan serves as a road map to help guide future work, focusing on the 10 Community Outcome Areas that represent the issues of greatest importance to the community, and uses the County's One Fairfax equity policy to invest in people and places that have limited access to opportunity. On February 18, 2025, the third Annual Report on the work of the strategic plan was released to the public. The report contains point-in-time progress highlights for each of the community outcome areas, plus a number of additional initiatives to embed the elements of the plan within department-level work. The report also includes a Year Three Implementation Model, including five data dashboards and data stories that are being replicated across all of the outcome areas, which will engage hundreds of County subject-matter experts to identify and champion the specific strategies that will move forward to implementation under the direction of the County Executive's Steering Committee. For more information on the Countywide Strategic Plan, please visit www.fairfaxcounty.gov/strategicplan. The Police Department primarily supports the following Community Outcome Area:

Community Outcome Area	Vision Statement
Safety and Security	*All people feel safe at home, school, work and in the community.*

Focus

The FCPD incorporates the County's One Fairfax Policy into all aspects of departmental operations. Maintaining and fostering the public's trust is accomplished through expanded community engagement efforts, transparency, and ethical leadership. Everyone deserves equitable access to law enforcement services. Using community input, the FCPD has become a national leader for de-escalation and duty to intervene policies and training based upon the Critical-Decision Making Model. The FCPD has increased the number of operational crisis intervention team trained officers in conjunction with the department's commitment to the co-responder program, positioning the County to more effectively help people in crisis. Through these efforts, the FCPD remains accountable to the communities they serve and protect.

Community trust is built and maintained incrementally with each individual interaction the FCPD, including faith leaders, advocates, residents, and the Fairfax County business community. The following are examples of the continuous outreach opportunities, communication, data transparency, and accountability measures the FCPD seeks to initiate and foster:

- 30x30 Initiative
- Annual Reports
- Annual Summer Crime Prevention Initiatives
- Axon's My90 Feedback Program
- Body-Worn Camera Program
- Community Advisory Councils
- Community Hero Award Ceremony
- Community Police Academy
- Community Public Safety Day at the Fairfax County Criminal Justice Academy
- Crime Data – Fairfax County Open Data Portal
- Department Ride-Along Program
- Fairfax County Board of Supervisors Safety and Security Committee
- FCPD Internship Program
- FCPD Social Media: FCPD Blog, Facebook, X, Instagram and NextDoor
- Equity Action Team – One Fairfax Roundtable
- Future Women Leaders in Law Enforcement
- Independent Police Auditor
- Integrating Police and Community
- LGBTQ Liaison Officer
- Muslim Liaison Officer
- National Faith and Blue Weekend
- National Night Out
- Partnership with the Special Olympics of Virginia
- Performance Review Board
- Police Civilian Review Panel
- Public Safety Cadet Program
- Real Time Crime Center
- Teen Police Academy
- Use of Force Community Workshop
- Women's Self Defense Program

The FCPD launched a survey tool in 2023 to collect feedback from community members who interact with FCPD officers. The survey will continue to collect data through 2025 to help inform the FCPD and engage with the community. Community surveys are utilized to gather public sentiment about FCPD services and operations along with assessing public sentiment about crime and the overall fear of criminal activity. This anonymous feedback includes historically marginalized communities and measures public satisfaction regarding residents feeling of safety and trust in the police while also highlighting key concerns that community members want the FCPD to address.

Information received from the community provides the opportunity for essential feedback on what methodologies and practices the FCPD uses are beneficial, and what needs still exist. Perhaps most importantly, the community outreach tools assist the FCPD to enhance the department's commitment to the Countywide Strategic Plan, One Fairfax, and Engage Fairfax to maximize inclusive and meaningful community expectations. In furtherance of the department's commitment to transparency, survey results are shared publicly with the community on the department's Open Data Portal.

The FCPD remains committed to meaningful assessment and change to ensure the delivery of essential law enforcement services meet and exceed the needs of the rapidly expanding and diverse community. In addition to the perpetual use of feedback from both internal and external stakeholders, the FCPD continually submits data to both national and state accreditation processes and allows academic institutions to study the organization to help improve services and training. In mid-2024, the FCPD maintained its national accreditation by the Commission on Accreditation for Law Enforcement Agencies (CALEA) and in early 2022 maintained its accreditation by the Virginia Law Enforcement Professional Standards Commission (VLEPSC). The FCPD collaborates with national and County-based social programs to benefit community members by participating in the following justice system programs:

- Alternative Accountability Program
- Chairman's Taskforce on Equity and Opportunity
- Co-Responder Unit
- Countywide Inclusive Engagement Steering Team
- Crisis Intervention Team Training Program
- Diversion First
- Drug Court Docket
- Faith Communities In action
- Lethality Assessment Program
- Sharon Bulova Center for Community Health
- One Fairfax Equity Leads Community
- Opioid and Substance Use Task Force
- Public Safety Community Engagement Committee
- Successful Children and Youth Policy Team
- Veterans Treatment Docket

These partnership programs are strategically designed to divert people from the criminal justice system whenever possible and appropriate. In turn, services are provided to reduce recidivism and produce positive outcomes for all.

