

City of Alexandria, Virginia

MEMORANDUM

DATE: APRIL 30, 2024

TO: RAUL PEDROSO
CHIEF OF POLICE, INTERIM

FROM: CAPTAIN MONICA LISLE
OFFICE OF PROFESSIONAL RESPONSIBILITY

SUBJECT: ANNUAL STATISTICAL REPORT – CALENDAR YEAR 2023

Handwritten signature and date: 5/7/2024

The purpose of this memorandum is to provide the CY2023 Annual Statistical Report on all Administrative Investigations (AI) and Unit Level Inquiries (ULI) undertaken in CY2023. This report complies with enumerated requirements as listed in Police Directive 2.3, Complaints and Disciplinary Actions, and Police Directive 1.9, Administrative Reports.

The mission of the Office of Professional Responsibility (OPR) is to promote public trust through a rigorous internal review process that allows the public and staff to redress grievances concerning the actions of police employees.

The decision to investigate allegations brought to the attention of OPR is principally determined by Departmental policy, as listed in Police Directive 2.3.01, Complaints and Disciplinary Actions.

Below is a statistical breakdown of the race and gender of APD sworn staff in CY2023 and the City of Alexandria demographics:

APD Sworn Officer Demographics

Race/Ethnicity	Male	Female	Total	Percentage
Asian	17	3	20	6%
Black	47	12	59	19%
Hispanic/Latino	31	15	46	15%
Other	12	0	12	4%
White	138	37	175	56%
Total	245	67	312	100%

