



# Moving Forward: Civilian Oversight of Policing in Alexandria

June 25, 2024



# Today's Presentation

1. Brief Overview of Civilian Oversight of Law Enforcement
2. Alexandria's History in Civilian Oversight
3. Past Recommendations regarding the enabling ordinances that created civilian oversight
4. Other noted potential implications of the enabling ordinances
5. Recommendation to City Council
6. Current Status of Civilian Oversight in Alexandria



# Why Civilian Oversight?

- Protects human rights
- Enhances risk management with the potential to reduce liability
- Ensures greater accountability and consistency
- Supports effective policing
- Improves policing policies and procedures
- Increases community understanding, confidence and trust in law enforcement
- Further builds bridges between law enforcement and the public



# Evolution of Civilian Oversight

Civilian oversight should be PROACTIVE:

- Explores problems proactively (e.g., investigation, collection, analysis of data, training, policies and procedures, recruitment)
- Identifies underlying issues and causes, looking at risk management trends/patterns
- Focuses on organizational change
- Concentrates on reduction and prevention of misconduct
- Creates/refreshes bridges between law enforcement and the greater community
- Participates in and adds value to community oriented policing and problem-solving
- Guides in shaping community members' views about legitimacy in policing, whether police exercise their authority in fair, unbiased ways
- Promotes procedural justice



# History in Alexandria

## 2021 Citywide Community Engagements

June 9, 2020: City Council unanimously adopted Resolution 2950 establishing its intent to create civilian oversight of policing in Alexandria.

April 17, 2021: City Council voted unanimously to adopt two ordinances:

1. Establish the Alexandria Independent Community Policing Review Board. (ICPRB) City Code § 2-4 Art. AA
2. Establish the Alexandria Office of the Independent Policing Auditor. (AIPA) City Code §§ 4-1-5 and 4-1-6

City Council adopted a hybrid approach to civilian oversight, a mixture of the review and monitor/auditor models.



# History in Alexandria

- ICPRB was appointed by City Council in 2021 and commenced its meetings in January 2022.
- The Independent Policing Auditor commenced in late December 2022, and the AIPA commenced its operations in January 2023.

**Purpose:** To enhance policing legitimacy and to increase and maintain trust between and among the police department, city council, city manager and the public.



# June 28, 2023 Recommendation for Ordinance Changes

- Quorum Requirement
- ICPRB Training Requirement
- Clarification of ICPRB's Role
- AIPA Independence and Duties

Supplemental review would be conducted in 2024.



# Other Potential Implications of Current Ordinances

- Types of alleged violations to be investigated v. monitored by AIPA
- If investigatory, specific mandates are needed, then fiscal implications should be realized
- Videotaping of ICPRB meetings
- Outside legal representation requirements
- ICPRB's role in receiving APD complaints and inquiries
- Definition of ICPRB Hearing
- Further direction regarding subpoena power
- ICPRB's access to and review of confidential APD and AIPA records, reconciling access to information per the VFOIA
- Enforcement/Penalties





# Recommendation

Modification of the enabling ordinances is recommended.

With the support of City Council, AIPA bring together an ad hoc working group to discuss proposed changes to the enabling ordinances. The working group will include:

- Representatives from ICPRB, CMO, CAO, APD and AIPA

Through consensus building, the working group will meet for 45 days to discuss key considerations regarding changes to the enabling ordinances.

Conduct community engagement to provide update regarding proposed changes.

Proposed changes can be provided to the full ICPRB and City Council for review NLT September 2024.

The working group will also collaborate to complete and execute memoranda of understanding with APD.



# In the meantime . . .

ICPRB continues to receive periodic updates from APD and AIPA, fulfill training requirements, meet monthly and attend community-related events.

ICPRB receives updates from APD regarding any policing incidents about which the ICPRB inquires.

ICPRB can review APD Directives and provide recommendations.

AIPA has access to APD records and can review administrative investigations throughout the investigatory process.

If there are any police involved serious/critical incidents, AIPA can monitor and collaborate with APD regarding the investigation.

AIPA also reviews new and modified policing policies, makes recommendations, trains APD, attends APD meetings and engages the community about civilian oversight.



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Thank You!