

Annual Report of
the Fairfax County
Independent Police Auditor

2024



Richard G. Schott
Independent Police Auditor

2024 Annual Report of the Fairfax County Independent Police Auditor

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Office of the Independent Police Auditor
12000 Government Center Parkway, Suite 233A
Fairfax, VA 22035

www.fairfaxcounty.gov/policeauditor

Contact Us: IPAPoliceAuditor@fairfaxcounty.gov

To request this information in an alternate format, call 703-324-3459, TTY 711.

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SECTION I: OVERVIEW

The Office of the Independent Police Auditor (“OIPA”) was established by the Fairfax County Board of Supervisors (“BOS”) on September 20, 2016,¹ in response to recommendations from the Ad Hoc Police Practices Review Commission² and became operational on April 17, 2017. OIPA’s mission is to bolster trust between the citizens of Fairfax County and the Fairfax County Police Department (“FCPD”) by providing accountability, fairness, transparency, and trust in the complaint system and investigative process.

The Independent Police Auditor’s (“Auditor”) responsibilities include monitoring and reviewing the administrative investigations conducted by the FCPD Internal Affairs Bureau (“IAB”) into officer-involved shootings, in-custody deaths, and use of force cases in which an individual is killed or seriously injured.

The Auditor also monitors and reviews FCPD administrative investigations of public complaints of use of force (“UOF”)³ and coordinates with the Office of the Police Civilian Review Panel (“OPCRP”)⁴ to provide an accessible, safe, impartial, and responsive intake venue for complaints against the Fairfax County Police Department and its employees. Citizen complaints concerning use of force are exclusively handled by the OIPA, while complaints concerning allegations of serious misconduct and abuse of authority by the FCPD are exclusively handled by the OPCR and the Police Civilian Review Panel (“Panel”).

The Auditor monitors and reviews FCPD administrative investigations to determine their thoroughness, completeness, accuracy, objectivity, and impartiality, and issues a public report following each review with his findings. When warranted, the Auditor provides in his public reports any recommendations on changes to FCPD policies, training, and practices based on

¹ [Board of Supervisors September 20, 2016, Meeting](#)

² [Ad Hoc Police Practices Review Commission](#)

³ Use of Force investigations which are subject of a public complaint made to the FCPD or to the Auditor and which meet the definition of police use of force as incorporated in Police Department General Orders (“G.O.”) as of the date of the UOF.

⁴ In February 2022, the Office of the Police Civilian Review Panel (“OPCRP”) was established to provide direct support to the Panel and operate autonomously from the OIPA.

individual reviews. The OIPA may also produce reports on FCPD policy recommendations, trend analyses, or data reviews, in addition to its annual report.

This Annual Report provides a description of key OIPA activities that occurred during 2024 with an emphasis on individual case reviews, complaint intake, recommendations made by the Auditor, and collaboration with the OPCR.

SECTION II: INDIVIDUAL CASE REVIEWS

In 2024 the OIPA opened 29 new cases encompassing incidents that occurred in 2018 (1), 2022 (1), 2023 (11), and 2024 (16).⁵

- The OIPA opened 2 new cases automatically due to the nature of the incident. One of these was an officer-involved shooting (“OIS”). One was a serious injury case where an individual harmed himself while in the custody of the FCPD.
- The OIPA opened 27 new cases resulting from public complaints submitted during 2024. These new complaints included 25 complaints that were originally submitted to the FCPD and then forwarded to the OIPA due to the excessive force allegations, and two complaints that were submitted directly to the OIPA from the public. Both complaints of excessive force submitted to the OIPA also included additional allegations⁶ that fall under the authority of the Panel and were, therefore, processed concurrently by the OIPA and the OPCR.

Active Caseload During 2024

The OIPA had a total of 100 active cases during the calendar year of 2024.⁷ Just under half of the active cases (47) were monitored by the Auditor, meaning that at the time of the incident—or shortly thereafter—the OIPA was able to provide immediate feedback and/or

⁵ See Appendix A: OIPA Cases Opened in 2024.

⁶ The Panel processes complaints alleging serious misconduct or abuse of authority.

⁷ See Appendix B: OIPA Active Cases in 2024.

recommendations, as warranted, to the FCPD concerning the ongoing FCPD investigations. Fifty-three (53) cases were reviewed by the IPA as the FCPD's investigation had already concluded by the time it was received by the OIPA.⁸

- Including the new cases opened in 2024, a total of twelve (12) investigations were monitored automatically by the OIPA including: 7 officer-involved shootings, one officer-involved shooting of a domesticated animal, two deaths of individuals while in the custody of the FCPD, and two serious injury cases.
- Including the complaints submitted during 2024, the OIPA had a total of 88 FCPD active investigations into complaints of uses of force, 81 of which were submitted to the FCPD, and 7 of which were submitted to the OIPA. The type of allegations in these complaint cases included takedowns (21), assaults (16), forces to cuff (12), grabbing/holding (11), being struck (11), slamming their head or face (10), brandishing of firearms (8), being pushed (7), being dragged (4), a canine bite (1), use of an electronic control weapon ("ECW") (1), use of OC spray (1), and use of a Ripp hobble restraint (1). Fifteen individuals alleged excessive force or injury but did not provide specific details about the type of force used on them.