*APD Staffing Report December 2023

APD Sworn Officer Demographics by Gender

Gender	Total	Percentage
Male	245	79%
Female	67	21%
Total	312	100%

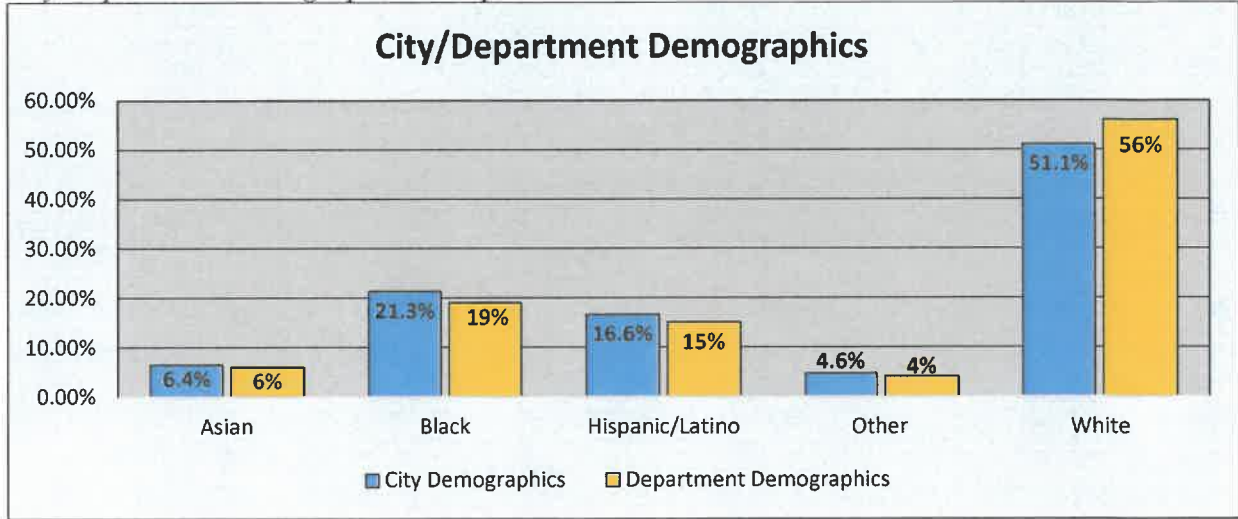
*APD Staffing Report December 2023

City of Alexandria Demographics

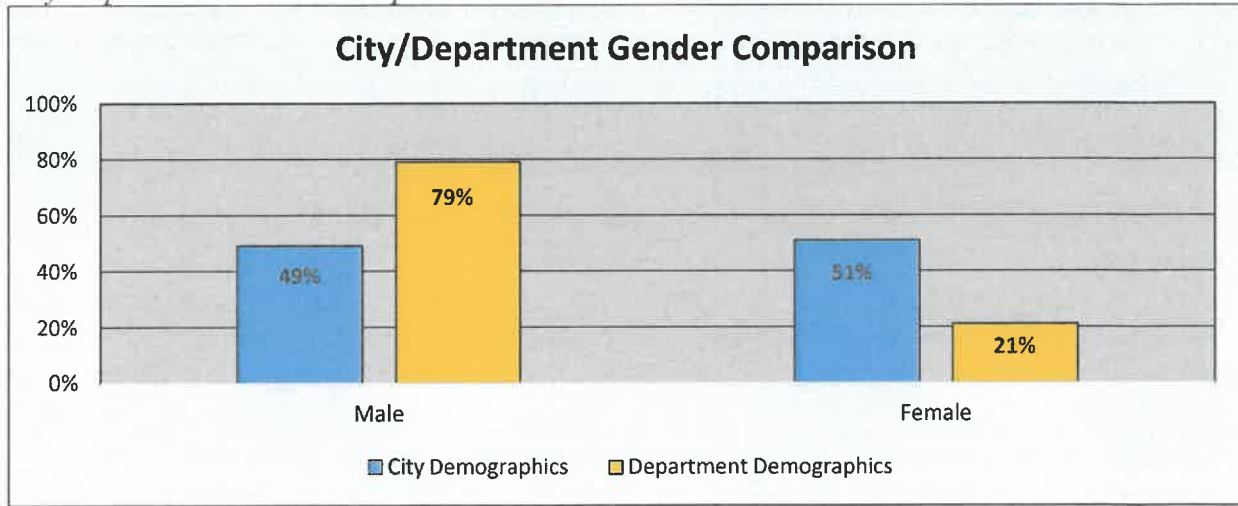
Race/Ethnicity	Persons	Percentage
Asian	9,954	6.4%
Black	33,127	21.3%
Hispanic/Latino	25,817	16.6%
Other	7,154	4.6%
White	79,473	51.1%
Total	155,525	100%

*Census Bureau Data from July 1, 2022

City/Department Demographics Comparison



City/Department Gender Comparison



Definitions:

Unit Level Inquiry – Method for addressing minor (Group I or Group II) policy violations and performance issues.

Administrative Investigation – Method for conducting a formal investigation into multiple Group I or Group II offenses where counseling/coaching is deemed to be ineffective or inappropriate, or any allegation of a Group III offense, or any formal investigation as designated by the Chief of Police or his/her designee.

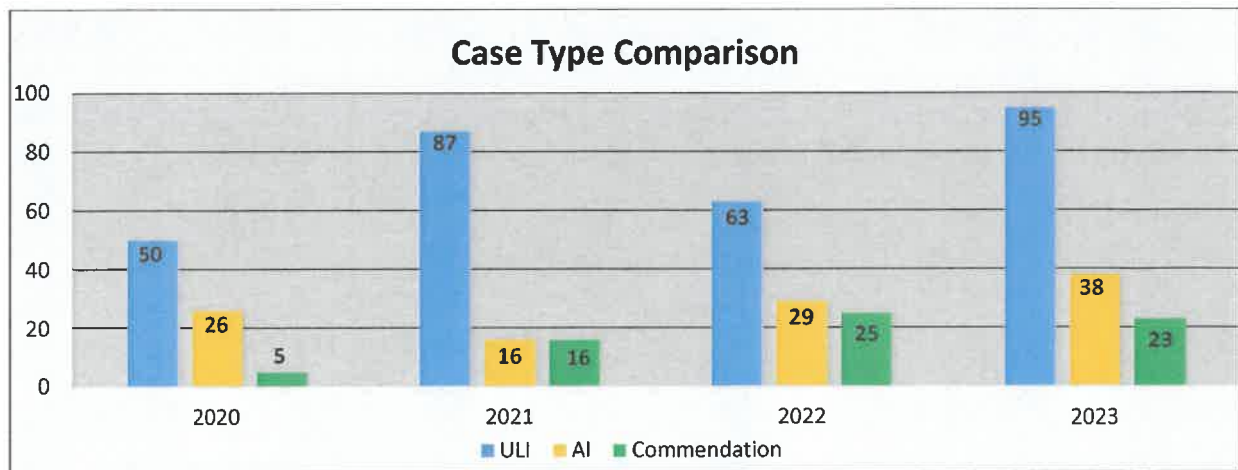
Administrative Investigations can have the following dispositions:

