

**MEMORANDUM OF
UNDERSTANDING
FOR
CIVILIAN OVERSIGHT
OF THE
ALEXANDRIA POLICE
DEPARTMENT**

THIS MEMORANDUM OF UNDERSTANDING (MOU) IS ENTERED INTO ON THIS 1st DAY OF JULY 2025 BY AND BETWEEN THE INDEPENDENT COMMUNITY POLICE REVIEW BOARD (“BOARD”), INDEPENDENT POLICING AUDITOR (“AUDITOR”) AND THE ALEXANDRIA POLICE DEPARTMENT (“POLICE DEPARTMENT), COLLECTIVELY REFFERED TO AS THE PARTIES.

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I. PURPOSE

Pursuant to City Code, Chapter 4, Title 2, Article II, Section 2-4-221, the Alexandria Police Department, Independent Community Police Review Board, and Independent Policing Auditor must enter a Memorandum of Understanding to carry out the authorized scope and functions assigned to the Board and Auditor in collaboration with the Police Department.

The purpose of this agreement is to establish a collaborative framework between the Parties to ensure transparent, accountable, and impartial civilian oversight including independent investigations of police misconduct, monitoring and review of investigations completed by the Police Department or Office of Professional Responsibility, and review of police practices, policies, and operations. This memorandum also outlines the roles, responsibilities, and processes by which the Parties will promote public trust, continuous improvement, and compliance with applicable laws, regulations, and standards of professional conduct.

The memorandum of understanding also serves to define scope of activities, responsibilities, and mechanisms for communication and reporting between the Parties to ensure mutual commitment to uphold the integrity of administrative investigations and law enforcement, and the trust of the community in which they serve.

II. IMPLEMENTATION

It is the responsibility of the Chief of Police and the Chair of the Board, in collaboration with the Auditor, the City Manager's Office, and the City Attorney, to ensure compliance with this MOU and to ensure that all Parties receive appropriate training and updates related to its implementation.

III. MODIFICATIONS

Updates and modifications to this MOU shall be made in writing and may occur as necessary, provided they are agreed upon by all Parties.

IV. DEFINITIONS

For the purpose of this MOU, these words and phrases have the following meanings:

- **Administrative Complaint** – A complaint or allegation of misconduct against a police officer or employee that, if substantiated, would constitute a violation of department policy, procedure, rule, or standard of conduct, but does not allege criminal behavior. Administrative complaints are investigated through internal administrative processes and may result in corrective or disciplinary action, including counseling, training, reprimand, suspension, or termination.
- **Employees** – Any individual employed by the Alexandria Police Department, including both sworn law enforcement officers and non-sworn civilian personnel. This definition also includes individuals appointed by the Chief of Police to serve in any capacity within the Police Department.
- **Garrity v. New Jersey** - Garrity protects public employees such as law enforcement officers, from prosecution for any statements made during an internal investigation that may be related to criminal conduct.
- **Intake** – The process by which the Auditor and the Board receive, record, and process complaints and inquiries.
- **Investigation** – A formal administrative process conducted by the Police Department or the Auditor to examine and evaluate allegations of misconduct, severe misconduct, incidents resulting in death, excessive force, or other policy violations. An investigation may include, but is not limited to, collecting and analyzing evidence, interviewing witnesses, reviewing relevant documents, policies, and procedures, conducting legal analysis, and preparing findings and recommendations. Investigations are distinct from criminal investigations and are conducted to determine whether Department policies, procedures, or professional standards have been violated.
- **Incidents Resulting in Death** – Any incident involving the Alexandria Police Department that results in the death of an individual who is: (1) in police custody; (2) detained or being detained; (3) under arrest or in the process of being arrested; or (4) involved in a police use of force encounter. This includes in-custody deaths, deaths occurring during or following police intervention, and deaths associated with any action, use of force, or tactical operation by an officer.
- **Misconduct** – In accordance with the ordinances governing the Board and Auditor, any act or omission by a police department employee that violates law, department policy, directive, or professional standards. This includes, but is not limited to improper, illegal, unethical, or inappropriate behavior; abuse of authority; failure to perform duties as required; dishonesty; bias-based conduct; or any action that undermines public trust in the integrity and professionalism of the Police Department.

