

Community Chat: Virtual Roundtable on Civilian Oversight Ordinance Proposed Changes

Office of the Alexandria Independent Policing Auditor (AIPA)

What is Civilian Oversight?

Civilian oversight agencies independently review, investigate and/or monitor commendations and complaints of law enforcement misconduct.

Civilian oversight proactively addresses public safety and policing issues by reviewing police complaints and investigations to recognize systemic patterns and recommend effective practices on law enforcement directives, practices, training, and more.

Civilian oversight agencies build bridges between law enforcement and community by reporting community concerns and law enforcement actions.



Civilian Oversight in Alexandria: Background

The death of George Floyd at the hands of Minneapolis police officers on May 25, 2020, sparked public outrage and widespread media coverage of incidents of excessive force and police brutality across the United States. On June 9, 2020, the Alexandria City Council unanimously adopted Resolution 2950, which condemned police brutality and systemic racism and reaffirmed that Black Lives Matter.

The resolution also directed the City Manager and City Attorney to return to Council at the first Legislative Meeting of September 2020 with a proposed ordinance to establish a Community Policing Review Board in Alexandria.

On April 17, 2021, the City Council voted unanimously to adopt two ordinances establishing the structure of civilian oversight of law enforcement in Alexandria, which included an Independent Community Policing Review Board (City Code Art. 2, § 2-4-220 thru 2-4-229) and an Office of the Independent Policing Auditor (City Code Art. 4, § 4-1-5 thru 4-1-6), to be effective as of July 1, 2021. The Board commenced meeting in January 2022, and the Office began operations in January 2023.

Civilian Oversight in Alexandria: ICPRB

The mission of the Independent Community Policing Review Board (ICPRB) includes ensuring all residents and visitors in the City of Alexandria are safe, secure, and treated fairly by the Alexandria Police Department (APD).

The ICPRB is comprised of residents of Alexandria with demonstrated commitment to fair and equitable policing in the City of Alexandria.

The ICPRB will provide timely, fair, and objective reviews of administrative investigations conducted by the APD Professional Responsibility and the Office of the Independent Auditor.

The ICPRB is a public body and meets monthly. All meetings are open to the public, and the ICPRB welcomes public comments regarding policing in Alexandria.

Civilian Oversight in Alexandria: AIPA

The Alexandria Independent Policing Auditor (AIPA) is the independent civilian oversight agency of the APD and serves as a mechanism with which to provide oversight and accountability of the APD. The AIPA is independent of the APD.

The AIPA conducts independent monitors and investigates complaints of police misconduct, reviews police commendations and addresses comments and concerns regarding APD.

The AIPA engages and learns from the communities it serves and is committed to independent and thorough oversight while building bridges with the Alexandria community.

The AIPA provides updates on its activities and consists of professional, knowledgeable and trained staff.

The AIPA's vision is to advance fair and equitable policing in the City of Alexandria by promoting law enforcement accountability, transparency, and enhancement of public safety, and ultimately, strengthen community trust in local law enforcement.



Key Issues with ICPRB & AIPA Ordinances



**ICPRB
Meeting
Requirements**




**ICPRB
Training
Requirements**



**Clarification
on ICPRB &
AIPA Roles**



**AIPA
Independence
and Duties**



**AIPA Requests
Ad-Hoc
Committee for
Ordinance
Changes**



On June 25, 2024, the Independent Policing Auditor presented to City Council on the history and status of civilian oversight in Alexandria.

Following the Auditor's presentation, City Council granted the Auditor's request to form an ad-hoc committee to propose changes to the enabling ordinances City Code Art. 2, § 2-4-220 thru 2-4-229 and City Code Art. 4, § 4-1-5 thru 4-1-6.

The final step before presenting the proposed changes to City Council is to host a community engagement event to gather feedback from the Alexandria stakeholders.