Case Reviews Closed During 2024

In 2024 the OIPA completed and closed a total of 23 cases.⁹ To document the 23 closed cases, the OIPA published 8 Incident Reports and 3 Summary Memos.¹⁰ The three Summary Memos documented the IPA review of the FCPD's investigation into 15 separate incidents.

In 12 of the case reviews completed in 2024, the IPA found that the FCPD investigation met the standards of being complete, thorough, accurate, objective, and impartial. In 9 of the cases reviewed, including complaints of non-serious injuries or the pointing of firearm(s), the IPA did

⁸ Thirty-nine (39) of these 53 were retroactive reviews identified during 2023 and thoroughly discussed in OIPA's 2023 Annual Report. Fourteen (14) of those 39 retroactive reviews were completed during 2024, leaving 25 retroactive reviews to be completed.

⁹ See Appendix C: OIPA Closed Cases in 2024.

¹⁰ In Summary Memos, the OIPA provides information on the incident and the complaint; however, the IPA may not issue a finding but determines whether the FCPD adequately addressed the concerns presented by the complainant.

not issue a finding based on that standard, but determined that the FCPD adequately addressed the concerns presented by the complainant and that the force used or the pointing of the firearm(s) was objectively reasonable. In reviewing one incident that occurred in September 2019, the IPA found the pointing of a firearm was not objectively reasonable under the circumstances.¹¹ Finally, in one summary review,¹² the IPA did not address whether the investigation was complete, thorough, accurate, objective, and impartial because a very limited FCPD administrative investigation determined—and the IPA concurred—that the officer was “exonerated by technology”¹³ based on viewing body-worn camera (“BWC”) footage of the incident. The BWC footage revealed that no force had been used during the individual’s arrest. The IPA issued policy, practice or training recommendations in response to reviewing three cases: IPA-22-08, IPA-22-10, and IPA-23-17. The recommendations will be addressed in detail in Section III of this report.

Below is a chart that summarizes the case reviews that were completed in 2024.

¹¹ IPA-19-20R. See [Pointed Firearms Summary Memo 3-29-24.pdf](#).

¹² IPA-24-14.

¹³ FCPD General order 301 XII. B. 3. provides that a finding of “exonerated by technology” is appropriate when “an initial review reveals that an allegation can be quickly dispelled by available technology, to include Body Worn Camera (BWC), In-Car Video (ICV), or other available audio/visual recording(s).”

Status of Completed Case Reviews During 2024

OIPA Case #	Incident Date	Incident or Allegation Description	Initiated By	IPA Review Start Date	Report/Memo Date
IPA-22-08	7/7/2022	OIS	Automatic	7/8/2022	5/1/2024 Report
IPA-22-10	8/2/2022	OIS	Automatic	8/3/2022	11/4/2024 Report
IPA-22-11	10/6/2022	OIS	Automatic	10/7/2022	11/26/2024 Report
IPA-22-12	11/10/2022	ICD	Automatic	11/11/2022	11/14/2024 Report
IPA-23-17	3/1/2023	UOF (Excessive Force)	Complaint to OIPA	9/5/2023	9/6/2024 Report
IPA-23-18	9/13/2023	ICD	Automatic	9/14/2023	8/30/2024 Report
IPA-23-19	9/25/2023	UOF (Excessive Force)	Complaint to OIPA	9/30/2023	10/9/2024 Report
IPA-23-28	12/21/2023	UOF (Takedown)	Complaint to PCR/P/OIPA	12/23/2023	9/23/2024 Report
IPA-24-14	9/26/2023	UOF (Excessive Force)	Complaint to PCR/P/OIPA	8/5/2024	12/13/2024 Summary Memo
IPA-18-16R IPA-19-14R IPA-19-17R IPA-19-19R IPA-19-20R IPA-20-13R IPA-20-18R	6/6/2017 through 6/20/2020	Pointed Firearms	Complaint to FCPD	5/1/2023	3/29/2024 Summary Memo
IPA-18-21R IPA-19-13R IPA-19-15R IPA-19-21R IPA-20-11R IPA-20-12R IPA-21-05R	12/13/2018 through 10/1/2021	Non-serious Injury Complaints	Complaint to FCPD	5/1/2023	5/31/2024 Summary Memo

KEY:

OIS – Officer-Involved Shooting
 ICD – In-Custody Death
 UOF – Use of Force

In addition to publishing reports, the Auditor summarizes his incident reports to the Panel during public meetings, so that Panel members can ask clarifying questions about his findings and recommendations regarding FCPD use of force incidents. While the Panel does not itself conduct reviews of use of force incidents, the Panel is authorized to discuss the results of the IPA's reviews and consider whether it wants to make recommendations to the FCPD or to the BOS regarding use of force policies and practices. The Auditor presented his reports, and the findings therein, to the Panel during its meetings on June 6, 2024, and November 7, 2024.