- Severe Misconduct – A serious violation of law, policy, or professional standards that poses significant risk to public trust, officer or civilian safety, or the integrity of the Police Department. This includes but is not limited to: criminal conduct; use of excessive or deadly force without justification; dishonesty or falsification of official records; sexual misconduct; discriminatory conduct based on race, color, religion, gender, national origin, age, disability, sexual orientation, or gender identity and expression; abuse of authority; or violations categorized as Group III offenses under Administrative Regulation 6-20 or its successor.
- Subpoena Duces Tecum – A legal order or subpoena issued by a court or other authorized entity requiring an individual or organization to produce specific documents, records, physical evidence, or other tangible items relevant to a legal or administrative proceeding. The individual or entity receiving the subpoena is compelled to provide the requested materials to assist in an investigation.
- Use of Force - Action taken where police use physical force or other techniques, such as a weapon, instrument, or implement, in the lawful execution of their duty, that is immediately necessary to accomplish lawful objectives. This includes when an officer discharges a firearm for other than training or activities undertaken off-duty within department policy, when action taken by the employee results in or is alleged to have resulted in injury or death of another person, when an employee applies force by means of a K-9, a baton, oleoresin capsicum “OC” pepper spray, conducted electrical weapon (taser), or any other weapon.

V. INVESTIGATIONS BY ALEXANDRIA POLICE DEPARTMENT AND INDEPENDENT POLICING AUDITOR

Independent Policing Auditor Intake Process

The Auditor may receive complaints, commendations, and community concerns involving any member or policy of the Alexandria Police Department. Upon receipt of any such information, the Auditor shall inform the Office of Professional Responsibility (OPR) and the Board within three (3) business days. OPR will assess the complaints or community concerns received and initiate an internal investigation if deemed appropriate. For matters not warranting investigation, OPR shall document the rationale for not pursuing action in the case file. The Auditor has the authority to monitor or review investigations conducted by OPR. The Auditor may also initiate an independent investigation.

The Auditor's investigators will process and manage complaints using the case management system. The Auditor will also use the system to track and monitor complaints filed with Police Department OPR. Board members and the Police Department investigators shall be granted limited access to the system as necessary to conduct reviews, monitor progress, and perform quality assurance activities. Complaints may be submitted to the Auditor by community members or complainants, witnesses who observed the incident, or Board members. Complaints may be filed via online submissions, written forms, or referrals from the Board. Written complaint forms will be made available at the Auditor's office, other city departments, and community recreation centers.

Complaints made directly to the Auditor or referred by the Board may contain the following information:

1. The name, address, and contact information of the person filing the complaint;
2. A statement describing the reasons for the complaint;
3. A description of the specific police behavior that is the subject of the complaint;
4. A description of the incident in which the alleged behavior occurred; and
5. Information regarding witnesses to the incident or individuals with knowledge relevant to the incident, including when known, names, addresses, and phone numbers, of such persons.

Complaints must be filed within two (2) years from the date of the incident. The failure to provide all requested information will not automatically invalidate the complaint from review. Additionally, complaints may be filed anonymously, and the Auditor will process these in accordance with the established procedures.

Community Police Review Board - Intake of Community Inquiries & Referral to the Auditor

The intake processes for the Alexandria Independent Policing Auditor and the Independent Community Police Review Board are separate from how the Police Department handles complaints under Virginia Code 9.1-600. Under this Code, the Police Department retains primary responsibility for fact-finding and investigating complaints submitted directly to or referred to the Police Department by the Auditor.

While the Police Department and Auditor both receive administrative complaints directly, the Board may also receive community concerns about alleged misconduct by an Alexandria Police Department employee. When this occurs:

- Board members must forward the concern to the Auditor.
- Board may also request that the Auditor conduct an independent investigation.

Within three (3) business days of receiving such a referral, the Auditor must notify the Police Department's Office of Professional Responsibility (OPR) of both the concern and the Board's request for an independent investigation.

To avoid concurrent investigations, the Auditor and the OPR Commander will confer to decide the appropriate course of action:

- a) The matter will be investigated by the Police Department and monitored by the Auditor, or
- b) It will be investigated independently by the Auditor.