- **Unfounded:** The allegation is false or not factual.
- **Exonerated:** The incident complained of occurred but was lawful and/or proper.
- **Not Sustained:** There is insufficient evidence either to prove or disprove the allegation.
- **Sustained:** The allegation is supported by sufficient evidence.
- **Policy Review:** The allegation is true and, although the action of the employee was within existing policy, the policy should be reviewed.

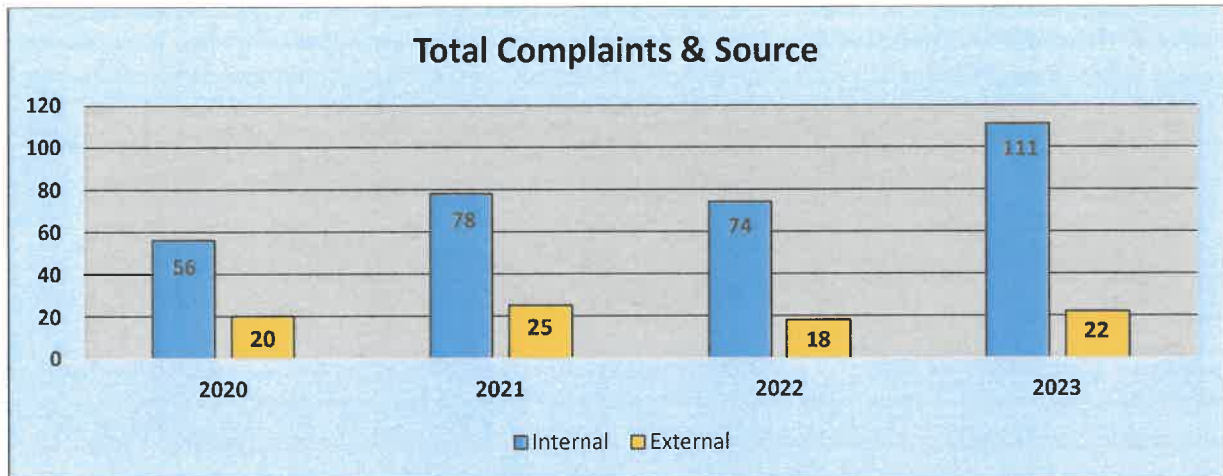
During CY2023, the Office of Professional Responsibility (OPR) received and processed 133 formal complaints against Departmental employees. In comparison, there were 92 complaints in CY2022 which reflects a 44.5% increase in formal complaints. It should be noted that in CY2022, inappropriate messages sent by Mobile Data Browser (MDB), or in car computer, audits were not conducted. In CY2023, there were 26 improper message violations.

In CY2023, APD Officers responded to 60,838 calls for service and conducted an additional 9,998 traffic and subject stops. Out of the 70,836 encounters with the public, citizens made 22 complaints against APD employees that account for an occurrence rate of .031%. When internal and external complaints are combined, the 133 complaints equate to an approximate .19% occurrence rate.