The FCPD continues to leverage technology in field operations to reduce calls for service and strategically approach crime prevention through:

- Annual Summer Crime Initiative
- Automatic License Plate Reader Program
- Certified Crime Prevention Community
- Crime Solvers
- CyberCrimes
- Emergency Substantial Risk Orders
    - FCPD Threat Assessment and Management Unit
- Impaired Driving
    - DWI Checkpoint Program
    - Drug Recognition Expert (DRE)
    - Safe July and December DWI Enforcement Campaigns
- Real-Time Crime Center
- Records Management Data

- Senior Community Member Safety
- Social Media Campaigns to Increase Safety and Reduce Crime
- Traffic Safety Initiatives
    - "50 Means 50" Speed Enforcement Campaign on the Fairfax County Parkway
    - Pedestrian Safety
    - "Road Shark" Initiative
    - Vehicle Crash Reduction

Since July 1, 1940, when the FCPD was created, the Fairfax County community has grown to more than 1.2 million residents and has continued to remain one of the safest communities in the nation to live, work, play, raise a family, and grow old in.

To preserve this distinction, officers are consistently trained and equipped to handle a variety of critical incidents safely and effectively. In April 2024, the FCPD became the first agency in Northern Virginia to launch a Real-Time Crime Center (RTCC), a centralized hub for data and technology that enhances public safety operations. By leveraging cutting-edge technologies and collaborating with other County agencies, the RTCC is expected to contribute to over 10,000 cases in its first year. One key tool used by the RTCC and the FCPD is the license plate reader (LPR) system, which has been instrumental in closing numerous cases, recovering hundreds of stolen vehicles, and locating over two dozen missing individuals since its inception. Together, the RTCC and LPR system keep the FCPD at the forefront of technological advancements in law enforcement.

FCPD officers completed department-wide training on Integrating Communications, Assessment, and Tactics (ICAT), a widely recognized best practice developed by the Police Executive Research Forum (PERF). This training equips officers with modern policing strategies, while the department's Active Bystandership for Law Enforcement (ABLE) program teaches evidence-based intervention skills to prevent harm and misconduct. In 2023, all FCPD officers completed mandatory ABLE recertifications. Both ICAT and ABLE training are required for all new officers.

To combat the rising issue of gun-related violence, the FCPD has increased efforts to prevent firearms from reaching individuals who pose a threat to public safety. Central to this initiative is Virginia's Emergency Substantial Risk Order (ESRO), or "Red Flag" law, which allows law enforcement to temporarily remove firearms from individuals deemed a danger to themselves or others. To support this, the FCPD established a full-time ESRO sergeant to assist officers in securing these orders and navigating the legal process. Streamlining the ESRO process and working closely with community stakeholders, the FCPD has strengthened its ability to reduce gun-related violence and protect vulnerable individuals from harm. The results of this initiative have produced immediate dividends, resulting in ESRO numbers rising from 17 firearms secured by officers in 2021, to 124 in FY 2024. Additionally, the department increased the total number of firearms seized pursuant to ESRO cases from 31 in 2021, to 236 in 2024.