Active Case Reviews to Rollover to 2025

The OIPA will rollover 77 active case reviews into 2025.¹⁴ These cases include 4 officer-involved shootings, one serious injury resulting from the use of an ECW, one self-inflicted injury that occurred while in the custody of the FCPD, one officer-involved shooting of a domesticated animal, and 70 complaints of force submitted to the FCPD (67) or directly to OIPA (3).¹⁵ These OIPA reviews will continue during 2025 and public reports will be issued as they are completed.

Status of OIS Case Reviews

Since OIPA became operational in 2017, there have been 16 FCPD officer-involved shootings.¹⁶ To date, the Auditor has conducted and completed reviews of 12 shootings that occurred in 2017 (1), 2018 (1), 2019 (1), 2020 (2), 2021 (1), and 2022 (6). The Auditor continues to monitor and review the investigations of three OISs that occurred in 2023 and the one that occurred in 2024. The chart below provides a summary of all 16 officer-involved shooting investigations that the Auditor has or is currently reviewing since the inception of the office in 2017.

¹⁴ See Appendix D: OIPA Active Cases Ongoing at End of 2024.

¹⁵ This includes 25 retroactive reviews – see Note 8, *supra*.

¹⁶ See Appendix E: OIPA Case Status: FCPD Officer-Involved Shootings. In addition, there have been 3 FCPD officer-involved shootings of domesticated animals since 2017.

Status of Auditor Review of Officer-Involved Shootings since 2017

OIPA Case #	Incident Date	Description	Location	Review Start Date	Report/Memo Date
IPA-17-01	1/16/2017	Caller reported being shot in townhome; potential hostage	Covered Wagon Lane, Herndon	4/25/2017	1/28/2018 Report
IPA-18-01	3/15/2018	Caller reported discharge of firearm in residence; suicide threat	Hunter Road, Fairfax	3/15/2018	6/20/2019 Report
IPA-19-07	10/21/2019	Caller reported domestic violence and person shot; potential hostage	Wicklow Drive, Burke	10/22/2019	7/30/2021 Report
IPA-20-02	1/28/2020	Execution of search warrant at residence	Lee Landing Drive, Falls Church	1/29/2020	1/11/2023 Report
IPA-20-10	12/17/2020	Caller reported shots fired in apartment; hostage	Peach Orchard Drive, Falls Church	12/18/2020	1/11/2023 Report
IPA-21-03	7/19/2021	Caller report suicide threat and threats to kill others inside group home	Gosport Lane, Springfield	7/19/2021	8/2/2022 Report
IPA-22-01	1/4/2022	Domestic call for service; execution of Emergency Custody Order (ECO)	Briarton Drive, Sully District	1/4/2022	4/28/2023 Report
IPA-22-02	2/15/2022	Caller reported a suspicious vehicle and person	Fitt Court, Lorton	3/3/2022	11/30/2022 Report
IPA-22-07	6/30/2022	Execution of arrest warrant by Summer Crime Initiative unit in shopping mall parking lot	Springfield Town Center, Springfield	6/30/2022	8/29/2023 Report
IPA-22-08*	7/7/2022	Caller reported a man in crisis inside home	Arbor Lane, McLean	7/8/2022	5/1/2024 Report
IPA-22-10*	8/2/2022	Street Crimes Unit traffic stop; narcotics investigation	Arlington Blvd./Patrick Henry Dr., Falls Church	8/3/2022	11/4/2024 Report

OIPA Case #	Incident Date	Description	Location	Review Start Date	Report/Memo Date
IPA-22-11*	10/6/2022	Vehicle pursuit to assist Arlington County Police Department	Arlington Blvd./Graham Rd., Falls Church	10/6/2022	11/26/2024 Report
IPA-23-01	2/22/2023	Foot pursuit after asset protection report of shoplifting at mall	Tysons Corner Center, McLean	2/22/2023	<i>In process</i>
IPA-23-02	4/5/2023	Assist Virginia State Police in vehicle pursuit starting in Fairfax County	I-95 in Prince William County	4/14/2023	<i>In process</i>
IPA-23-08	5/11/2023	Pedestrian stop; stolen U-Haul investigation	Richmond Highway, Alexandria	5/11/2023	<i>In process</i>
IPA-24-17	9/16/2024	Welfare Check Call for Service; officer slashed with knife	Sunrise Valley Drive Apartment Complex, Reston	9/16/2024	<i>In process</i>

* *indicates a case review completed in 2024*

The latest officer-involved shooting incident occurred on September 16, 2024, after an FCPD officer responded to a “welfare check” call for service based on comments made by a person during a conversation with her health care provider. This was the seventh officer-involved shooting (of the 16 since 2017) that involved an individual suffering from behavioral health issues at the time.¹⁷

In a report published by OIPA in May 2024,¹⁸ the Auditor pointed out that recent Department of Justice (“DOJ”) investigations into the practices of several police departments have identified those agencies’ response to individuals in crisis as a major concern and potentially in violation of the Americans with Disabilities Act.¹⁹ Also in that report, the Auditor advocated for the

¹⁷ In five of the seven, the possibility of a behavioral health crisis was known in advance by the responding officers based on the nature of the call for service. The behavioral health crisis was not known in the other two until after officers responded to the incident and had discharged their weapons.