The below chart provides a four-year comparison for the total number of complaints as well as the number of commendations received:



Of the 133 complaints in CY2023, 111 (84%) cases originated internally, while 22 (16%) cases were generated by citizens and other external sources. Below is a four-year comparison of internal and external complaint sources:



As mentioned above, when complaints are received, they are investigated as either Administrative Investigations (AI) or Unit Level Inquiries (ULI). Of the 133 cases investigated in CY2023, 38 were AI cases and the remaining 95 were ULI cases. The below tables list the sources and findings of ULI cases and AI cases.

ULI Sources and Findings

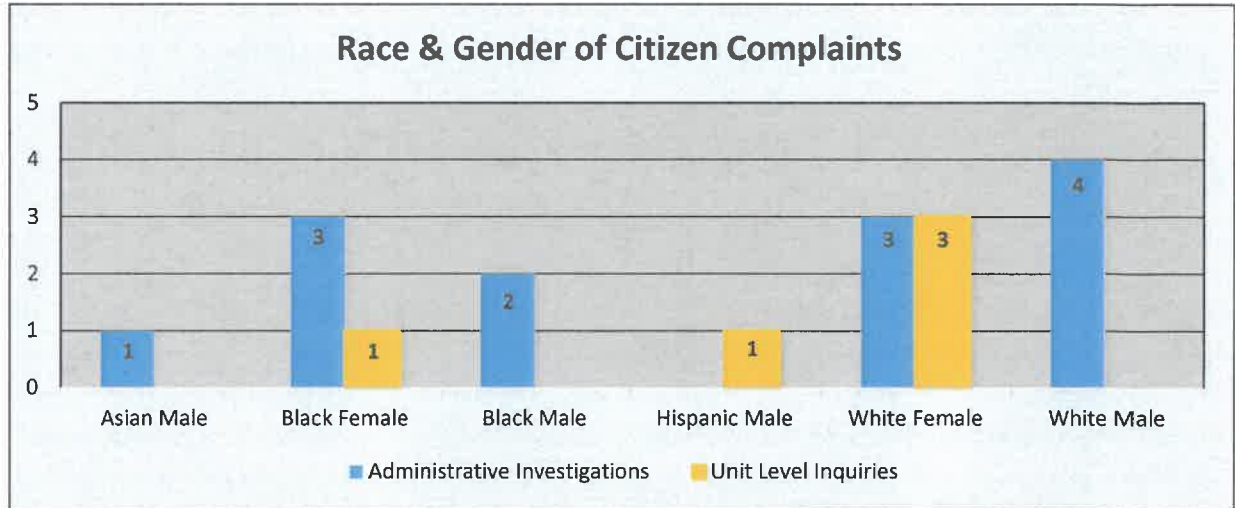
CY2023 Unit Level Inquiry Outcomes			
Complaints	Internal	External	Anonymous
Sustained	83	7	0
Open cases	0	0	0
Cleared (see below list)			
Not Sustained	1	0	0
Unfounded	0	2	0
Exonerated	2	0	
Total	86	9	0

AI Sources and Findings

CY2023 Administrative Investigation Outcomes			
Complaints	Internal	External	Anonymous
Sustained	20	6	0
Open cases	1	0	0
Cleared (see below list)			
Not Sustained	2	3	0
Unfounded	1	3	0
Exonerated	1	1	
Total	25	13	0

As the above chart illustrates, internally generated cases were more likely to result in sustained findings against employees when compared to externally generated cases. The difference is attributable to the fact that many times externally generated allegations are the result of a citizen being unsatisfied with law enforcement action rather than the conduct of the employee.

The below chart depicts the race and gender of the 22 citizens who made complaints against APD employees in CY2023:



*Four external complaints were the result of digital speed cameras and toll camera violations and are not depicted on the above chart.