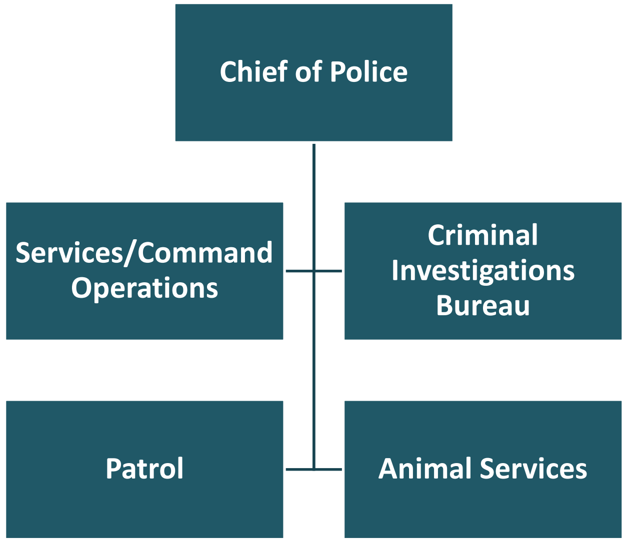
The FCPD employs data-driven policing strategies to optimize resource allocation and ensure a methodical approach to crime prevention. A key component of this strategy is the weekly CORE meetings, which bring together command-level officers, data analysts, district commanders, and subject matter experts to review current crime patterns and trends. By analyzing real-time data, these meetings facilitate informed decision-making, allowing the department to identify crime hotspots and deploy personnel and resources where they are most needed. CORE meetings prioritize intelligence sharing across different units, promoting a culture of accountability and collaboration within the department. This ensures that all relevant parties are informed about emerging crime trends and can take swift, coordinated action to address them. The inclusion of interactive dashboards and crime analytics further enhances these sessions, enabling officers to make evidence-based decisions and refine their strategies. The consistent focus on data, responsibility, and peer feedback in CORE meetings plays a crucial role in maintaining Fairfax County's status as one of the safest jurisdictions of its size in the United States, reinforcing the FCPD's commitment to proactive, effective policing.

To enhance transparency, the FCPD publishes an Open Data Portal that provides real-time access to data on crime and law enforcement activities. This user-friendly portal offers a range of easy-to-read charts, maps and dynamic dashboards, giving the public a comprehensive view of crime trends, enforcement measures and ongoing departmental reforms. It allows residents, business owners, and media members to track reported crimes, view enforcement statistics and better understand how the department operates in the community. Additionally, the portal features a Workforce Diversity Dashboard which is updated quarterly and provides detailed information on the demographics of the department's staff, including age, race, gender and years of service. This level of transparency reflects the FCPD's commitment to accountability and inclusivity, ensuring that the community has up-to-date information about both public safety initiatives and the makeup of the force that serves them.

To further support the mental and emotional well-being of its personnel, the FCPD partners with the Fire and Rescue Department (FRD) in the operation of a Public Safety Wellness Center. This state-of-the-art facility provides a comprehensive range of holistic services, including mental health support, substance use treatment and evidence-based interventions tailored to the unique challenges faced by public safety personnel. Licensed clinicians offer individual therapy sessions, workshops, and coping tools designed to help officers and firefighters manage stress, trauma, and other occupational challenges. The Wellness Center's services are available at no cost to all employees, including retirees, ensuring long-term care and support even after individuals have concluded their active service. The initiative underscores the FCPD's commitment to prioritizing mental health, recognizing the high-stress environments that public safety personnel often face, and providing them with the resources needed to maintain emotional resilience.

Physical fitness is also a cornerstone of the FCPD's wellness initiatives. In collaboration with the FRD, the department offers the Wellness Fitness (WellFit) program, which is designed to improve physical health, mobility and injury prevention of first responders. The program includes a variety of fitness classes led by professional trainers ranging from strength training and cardio to more specialized High-Intensity Tactical Training (HIIT) sessions. Officers also have access to personalized one-on-one consultations with strength and conditioning coaches, who create tailored exercise plans that align with each individual's fitness goals. To further enhance health outcomes, WellFit provides access to registered dietitians who work with employees to develop healthy eating habits, optimize performance and maintain balanced nutrition. The program also offers rehabilitation services, including athletic trainers who specialize in injury recovery, and a Director of Rehabilitation who oversees treatment plans. This comprehensive approach not only boosts physical fitness but also reduces injury rates, ensuring that both law enforcement officers and firefighters can maintain peak performance throughout their careers.

Organizational Chart



Budget and Staff Resources

Category	FY 2024 Actual	FY 2025 Adopted	FY 2025 Revised	FY 2026 Advertised
FUNDING				
Expenditures:				
Personnel Services	$215,425,244	$246,200,555	$244,054,773	$249,214,981
Operating Expenses	47,112,584	38,250,585	46,396,595	40,724,538
Capital Equipment	275,003	428,617	623,830	428,617
Subtotal	**$262,812,831**	**$284,879,757**	**$291,075,198**	**$290,368,136**
Less:				
Recovered Costs	($810,725)	($697,406)	($697,406)	($697,406)
Total Expenditures	**$262,002,106**	**$284,182,351**	**$290,377,792**	**$289,670,730**
Income:				
Academy Fees	$1,923,534	$2,463,489	$2,850,353	$2,852,118
Fees and Misc. Income[1]	1,739,126	2,094,753	1,822,339	1,829,333
State Reimbursement	30,519,980	31,600,023	31,600,023	31,600,023
Total Income	**$34,182,640**	**$36,158,265**	**$36,272,715**	**$36,281,474**
NET COST TO THE COUNTY	**$227,819,466**	**$248,024,086**	**$254,105,077**	**$253,389,256**
AUTHORIZED POSITIONS/FULL-TIME EQUIVALENT (FTE)				
Regular	1857 / 1857	1855 / 1855	1857 / 1857	1760 / 1760

