

CHARLOTTESVILLE POLICE DEPT.

# ANNUAL REPORT

# 2024



**COMMUNITY PARTNERS IN SAFETY.**

# CHIEF'S Message



**MICHAEL  
KOCHIS**  
Chief of Police

It is my privilege to present this year's annual report, highlighting the continued progress we have made as a department and as a community. Over the past year, our commitment to building trust, fostering transparency, and strengthening public safety has remained unwavering.

I am proud to share that through the dedication of our officers, strategic enforcement efforts, and enhanced community partnerships, we have achieved a **10% reduction in Part 1 crimes compared to 2023**. Even more notably, we have seen a **40% decrease in gun-related crimes over the past three years**, a testament to our focused approach on violence reduction, proactive policing, and, more importantly, community collaboration.

These achievements are not just numbers—they represent lives protected, neighborhoods made safer, and a stronger bond between our department and the people we serve. Through continued engagement, innovative and focused crime prevention strategies, and data-driven policing, we are making meaningful strides in ensuring every resident feels safe and heard.

While we celebrate this progress, we know that our work is far from over. We remain committed to furthering our mission, adapting to emerging challenges, and continuously earning the trust of our community. Public safety is a shared responsibility, and together, we will build on this momentum.

# A LETTER FROM the City Manager



**SAM SANDERS**  
City Manager

Charlottesville Police Department's Annual Report is a reflection of their dedication to our community and its evolving role as a trusted community partner in safety.

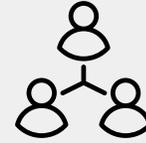
Over the past year, the Charlottesville Police Department has continued to deepen its commitment to community engagement, working not only to ensure safety but to foster their core values of **Leadership, Integrity, Justice, Empathy, and Commitment**. Through innovative outreach initiatives, strengthened relationships with neighborhoods, and a consistent presence at local events, the department has demonstrated that true public safety is rooted in collaboration.

The partnership between the Police Department and City Government has never been stronger. By working together across departments and with community stakeholders, we have been able to align public safety strategies with broader city goals—improving access to services, supporting youth and families, and building healthier, more connected communities. This synergy has allowed us to respond more effectively to challenges while celebrating many successes along the way.

I am grateful to Chief Kochis and the dedicated men and women of the Charlottesville Police Department for their tireless service and leadership. Their efforts continue to move us closer toward our vision: to be a place where everyone thrives.

  
Samuel Sanders, Jr.

# Charlottesville Staff



## Police Department

**Michael Kochis**  
*Chief of Police*

**Major Steve Knick**  
*Assistant Chief - Professional Standards & Support Operations*

**Major Daniel Meehan**  
*Assistant Chief - Field Operations & Criminal Investigations*

**Captain William "Tony" Newberry**  
*Criminal Investigations Division Commander*

**Captain Larry Jones**  
*Field Operations Division*

**Captain Michael Gore**  
*Support Operations Division Commander*

**Captain Robert Haney**  
*Professional Standards Division Commander*

## **City Manager**

**Sam Sanders**

## City Council

**Juandiego Wade**  
*Mayor*

**Brian Pinkston**  
*Vice Mayor*

**Natalie Oschri**  
*Councillor*

**Michael Payne**  
*Councillor*

**Lloyd Snook**  
*Councillor*



# About Us

The Charlottesville Police Department is authorized 146 staff members who serve the City of Charlottesville, which has an area of 10.2 square miles. The department also consists of staff members who support essential services in the divisions of Support Operations, the Office of the Chief, Criminal Investigations, Professional Standards, and Field Operations.