The below table lists the type of external complaints lodged by citizens in CY2023:

CY2023 Citizen Allegations /Total Sustained			
Allegation	Total	Sustained	ULI
Bias Policing	1	0	0
Conduct Unbecoming	5	3	0
Criminal or Misconduct	2	2	0
Excessive Force	3	0	0
Late/missing case jacket	1	0	1
Missing Court	3	1	2
Misuse of City Vehicle	1	0	0
Rude and Discourteous	1	0	1
Rules of Conduct	1	0	0
Traffic/Toll Violation	4	0	3
Total	22	6	7

At the conclusion of the 133 CY2023 investigations, 115 (86%) cases (ULI & AI) resulted in sustained allegations against employees, though through the finding of fact, the sustained violation may have changed from the original claims and additional allegations may have been sustained.

The 133 cases investigated involved a total of 110 employees, of which 95 were sworn officers and 15 were civilian employees. In comparison, the cases in CY2022 involved 78 employees (74

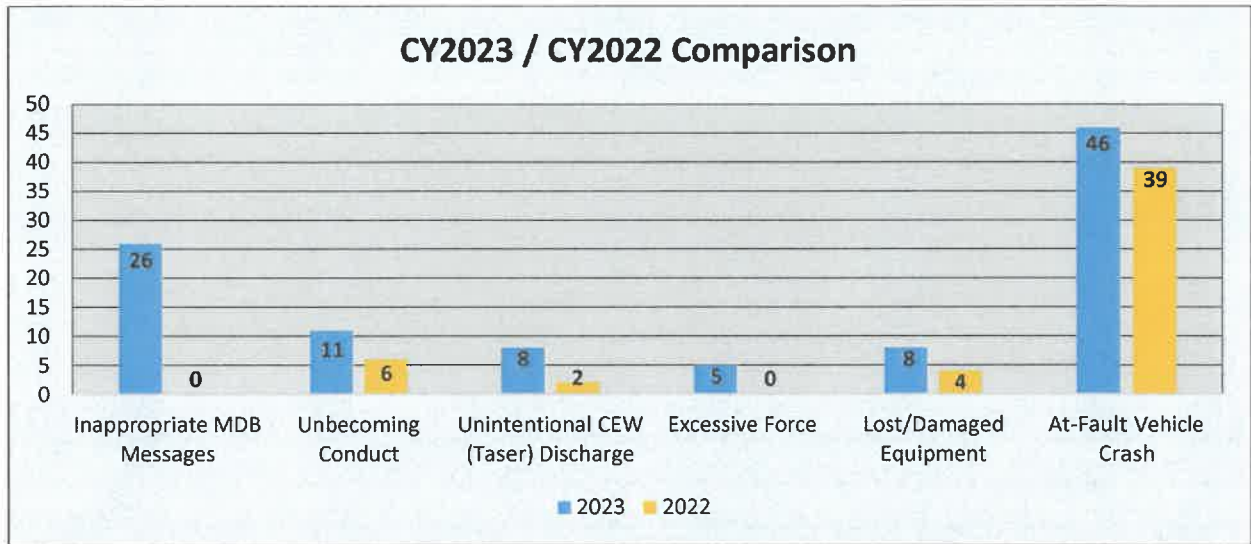
sworn, 4 civilians). Among the cases involving sworn employees in CY2023, 16 were the subject of two or more Administrative Investigations and/or Unit Level Inquires.

The chart below lists most of the allegation types and their outcomes and contains the alleged policy violations sustained against employees that were investigated as part of an Administrative Investigation or a Unit Level Inquiry. It should be noted that one incident or investigation could result in multiple allegations and findings. The chart contains both internal and external complaints.