Ad-Hoc Committee Members

Alexandria Independent Policing Auditor

Two Independent Community Police Review
Board Members


Two Alexandria Police Department Employees

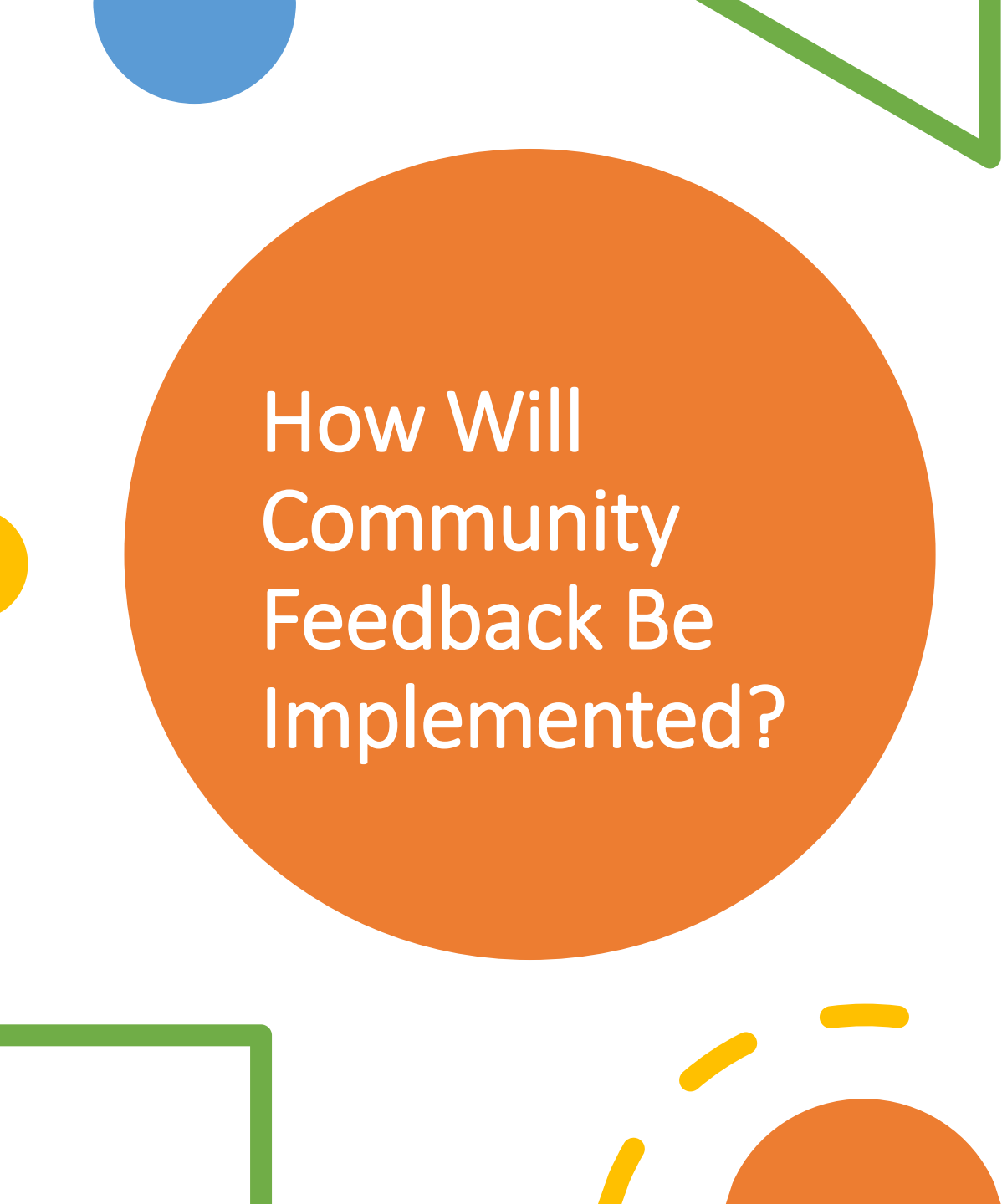
City Attorney's Office

City Manager's Office



Why Is Community Feedback Important?

- **City Council allowed the Alexandria community to ask questions and provide comments on the first draft ordinance.**
 - **Part of AIPA's mission is to elevate community voices and implement community feedback on civilian oversight and policing in Alexandria.**
 - **There is no public safety nor civilian oversight without community.**
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How Will
Community
Feedback Be
Implemented?

AIPA plans to include a summary of community feedback in its report to City Council with the proposed ordinance changes at the November 12th City Council Meeting.

Proposed ICPRB Ordinance Changes: Board Purpose and Scope

- The board shall provide timely, fair and objective review of investigations, ~~investigation~~, and evaluation of policing practices.
- Board will receive inquiries and refer cases to AIPA or APD for formal complaint and investigation.
- Board shall have the authority to ~~investigate matters~~, review investigations completed by APD and request investigations pursuant to identified patterns and practices of potential discrimination, bias, unequal treatment or other abuses of police authority.
- Board shall have full access to APD records related to their review of investigations.
- ICPRB shall issue a written report of each review conducted for disclosure to the public (no personal identifiable information) and quarterly to City Council.

Proposed ICPRB Ordinance Changes: Board Requirements and Qualifications

- At least one non-voting, ex-officio board member who has law enforcement experience, but shall not be a current employee of a law enforcement agency.
- Board members shall sign and comply with terms of a Standards of Professional Conduct Statement.
- New provisions for removal of board members upon failure to safeguard confidential information, complete training requirements, and comply with terms of the Standards of Professional Conduct Statement.

