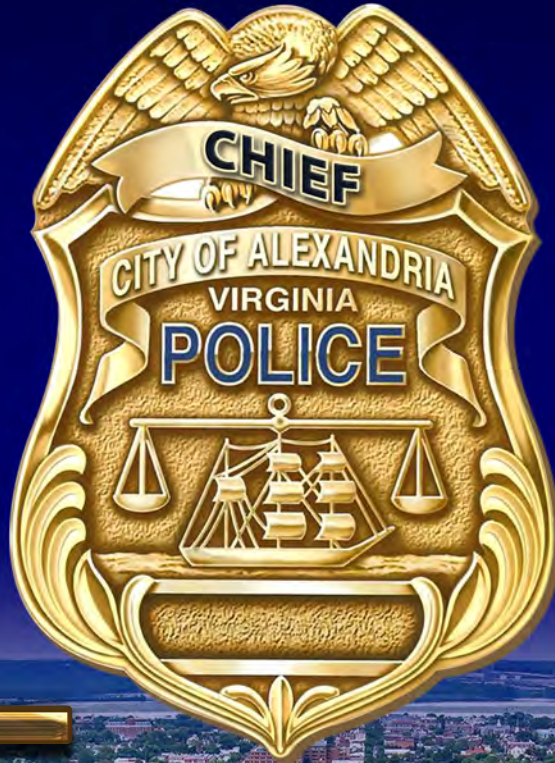


ALEXANDRIA POLICE DEPARTMENT

FIRST



DAYS

CHIEF OF POLICE
TARRICK
MCGUIRE

A COMMITMENT TO ALEXANDRIA

MY PLEDGE TO OUR CITY AND POLICE DEPARTMENT



In December 2024, I was honored to be sworn in as the 16th Police Chief of the City of Alexandria Police Department. Upon taking office, I introduced four key pillars to guide my priorities and our work over the next 100 days. These pillars were designed with the goal of better understanding the needs of both the Alexandria Police Department and the community we serve. In this time, I have worked tirelessly to engage with our dedicated workforce, listen to feedback, and build meaningful relationships within our community.

It is a privilege to serve as your Police Chief, and I look forward to continuing to work alongside the Alexandria community and our police department with integrity, transparency, and purpose.

As promised, I will remain transparent in reporting the key outcomes of my efforts. These results will help shape our path forward in developing a comprehensive public safety plan that ensures the future of policing in Alexandria is both progressive and collaborative.

I am incredibly proud of the men and women who dedicate their lives to serving this community. Our officers continue to reaffirm their commitment to police with passion. As I share the outcomes of my 100-day plan, one message remains clear: our priority is to build a healthy, resilient workforce and make Alexandria one of the safest cities in America.

Together, we can and will achieve this mission as we continue to move Alexandria forward.

A stylized, handwritten signature in white ink that reads "T. McGuire".

TARRICK MCGUIRE

Police Chief, Alexandria Police Department

“POLICING REVOLVES
AROUND PEOPLE – THE
OFFICERS WHO UPHOLD
THE LAW AND THOSE
THEY SERVE.”



“I really believe that over time people have looked at the police and the community as a separate entity. At the end of the day, there are many of our officers that stay in our community; that police our community and we want people to see themselves in our officers.” - Tarrick McGuire, 16th Chief of the Alexandria Police Department



Photos credited to ALXnow Photographer James Cullum captured on December 10, 2024 at the swearing in ceremony of Chief Tarrick McGuire

ALEXANDRIA POLICE DEPARTMENT | 100 DAY PLAN

THE FIRST 100 DAYS

This 100-day plan outlines the process I followed to address key priorities for the department and the community. My objectives were to continue to build relationships within our community, review and evaluate policies and practices to make our workforce more efficient and effective, respond to the immediate needs of our officers, communities, and stakeholders, and report information to our officers and initiatives to the public. These four pillars will drive how we police Alexandria forward and articulate the work we are doing to engage in these processes that will extend beyond day 100. The outcomes shared in this plan represent the first step in our collective and collaborative journey to strengthen public safety for everyone in our city. I remain committed to providing the highest level of public service by empowering our officers and staff with solutions to address crime and safety concerns across our city.