[1] Fees and miscellaneous income includes income for dangerous dog fees. As part of the transfer of animal control services to Agency 96, Department of Animal Services, this revenue will now be reflected in that agency.

This department has 7/7.0 FTE Grant Positions in Fund 50000, Federal-State Grant Fund.

FY 2026 Funding Adjustments

The following funding adjustments from the FY 2025 Adopted Budget Plan are necessary to support the FY 2026 program:

Employee Compensation **$1,047,289**

An increase of $1,047,289 in Personnel Services includes $673,370 for a 2.00 percent cost of living (COLA) adjustment for employees not impacted by the SSPBA Collective Bargaining Agreement and $247,399 for performance-based and longevity increases for non-uniformed merit employees, both effective the first full pay period in July 2025. Funding of $67,479 is attributable to FY 2026 merit and longevity increases for uniformed employees not impacted by the Collective Bargaining Agreement, including the full-year impact of FY 2025 merit and longevity increases. Uniformed merit and longevity increases are awarded on the employees' anniversary date. The remaining increase of $59,041 is included for employee pay increases primarily for specific job classes identified in the County's benchmark class survey of comparator jurisdictions.

Collective Bargaining Agreement **$13,437,788**

On December 5, 2023, the Board of Supervisors adopted a three-year Collective Bargaining Agreement between Fairfax County and the Fairfax Chapter of Southern States Police Benevolent Association (SSPBA), the County's exclusive representative for the Police bargaining unit. The members of SSPBA Fairfax Chapter ratified the agreement in November 2023. FY 2026 costs reflect an increase of $13,437,788 related to this agreement, including $13,437,759 in Personnel Services and $29 in Operating Expenses. Provisions in this agreement contributing to this fiscal impact include, but are not limited to, a 2.00 percent scale increase and a 2.00 percent cost of living (COLA) adjustment to the O pay plan effective the first full pay period in July 2025, merit and longevity increases for uniformed employees awarded on the employees' anniversary date (including the full-year impact of FY 2025 increases), as well as funding allocated to support non-wage provision specified in the agreement. It should be noted that an increase of $6,607,251 in Fringe Benefits funding is included in Agency 89, Employee Benefits, for a total cost of $20,045,039 in FY 2026. For further information on Fringe Benefits, please refer to the Agency 89, Employee Benefits, narrative in the Nondepartmental program area of Volume 1.

Victims of Crime Act Victim Services Program **$293,636**

As previously approved by the Board of Supervisors as part of the *FY 2024 Carryover Review*, an increase of $293,636 is included to replace funding previously provided by the state to continue services to victims of crimes. Funding supports the needs of the Hispanic victims of crime through advocacy and direct services, such as on-scene crisis stabilization counseling, community and emergency personnel briefings, critical incident response, judicial advocacy, court accompaniment, case management, follow-up services, and information and referral. It should be noted that an increase of $126,610 in Fringe Benefits funding is included in Agency 89, Employee Benefits, for a total of $420,246. For further information on Fringe Benefits, refer to the Agency 89, Employee Benefits, narrative in the Nondepartmental program area section of Volume 1.

Support for Ongoing IT Projects **$1,351,721**

An increase of $1,351,721 supports ongoing IT projects that will be completed and require baseline funding in FY 2026.

Department of Vehicle Services Charges **$1,917,816**

An increase of $1,917,816 in Department of Vehicle Services charges is included. These expenses are associated with the purchase of replacement vehicles, regular maintenance of fleet assets, fueling, and use of the motor pool.

Contract Rate Increase for Body-Worn Cameras **$3,294,400**

An increase of $3,294,400 is included to support significant contract rate increase costs for the Body-Worn Camera program.

