

City of Alexandria, Virginia

MEMORANDUM

DATE: APRIL 21, 2022

TO: DON HAYES
ACTING CHIEF OF POLICE

FROM: CAPTAIN CHRIS WEMPLE
OFFICE OF EXTERNAL AFFAIRS AND PROFESSIONAL RESPONSIBILITY

SUBJECT: ANNUAL STATISTICAL REPORT – CALENDAR YEAR 2021

The purpose of this memorandum is to provide the CY2021 Annual Statistical Report on all Administrative Investigations (AI) and Unit Level Inquiries (ULI) undertaken in CY2021. 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 External Affairs & 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 CY2021, the Office of External Affairs & Professional Responsibility (OPR) received and processed 102 formal complaints against Departmental employees. In comparison, there were 76 complaints in CY2020 which reflects a 36% increase in formal complaints.

Of the 102 complaints in CY2021, 79 (77.5%) cases originated internally, while 23 (22.5%) 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.

The focus of this report is on the complaints generated against Department employees from sources within and outside the Police Department.

Definitions:

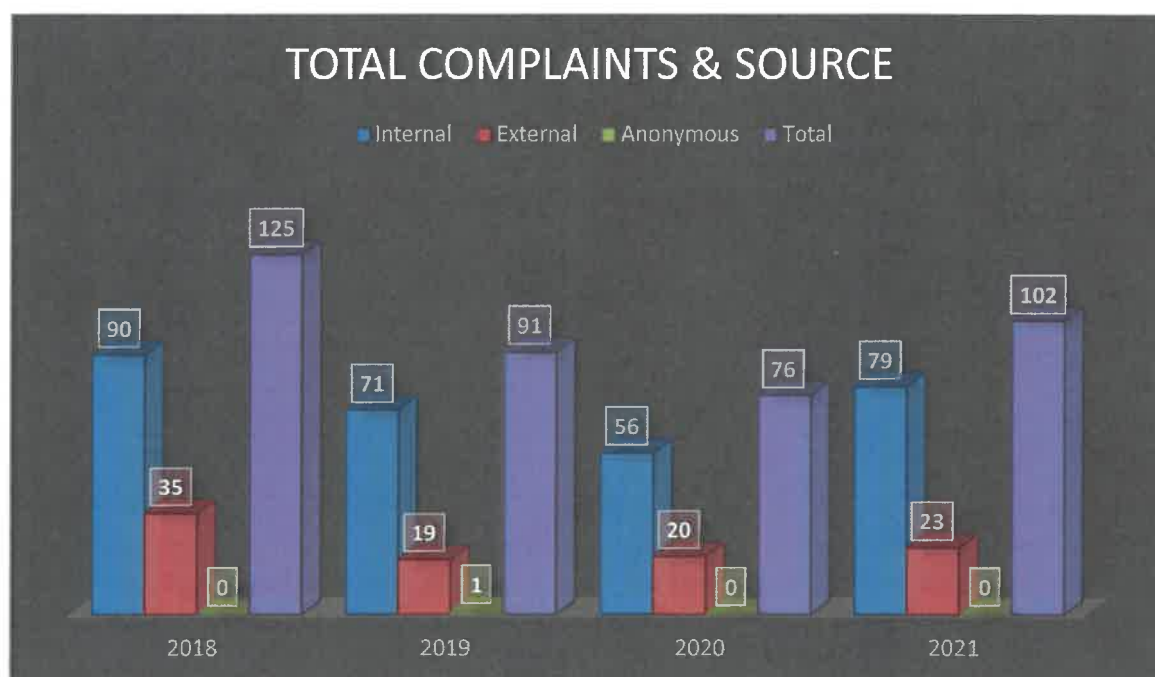
Total investigations include all formal investigations and inquiries into the conduct of Police employees, both sworn and civilian, and does not include the routine review of the use of force unless a complaint of excessive force was made.

Sustained Complaints (All) reflect findings of policy violations, not necessarily the original allegation in the case.

Formal Citizen Complaints reflects the number of complaints brought from persons or groups outside of the Police Department.

Sustained – Conduct Towards Citizens, etc. includes allegations of rudeness, lack of courtesy in treatment of others, deadly force, biased policing, and harassment.

Figure 1



The 102 cases processed in CY2021 involved a total of 73 employees. Of the 73 employees, 69 were sworn officers, and 4 were civilian employees. In comparison, to CY2020, the cases in that year involved 63 employees (59 sworn, four civilians). Among the cases involving sworn employees in CY2021, twenty-four (24) were the subject of multiple cases.

The two primary categories of cases used to investigate policy violations are Administrative Investigations (AI) and Unit Level Inquiry (ULI). Of the 102 cases investigated in CY2021, 16 were AI cases and the remaining 86 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.