Regardless of this decision, the Auditor reserves the authority to initiate an independent investigation at any time. Upon the decision to launch a formal independent investigation, the Auditor must immediately notify the complainant and officer-involved.

In addition to referring concerns, Board members and third-party witnesses may also file complaints directly with the Auditor and request an independent investigation.

In the event of an impasse or if:

- The Auditor declines the Board's request for an independent investigation, or
- The Police Department retains primary responsibility of the investigation, and the Auditor assumes a monitoring role,

Then the Board may, by majority vote, docket the matter for public hearing before the Alexandria City Council. This action will not delay the Police Department's investigation.

Roles and Responsibilities

- Auditor will monitor all Police department-led investigations throughout the process to ensure transparency and accountability.
- Auditor and OPR will coordinate to prevent concurrent investigations.
- In cases where Police Department's Chief of Police or OPR Commander decides not to pursue an internal investigation, that decision must be documented in the case file.

Auditor Investigations

The Auditor may seek to initiate an independent investigation and notify the Chief of Police – regardless of whether a formal complaint has been filed or if the Police Department has initiated its own internal investigation. When a complaint is referred to the Auditor for an independent administrative investigation:

- Auditor shall share all investigative materials and findings with OPR upon request.
- Auditor shall submit a final report to Board within sixty (60) business days of beginning the investigation.
- Final recommendations from both Auditor and Board will be submitted to the Chief of Police for further action.

The Auditor may monitor or initiate independent investigations on behalf of complainants and Board members within the following categories of incidents:

1. Incidents Resulting in Death

Any incident involving police personnel that results in the death of any person, including but not limited to deaths in custody, during arrest, or in the process of law enforcement action.

2. Use of Force Incidents

Any use of force by an officer that meets the threshold defined in City Code § 2-4-227 or Police Directive 10.32.

3. Misconduct Involving Discriminatory Bias

Alleged acts of discriminatory treatment or bias by police personnel directed at individuals, groups, or protected classes, including based on race, color, religion, gender, national origin, age, disability, sexual orientation, or gender identity/expression.

4. Severe Misconduct

Serious violations including, but not limited to, those described in Administrative Regulation 6-20, Group III offenses, as amended:

Where complaints are supported by physical evidence, the Auditor shall request access from the Police Department. The Auditor shall be granted access to all police department records, evidence, and systems necessary to conduct effective independent investigations, including but not limited to CAD PD Mobile, PowerDMS, Prism, HxGN OnCall Records, IAPro, BlueTeams.

Cooperation and Access to Evidence

The Chief of Police shall ensure timely access to all relevant materials for Auditor-led investigations, including body-worn camera footage, records, and reports. If timely cooperation is not achieved, the Auditor may escalate the matter to the City Manager. In the event of continued impasse, the City Council may resolve the issue. The Auditor may also pursue a subpoena duces tecum to obtain necessary evidence, as permitted by ordinance.

Officer Interviews and Testimony

The Chief of Police shall ensure that officers cooperate in the Auditor's investigations, including participating in interviews. The Auditor may observe and submit questions during OPR-led interviews. These interviews are not open to the public, and a written record shall be maintained. Employees shall be informed that:

- Their statements are compelled for administrative purposes only, under the protection of *Garrity v. New Jersey*;
- Statements may not be used in criminal proceedings;
- Failure to respond truthfully or fully may result in disciplinary action, including termination.

Employees or complainants involved may bring a legal representative or support person to the interview; such individuals may not actively participate beyond consultation during the proceeding.

The Auditor's Monitoring of the Office of Professional Responsibility (OPR) Investigations

The Auditor can monitor investigations conducted by the Office of Professional Responsibility when complaints fall within the scope of the Board's authority. OPR shall notify the Auditor and Board of such complaints within three (3) business days of receipt.

The Auditor and OPR shall establish a mutually agreed schedule for joint case reviews. The frequency of these reviews will be determined collaboratively and adapted as necessary to ensure accountability and transparency.

Pursuant to City Code § 2-4-227(c)(3), all investigations conducted by the Police Department or monitored by the Auditor shall be subject to review by the Board.

Board Review of Investigations Conducted and Monitored by the Auditor

Upon completion of an independent investigation, the Auditor shall submit a final investigative report, including findings and any disciplinary recommendations, to the Board within sixty (60) days of receiving the complaint.