Refuse Collection **($14,643)**

As previously approved by the Board of Supervisors as part of the *FY 2024 Carryover Review*, a decrease of $14,643 in Operating Expenses is based on a shift in the management of trash collection billing to the Facilities Management Department (FMD). Due to staffing shortages, equipment failures and the overall inefficiency of trash pickup from facilities sparsely distributed across the County, the service model previously performed by the Department of Public Works and Environmental Services (DPWES) for trash collection is now contracted out to a private hauler and centrally billed in FMD. Funding is being consolidated to reflect this change in billing.

Public Safety Resource Alignment **($108,520)**

As previously approved by the Board of Supervisors as part of the *FY 2024 Carryover Review*, a decrease of $108,520 is associated with a position transferred from Agency 90, Police Department, to Agency 92, Fire and Rescue Department, to better align resources and work requirements in FY 2025. A corresponding increase is included in the FRD narrative for no net impact to the County.

Animal Services Transfer to Field Services Division **($4,204,072)**

In order to support the Department of Animal Services and the full consolidation of animal control services, funding of $4,204,072 and 34/34.0 FTE positions is transferred from Agency 90, Police Department, to Agency 96, Department of Animal Services (Animal Services), in FY 2026. A corresponding adjustment is included in Animal Services for no net impact to the County.

Reductions **($11,527,036)**

A decrease of $11,527,036 and 63/63.0 FTE positions reflects reductions utilized to balance the FY 2026 budget. The following table provides details on the specific reductions:

Title	Impact	Positions	FTE	Reduction
Staffing Workload Realignment	This reduction eliminates 47/47.0 FTE vacant uniformed positions and reclasses nineteen uniformed positions to civilian positions to address the current operational needs of the Police Department. While the police department continues to provide public safety services to the entire County, the Lorton Police Facility is not completely occupied. These positions will come from vacant positions allocated to the station and revisited in the future as recruiting efforts continue. However, there will be no change in current services. The Lorton Police District Station is currently staffed with command, Police Citizen Aides and other department units like the photo red light enforcement squad. Police services for this area of the county are currently provided by officers assigned to the Sully, Franconia, and West Springfield District Stations. There will be no change to the patrol duties. This will allow the police department to align positions and funding to current workload as well as strengthening department operations. The Police Department will continue to adjust the deployment of personnel to address workload demands of the County.	47	47.0	$7,952,630

Title	Impact	Positions	FTE	Reduction
	While this appears to be a significant reduction to police officer staffing, it is aligning positions and funding to current practice as well as strengthening department operations. When staffing levels improve, funding and positions will need to be added back to make this station fully operational.			
Reduce Overtime Spending	This reduction decreases overtime funding in the Police Department. The PD utilizes overtime to help fill staffing gaps and to ensure enough police officers are available to respond promptly to incidents and/or non-emergency calls. The Police Department is working to minimize the use of overtime while still performing its core mission to prevent and fight crime. If the PD is not able to achieve this reduction without negatively impacting services, then funding may need to be added back.	0	0.0	$1,746,330
Eliminate Crossing Guards at Fairfax County Public Schools High Schools	This reduction eliminates 16/16.0 FTE civilian School Crossing Guard positions assigned to 22 high schools in Fairfax County Public Schools. Fairfax County is the only neighboring jurisdiction where crossing guards are placed at high schools. This reduction does not change the service provided at FCPS elementary and middle schools (i.e., there will still be crossing guards at these schools).	16	16.0	$842,581
Reduce Overtime Spending Associated with the Animal Protection Police Program	This reduction decreases overtime funding used to support police officers who backfill and supplement the Animal Protection Police program. With the transition of the Animal Protection Police from the Police Department to the Department of Animal Services, it is anticipated this reduction will have minimal impact. The restructuring of the program should overall bring down the costs associated with program staffing; however, staff will continue to evaluate the program redesign and work with County staff if issues arise.	0	0.0	$500,000
Reduce Travel and Training Budgets	Savings of $250,000 will be realized by reducing travel and training and limiting the number of attendees. Officers will continue to receive the necessary training to perform their jobs and maintain certifications; therefore, it is not anticipated that this reduction will negatively impact agency operations.	0	0.0	$250,000
Eliminate Public Survey Tool	This reduction eliminates the department's public survey tool used to better understand local concerns, attitudes, and trust in police officers. The survey was launched in 2023 and responses showed high levels of trust towards the Police Department. Since this is not a core function of the Police Department, it is not expected to impact the department's ability to prevent and fight crime; however, it is a loss of one tool used to gauge and properly assess feedback from the public on operations and community trust.	0	0.0	$144,000