¹⁸ [July 7, 2022: Officer-Involved Shooting; Deployments of Electronic Control Weapons \(IPA-22-08\)](#).

¹⁹ See, [Office of Public Affairs | Justice Department Finds Civil Rights Violations by the Minneapolis Police Department and the City of Minneapolis | United States Department of Justice](#), and [Office of Public Affairs |](#)

expedited full implementation of the Fairfax County Co-Responder Program. In light of the most recent OIS, the Auditor takes this opportunity to reiterate the urgency of full implementation of the co-responder program, if not a purely non-police response, to many behavioral health calls.

In its March 2023, report following its investigation into the Louisville PD’s response to people suffering a behavioral health crisis, the DOJ recommended a purely non-law enforcement response to calls if it is determined that a police response is not necessary. And even more recently—in a report released on December 9, 2024—the DOJ pointed out that “public entities must provide reasonable modifications to afford people with disabilities an equal opportunity to benefit from their emergency response programs, which may include sending a behavioral health response *instead of police* when appropriate.”²⁰

SECTION III: POLICY REVIEW & RECOMMENDATIONS

The OIPA makes public recommendations—based on individual incident reviews or independently—to the FCPD Chief of Police concerning the revision of FCPD policies, training, and practices. The BOS is notified when the Auditor issues recommendations to the FCPD through the IPA’s public reports. Recommendations made by the OIPA on FCPD policies, practices, and training are compiled in a Recommendations Matrix, which is periodically updated to reflect their implementation status to keep the BOS and the public informed.

The IPA at times also provides input on policing matters directly to the BOS, separate from its recommendations for the FCPD to adopt a change to its policies or procedures, and did so in 2024.

[Justice Department Finds Civil Rights Violations by the Louisville Metro Police Department and Louisville/Jefferson County Metro Government | United States Department of Justice](#); and since the publication of the May, 2024 report, see also, [Office of Public Affairs | Justice Department Finds Civil Rights Violations by Memphis Police Department and City of Memphis | United States Department of Justice](#).

²⁰ Footnote 10 (*emphasis added*) in the report on the “Investigation of the Worcester Police Department and the City of Worcester, Massachusetts,” available at: [Findings Report - Worcester PD](#)

OIPA Recommendations

In 2024, the Auditor made 5 recommendations to the FCPD and one recommendation to the Board of Supervisors. One of the 5 recommendations made to the FCPD has already been implemented; one is the subject of ongoing discussions between the FCPD and the Fairfax County Sheriff's Office; one is pending while ongoing research is being conducted; one is under review; and the fifth is not being implemented.

Below is an excerpt²¹ from the latest matrix, which describes the Auditor recommendations made to the FCPD during 2024 and the status of each.

Status of Auditor Recommendations to the FCPD Made During 2024

IPA Case # Incident Date	Report Date	Auditor Recommendation	Status (as determined by the IPA)
IPA-22-08 7/7/2022	5/1/2024	Include criminal factors (including the Graham factors) and add non-criminal factors—using the explicit language from the Miracle case—in G.O. 540 to consider when determining whether force was objectively reasonable during a non-criminal situation, or when the individual was experiencing a medical or mental health crisis while also engaged in criminal activity.	Under Review (Status Pending)
IPA-22-08 7/7/2022	5/1/2024	Continually stress to all officers the importance of utilizing time to their advantage, particularly when responding to calls for service involving people in crisis.	Implemented through recurrent training; additionally, GO 609 was revised, effective 9/22/2023, to mandate that a supervisor should respond to the scene involving an emotionally-distressed person whenever possible.
IPA-23-17 3/1/2023	9/6/2024	Engage in discussion with the FCSO to allow BWC recording while FCPD officers are in the ADC, regardless of whether a use of force is happening or anticipated.	Status Pending (ongoing discussion)

²¹ The full Recommendations Matrix, updated in January 2025, is available from [Matrix for Website 1-2025.xlsx](#).