Proposed ICPRB Ordinance Changes: Board Quorum, Meetings and Support

- To take any action authorized by section 2-4-227, such as reviews and inquiry intake, a quorum of five must be present.
- For all other actions, including administrative, a majority of voting members must be present.
- All public meetings ~~shall~~ may be videotaped, or audiotaped when there is an inability for video recording, which shall be made available to the public on the city's website.

Proposed ICPRB Ordinance Changes: Board Training

- **Initial Training:**
 - **At least 1 ride-along (time length TBD)**
 - **8 hours by National Association for Civilian Oversight of Law Enforcement or comparable experienced professional training.**
 - **Legal and ethical obligations of members of the board, to include relevant privacy rules and matters related to police operations.**
- **Training that an appointee to the board undertakes within the 3 months prior to his/her swearing in as a board member counts towards that appointee's initial training requirements.**
- **Annual Training:**
 - **At least 2 ride-alongs (time length TBD)**
 - **4 hours by National Association for Civilian Oversight of Law Enforcement or comparable experienced professional training.**
 - **Legal and ethical obligations of members of a public board; and**
 - **APD policies, systems, processes, structure and operations, including but not limited to defensive tactical training, crisis intervention training, and de-escalation training and city Administrative Regulations related to liability, employee discipline and matters related to police operations.**
- **Additional Training to be provided by AIPA and the City**

Proposed ICPRB Ordinance Changes: Board Duties

- The ICPRB will retain its authority to review investigations conducted by AIPA and APD Professional Responsibility that fall under **APD Directives Chapter 2 (Ethics and Conduct) and Chapter 10.32 (General Procedures)**, severe misconduct to include offenses listed in AR 6-20, Group III Offenses
- The ICPRB will retain its authority to review police policies and procedures to recommend best practices based on patterns in officer complaints, commendations, and actions.
- The ICPRB will establish a formal **inquiry intake process** for community questions, comments, and concerns about policing.
- The Board **may** hold a public hearing regarding their review of an investigation.
- **The Board's review of an investigation can be extended for 30-60 days for good cause with notice to the complainant and APD.**

Proposed ICPRB Ordinance Changes: Board Duties

- The Board's findings shall be:
 - Concur with all or some of the findings and determinations detailed in the investigation report;
 - Advise city council, the city manager, the APD, and the AIPA that the findings are not supported by the information reasonably available to the APD and recommend further review, consideration, and/or action by the police chief; or
 - Advise city council, the city manager, the APD, and the AIPA that, in the board's judgment, the investigation is incomplete and recommend additional investigation.
 - Recommend referral of the complaint to the commonwealth's attorney for the City of Alexandria.

Proposed AIPA Ordinance Changes: Role & Access

- AIPA will receive both complaints of law enforcement misconduct and commendations regarding members of the Alexandria Police Department.
- AIPA will monitor and/or conduct investigations of incidents
- AIPA will have access to all records, documents, and materials in APD's possession that are determined to be necessary for AIPA to carry out its scope and authorized functions.

Proposed AIPA Ordinance Changes: Role & Access

- All employees of the APD, sworn and unsworn, are directed to fully cooperate with AIPA investigations and answer truthfully and completely all questions directed to them by AIPA investigators.
- **The Memorandum of Understanding between APD and AIPA establishes the duty of APD employees to cooperate fully with AIPA investigations and answer truthfully and completely all questions directed to them by AIPA investigators.**

(Alternate language: establishes the Police Chief's duty to ensure that APD employees cooperate fully with AIPA investigations and answer truthfully and completely all questions directed to them by AIPA investigators.)

Proposed AIPA Ordinance Changes: Complaints

Complaints made directly to the AIPA shall contain information regarding the incident including, but not limited to, the following:

- Name, address and contact information
- a statement describing the reasons for the complaint
- the specific police behavior of concern
- a description of the incident in which the behavior occurred
- information regarding witnesses to or persons with knowledge of the incident known to the complainant.

Failure to provide all information will not render the complaint unreviewable.

Proposed AIPA Ordinance Changes: Reporting

AIPA will engage stakeholders utilizing:

- Clear and direct informational brochures to inform community members on civilian oversight and the complaint process.
- Work with APD to develop and implement an information plan for officers and community members
- Community engagement activities in predominately marginalized and minority communities
- Periodic reports to the community, City Council, City Manager, Board, and APD.