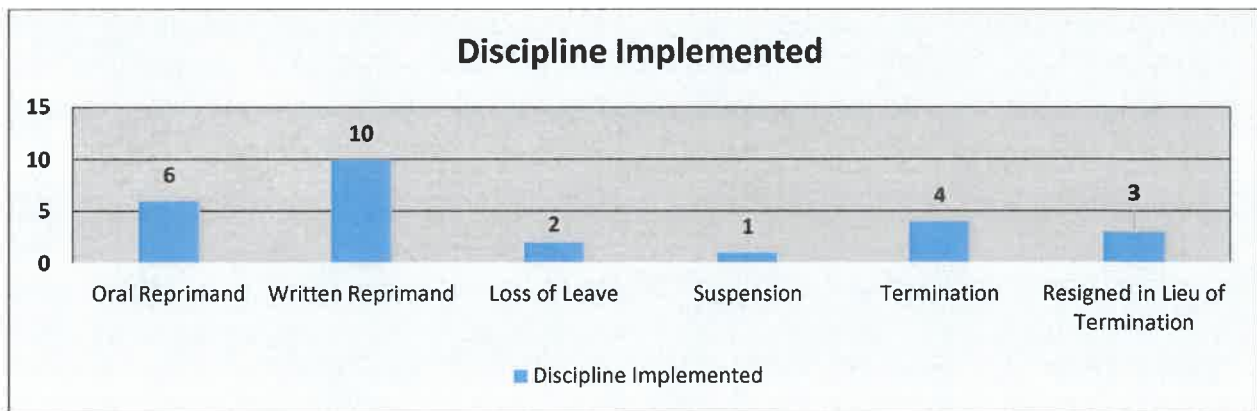
Allegation Types

CY2023 Total Allegations /Total Sustained			
ALLEGATION	Total	Sustained	Unit Level Inquiry
AWOL	4	3	1
At-Fault Traffic Crashes	46	3	43
Biased Policing	1	0	0
Body Worn Camera Violation	3	3	0
Criminal or Other Misconduct	4	4	0
Failure to Cooperate	1	0	0
Harassment	1	0	0
Inappropriate MDB Message	26	3	23
Insubordination	2	1	0
Knowledge of Laws	7	4	1
Late/Missing Report/Case Jacket	2	0	2
Lost/Damaged Equipment	8	0	8
Missing Court	3	2	1
Misuse of City Vehicle/Property	6	3	3
Property & Evidence Procedure	2	1	2
Rude/Discourteous (to Public or Employees)	2	2	1
Spirit of Cooperation	1	1	0
Tardiness	1	0	1
Truthfulness	4	3	0
Unbecoming Conduct	11	6	1
Unintentional CEW (Taser) Discharge	8	0	8
Use of Excessive Force	5	1	0
Violation of City Administrative Regulation	2	2	0
Violation of Law	3	1	0
Violation of Traffic Law	6	2	4
Violation of all other Police Directives	4	2	3
Total	163	60	103

The following categories saw the biggest increases when compared to CY2022 and accounted for an increase of 53 complaints in those categories:

