

City of Alexandria, Virginia

MEMORANDUM

DATE: MAY 1, 2023

TO: DON HAYES
CHIEF OF POLICE

FROM: CAPTAIN MONICA LISLE
OFFICE OF PROFESSIONAL RESPONSIBILITY

SUBJECT: ANNUAL STATISTICAL REPORT – CALENDAR YEAR 2022

The purpose of this memorandum is to provide the CY2022 Annual Statistical Report on all Administrative Investigations (AI) and Unit Level Inquiries (ULI) undertaken in CY2022. This report complies with enumerated requirements as listed in Police Directive 2.3, Complaints and Disciplinary Actions, and Police Directive 1.9, Administrative Reports.

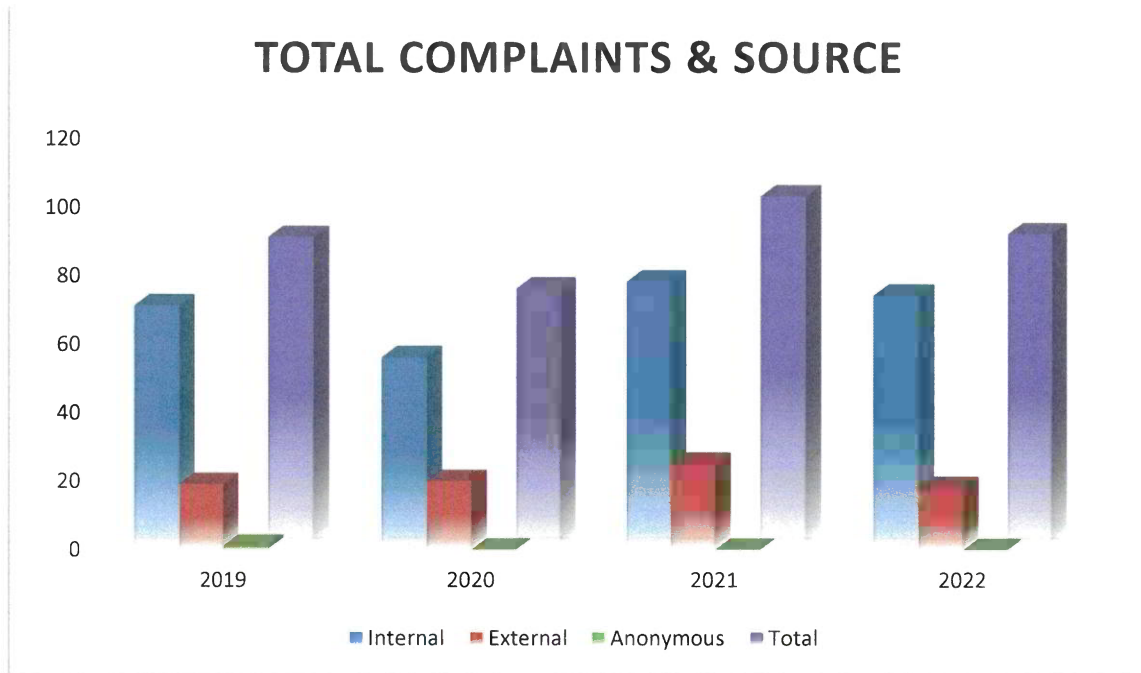
The mission of the Office of Professional Responsibility (OPR) is to promote public trust through a rigorous internal review process that allows the public and staff to redress grievances concerning the actions of police employees.

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.

During CY2022, the Office of Professional Responsibility (OPR) received and processed 92 formal complaints against Departmental employees. In comparison, there were 103 complaints in CY2021 which reflects a 10.7% decrease in formal complaints.

Of the 92 complaints in CY2022, 74 (80%) cases originated internally, while 18 (20%) cases were generated by citizens and other external sources. Figure 1 provides a four-year comparison for the total number of complaints and the source.

Figure 1



The 92 cases processed in CY2022 involved a total of 78 employees, of which 74 were sworn officers and 4 were civilian employees. In comparison, the cases in CY2021 involved 73 employees (70 sworn, three civilians). Among the cases involving sworn employees in CY2022, fifteen (15) were the subject of multiple cases.

The two primary categories of cases used to investigate policy violations are Administrative Investigations (AI) and Unit Level Inquiries (ULI). Of the 92 cases investigated in CY2022, 29 were AI cases and the remaining 63 were ULI cases. Table 1 lists the sources and findings of the ULI cases, while Table 2 lists the source and results of the AI cases.