IPA Case # Incident Date	Report Date	Auditor Recommendation	Status (as determined by the IPA)
IPA-22-10 8/2/2022	11/4/2024	Equip at least some officers and unmarked police vehicles with recording equipment for use in undercover operations.	Status Pending (ongoing research being conducted)
IPA-22-10 8/2/2022	11/4/2024	Monitor national trends in policy and practice on police pursuit of fleeing vehicles and consider engaging the County Attorney’s Office and the County’s Legislative Affairs Office to examine the possibility of formally requesting the General Assembly to add the act of fleeing from police to the list of offenses which already allow for the forfeiture of vehicles in the Commonwealth of Virginia.	Not implemented

In addition to the 5 recommendations made to the FCPD, the Auditor recommended directly to the Board of Supervisors that the Fairfax County Co-Responder Program be fully implemented as quickly as possible to potentially avoid another tragic incident like the one outlined in the report on IPA-22-08. Following the incident that occurred in 2022, but prior to the Auditor making this recommendation in 2024, County officials announced its plan to expand the Co-Responder Program to 4 teams operating 7 days a week. The Auditor’s recommendation reiterates his support for and the urgency of the County’s multi-departmental efforts to address this most pressing public safety issue.

IPA Participation on the FCPD Performance Review Board

Beginning in 2023, the FCPD invited the Auditor to participate on the FCPD’s Performance Review Board (“PRB”). The PRB reviews all designated Department “critical” incidents and other incidents as directed by Chief Kevin Davis and assesses whether improvements can be made to departmental training, policy, or equipment, with the goal of the PRB being the improvement of officer safety and performance. After each PRB meeting, a report is generated and forwarded to Chief Davis for his review. The reports outline the topics discussed and points

elicited by the group for the Chief's awareness. Any recommendations for changes to training, policy, or equipment are included for the Chief's consideration.

In 2024, the FCPD had only one critical incident—the September 16, 2024, fatal OIS; consequently, the Auditor participated in only one PRB meeting during 2024.

IPA Participation on the Foot Pursuit Equity Action Team

In December 2024, the One Fairfax Community Roundtable Foot Pursuit Equity Action Team's ("EAT") Champion invited the Auditor to be a non-voting, ex-officio member of the Foot Pursuit EAT. The EAT is designed to provide inclusive engagement and feedback to the FCPD as it creates a new department General Order governing police officer foot pursuits. The Auditor participated in the EAT's inaugural meeting on December 11, 2024, and provided input before and after the meeting based on his review of EAT Draft policy recommendations. He will be actively involved with the Foot Pursuit EAT during 2025.

SECTION IV: OTHER OIPA ACTIVITIES IN 2024

Support to the Panel and the Office of the Police Civilian Review Panel

In early 2024, OIPA provided ongoing administrative support to the OPCR, which was not fully staffed due to a vacancy in its department head position.²² During that time, the OIPA worked with the OPCR's Management Analyst on complaint intake so that complaints of force were reviewed by the Auditor and complaints of serious misconduct and abuse of authority were processed by the Panel. In 2024, OIPA staff received and processed two complaints from the public alleging use of force²³ and OIPA referred 9 complaints to the OPCR because the allegations did not include a use of force component.

²² In February 2022, the Office of the Police Civilian Review Panel ("OPCRP") was established to provide direct support to the Panel and operate autonomously without relying on the OIPA for administrative support. However, in July 2023, the OPCR's Executive Director resigned.

²³ One complaint was forwarded to the OIPA from the OPCR because of excessive force allegations and one complainant submitted her complaint to both offices.

During 2024, OIPA staff regularly attended the Panel’s monthly public meetings and the weekly update meetings held with OPCRP staff and Panel leadership. After the OPCRP Liaison²⁴ joined the office, OIPA staff provided guidance to the OPCRP and the Panel on its Bylaws and assisted OPCRP staff in fulfilling its administrative functions and reporting duties. In December 2024, the Auditor and OIPA Management Analyst also provided input to OPCRP staff as they developed a data collection plan to capture additional details on complaints and Panel processes.

Other Administrative Activities

In January 2024, the OIPA Management Analyst assisted the Panel in revising its procedures on the handling of review requests and in developing a new procedure on Public Comment. Later in the year, OIPA staff provided input to the OPCRP Liaison as he developed new procedures and refined outdated procedures for the office, such as the OPCRP’s Records and Information Management procedure and its FOIA procedure.

The OIPA also reviewed and updated its Records and Information Management Procedure in 2024, and engaged in a comprehensive records disposal process in December 2024.

Community Outreach

During 2024, OIPA participated in several community meetings and FCPD functions to inform the community about civilian oversight in the County, specifically discussing the Auditor, the Panel, and their respective responsibilities. Among those outreach events, the Auditor:

- Participated as a Panelist for a virtual Moderated Panel Discussion on “The State of Civilian Oversight in Virginia” in January 2024.²⁵
- Presented with Major Ryan Lazisky (FCPD – IAB) on Civilian Oversight and the role of the IPA to a Prince William County Police In-service (covering UOF matters) group in March 2024.
- Presented to the FCPD Community Police Academy Session 45 in April 2024.
- Presented to attendees of the FCPD’s Community Use of Force Workshop in April 2024.

²⁴ The Panel Liaison position, formerly the Panel’s Executive Director, was filled in March 2024.