In addition to submitting findings and recommendations, the Auditor may take one or more of the

following actions:

1. Dismiss the Complaint

If the Auditor determines the complaint lacks merit or the incident was justified based on the investigative file and evidence.

2. Refer the Complaint

Forward the matter to the Commonwealth's Attorney for the City of Alexandria if the facts suggest possible criminal conduct.

3. Policy Review

When complaints reveal issues in how policies are followed or enforced, it suggests the policy itself may be unclear, outdated or ineffective.

4. Recommend Disciplinary Action

Submit a recommendation for discipline to be considered by the Chief of Police.

Board's Oversight Process During Auditor Investigations

The Police Department will provide documents/evidence to the Auditor who shall not provide it to the board or public until such time as the investigation is completed or a determination is made that the criminal investigation will not be compromised. The Auditor shall provide regular updates on active investigations to the Board. The Board may establish a subcommittee consisting of two designated Board members with access to the Auditor's case management system for the purpose of receiving ongoing status updates on investigations. Board members must maintain CJIS compliance for access to police systems, records, and evidence.

Upon receipt of the Auditor's final report, the Board shall convene at least one public hearing to review and evaluate the findings and recommendations. The purpose of this meeting is to:

- Confirm the completeness and adequacy of the Auditor's investigation;
- Approve or disapprove of the Auditor's findings and recommendations;
- Receive public comment, including from complainants, witnesses, and involved parties (as permitted by law).

This meeting shall not serve as an adversarial hearing or an opportunity to reinvestigate the matter. Only information deemed to be subject to public disclosure will be shared during these proceedings.

Outcomes of the Board's Review

- **If Approved:**

The Auditor's findings and recommendations will be formally submitted to the Chief of Police and the OPR.

- **If Disapproved:**

The Board shall issue a written report explaining its rationale. This report may include:

- O Independent findings or alternate recommendations;
- O Statements identifying potential policy, procedure, or practice violations;
- O Observations on the investigative process;
- O Suggested reforms to police policies, procedures, or practices.

This report, along with the Auditor's original investigation, shall be transmitted to the Chief of Police and OPR.

Chief of Police Review and Response

Upon receipt of the Auditor and/or Board reports, the Chief of Police shall provide a written response within thirty (30) business days. This response shall include:

- Acceptance, partial acceptance, or non-acceptance of the findings and recommendations;
- An explanation of the rationale for the Police Department's position;
- A description of actions taken or planned by the Police Department in response to the reports;
- Any legal, procedural, or policy constraints impacting implementation.

All such reports and responses shall be made available to the City Council, City Manager, Auditor, and the public, in accordance with applicable laws and privacy protections.

Rejection of Recommended Disciplinary Action or Policy Review

If the Auditor or Board recommends disciplinary action or policy review, and the Police Department declines to implement the recommendation, the Chief of Police shall issue a written

rationale within thirty (30) business days of the Board's recommendation. This explanation shall be made available to the:

- City Council
- City Manager
- Independent Policing Auditor and Independent Community Police Review Board

The rationale shall detail the reasons for non-implementation and any internal or external factors influencing the decision.

VI. BOARD REVIEW OF INVESTIGATIONS BY THE ALEXANDRIA POLICE DEPARTMENT

Complaints filed with OPR will be monitored by the Auditor. OPR will notify the Auditor and Board of all complaints within their authority, within three (3) business days.

The OPR and Auditor shall jointly establish a mutually agreed-upon schedule for case reviews of investigations monitored by the Auditor. The frequency and structure of such meetings shall be determined collaboratively to maximize efficiency and effectiveness. The Board may review all investigations conducted or monitored by either the Auditor or the Police Department, in accordance with §2-4- 227(c)(3) of the Alexandria City Code.

Investigation by Alexandria Police Department

The Alexandria Police Department shall retain primary responsibility for investigating all complaints received by or referred to the Police Department. The Police Department shall complete its investigation and transmit a final investigation report to the Board via the Auditor within sixty (60) business days. This deadline may be extended by the Chief of Police to:

- Protect the integrity of an ongoing criminal investigation; or
- Address other good cause,

provided that written notice is submitted to the complainant, Board, Auditor, and City Council, explaining the reasons for the extension.

