



Fairfax County Police Department



2023 Administrative Investigations Annual Summary



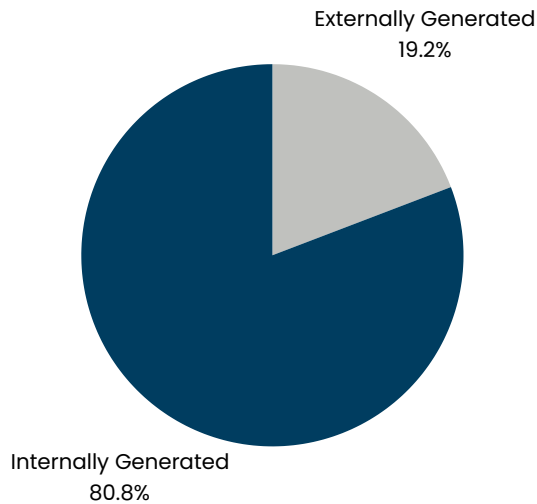
Administrative Investigations

The following tables and charts summarize the administrative investigations involving Fairfax County Police Department employees initiated in 2023. [General Order 301 - Internal Investigations](#) establishes guidelines and procedures for supervisors and commanders for all Department internal investigations of employee actions and conduct.

Source of Administrative Investigations

Source of Administrative Investigation	# of Administrative Investigations
Externally Generated	133
Internally Generated	560
Total	693

Source of All Administrative Investigations



Administrative Investigations by Investigating District or Bureau

District / Bureau	# of Investigations
Administrative Support Bureau	3
Animal Protection Police	3
Crisis Intervention Team	3
Fair Oaks District	33
Franconia District	61
Internal Affairs Bureau	126
Major Crimes Bureau	34
Mason District	92
McLean District	76
Mount Vernon District	86
Operations Support Bureau	44
Organized Crime & Intelligence Bureau	13
Resource Management Bureau	6
Reston District	44
Sully District	26
West Springfield District	43
Total	693



Administrative Investigation Outcomes by Employee Assignment

The following table depicts the results of all allegations investigated in 2023 by assignment. A single administrative investigation case may contain multiple allegations and multiple outcomes. Per General Order 301 - Internal Investigations, the results of each allegation can be categorized as "Exonerated," "Unfounded," "Not Sustained," "Sustained," or "Policy Infraction."

Employee Assignment	Exonerated	Unfounded	Not Sustained	Sustained	Policy Infraction
Administrative Support Bureau	4	2	0	0	1
Animal Protection Police	1	1	0	2	3
Criminal Justice Academy	0	4	0	15	0
Crisis Intervention Team	7	0	0	0	1
Fair Oaks District	24	6	1	33	8
Franconia District	74	19	4	18	16
Internal Affairs Bureau	0	0	0	1	1
Major Crimes Bureau	15	0	0	2	2
Mason District	73	8	2	41	19
McLean District	100	9	1	58	15
Mount Vernon District	63	25	1	56	20
Operations Support Bureau	45	14	4	20	14
Organized Crime & Intelligence Bureau	29	5	0	9	10
Resource Management Bureau	2	0	0	3	1
Reston District	29	16	12	29	19
Sully District	24	6	1	12	5
West Springfield District	22	6	0	25	20
Total	512	121	26	324	155



Sustained Violations

Category	# of Sustained Violations
Bias-Based Policing	0
Body Worn Camera Procedures	16
Care & Custody of Property	8
Equipment Care & Maintenance	2
Ethics & Integrity	2
General Responsibilities	4
Human Relations	24
Insubordination	3
Operation of Police Vehicles	127
Performance of Duty	16
Prisoner Care & Custody	5
Reporting for Duty	68
Standards of Conduct	45
Use of Force	4
Total	324

Disciplinary Actions for Sustained Violations & NDCAs for Policy Infractions

Disciplinary Action / NDCAs	# Issued
Non-Disciplinary Corrective Action	145
Oral Reprimand	216
Written Reprimand	30
Suspension	3
Demotion	0
Termination	4
Total	398



Dissatisfaction of Service Complaints & Investigative Inquiries

Dissatisfaction of Service Complaints by Employee Assignment

Employee Assignment	# of Dissatisfaction of Service Complaints
Fair Oaks District	8
Franconia District	10
Major Crimes Bureau	1
Mason District	10
McLean District	8
Mount Vernon District	6
Operation Support Bureau	6
Resource Management Bureau	2
Reston District	3
Sully District	5
West Springfield District	6
Total	65

Investigative Inquiries

Source of Investigative Inquiry	# of Investigative Inquiries
Externally Generated	18
Internally Generated	65
Total	83



Definitions

Administrative Investigation: A non-criminal investigation conducted for the purpose of documenting the conduct, action(s), or performance of an employee and to determine whether such conduct, action(s), or performance is in compliance with Department policy or orders.

Dissatisfaction of Service: Notification to the Department of a situation or incident where an individual feels they were unfairly impacted, or where they are displeased with a Department policy or action, and there is no allegation of misconduct.

Exonerated: The employee's actions were found to be in compliance with the rules and regulations of the Department.

Investigative Inquiry: An inquiry into the actions of an employee, in which there is neither an allegation of wrongdoing nor any determined violation of law or Department policy. This includes actions of employees in which, or when an allegation of misconduct is made, and the employee is unable to be identified.

Non-Disciplinary Corrective Actions (NDCA): Where an administrative investigation identifies mitigating circumstances that demonstrate actions, behaviors, or omissions that do not fully comply with Department policy, or were made in error, and had minimal impact on the Department or community member (e.g., Policy Infraction), the reviewing authority may determine a NDCA is a more appropriate course of action rather than disciplinary action. NDCA examples include, but are not limited to (1) counseling, (2) coaching, (3) remedial training, and/or (4) other supportive action(s).

Not Sustained: Insufficient evidence exists to either prove or disprove the allegation.

Policy Infraction: A behavior, action, or omission that does not fully comply with Department policy, procedure, or training which in nature has minimal impact on other individuals or on the Department's operations or mission. Examples of such actions or behaviors include, but are not limited to, (1) actions made in error but for which the Department member believed they were either complying with policy or they were acting in the best interest of the Department's mission, vision, or values; or (2) deficient performance of an action or duty that had minimal impact on any community members or Department operations and do not constitute an act of misconduct or serious misconduct.

Sustained: The allegation is supported by evidence. Where any finding is sustained, disciplinary action shall be imposed in accordance with FCPD General Order 310, Discipline and Appeals.

Unfounded: The allegation is false and did not occur.