²⁵ [*The State of Civilian Oversight in Virginia: A Virtual Panel Discussion of Civilian Oversight Practitioners*](#)

- Presented with Major Ryan Lazisky (FCPD – IAB) on Civilian Oversight and the role of the IPA to attendees of a Deadly Force In-service training session at the Northern Virginia Criminal Justice Academy in July 2024.
- Presented to the FCPD Community Police Academy Session 46 in October 2024.
- Presented on Employment Law Issues to 80 attendees of the F.B.I. National Academy Associates - Virginia Chapter’s First Line Supervisor School in November 2024.

As an additional part of community outreach, in March 2024, the Auditor fielded questions from a representative of the Harris County (Texas) Research and Analysis Division, Office of County Administration, to assist Harris County as it was exploring the possibility of implementing civilian oversight of its law enforcement agencies.

Professional Development

From January-April 2024, the Auditor participated in the American Bar Association’s “Legal Education Police Practices Consortium” class. The semester-long, virtual class brought students from several different law schools together to study the history, evolution and challenges associated with modern policing in the United States through a shared legal and criminological lens. The course brought together active and retired law enforcement professionals to add their real-world perspective on various topics such as police stops, frisks, searches, uses of force, the examination of various models of policing, and police culture. The Auditor participated in each of the following class sessions:

- 1) “Police Training”
- 2) “Policing & Race”
- 3) “Policing Oversight”
- 4) “Evaluating the Efficacy of Policing Reform Efforts”
- 5) “How to be a Changemaker in Policing”

OIPA staff also participated in professional development opportunities throughout the year to continue to learn and keep informed of national trends and research pertaining to policing:

- The OIPA MA attended the annual NACOLE Conference in Tucson, Arizona, from October 13-17, 2024. OIPA staff was joined by three Panel members, the OPCR MA, and the Panel’s Liaison, further strengthening the working relationship between the OIPA and the Panel.
- The Auditor attended the International Association of Chiefs of Police’s Conference in Boston, Massachusetts, from October 18-22, 2024. The annual conference brings together law enforcement officials from around the world to learn about best practices and cutting-edge technology being used by police officers across the globe.
- The Auditor and staff attended various webinars offered by NACOLE, the International Association of Chiefs of Police (“IACP”), Lexipol, and Justice Clearinghouse during the year. Both the Auditor and staff maintained their status of being NACOLE-certified practitioners of oversight during 2024.
- Following the Auditor’s service on the IACP Working Group on “Specialized Units Within Policing” from June through November 2023,²⁶ the IACP published its guidance—both a Model Policy and a Concepts and Issues Paper—on the topic in April 2024. The Auditor shared the IACP materials with the respective commanders of each of the FCPD’s specialized units.
- In January 2024, the Auditor began serving on an IACP Working Group to develop guidance for police departments’ “Field Training Officer” programs. The Working Group completed its work in October 2024, and the final guidance—a Model Policy and a Concepts and Issues Paper—are expected to be released in 2025.
- OIPA staff participated in County-led Implicit Bias Training with OPCR staff and members of the Panel on September 7, 2024.

²⁶ Issues associated with specialized units within police departments came under intense scrutiny following the killing of Tyre Nichols in Memphis, Tennessee, in January 2023.

SECTION V: CITIZEN COMPLAINTS TO THE FCPD

As mandated by the BOS,²⁷ the FCPD provides a public report to the Auditor on the disposition of all citizen complaints made against the FCPD so that the Auditor can ensure the FCPD is “properly responding to” and investigating these complaints in a “timely manner.”

The following chart depicts the status of all citizen complaints lodged against the FCPD during 2024:

Quarterly Case Status by Received Date
Fairfax County Police Department
Internal Affairs Bureau

Citizen Complaint Status	2024 Quarter 1 Jan/March	2024 Quarter 2 April/June	2024 Quarter 3 July/Sept	2024 Quarter 4 Oct/Dec	Total
Active	10	32	24	43	109
Exonerated/ Exonerated by Technology	29	37	26	3	95
Not Sustained	2	2	0	0	4
Policy Infraction	2	2	1	0	5
Sustained	8	2	2	1	13
Unfounded	20	6	0	3	29
Total	71	81	53	50	255

Last Updated: January 24, 2025
Source: IAPro RMS System

At the end of 2024, 43% of investigations into complaints received during the year remained active, with 61% of those still active having been lodged between July through December. Twenty-nine percent (29%) of the still active cases came to the FCPD between April and June, and only 9% of the still active cases involved complaints made between January and March of 2024.

²⁷ See [September 20, 2016, BOS Action Item](#) establishing the OIPA.