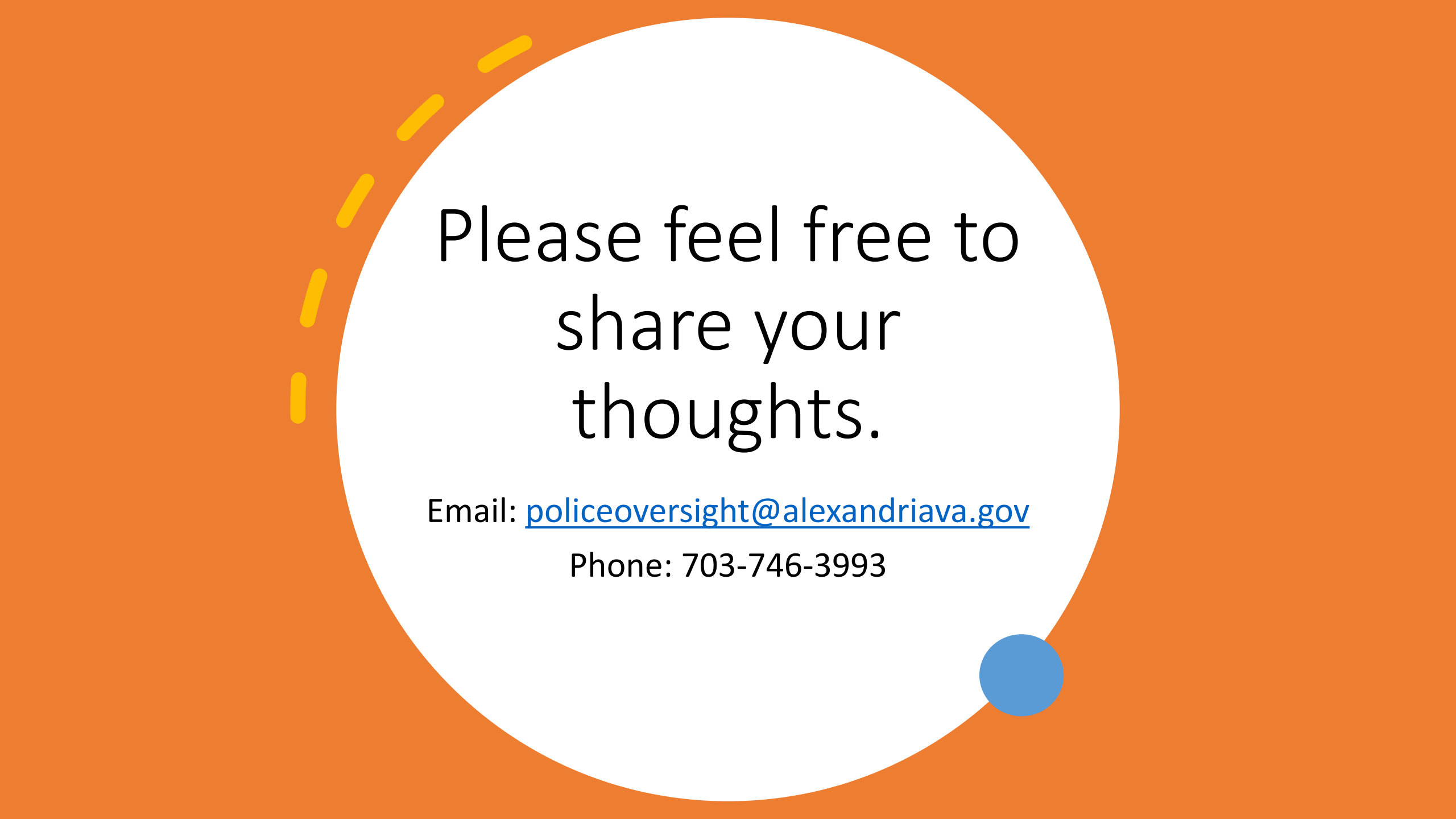
Moving Forward

- AIPA will incorporate community feedback when the proposed ordinance changes are presented to City Council.
 - City Council Presentation: November 12, 2024 (Tentative)
 - Memoranda of Understanding will be drafted and negotiated between ICPRB, AIPA, APD and the City Manager's Office.
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Community Feedback

We want to hear from you!



Please feel free to
share your
thoughts.

Email: policeoversight@alexandriava.gov

Phone: 703-746-3993



Additional Information & Updates

AIPA

<https://www.alexandriava.gov/public-safety/office-of-the-alexandria-independent-policing-auditor>

Helpline: 703.746.3993

Email: policeoversight@alexandriava.gov

ICPRB

<https://www.alexandriava.gov/public-safety/alexandria-independent-community-policing-review-board>

Helpline: 703.746.3993