Board Review of Alexandria Police Department OPR Investigations

The Board may review all investigations conducted or monitored by the OPR involving the conduct of law enforcement officers or civilian employees, regardless of whether the complaint originated with the Police Department, Auditor, or Board.

The Board shall assess each investigation for:

- Thoroughness and completeness

- Factual accuracy and evidentiary sufficiency
- Objectivity and impartiality
- Appropriateness of recommended or imposed discipline

The Board may also, after consultation with the Chief of Police and the Auditor, choose to limit its reviews to a defined subset of investigations based on written, articulated criteria

Findings of the Board

After reviewing an investigation and conducting a public hearing, the Board may adopt one of the following formal findings:

1. Concurrence

Concur in whole or in part with the findings and determinations made in the investigation report.

2. Advisory Recommendation

Notify the City Council, City Manager, Police Department, and Auditor that the findings are not supported by the evidence reasonably available, and recommend additional review, consideration, or corrective action by the Chief of Police.

3. Recommend Policy Review

When complaints reveal issues of how policies are followed or enforced, it may suggest that the policy is outdated, unclear, or ineffective.

4. Request for Additional Investigation

Determine, by majority vote and with final approval by City Council, that the investigation is incomplete, and recommend additional investigation by the Police Department or Auditor.

5. Referral to Commonwealth's Attorney

Recommend referral of the matter to the Commonwealth's Attorney for the City of Alexandria for further legal consideration.

Response from the Chief of Police

If the Alexandria declines to implement a recommendation issued by the Board, the Chief of Police or their designee shall, within thirty (30) business days of the Board's recommendation, provide a written rationale for the decision. This written explanation shall be submitted to the:

- City Council

- City Manager
- Independent Community Police Review Board
- Independent Policing Auditor

The statement shall detail the reasons for declining to adopt the Board's recommendation and reference any legal, operational, or policy considerations.

Timing of Board Review

All actions and reports by the Board concerning its review of Alexandria Police Department investigations shall be completed within sixty (60) days of the Board's receipt of the final investigation report from the Auditor.

VII. Policy Reviews

The Auditor shall receive quarterly updates on policy reform efforts and changes undertaken by The Police Department through PowerDMS or other systems and communication methods deemed appropriate. The Auditor shall also keep the Board informed of all policy changes and recommendations made by The Police Department and support the Board's independent review of police directives, procedures, and practices.

Duties of the Board Regarding Policy Review

The Board shall:

1. Review and Evaluate Police Directives

Review and evaluate existing police administrative directives, including all rules, policies, and procedures that govern the operations of The Police Department.

2. Review Police Reports and Data

In accordance with the annual Board's training requirements, the Board will review and evaluate reports issued and data collected by The Police Department related to policing practices, policies, procedures, and outcomes. The Board may utilize police- provided data, as well as collect and analyze its own independent data to identify patterns and trends.

3. Review Police Budget and Expenditures

Receive, review, and evaluate The Police Department's annual budget and expenditures. At the Board's request, The Police Department shall attend a board meeting to answer questions regarding its budget. The Board may submit written comments and recommendations regarding its analysis of The Police Department's budget.

4. Undertake Additional Duties

Undertake any other responsibilities reasonably necessary to fulfill its oversight role and effectuate the lawful purpose of the Board, as authorized by the City.

5. Review Implementation of Board Recommendations

Review reports from the Chief of Police regarding the status and implementation of prior Board recommendations.

6. Recommend Policies or Procedures

Recommend changes to police policies or procedures to the City Council, City Manager, and Police Department. Recommendations shall be made in writing and include supporting rationale. The Board shall transmit its recommendations to the City Council, City Manager, Police Department, and Auditor within thirty (30) days of the date the Board adopts the recommendation.

7. Public Reporting

Include all recommendations in the Board's public reports, whether in hard copy or published online, in compliance with FOIA protections and confidentiality requirements.

Timely Submission of Recommendations

Submit written recommendations regarding police policies or procedures to the Chief of Police within sixty (60) days of the Board's review.