Title	Impact	Positions	FTE	Reduction
Discontinue the Differently Abled Driving Program	This reduction eliminates overtime funding associated with discontinuing the Differently Abled Driving program that provides youth drivers with intellectual disabilities, who are licensed to drive, the opportunity to engage in mock traffic stops and interactions with law enforcement in a controlled and supportive environment. Since this is not a core function of the Police Department, it is not expected to impact the department's ability to prevent and fight crime; however, it does eliminate a community benefit.	0	0.0	$46,000
Eliminate Child Seat Safety Inspections and Installations	This reduction eliminates overtime funding associated with discontinuing the Car Seat Inspection program which provides free car seat inspections and installations by officers who are trained to identify and rectify common mistakes in car seat usage. This service is provided monthly by the Police Department. Since this is not a core function of the Police Department, it is not expected to impact the department's ability to prevent and fight crime; however, community members will have to find alternative organizations who provide this service such as the Office of the Sheriff.	0	0.0	$45,495

Changes to FY 2025 Adopted Budget Plan

The following funding adjustments reflect all approved changes in the FY 2025 Revised Budget Plan since passage of the FY 2025 Adopted Budget Plan. Included are all adjustments made as part of the FY 2024 Carryover Review and all other approved changes through December 31, 2024.

Carryover Adjustments **$6,010,325**

As part of the *FY 2024 Carryover Review*, the Board of Supervisors approved funding of $6,010,325 which includes encumbered funding of $4,424,968. In addition, funding of $1,000,000 includes equipment and furniture for the Police Operational Support Bureau in the Mason District and $600,000 includes equipment and furniture for the Kingstowne Complex. These increases are partially offset by a decrease of $14,643 based on a shift in the management of trash collection billing to FMD.

Victims of Crime Act Victim Services Program **$293,636**

As part of the *FY 2024 Carryover Review*, the Board of Supervisors approved funding of $293,636 and 3/3.0 FTE positions to replace funding previously provided by the state to continue services to victims of crimes. It should be noted that an increase of $126,610 in Fringe Benefits funding is included in Agency 89, Employee Benefits, for a total of $420,246. For further information on Fringe Benefits, refer to the Agency 89, Employee Benefits, narrative in the Nondepartmental program area section of Volume 1.

Public Safety Resource Alignment **($108,520)**

As part of the *FY 2024 Carryover Review*, the Board of Supervisors approved a decrease of $108,520 and 1/1.0 FTE position associated with a transfer from Agency 90, Police Department, to Agency 92, Fire and Rescue Department, to better align resources and work requirements. A corresponding increase is included in the Fire and Rescue Department narrative for no net impact to the County.

Cost Centers

The four cost centers of the Police Department include Services/Command Operations, the Criminal Investigations Bureau, Patrol, and Animal Services. The cost centers work together to fulfill the mission of the department.

Services/Command Operations

The Services/Command Operations cost center provides managerial direction and administrative support for all organizational entities in the department. Services/Command Operations includes the Office of the Chief, Public Information, Financial Resources, Personnel Resources, Resource Management, Information Technology, and the Criminal Justice Academy. The cost center is responsible for providing leadership and direction, research and analysis, public relations, budgeting and financial management, human resources, and logistical and technical support, as well as recruit and in-service officer training compliant with Virginia State Department of Criminal Justice standards.

Category	FY 2024 Actual	FY 2025 Adopted	FY 2025 Revised	FY 2026 Advertised
EXPENDITURES				
Total Expenditures	$89,191,214	$78,433,039	$84,439,807	$81,247,777
AUTHORIZED POSITIONS/FULL-TIME EQUIVALENT (FTE)				
Regular	298 / 298	293 / 293	296 / 296	296 / 296

Criminal Investigations Bureau

The Criminal Investigations Bureau cost center is primarily responsible for investigating all designated major crimes in accordance with local, state, and federal requirements, collecting and analyzing intelligence regarding criminal activity, and providing investigative support services to all organizational entities in the department. The Criminal Investigations Bureau includes Major Crimes, Victim Services, Organized Crime and Narcotics, Criminal Intelligence, Investigative Support, and the Northern Virginia Regional Identification System (NOVARIS).

Category	FY 2024 Actual	FY 2025 Adopted	FY 2025 Revised	FY 2026 Advertised
EXPENDITURES				
Total Expenditures	$35,592,647	$34,760,512	$35,331,548	$44,296,321
AUTHORIZED POSITIONS/FULL-TIME EQUIVALENT (FTE)				
Regular	254 / 254	254 / 254	256 / 256	256 / 256

Patrol

The Patrol cost center is primarily responsible for responding to calls for service, investigating certain property crimes, such as burglary and larceny, and providing community outreach and education. The Patrol cost center includes nine district stations and ancillary support programs, such as Community Resources, Duty Officer, Citizen Reporting, and Court Liaison.