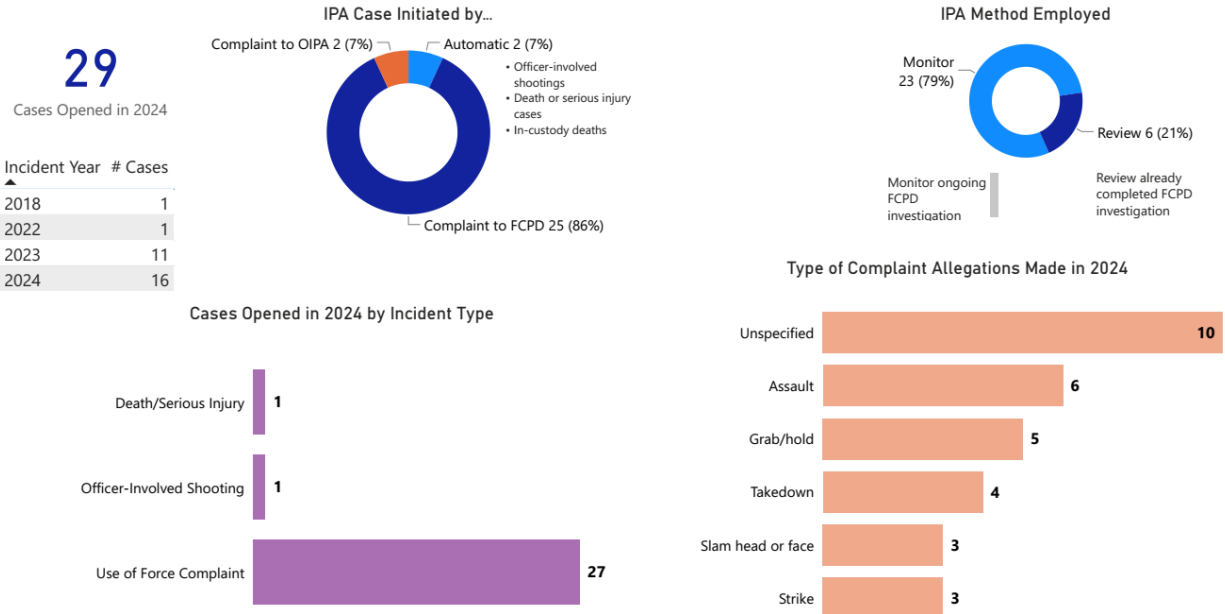
In 12% of the completed investigations throughout the year, the FCPD determined there to be a “sustained” allegation or it identified another “policy infraction.” In 65% of the completed investigations, a finding of “exonerated” or “exonerated by technology” was supported by the preponderance of the evidence, with the remaining 23% of complaints determined to have been either “not sustained” or “unfounded.”²⁸

Based on his review of numerous complaints about uses of force, his familiarity with non-use of force complaints reviewed by a subcommittee of or the full Panel, and his review of additional disposition letters sent by the FCPD to complainants during 2024, the Auditor is satisfied that the FCPD is “properly responding to” and investigating complaints in a “timely manner.”

²⁸ For a full explanation of the different findings at the conclusion of an internal investigation, see FCPD [GO-301.pdf](#)

APPENDICES

APPENDIX A: OIPA Cases Opened in 2024



APPENDIX B: OIPA Active Cases in 2024

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OIPA Active Cases in 2024*

Incident Year	# Cases
2017	1
2018	12
2019	14
2020	8
2021	5
2022	16
2023	28
2024	16

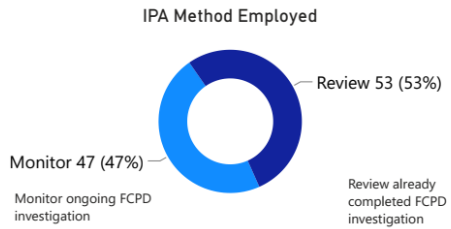
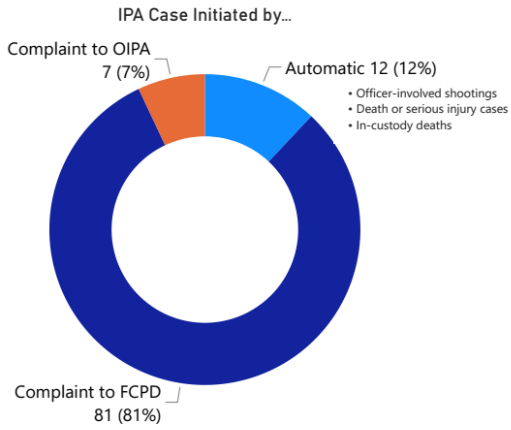
Status of OIPA Cases at end of 2024