Table 1

CY2022 Unit Level Inquiry Outcomes			
Complaints	Internal	External	Anonymous
Sustained	53	4	0
Open cases	0	0	0
Cleared (see below list)			
Not Sustained	1	1	0
Unfounded	0	3	0
Exonerated	1	0	0
Separated before the conclusion of the investigation	0	0	0
Total	55	8	0

Table 2

CY2022 Administrative Investigation Outcomes			
Complaints	Internal	External	Anonymous
Sustained	16	6	0
Open cases		0	0
Cleared (see below list)			
Not Sustained	0	1	0
Unfounded	2	1	0
Exonerated	0	2	0
Separated before the conclusion of the investigation	1	0	0
Total	19	10	0

At the conclusion of all CY2022 investigations, 79 (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.

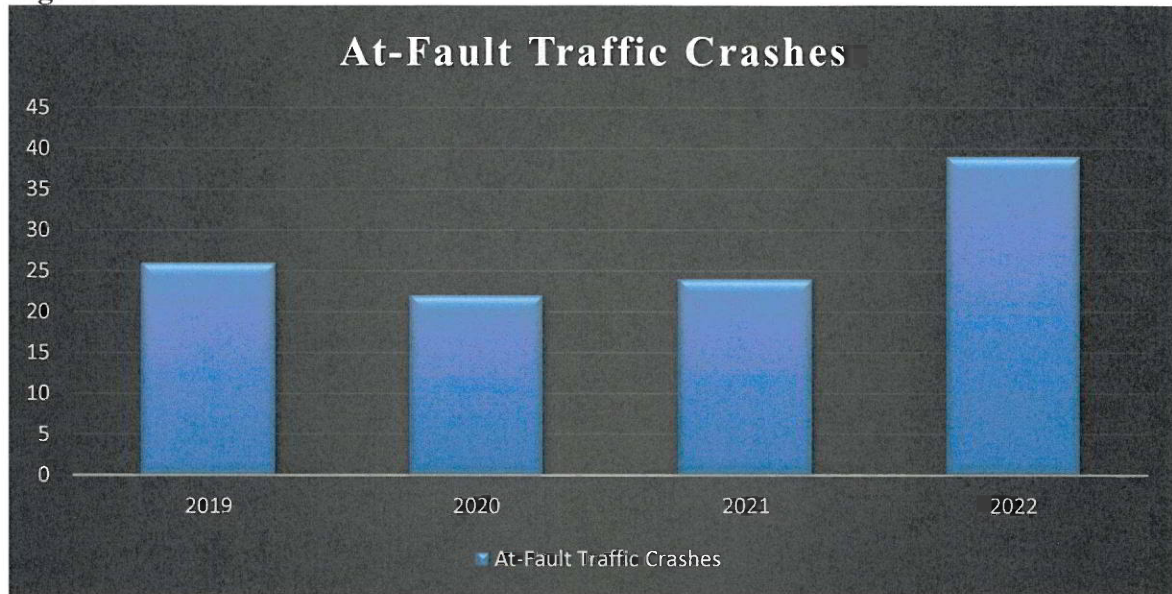
Table 3

CY2022 Total Allegations /Total Sustained			
ALLEGATION	Total	Sustained	Unit Level Inquiry
AWOL	3	2	1
Biased Policing	1	0	0
Use of Excessive Force	0	0	0
Failure to Cooperate	2	2	0
Harassment	1	0	0
Knowledge of Laws	7	5	0
Insubordination	0	0	0
Lost/Damaged Equipment	4	0	4
Missing Court	5	0	5
Property & Evidence Procedure	2	1	1
Rude/Discourteous (to Public or Employees)	6	4	0
At-Fault Traffic Crashes	39	3	36
Unbecoming Conduct	6	5	0
Unintentional CEW (Taser) Discharge	2	0	2
Unintentional Firearm Discharge	0	0	0
Truthfulness	5	4	0
Violation of City Administrative Regulation	9	6	1
Violation of Law	2	0	0
Violation of all other Police Directives	34	19	7
Total	127	52	57

Table 3 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 Unit Level Inquiry. It should be noted that one incident or investigation could result in multiple allegations and findings.

As noted in Table 3, At-Fault Crash incidents (39) continue to be the most common type of policy violation. These incidents do not account for all traffic crashes involving Department vehicles. The 39 At-Fault crashes reported in CY2022 is an increase of 61% compared to the 24 reported in CY2021. The Safety Committee’s quarterly and annual reports provide the total number of traffic crashes involving Departmental vehicles.