Category	FY 2024 Actual	FY 2025 Adopted	FY 2025 Revised	FY 2026 Advertised
EXPENDITURES				
Total Expenditures	$132,550,874	$166,001,667	$165,555,736	$162,069,773
AUTHORIZED POSITIONS/FULL-TIME EQUIVALENT (FTE)				
Regular	1266 / 1266	1270 / 1270	1268 / 1268	1205 / 1205

Animal Services

The Animal Services cost center is primarily responsible for enforcing County ordinances and state laws that pertain to animals and their treatment. This cost center helps to protect County residents while dealing with pets and animals as humanely as possible. In order to increase service delivery and build on the recent advances in the County, animal care and control is fully consolidated under Agency 96, Department of Animal Services in FY 2026. This recommendation was presented to the Board of Supervisors at the January 30, 2024, Safety and Security Committee meeting. The Police Department will continue to provide assistance with complex criminal investigations while the Department of Animal Services will be responsible for the enforcement of proper care, treatment, protection and control of animals. Funding and positions reflected in the FY 2026 Advertised Budget Plan reflect the wildlife program that will remain in the Police Department.

Category	FY 2024 Actual	FY 2025 Adopted	FY 2025 Revised	FY 2026 Advertised
EXPENDITURES				
Total Expenditures	$4,667,371	$4,987,133	$5,050,701	$2,056,859
AUTHORIZED POSITIONS/FULL-TIME EQUIVALENT (FTE)				
Regular	39 / 39	38 / 38	37 / 37	3 / 3

Position Detail

The FY 2026 Advertised Budget Plan includes the following positions:

SERVICES/COMMAND OPERATIONS - 296 Positions			
1	Chief of Police	1	Info. Tech. Program Manager II
4	Assistant Chiefs of Police	1	Internet/Intranet Architect III
5	Deputy Chiefs of Police	1	IT Technician II
7	Police Majors	1	Legal Records Manager II
9	Police Captains	2	Management Analysts IV
41	Police Sergeants	8	Management Analysts III
49	Master Police Officers	6	Management Analysts II
32	Police Officers	5	Management Analysts I
4	Administrative Assistants V	3	Material Management Specialists III
10	Administrative Assistants IV	1	Material Management Specialist II
11	Administrative Assistants III	1	Network/Telecom. Analyst IV
17	Administrative Assistants II	3	Network/Telecom. Analysts III
1	Athletic Trainer	3	Network/Telecom. Analysts II
1	Business Analyst IV	2	Network/Telecom. Analysts I
1	Business Analyst II	1	Paralegal
1	Buyer II	8	Police Citizen Aides II
1	Buyer I	1	Polygraph Examiner
1	Communications Specialist II	1	Programmer Analyst IV
15	Crime Analysts II	1	Programmer Analyst III
1	Finance Manager	6	Property & Evidence Technicians
1	Financial Specialist IV	1	PS Information Officer IV
2	Financial Specialists III	1	PS Information Officer III
4	Financial Specialists II	2	Public Safety Background Investigators
1	GIS Spatial Analyst IV	1	Public Safety Health and Wellness Director
1	HR Manager	1	Training Specialist I
1	Assistant HR Manager	5	Vehicle Main. Coordinators
4	HR Generalists II		
3	HR Generalists I		

CRIMINAL INVESTIGATIONS BUREAU - 256 Positions			
2	Deputy Chiefs of Police	1	Director Victim Witness Programs
5	Police Majors	4	Fingerprint Specialists III
7	Police Captains	2	Management Analysts II
32	Police Sergeants	4	Management Analysts I
72	Master Police Officers	1	Network/Telecom. Analyst II
101	Police Officers	1	Photographic Specialist
4	Administrative Assistants III	4	Police Citizen Aides II
4	Administrative Assistants II	1	Probation Supervisor I
1	Business Analyst IV	1	Probation Counselor III
1	Business Analyst III	6	Probation Counselors II
2	Civilian Investigators		
PATROL - 1,205 Positions			
5	Deputy Chiefs of Police	1	Senior Alcohol Testing Unit Tech.
16	Police Majors	2	Alcohol Testing Unit Techs.
16	Police Captains	1	Helicopter Pilot II
54	Police Lieutenants	5	Helicopter Pilots
157	Police Sergeants	46	School Crossing Guards [-16]
205	Master Police Officers	1	Management Analyst IV
628	Police Officers [-47]	1	Management Analyst II
10	Administrative Assistants III	1	Parking Enforcement Supervisor
1	Aircraft/Power Plant Tech. II	18	Parking Enforcement Officials
37	Police Citizen Aides II		
ANIMAL SERVICES - 3 Positions			
0	Animal Protection Lieutenants [-2T]	0	Administrative Assistants II [-2T]
0	Animal Protection Sergeants [-5T]	1	Naturalist IV
0	Master Animal Protection Police Officers [-8T]	1	Naturalist II
0	Animal Protection Police Officers [-17T]	1	Naturalist I
1,448 Sworn Positions/312 Civilian Positions			
T	**Denotes Transferred Position(s)**		
-	**Denotes Abolished Position(s) due to Budget Reductions**		