It should be noted that while there were a set number of actual complaints made against employees, investigations could lead to the discovery of other policy violations and result in multiple findings. For example, a citizen may make a biased policing complaint and the resulting investigation finds that bias was not a factor, therefore it was unfounded. However, the same investigation may find that the employee was rude and discourteous, tagging a new policy violation and outcome. These facts may alter the numbers as depicted in the following tables.

In Table 1, we see that there were 86 Unit Level Inquiries conducted but in Table 3 we find that there was a total of 89 policy violations. This means that in some cases, the investigation

identified other policy violations against the employee. Of the 89 identified policy violations, 75 resulted in Unit Level Supervisory Counseling. Similarly, in Table 4, there were 16 complaints against police employees and the investigations identified 29 policy violations from those 16 complaints. Of those 29 identified policy violations, the investigators sustained 20, determined seven (7) were unfounded and two (2) were not sustained.

Table 1

CY2021 Administrative Investigation Outcomes			
Complaints	Internal	External	Anonymous
Sustained	7	2	0
Open cases	0	0	
Cleared (see below list)			
Not Sustained	0	1	0
Unfounded	2	3	0
Exonerated	0	0	
Separated before the conclusion of the investigation	1	0	0
Total	10	6	0

Table 2

CY2021 Unit Level Inquiry Outcomes			
Complaints	Internal	External	Anonymous
Sustained	67	6	0
Open cases	0	0	0
Cleared (see below list)			
Not Sustained	1	4	0
Unfounded	0	5	0
Written Reprimand	1	0	
Exonerated	0	2	
Separated before the conclusion of the investigation	0	0	0
Total	69	17	0

Table 3

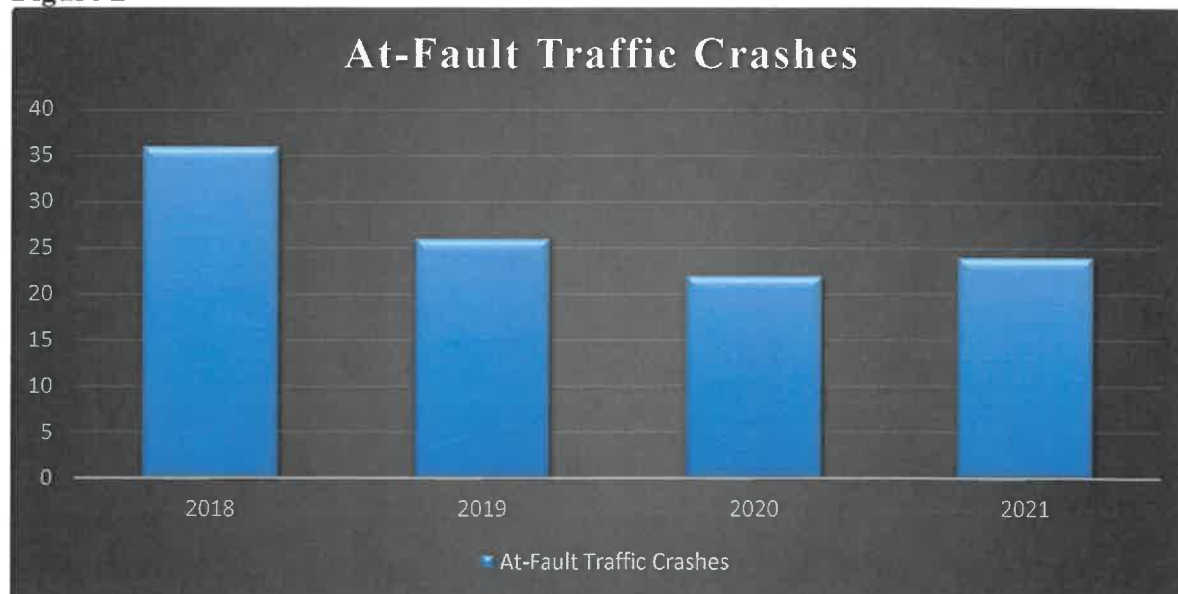
CY2021 Total Allegations/Outcome (Unit Level Inquiry)		
ALLEGATION	Total	Unit Level Counseling
AWOL	1	1
Biased Policing	0	0
Use of Excessive Force	2	0
Failure to Cooperate	0	0
Harassment	0	0
Knowledge of Laws	5	4
Insubordination	0	0
Missing Court	2	2
Property & Evidence Procedure	2	2
Rude/Discourteous (to Public or Employees)	4	0
At-Fault Traffic Crashes	25	25
Unbecoming Conduct	0	0
Unintentional CEW (Taser) Discharge	5	5
Unintentional Firearm Discharge	1	1
Violation of City Administrative Regulation	1	1
Violation of Law	0	0
Violation of all other Police Directives	41	32
Total	89	75