Response from the Chief of Police

If The Police Department declines to implement any changes recommended by the Board, the Chief of Police shall, within thirty (30) business days of the Board's recommendation, prepare a written statement explaining the rationale for the decision. This response shall be made available to the:

- City Council
- City Manager
- Independent Community Police Review Board
- Independent Policing Auditor

VIII. COOPERATION AND ACCESS TO RECORDS AND INFORMATION

The Auditor shall be provided with full access to all unredacted police reports, files, records, recordings, footage, and other documents and materials related to administrative investigations, police policies and procedures, and complaints filed with the Police Department or Auditor, as needed to fulfill the responsibilities assigned by ordinance.

The Auditor will monitor and may independently investigate critical incidents involving potential misconduct, or any other incidents where members of the Office of Professional Responsibility respond to the scene. This includes, but is not limited to, officer-involved shootings, in-custody deaths, and excessive force. In cases where a critical incident is investigated by an outside agency, jurisdiction, or multi-agency team, such as the Critical Incident Response Team (CIRT), the Auditor shall have timely access to all investigative records and materials provided to the Police Department by the CIRT or investigating body.

During public hearings, where documents contain personally identifiable information, public access to documents may be limited to redacted copies, in accordance with applicable confidentiality laws.

If the documents relate to an active criminal investigation, access shall be deferred until the investigation is complete or it is determined that disclosure will not compromise the investigation.

If the Police Department requires more time to provide access, it must notify the Auditor and make the requested documents and information available within three (3) business days, unless a mutually agreed-upon extension is established.

If the Police Department holds relevant information not yet documented in writing, it shall be reduced to writing and provided to the Board via the Auditor.

The Police Department shall adopt internal policies that facilitate cooperation with the Board and Auditor, including but not limited to:

- Timely and complete production of requested materials;
- Designating knowledgeable employees for communication with the Board/Auditor;
- Supporting community feedback and review processes;
- Collaborating on the development and implementation of policy reforms and best practices.

Requests for information may be submitted by email to the Chief of Police or the (OPR).

IX. CONFIDENTIALITY

Members of the Independent Community Police Review Board and staff of the Independent Auditor's Office shall comply with the Virginia State and Local Government Conflict of Interests Act (Va. Code § 2.2-3100 et seq.).

All Board members shall:

- Use only their city-assigned email accounts for Board-related communications;
- Execute and comply with the Standards of Professional Conduct Agreement, as amended;
- Maintain the confidentiality of all sensitive or privileged information, except as otherwise authorized under the Virginia Freedom of Information Act (FOIA) or the Board's reporting obligations.

Confidential or privileged information includes, but is not limited to:

1. Disciplinary actions, memos, or reports received during Board service;
2. Statements from police officers or employees required to give testimony;
3. Criminal investigative files.

All original records provided by Alexandria Police Department remain the property of the Department.

X. FOIA COMPLIANCE

The Board shall comply with the Independent Community Policing Review Board Policy and Procedures Relating to the Virginia Freedom of Information Act, as provided and updated by the City Attorney's Office.

XI. COMMENDATIONS

Commendations regarding police officers or employees may be submitted to the Auditor or Board:

- In writing, by mail or email;
- At Board public meetings;
- Through the Board website;
- Anonymously or by third parties with personal knowledge of the incident.

Upon receipt of any commendation, the Board shall request the Auditor to forward it within five (5) business days to the Chief of Police and the OPR.

XII. BOARD MEETINGS AND REPORTS

All Board members shall comply with the Board Bylaws, as amended.

The standard of proof for all administrative investigations is preponderance of the evidence, with possible findings defined as:

1. Sustained – Sufficient evidence supports the allegation;
2. Not Sustained – Insufficient evidence to prove or disprove the allegation;
3. Exonerated – Incident occurred but was lawful and within policy;
4. Unfounded – Allegation is false or did not occur;
5. Policy Review – Policy is unclear, outdated, or ineffective;
6. Dismissal or Referral – Complaint does not involve member of the Alexandria Police Department or alleged police misconduct.

XIII. BOARD TRAINING

Training requirements under City Code § 2-4-226 include:

(a) Initial Training (prior to voting participation):

1. Minimum of 4 hours of patrol ride-alongs with police officers;
2. 8-hour training by NACOLE or a comparable professional;
3. Instruction on legal and ethical obligations, privacy, and police operations.