Figure 2



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 (OPR) ensures that thorough investigations are completed to ensure transparency and to promote public trust.

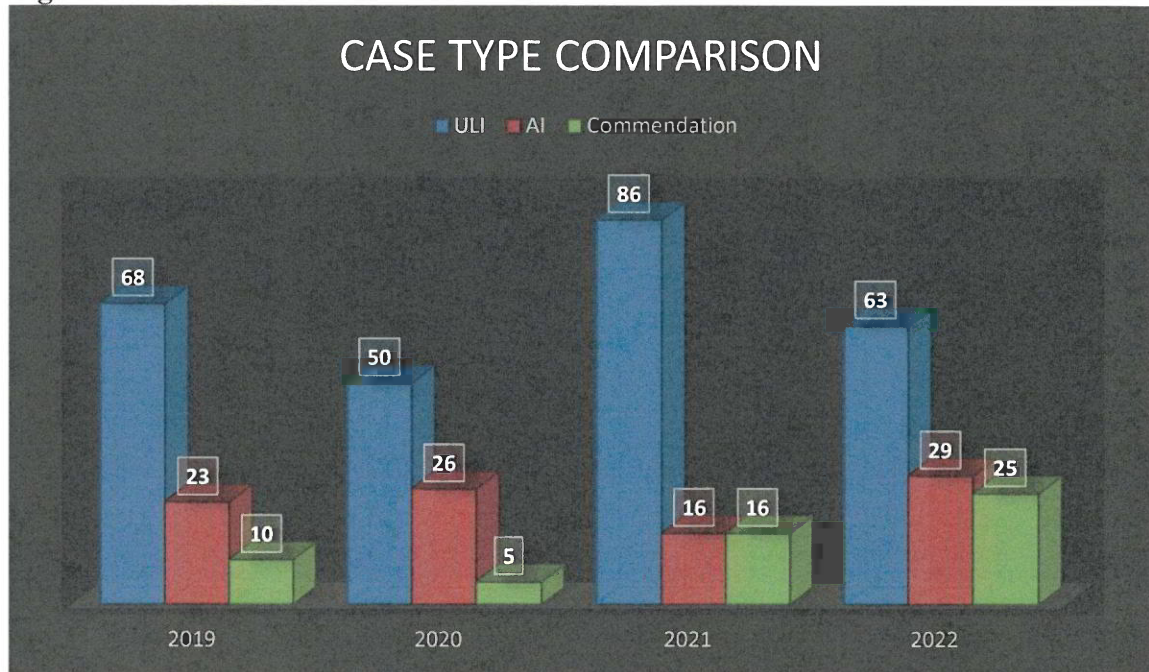
While CY2022 saw a decrease in the total number of complaints made against police employees, from 103 in CY2021 to 92 in CY2022, the number of Administrative Investigations (AI) increased sharply from 16 in CY2021 to 29 in CY2022. The lower number of AIs completed in CY2021 compared to CY2022 may be due to 3,624 (7.2%) fewer calls for service and 407 (11%) fewer arrests made in CY2021 compared to CY2022. Also, there were more ULIs issued in CY2021 compared to other years (86 in CY2021 vs. 63 in CY2022). A review of the ULIs issued in CY2021 revealed that 61% involved employees who were issued multiple ULIs compared to 44% in CY2022. As a result, changes have been made to Police Directive 2.3, Complaints and Disciplinary Actions that require more scrutiny of an employee’s disciplinary history prior to issuing a ULI versus completing an Administrative Investigation.

¹See Police Directive 2.3.01

Figure 3 below compares investigations and commendations over the last four calendar years. Over this time, awards and commendations have not been uniformly entered into Blue Team.

Supervisors and Commanders primarily continue to document awards and commendations within an employee’s informal personnel file at the unit level. Although OPR has taken steps to increase the number of commendations being entered in Blue Team, as an agency, we are missing an opportunity to showcase and recognize the daily accolades we receive from our community. OPR staff will continue to encourage supervisors and commanders to improve their efforts in documenting formal and informal commendations into Blue Team.

Figure 3



Lastly, the internally generated cases were much 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. Additionally, externally generated cases are more often minor offenses and subsequently handled as a Unit Level Inquiry instead of an Administrative Investigation.

The statistical analysis of the CY2022 OPR data concludes that as an agency, and as individual law enforcement professionals, we value the community’s trust. Through self-accountability and professionalism, we continue to maintain and increase the community’s trust in us.