Twitter



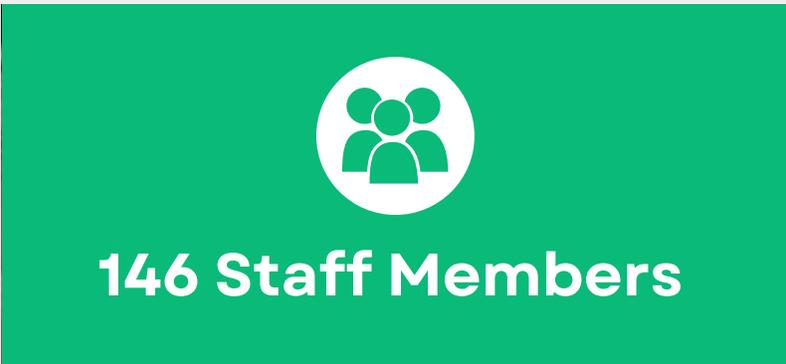
Facebook



Instagram



TikTok



# Mission, Vision, and Values

## Our Why

Community Partners In Safety



## Our Mission

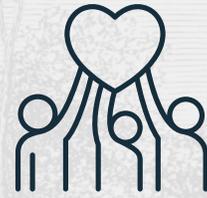
In partnership with the community, we strive to improve the quality of life of those who live, work, and visit our city. We will do this by creating a safe and secure environment through professional, empathetic, relational, and accountable policing practices. With community policing as our foundation, we strive to maintain trust and legitimacy through respectful, transparent, and impartial public safety practices.

## Our Values

- Leadership
- Integrity
- Justice
- Empathy
- Commitment



# Our Community



Whether you're raising a family, focusing on your career, or looking for a new start, Charlottesville is the perfect place to call home. Here, you can discover bustling small city charm coupled with the calm and peaceful allure of the Blue Ridge Mountains. This is where the city meets the countryside: a home base nestled in the Shenandoah Valley, only a short drive away from the beaches of Virginia or our Nation's capital.

Hiking, biking, camping, craft beer and wine, diverse cuisine, local artisans and shops, rich history, thrilling sports events, an eclectic music scene: Charlottesville has it all, no matter your passion or preference. Come work, play, and write the next chapter of your life's story.



# Community Involvement

CPD continues to strengthen its bond with the community through various initiatives, including weekly walk-and-talks, engaging with youth in our courtside chat series, participating in city events, and hosting both youth and Hispanic community police academies. We also support youth sports, attend career fairs, participate in city-wide events, volunteer with local organizations, and host international professionals from the Presidential Precinct organization, among other activities.

We have built a connection based on trust by developing relationships with our neighbors and showing through action and consistency that we are here to serve them. We have used this model as a basis for all community interactions and events, along with using these conversations to help form our strategic priorities.

<https://charlottesville.gov/DocumentCenter/View/10973/3-Year-Strategic-Plan>



# Community Town Hall

On February 15, 2024, we hosted a town hall at Carver Recreational Center to provide an update on crime statistics and trends in our city.

Community members gathered to voice concerns, ask questions, show support, and engage in meaningful discussions. The event had a great turnout, and through conversations with our neighbors, we learned that, while we've made significant progress in ensuring the safety of all who live in Charlottesville, there is still work to be done.

We must continue strengthening community bonds and ensuring a safe environment to live, work, and play.



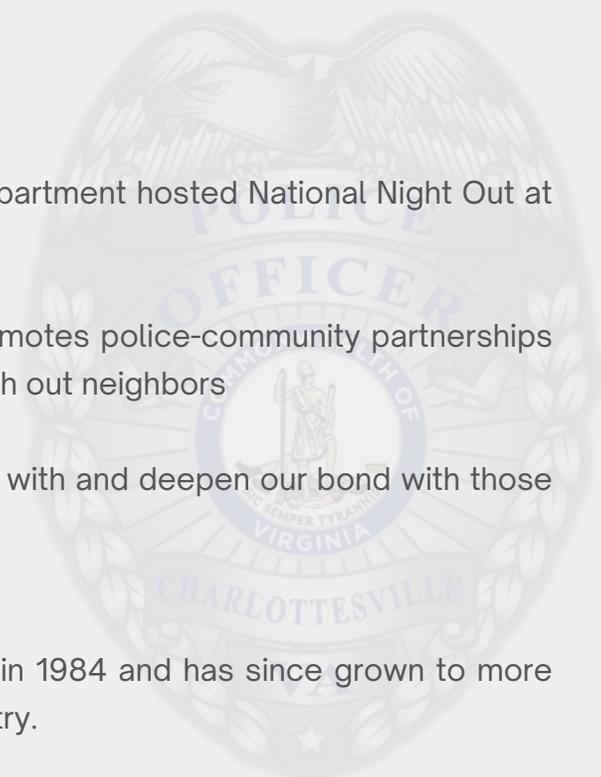
# National Night Out

Last August, the Charlottesville Police Department hosted National Night Out at IX Park.