Training completed within three months prior to appointment may count toward initial training.

(b) Annual Training:

1. 8 hours of patrol ride-alongs;
2. 4-hour civilian oversight training (NACOLE or comparable);
3. Legal and ethical training;
4. Overview of police operations, that may include defensive tactics, de-escalation, crisis intervention, and relevant City policies on liability and discipline;
5. Successful completion of CJIS compliance training for duties assigned under 2-4-227(c).

(c) Additional Training:

City staff and the Auditor shall provide supplemental instruction on topics including:

- Mental health
- Trauma-informed policing
- Civil rights and constitutional law
- Systemic racism
- Mediation and investigations
- Community organizing
- Police practices and administration
- Evidence-based policing

XIV. LEGISLATIVE IMPACT

Consistent with City procedures, Auditor and Board may submit legislative and policy recommendations to the City Council, City Manager, Police Department, School Board, School Superintendent, or other public entities.

Police Department agrees to inform the Auditor and the Board of any proposed legislation that may impact Board responsibilities.

The Police Department, Auditor, and Board shall meet periodically to evaluate and coordinate such legislative proposals.

XV. ANNUAL REVIEW OF MEMORANDUM OF UNDERSTANDING

An initial review of this MOU will take place one year after its execution. Thereafter, reviews shall occur bi-annually, or more frequently as agreed upon by the parties.

The Auditor shall provide an update to City Council on the implementation of the MOU and use of subpoena power, one year after signing.

XVI. IMPLEMENTATION, DISPUTE RESOLUTION, AND TERMINATION

This MOU shall be binding on all successors, assignees, officers, employees, and agents of the Alexandria Police Department, Independent Policing Auditor, and Independent Community Police Review Board.

This agreement shall not supersede any City ordinance, regulation, policy, or separate agreement between the parties or issued by the City Manager.

Any party may notify the others of challenges to the MOU.

In the event of a dispute, the parties agree to good faith negotiations and may request the City Council to facilitate resolution.

Failure to enforce any provision of this MOU shall not constitute a waiver of enforcement of any other provision.

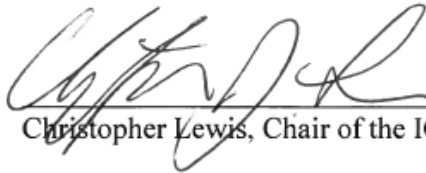
This MOU is enforceable only by the signing parties. No third-party beneficiary rights are created.

This MOU may be terminated by mutual agreement, with 60 days' written notice to the other parties.

XVII. APPROVAL AND SIGNATURES

IN WITNESS WHEREOF, the undersigned duly authorized representatives of the Independent Community Policing Review Board (ICPRB), Alexandria Independent Policing Auditor (AIPA), Alexandria Police Department (APD), City Manager's Office, and City Attorney's Office, hereby execute this Memorandum of Understanding in duplicate originals this 1st day of July, 2025.

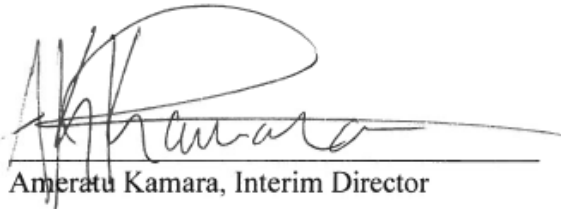
Independent Community Police Review Board:


Christopher Lewis, Chair of the ICPRB


Alexandria Police Department:


Tarrick McGuire, Chief of Police

Alexandria Independent Policing Auditor

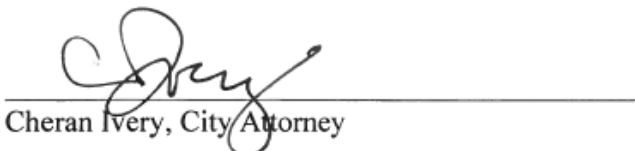

Ameratu Kamara, Interim Director

City Manager's Office


James F. Parajon, City Manager

APPROVED AS TO FORM AND LEGALITY

City Attorney's Office


Cheran Ivery, City Attorney