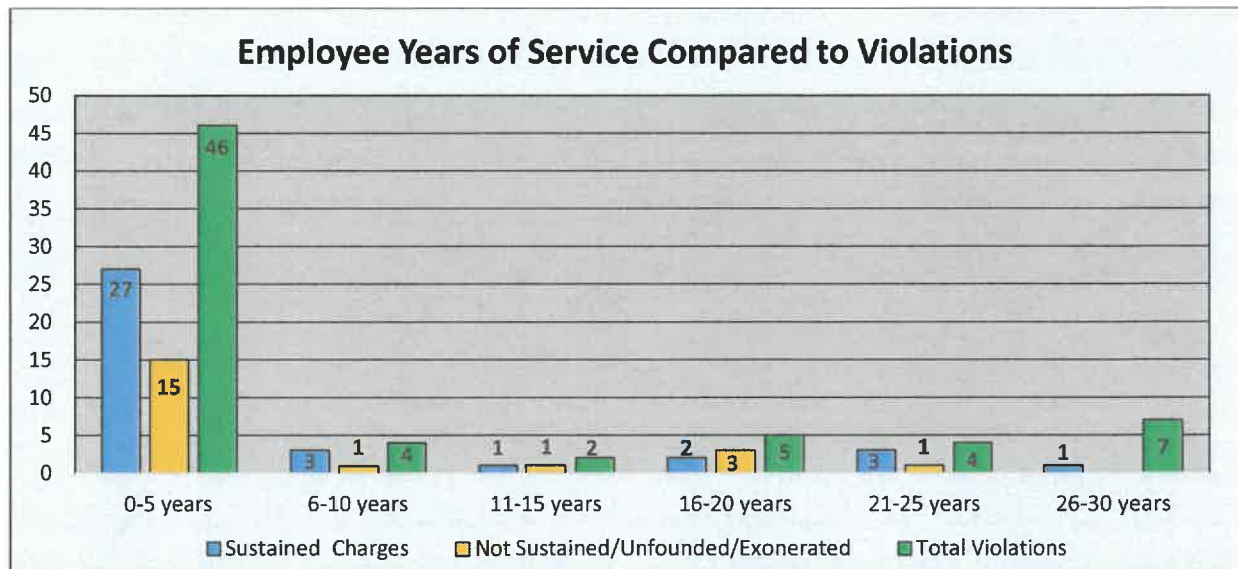


The below chart lists the types of discipline employees received as a result of Administrative Investigations:



It should be noted that on July 1, 2023, City Administrative Regulation 6-20, Discipline of Employees, was changed. As a result, the option to discipline an employee with an oral reprimand, which was considered minor discipline, was taken away. Currently, the lowest form of discipline is a written reprimand, which is now considered a major disciplinary action.

The below chart compares the number of ULI and AI allegations to employee years of service:

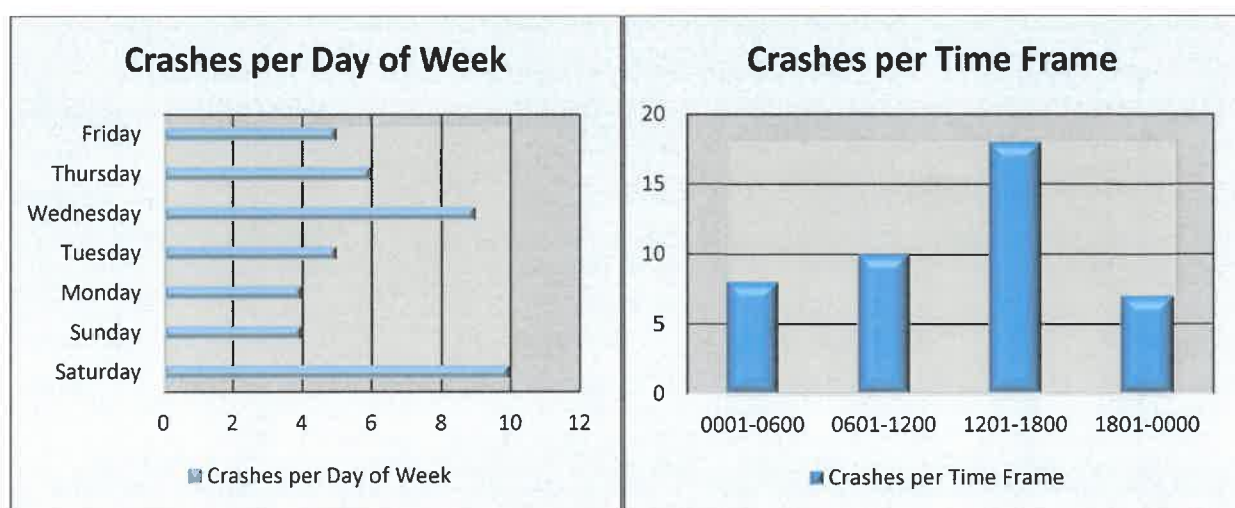
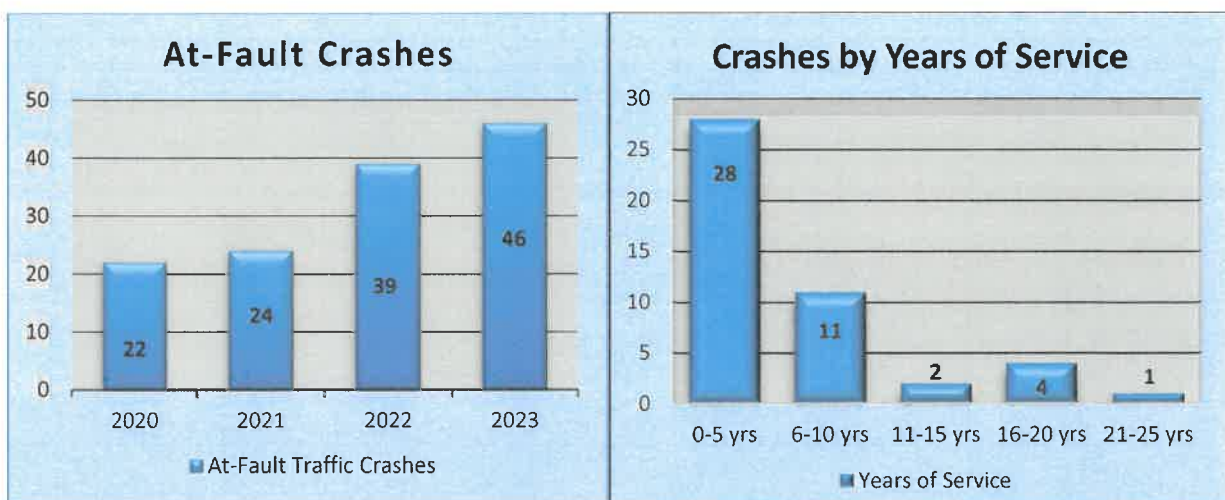