Performance Measurement Results by Community Outcome Area

Safety and Security

FCPD continues to fill large basic training classes in the Criminal Justice Academy in response to an increase in the number of retirements and growth in sworn positions. Despite many competing opportunities within the regional labor market, the department continues to attract, recruit, and hire new high-quality officers by positioning itself as an employer of choice. Serious crime in Fairfax County remains exceptionally low for a County of this size. In addition to crime control, FCPD implements various traffic safety initiatives throughout the year to reduce the number of fatal crashes and increase traffic safety awareness.

The department is committed to implementing the best practices in policing and engaging the County's culturally diverse community through improved communication and information sharing. FCPD has required officers to attend ABLE and ICAT training which complements procedural justice and implicit bias training completed last year. FCPD has adopted over 70 percent of the University of Texas at San Antonio/Community Advisory Committee recommendations, an accomplishment that will inspire future collaboration with ICAT within the diverse community.

Community Outcome Indicator	CY 2022 Actual	CY 2023 Actual	CY 2024 Estimate	CY 2024 Actual	CY 2025 Estimate	CY 2026 Estimate
Healthy Communities[1]						
Improving Physical and Behavioral Health Conditions						
Rabies cases reported	36	25	30	NA	NA	NA
Safety and Security						
Timeliness and Quality of Emergency Response						
Annual Attrition Rate (sworn)	6.77%	6.17%	6.17%	7.57%	7.0%	7.0%
Applications (sworn)	1,906	2,281	2,500	2,476	2,548	2,616
Average Response Time (Priority 1 calls – in minutes)	5.1	4.8	5.2	4.9	4.9	4.9
Cases cleared[2]	2,620	3,876	4,046	3,001	4,100	4,100
Sworn Vacancies Filled	49	78	78	80	136	136
Position Vacancy Factor	15.1%	15.7%	15.7%	9.2%	5.9%	5.9%
Total Calls for Service	316,655	465,700	488,900	322,514	461,400	461,400
Following Laws and Regulations						
Alcohol or drug-related vehicle crashes[3]	231	443	483	203	470	470
Cases assigned	4,392	6,459	6,782	4,806	5,000	5,000
Criminal arrests (excluding Driving Under the Influence arrests)[4]	18,187	22,294	28,085	24,234	33,200	33,200
Driving Under the Influence arrests	928	1,150	1,200	1,003	1,600	1,600
Total Citations Issued	33,621	50,725	51,900	64,772	65,000	65,000
Effective and Equitable Administration of Justice						
Case clearance rate	48.4%	34.0%	35.0%	44.4%	45.0%	45.0%
Safety-Related Prevention and Preparedness						
Total reportable vehicle crashes[3]	3,767	3,452	4,000	7,551	7,550	7,550

Note: The Police Department collects and reports performance data based upon calendar year rather than fiscal year. The Performance Measurement table therefore reflects calendar year information.

[1] Animal control services will be fully transferred to Agency 96, Department of Animal Services, including any data related to rabies cases.

[2] Cases cleared represent the total number of Crimes Against Person offenses categorized as closed or service under case status in the selected calendar year. Crimes Against Person offenses cleared in the selected calendar year may have been reported in a previous year. Offenses include Assault, Homicide, Human Trafficking, Kidnapping/Abduction, Sex Offenses Forcible, and Sex Offenses Non-Forcible.

[3] Alcohol or drug-related vehicle crashes and total reportable vehicle crashes are current as of June 30, 2024. Only approved DMV reports are included. DMV does not identify drug-related vehicle crashes.

[4] Reflects the total number of criminal charges placed for all Incident-Based Reporting (IBR) categories by all bureaus in the department and includes Juvenile Runaways.