Table 4

CY2021 Total Allegations/Outcome (Unit Level Inquiry)				
ALLEGATION	Total	Sustained	Not Sustained	Unfounded
AWOL	0	0	0	0
Biased Policing	2	0	0	2
Use of Excessive Force	0	0	0	0
Failure to Cooperate	0	0	0	0
Harassment	0	0	0	0
Knowledge of Laws	2	1	1	0
Insubordination	0	0	0	0
Missing Court	1	1	0	0
Rude/Discourteous (to Public or Employees)	0	0	0	0
Unbecoming Conduct	3	2	1	0
Truthfulness	2	2	0	
Violation of City Administrative Regulation	7	7	0	0
Violation of Law	0	0	0	0
Violation of all other Police Directives	12	7	0	5
Total	29	20	2	7

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

Figure 2



CONCLUSION

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

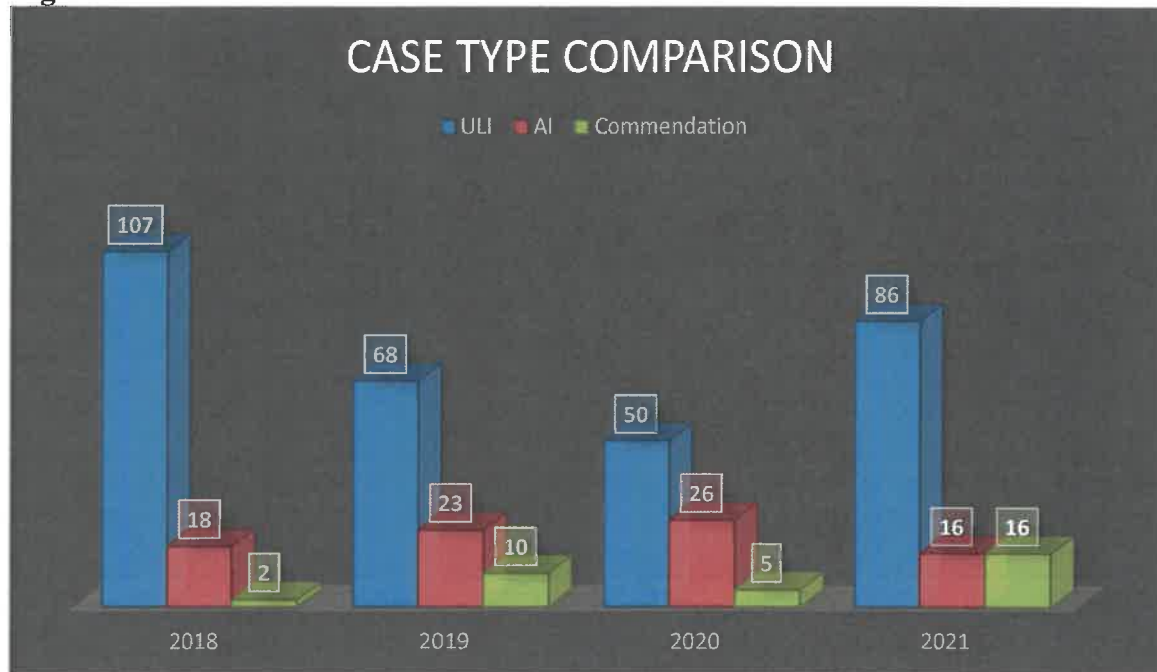
CY2021 saw an increase in the total number of complaints made against police employees, from 76 in CY2020 to 102 in CY2021. However, those complaints investigated as Administrative Investigations (AI) dropped significantly from 26 in CY2020 to 16 in CY2021. Additionally, the policy of attempting to mitigate and address many of the performance-based issues at the Unit Level continues to be successful in addressing performance issues before they rise to the level of disciplinary action.

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

¹See Police Directive 2.3.01

community. We implore our management team 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. Conversely, externally generated cases resulted in fewer sustained complaints. 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 CY2021 OPR data concludes that as an agency, and as individual law enforcement professionals, we value and cherish the community's trust. Through self-accountability and professionalism, we continue to maintain and increase the community's trust in us.

Annual Statistical Overview – Complaints Against Police Employees

Calendar Year	2021	2020	2019	2018	2017
Total Internal Investigations	102	76	91	125	121
Sustained Complaints (All)	82	56	73	114	119
Formal Citizen Complaints	23	20	19	35	10
Sustained – Conduct Towards Citizens	2	8	5	1	5
Police Calls for Service	50,578	53,698	80,928	82,548	91,380
Persons Arrested	3,693	3,691	4,316	4,652	4,754

For additional information, please contact the Office of External Affairs and Professional Responsibility at 703-746-6767.

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 - Formal Citizen Complaints reflects the number of complaints brought from persons or groups outside of the Police Department.
 - Sustained – Conduct Towards Citizens, etc. includes allegations of rudeness, lack of courtesy in treatment of others, deadly force, biased policing, and harassment.
 - Police Calls for Service reflects the total number of calls where officers responded.
 - Criminal Arrests Made includes adults arrested and juveniles charged with crimes.