Photo by: Max Taylor

CONVERSATIONS WITH THE CHIEF

RELATIONAL POLICING

Building relationships is critical to maintaining a safe community. It takes every member of our department both professional and sworn, residents from every corner of our community, and stakeholders representing all sectors within our city. We can make a difference when all members of our community are represented.

That's why it was important for me as the Chief to listen to our officers and our community directly through community conversations held inside the police department and at five locations throughout the city.

Major themes were identified and will determine a roadmap forward to address priorities.

Here's what we learned after listening to our officers and community following the nine listening sessions we hosted.

STAFF FEEDBACK

What APD Does Well

- Engagement and outreach within the community
- Officer camaraderie amongst peers
- Works as a team in response to solving crime

Opportunities for Improvement

- Evaluation of patrol shift schedule
- Continued investment in technology
- Additional opportunities to communicate with leadership
- Health & wellness of personnel
- Refine processes for operational efficiency

COMMUNITY FEEDBACK

What APD does well

- Officers are highly professional
- APD responds timely to calls for service
- APD is engaged within our community

Opportunities for Improvement:

- Desire to see officers on foot patrol in neighborhoods
- Roadway safety & traffic enforcement
- Strengthen communication with the community
- Collaborate with other City agencies to address quality of life concerns
- Crime reduction and youth engagement

OUTCOMES

Organizational Efficiency & Fiscal Management

We have evaluated key leadership vacancies and positions as well as performed a workload analysis of department units to improve our organizational efficiency. We have done this to ensure that we maximize our workforce and those who are in positions of authority so we can continue to lead our officers and professional staff effectively and make strategic decisions with measurable outcomes.

We have also reviewed our fiscal management processes to ensure alignment with best practices and strategic priorities to operate with efficiency and integrity.

Review of Policies and Practices

We performed a comprehensive review of APD policies and directives to prioritize alignment with best practices and continue to support officer safety and accountability.

Crime Review

To better assess and evaluate deployment strategies in addressing crime, we introduced a framework utilizing evidence-based tactics to the department, requiring continuous evaluation and improvement of strategies, allowing data analysis to guide decisions related to policing strategies, and allocation of resources.

We saw value and the need to introduce a 60-Day Public Safety Plan that utilizes evidence-based policing as a framework and concentrates on focused interventions, data-driven decision-making, and community collaboration to effectively address crime trends and enhance overall public safety.

Members of the APD leadership team visited several law enforcement agencies to deepen relationships and evaluate their crime review process. As a result, we have developed a model for the APD and established weekly crime review meetings involving executive, mid-level leadership, and crime analysis supervision to enhance our response to emerging crime trends.

Workplace Equity

We have evaluated policies and practices and are developing a work plan to ensure fairness and consistency is applied to all personnel. In collaboration with our Police Union, we are prioritizing alignment with best practices related to internal advancement opportunities, discipline, and the promotion of our personnel.

We will continue to evaluate these areas, ensuring APD is operating with integrity, fairness, and efficiency, thereby enhancing overall performance and fostering a positive organizational culture.

30x30

The Alexandria Police Department reaffirmed its commitment to the 30x30 Initiative, having joined hundreds of jurisdictions nationwide in striving to achieve 30% female representation in recruit classes by 2030. This initiative aims to promote workplace equity and improve workplace conditions for all officers. The founder of the initiative, Maureen McGough led an APD women's roundtable hearing feedback on ways to enhance workplace equity.

While the national percentage of women in law enforcement is 12%, the Alexandria Police Department exceeds the national average with 18% of our workforce represented by women.



Patrol Schedule Review & Pilot

As a complement to a previous staffing study conducted by the City of Alexandria, work began to evaluate the patrol shift schedule. In concert with the Police Union, we established a Patrol Work Group to inform and evaluate patrol scheduling. A key issue identified over this period was shift hours. A shift study is in the process of being completed to better support work-life balance for our officers.

