



# Fairfax County Police Department



2024 Administrative Investigations  
Annual Summary

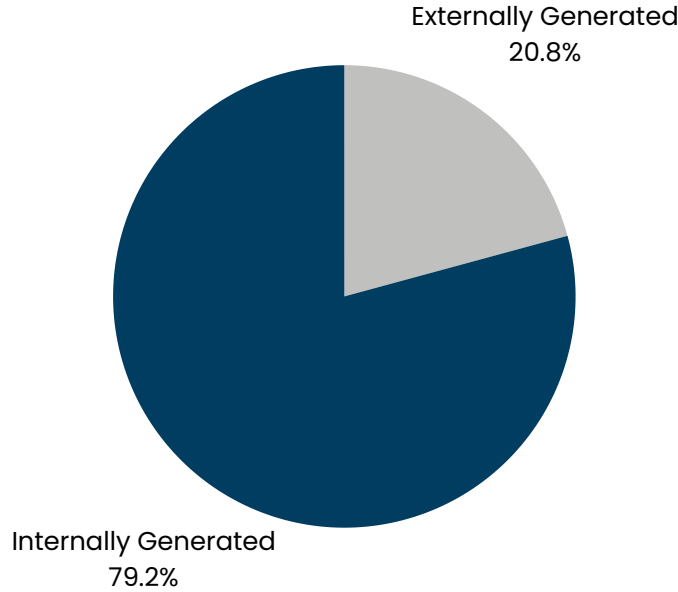
# Administrative Investigations

The following tables and charts summarize the administrative investigations involving Fairfax County Police Department employees initiated in 2024. [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	160
Internally Generated	610
<b>Total</b>	<b>770</b>

## Source of All Administrative Investigations



## Administrative Investigations by Investigating District or Bureau

District / Bureau	# of Investigations
Administrative Support Bureau	7
Animal Protection Police	9
Criminal Investigations, Cyber & Forensics Bureau	15
Criminal Justice Academy	10
Crisis Intervention Team	4
Fair Oaks District	47
Franconia District	55
Internal Affairs Bureau	131
Major Crimes Bureau	19
Mason District	115
McLean District	72
Mount Vernon District	97
Operations Support Bureau	33
Organized Crime & Intelligence Bureau	32
Planning & Research Bureau	1
Public Affairs Bureau	1
Resource Management Bureau	1
Reston District	37
School Liaison Commander	5
Sully District	34
West Springfield District	45
<b>Total</b>	<b>770</b>



## Administrative Investigation Findings by Employee Assignment

The following table depicts the results of all allegations investigated in 2024 by assignment. A single administrative investigation case may contain multiple allegations and multiple findings. 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	Not Sustained	Policy Infraction	Sustained	Unfounded
Administrative Support Bureau	7	0	1	5	6
Animal Protection Police	3	0	4	3	0
Criminal Investigations, Cyber & Forensics Bureau	11	2	1	14	19
Criminal Justice Academy	1	0	2	10	1
Crisis Intervention Team	8	0	2	0	0
Duty Officer/Police Liaison Commander	1	0	0	1	0
Fair Oaks District	63	1	3	24	13
Franconia District	46	6	2	36	10
Internal Affairs Bureau	0	0	0	1	0
Major Crimes Bureau	19	0	2	9	5
Mason District	201	2	16	45	11
McLean District	119	2	19	28	16
Mount Vernon District	190	2	10	71	18
Operations Support Bureau	48	2	1	18	4
Organized Crime & Intelligence Bureau	33	4	4	29	8
Planning & Research Bureau	0	0	0	1	0
Resource Management Bureau	0	0	0	1	0
Reston District	58	3	4	9	7
School Liaison Commander	2	0	0	4	6
Sully District	42	3	3	25	3
West Springfield District	45	2	2	45	9
<b>Total</b>	<b>897</b>	<b>29</b>	<b>76</b>	<b>379</b>	<b>136</b>



## Sustained Violations

Category	# of Sustained Violations
Bias-Based Policing	0
Body-Worn Camera & In-Car Video Systems	24
Care & Custody of Property	10
De-escalation	2
Equipment Care & Maintenance	4
Ethics & Integrity	2
General Responsibilities	5
Human Relations	18
Insubordination	1
Operation of Police Vehicles	132
Performance of Duty	55
Prisoner Care & Custody	19
Reporting for Duty	81
Standards of Conduct	25
Use of Force	1
<b>Total</b>	<b>379</b>

## Disciplinary Actions for Sustained Violations & NDCAs for Policy Infractions

Disciplinary Action / NDCA	# Issued
Non-Disciplinary Corrective Action (NDCA)	72
Oral Reprimand	261
Written Reprimand	36
Suspension	3
Demotion	3
Termination of Employment	1
<b>Total</b>	<b>376</b>



# Dissatisfaction of Service Complaints & Investigative Inquiries

## Dissatisfaction of Service Complaints by Employee Assignment

Employee Assignment	# of Dissatisfaction of Service Complaints
Crisis Intervention Team	2
Fair Oaks District	7
Franconia District	4
Major Crimes Bureau	1
Mason District	4
McLean District	9
Mount Vernon District	10
Operations Support Bureau	1
Organized Crime & Intelligence Bureau	1
Planning & Research Bureau	1
Sully District	7
West Springfield District	10
<b>Total</b>	<b>57</b>

## Investigative Inquiries

Source of Investigative Inquiry	# of Investigative Inquiries
Externally Generated	8
Internally Generated	67
<b>Total</b>	<b>75</b>



## 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.