Excess Force Investigations:

Out of the 5,334 arrests made, 4 Administrative Investigations of excessive force were completed. These investigations are separate from the use of force complaints described in the Department’s annual Use of Force Analysis report. The four excessive force complaints in CY2023 involved five officers. One complaint was sustained, and the officer’s actions were found to be in violation of Department policies. The complaints against three officers were determined to be unfounded, while the actions of another officer were classified as exonerated, meaning the officer took the actions reported and was justified in doing so.

At- Fault Crashes:

As noted previously, At-Fault Crash incidents (46) continue to be the most common type of policy violation. These incidents do not account for all traffic crashes involving Department vehicles. The 46 At-Fault crashes reported in CY2023 is an increase of 18% compared to the 39 reported in CY2022. In CY2023, 61% of crashes were attributed to employees with 5 years or less of service. Most crashes in CY2023 occurred on Saturdays (18) with a concentration between 11:00am to 7:00pm (8).



Conclusion:

Department policy requires, “*All complaints, whether initiated by citizens or Department employees, are to be thoroughly and fairly investigated, reviewed and documented.*”¹ The Office of Professional Responsibilities ensures that thorough investigations are completed to ensure transparency and to promote public trust.

CY2023 saw an overall increase of 41 (44.5%) in the total number of complaints (ULIs and AIs) made against police employees, from 92 in CY2022 to 133 in CY2023. The number of Administrative Investigations increased by 9, or 31%, from 29 in CY2022 to 38 in CY2023. The number of ULIs also saw an increase of 32 or 44.5%.

The increase of 41 cases was in large part due to MDB audits for inappropriate messages not being completed in CY2022. In CY2023, there were 26 inappropriate MDB message infractions. The increase of AIs and ULIs completed in CY2023 compared to CY2022 may also be due to 6,636 (12.2%) more calls for service and 1,234 (30%) more arrests made in CY2023 compared to CY2022.

As stated previously, in CY2023 APD Officers responded to 60,838 calls for service and conducted an additional 9,998 traffic and subject stops for a total of 70,836 citizen encounters with a total internal and external complaint ratio of approximately .19%.

The 70,836 citizen encounters resulted in only 22 citizen complaints lodged against APD employees. The statistical analysis of the CY2023 OPR data concludes that as an agency, and as individual law enforcement professionals, we strive to maintain and increase the community's trust by providing fair, competent, and professional services to those we serve.