



City of Alexandria

# Civilian Oversight in Alexandria

**2025 Review and Outlook for 2026**

**City Council Legislative Meeting**

December 9, 2025



# Agenda



1. Summary
2. Background
3. Auditor Year in Review
4. Board Year in Review
5. Outlook for 2026
6. Questions & Feedback



# Summary

Semi-annual update on the Office of the Independent Policing Auditor and Independent Community Police Review Board

## Key Elements of the Discussion

- Office of the Independent Policing Auditor
  - ▶ Access to Alexandria Police Department records, evidence, and systems
  - ▶ Policy Reviews
  - ▶ Investigations
  - ▶ Community Engagement
- Independent Community Police Review Board



# Background

**Following the revision of civilian oversight ordinances, the Auditor and the Board focused on establishing systems and processes under the new framework including:**

- A signed MOU with the Police Department
- Case management system – IAPro
- Restructured Board training program
- Participation in City events and community engagement opportunities



# 2025 Auditor Year in Review

**Access to APD  
Systems &  
Evidence**

**Complaints and  
Investigations**

**Policy Reviews**

**Community  
Engagement**



# **Auditor maintains full access to APD records, systems, evidence, and personnel**

- Full access to APD, including Chief of Police & Office of Professional Responsibility (OPR)
- All Auditor staff maintain CJIS certification authorizing access to confidential personal information
- Weekly meetings with Chief McGuire, Office of Professional Responsibility and APD leadership
- Collaboration and open communication on media releases and investigations.



# Auditing & Oversight Infrastructure

- Regular meetings and communication with APD leadership
- Monthly case reviews with Office of Professional Responsibility
- APD Leadership & Office of Professional Responsibility attendance at Board Meetings and sharing of information

**Access**



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# Complaints and Investigations

1

New case management system (IAPro) for residents to submit complaints via Auditor & Board websites

2

Public dashboard with complaint data to come in 2026



# Complaints and Investigations: Overview

- **The Auditor received 8 complaints and 4 commendations regarding officer conduct**
  - ▶ 3 of 8 complaints within Auditor's jurisdiction & investigations completed
  - ▶ 3 of 8 complaints not within Auditor's jurisdiction or referred to another entity/department
  - ▶ 2 of 8 complaints are ongoing investigations due to non-responsive complainant
- **The Auditor is conducting an administrative investigation on the in-custody death of Allan Tucker; Board will review in 2026**



# Completed Investigations

**Allegation:  
Wrongful  
Seizure of  
Property**  
Unfounded

**Allegation:  
Wrongful  
Arrest-  
Shoplifting**  
Not sustained

**Allegation:  
Neglect of  
Duty –  
Failure to  
Follow-up On  
Investigation**  
  
Sustained –  
Corrective  
Action by Unit  
Supervisor

## Ongoing Investigations

- Discrimination and Discourtesy
- Mishandling of Evidence



# In-Custody Death: Allan Tucker

- **There are 3 independent investigations into the August 15<sup>th</sup> Critical Incident:**
  - ▶ Critical Incident Response Team (CIRT): criminal investigation determining whether the officer(s) involved will face criminal charges.
  - ▶ Alexandria Police Department administrative investigation by Office of Professional Responsibility to determine violation of APD Directives.
  - ▶ Auditor's administrative investigation to determine violation of APD Directives and City administrative regulations.



# In-Custody Death: Allan Tucker

- **Timeline of Investigation**

- ▶ Auditor immediately notified within 30 minutes of incident
- ▶ Auditor notified members of the Independent Community Police Review Board and arranged de-brief meetings for the following days/weeks.
- ▶ Auditor reviewed body-worn camera footage with Chief of Police, CMO, and CAO.
- ▶ Auditor confirmed access to all relevant records and evidence, including reports by CIRT, Medical Examiner's Office and other outside agencies.
- ▶ All records and evidence are reviewed upon receipt from APD and the CIRT team.

- **Upcoming**

- ▶ CIRT final report and Medical Examiner's report pending
- ▶ Auditor will release final report within 14 days of CIRT final recommendations
- ▶ Board public hearing expected early 2026



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# Auditor Policy Reviews – PowerDMS

- APD shares all policy updates and revisions with the Auditor
- Once received, the Auditor reviews before signing-off in PowerDMS.
- Questions and concerns on the policy are communicated to Chief of Police and John East, Captain of OPR.
- 2025 Policies Reviewed by the Auditor: Arrests, License Plate Readers, and Truancy.
- Hate-crime Policy



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# Auditor in the Community

- **MAY**
  - ▶ NAACP Community Discussion on Revised Ordinances (Panelist)
  - ▶ Eco-Festival (Tabling)
- **JUNE/JULY**
  - ▶ Juneteenth (Tabling)
  - ▶ Pride (Tabling)
  - ▶ Community Cookouts (Tabling)
- **August & September**
  - ▶ National Night Out (Ride-A-Long)
  - ▶ Proposed Community Walks Engagement Plan to distribute civilian oversight materials, prioritizing historically marginalized and underrepresented communities
  - ▶ Denied by Board; New collaborative plan proposed in December.



# 2025 Board Year in Review

## New Leadership Elected Annually

**Christopher  
Lewis  
(Chair)**

**Alexis  
Stackhouse  
(Vice Chair)**

**Deborah Porter  
(Secretary)**

## Restructuring to Align with New Ordinance Requirements

- Training
- Bylaws
- Leadership Roles
- Expectations

## Training & Quorum

- All training requirements have been completed.
- Issues with quorum and Board attendance remain.

## Community Engagement

- Board appointed first community liaison in October 2025



# 2026 Collaborative Community Engagement Plan

## City Hall Renovations

Move Board meetings into public and community spaces

## Hybrid Board Meetings

Board meetings will also serve as listening sessions responsive to the needs of specific communities

## How To File A Complaint

Auditor will independently run community presentations on complaint process

## Policing in Alexandria Summer Series

- 3 events
  - ▶ June: Past (education)
  - ▶ July: Present (engagement)
  - ▶ August: Future (feedback)



# Additional 2026 Goals

- Office of Professional Responsibility reviews of crime and internal investigations during Board meetings.
- Streamline complaints received and referred by 311
- Intentional focus on disengaged and distrustful youth and marginalized communities.
- Leverage interdepartmental partnerships and participation in city initiatives.

**Outlook on 2026**



**Thank You!**  
**Questions & Feedback**