Closed

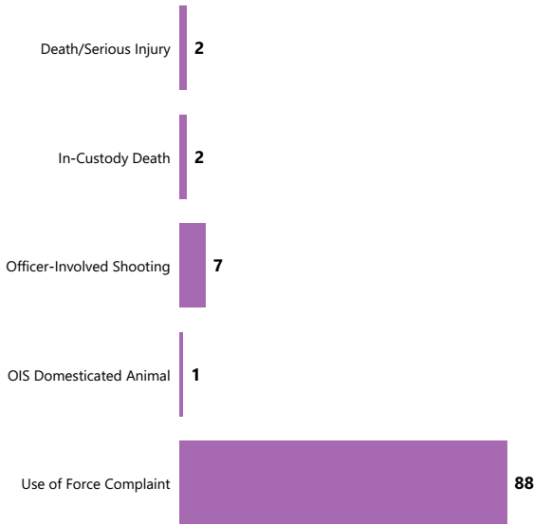
23

Open

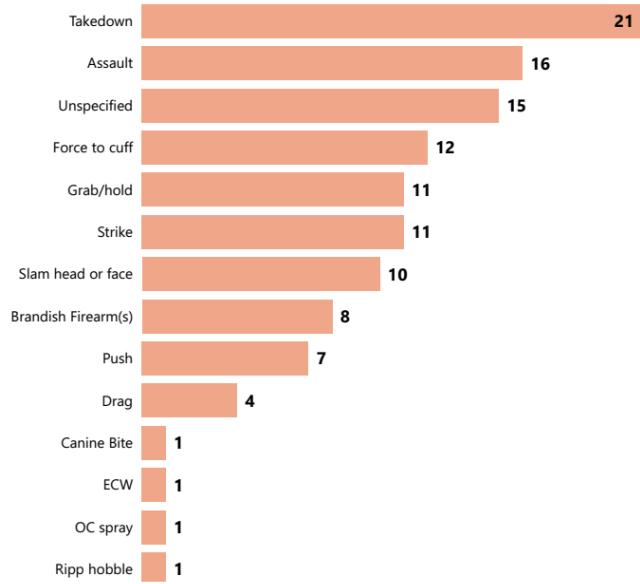
77



of Active Cases in 2024 by Incident Type



*Complaint Allegations Made in 2024

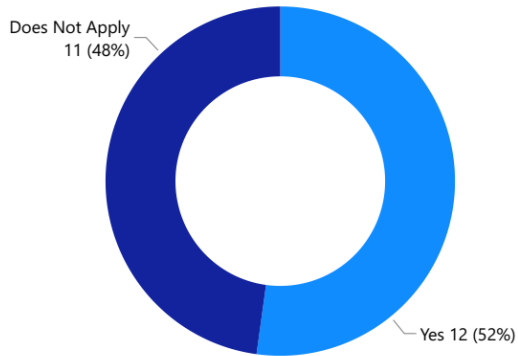


APPENDIX C: OIPA Closed Cases in 2024

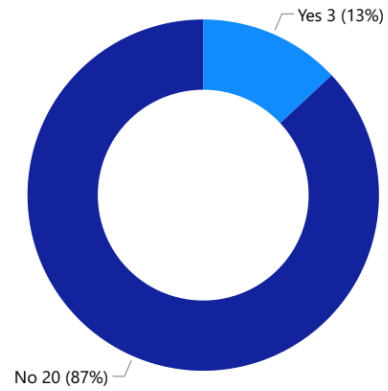
The IPA issues findings on whether the FCPD administrative investigation was complete, thorough, accurate, objective, and impartial.

Of the 23 cases closed and reported on in 2024...

Did the IPA Find that the Standards Were Met?



Did the IPA Make Recommendations?



*In Summary Memos, the IPA may not issue findings, but instead determines whether the FCPD adequately addressed concerns of the complainant. These are reflected in the Does Not Apply category.

APPENDIX D: OIPA Active Cases Ongoing at End of 2024

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Active Cases Ongoing at the End of 2024

Incident Year	# Cases
2018	8
2019	9
2020	5
2021	4
2022	12
2023	23
2024	16

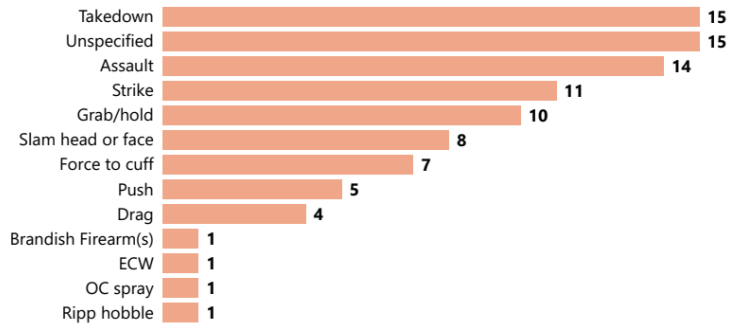
Active Cases at End of 2024 by Case Type

Initiated by	Regular	Retro	Total
Automatic	7		7
Complaint to FCPD	42	25	67
Complaint to OIPA	3		3
Total	52	25	77

Active Cases at End of 2024 by Incident Type



Active Cases at End of 2024 by Force Type or Allegation



APPENDIX E: OIPA Case Status: FCPD Officer-Involved Shootings

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FCPD OIS Cases Since OIPA Started

Incident Year	# Cases
2017	1
2018	1
2019	1
2020	2
2021	1
2022	6
2023	3
2024	1

