



**Independent Community
Policing Review Board
Annual Report**

July 2024 – June 2025

ICPRB Members

Per Alexandria Ordinance 5337, the Alexandria Independent Community Policing Review Board is to produce a public report to the City Council by September of each fiscal year of its activities for the prior fiscal year, along with any comments and recommendations.

Board Purpose

The purpose of the Independent Community Policing Review Board (ICPRB) is to enhance policing legitimacy and to increase and maintain trust between and among the Police Department (APD), City Council, City Manager, and the public. The Board provides timely, fair, and objective review and evaluation of policing policies, practices, procedures, and outcomes in Alexandria; provides meaningful assessment and corrective recommendations intended to remedy discriminatory practices, including racial and social inequities that it may find; ensures the protection of all community members through recommended actions and reform, including in the criminal justice system; and recommends strategies for effectively implementing these reforms.

ICPRB Policy and Membership Accomplishments

The Board primarily met on the first Wednesday of each month except August. The board voted to not meet in August. It held additional training sessions and community activities throughout the year.

There was no official meeting in January because of a lack of quorum.

During the 2025 fiscal year, the Board completed all required training with both NACOLE and the Alexandria Police Department, including required ride-alongs. The Board completed its Memorandum of Understanding (MOU) with the Police Department.

In December 2024, the Board mourned the passing of inaugural Independent Policing Auditor Kim Neal. A proclamation honoring her service and contributions was approved to be shared at a memorial reception to be held in October 2025.

The Board welcomed two new members, Jules Tamegue and Suzanne Berkey, in July 1, 2025, with one remaining open seat. The ICPRB also bid farewell to inaugural members Rob Krupicka and Ingris Moran. The Board extends its appreciation to Mr. Krupicka and Ms. Moran for their service and leadership that was invaluable to the establishment and early success of the Board. In January 2025, the ICPRB elected Christopher Lewis as Chair, Alexis Stackhouse as Vice Chair, and Deborah Porter as Secretary.

The ICPRB continues to advocate for expanded mental health services, including increased funding and availability of mental health beds across the region. In FY25 The board voted to provide a letter to the city manager. The ICPRB continues to actively advocate for expanded mental health services within the City of Alexandria. The Board has emphasized the

importance of increasing both funding and the availability of mental health treatment beds to ensure appropriate care and crisis response capacity.

Much of the Board's focus during this fiscal year centered on City Council's process to review and revise the ICPRB's authorizing ordinance (Ordinance Title 2, Chapter 4, Article AA) which outlines the framework governing the Independent Community Policing Review Board.

This process reflected a significant investment of time and collaboration and the Board participated in multiple stages of stakeholder feedback, including the Ad Hoc Committee organized by the Auditor's office in 2024 and the City Council subcommittee created to review and propose new ordinance language in 2025.

Following this extensive review and refinement process, City Council adopted the new ordinance over the objections of the ICPRB on April 21, 2025. ICPRB continues its objection to the removal of full subpoena power from the investigatory powers of the Alexandria policy oversight system and recommends that the City Council reinstate it in the coming year. The ICPRB also recommends that the City Council allow the ordinance to be revised to allow new members to vote on routine business (such as minutes approval) but maintains preliminary training requirements for voting privileges on reviews of policy, investigations, and other substantive reports from the ICPRB, the Auditor, and the APD.

Board Community Activities

Board members participated in training sessions and community events throughout the year. Training included NACOLE and APD courses, ride-alongs, and sessions related to police oversight best practices. Members also participated in local events and community engagement opportunities, including the Alexandria NAACP listening session and the Juneteenth celebration.

Goals for 2025-2026 Fiscal Year

ICPRB OBJECTIVES

July 2025 - June 2026

The Independent Community Police Review Board voted to approve the following objectives and goals for FY 2025 under five categories.

Incident Review

- **Inquiry and Complaint Intake and Tracking.** The Board will establish procedures for intake and tracking on inquiries to the Board and complaints to the Alexandria Independent Auditor (AIPA) by October 2025, to be included in the Readiness Resolution.

- **Incident and Policy Review Procedures.** The Board will establish procedures for review of policies and all incidents (reported as inquiries, complaints, or other) by October 2025, to be included in the Readiness Resolution.
- **Procedural MOU with APD.** The Board will complete this MOU by September 2025, to be included in the Readiness Resolution.
- **Begin Review of Incidents.** The Board will begin its tracking and review of incidents (reported as inquiries, complaints, or other) by January 2026, following the submission of the Readiness Resolution.

Policy Review

- **Review of Racial Equity and Bias Policing Policies.** The Board will begin its policy reviews during FY 2025 with a quarterly review of APD policies on the topic of racial equity and bias in policing at regular Board meetings. If completed, the Board will move to the APD policies on the topic of community engagement and transparency next.

Community Outreach

- **Board Led Community Outreach.** The Board will host a November or December 2025 community outreach event to launch and introduce its work on incident, complaint and policy reviews to the Alexandria community, following the passage of the Readiness Resolution. The Board will host one additional Board Led community outreach event in Q1 and Q2 of 2026.
- **Other Community Outreach.** Board members will represent the Board at events organized outside of the Board as it fits their schedule. Board members will organize a system for tracking and noticing these activities by December 2025.

Training

- **Complete 2025 Annual Trainings.** NACOLE or comparable training, August or October Meeting. Board legal & ethical obligations, August or October Meeting. APD policies and operations training, September Meeting. Ride-alongs will be scheduled individually.
- **Begin 2026 Annual Trainings.** 2026 NACOLE or comparable training complete before end of FY2025. 2026 board legal and ethical obligations completed before end of FY 2025. APD policies and operations training will be completed in FY 2026. 2026 ride-alongs will be scheduled individually.

Reports

- **FY2024 Annual Report.** Approved and submitted by the Board before September 2025.
- **Board Readiness Resolution.** Completed and approved Before November 2025.
- **Quarterly Report on Incident Review.** The Board will begin quarterly reports in Q1 2026, following the submission of the Readiness Resolution.