Chief's Employee Advisory Board

A Chief's Employee Advisory Board was established, comprised of sworn and professional personnel for the purpose of facilitating ongoing dialogue between staff and the Chief of Police. This board will serve as a valuable platform for open communication, allowing the Chief to receive direct insights and feedback from staff in order to address challenges, foster collaboration, and continuously improve operations.

Chief's Community Advisory Board

Serving as an extension of the community's voice, the Police Chief's Community Advisory Board was established. This board is made up of community stakeholders representing civil rights organizations, businesses, civic organizations, and religious institutions. They will advise the Police Chief on key public safety issues.

Communication Plan

Communication is essential for the success of the APD. To strengthen communication among our workforce, we implemented a Chief's Brief to share key updates, ensuring that our personnel remain informed and engaged.

Wellness Group Formed

An Officer Wellness Advisory Group was formed of both sworn and professional staff members in concert with the Police Union, who are charged with identifying resources that may provide the necessary support to officers in managing stress, mental health challenges, and the demands of their roles. This group will continue to gain momentum as plans continue to develop, perspectives are brought to the table, and pilot programs begin to take shape.

Youth Focus | Enhancing Police – Youth Engagement

In March, the APD launched a pilot mentoring program to support the social-emotional well-being of 6th and 7th graders at George Washington Middle School. In collaboration with school faculty, APD identified students to be paired with police officers for the nine-week program. While there are several mentoring initiatives in the city, it is imperative for police to strengthen relationships with our youth. We are committed to continuously improving emotional support for young people, helping them reach their highest potential. We have to seek continuous improvement on enhancing emotional support of our youth.



SELFLESS SERVICE



On January 29, an army helicopter with three people aboard crashed into a commercial airline flight carrying 64 people near Reagan National Airport. All 67 people involved perished. When a mass casualty or critical incident occurs within the region, the APD stands ready to respond with mutual aid among other jurisdictions. As alerts transpired on January 29, the APD responded to assist as a result of the tragic incident and continued to assist in the recovery effort for the days that followed. The officers who assisted were honored by the Metropolitan Washington Council of Government, a regional partnership organization, recognizing over 130 first responders from more than 90 agencies for their “heroic efforts” following the crash.

FEEDBACK

“We commend Chief McGuire’s 100-Day Plan for prioritizing issues that are critical to our members’ ability to serve the community effectively. His focus on creating internal advisory boards focused on listening to our officers creates a meaningful platform within the department. Throughout the 100-days, Chief McGuire has shown a willingness to work in collaboration with our labor organization which helps to foster a harmonious relationship between our officers and management. He has also begun the important process of reviewing and updating policies as necessary in collaboration with our labor organization which is necessary to ensure we’re adapting to current realities. Equally important is the outreach to the community Chief McGuire has created to foster a two-way dialogue in addressing community concerns. Chief McGuire’s 100-Day Plan has struck a strong balance between supporting our officers and building trust with those we protect. We look forward to working with Chief McGuire in continuing to improve the workplace for our officers and with the level of service we provide the public.”

Damon Minnix
President
Southern States Police Benevolent
Association - Alexandria Chapter



“In just a few short months, residents have noticed a difference and feel a lot safer. They see the police cars driving around. In December, I expressed my concerns to Chief McGuire at the Arlandria Community Conversation that residents of Bruce Street at Mount Vernon felt unsafe and there were many people hanging around the neighborhood who didn’t live there. Families did not feel free to walk or safe to take their kids outside. In just a few short months, I have seen change.”

Matilde Alvarado
Director
Mother of Light Center





As Chief of Police, I am proud to say that in my first 100 days, we established key priorities, took action, and have reported important outcomes, though there is still much work to be done. We will continue to enhance internal communication, introduce new initiatives to strengthen public safety, and build trust within our community. The path ahead will be challenging, but together, with the ongoing support of the City Manager, Mayor, City Council, and our community, the APD will remain one of the best police departments in the nation, and Alexandria will continue to be one of the safest cities in America.

#OneAPD #OneAlexandria

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