This annual community-building event promotes police-community partnerships and fosters a true sense of connection with our neighbors.

It's just one of the many ways we engage with and deepen our bond with those who live, work, and play in our City.

The National Night Out campaign started in 1984 and has since grown to more than 17,000 communities across the country.



# 2nd Annual Pint-Sized Plunge

Thanks to our community for supporting our 2nd Annual Pint Size Plunge & Chili Cook-off. In total, we were able to raise **\$21,185.50** towards our Law Enforcement Torch Run for the Virginia Special Olympics.

The money raised will directly impact athletes and their families by providing equipment and opportunities and promoting inclusion, fairness, and fun competition in our area.

A special thank you to the volunteers that worked hard to ensure a successful event. Let's keep strengthening our bond and making a difference in our community!



# Santa Van 2024

Every year, Santa, along with his local partners and police department, gathers toys to hand out to kids all across the City of Charlottesville. Special thanks for this year's event go to the Charlottesville Police Foundation and Hunter Wyant - State Farm.



# Teen Police Academy

The Charlottesville Police Department hosted its first week-long Teen Police Academy in 2024.

Our teens covered a variety of exciting topics, including community policing, forensics, K9 operations, SRT (Special Response Team), CPR and first aid, traffic stops, and even got a close-up look at our drones.

We extend our heartfelt thanks to the Charlottesville Police Foundation and Better Living, Inc. for their generous sponsorship of this amazing community initiative.



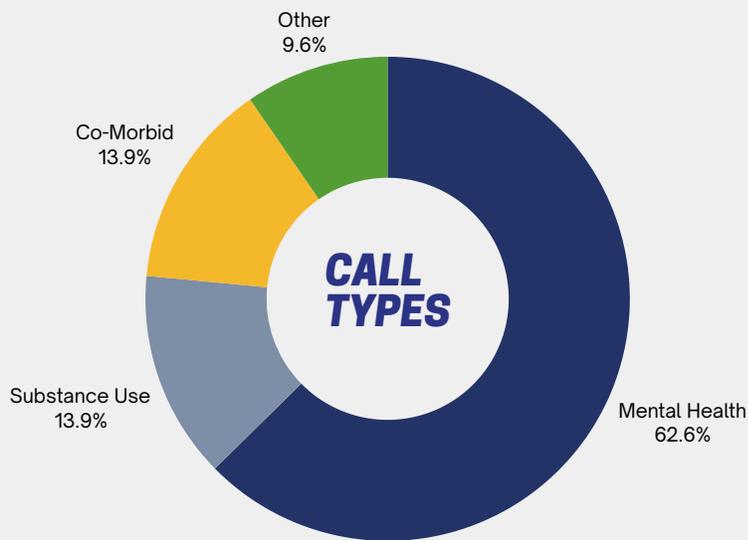
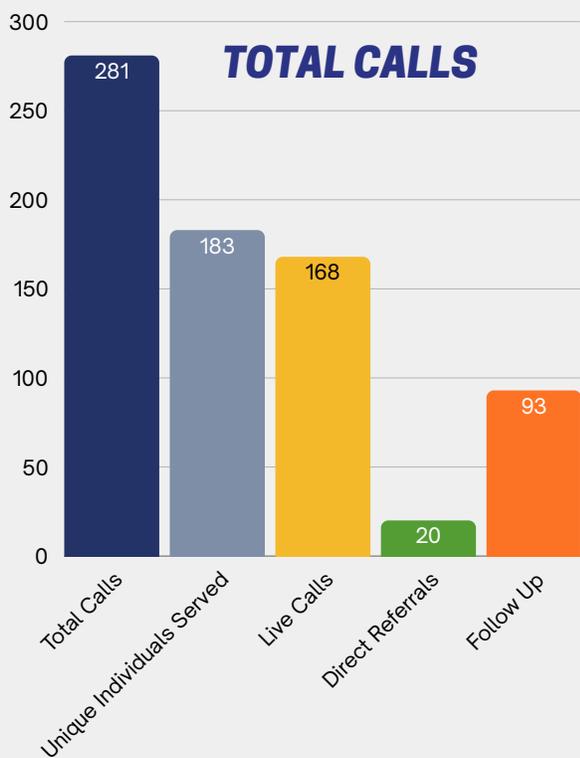
# ANCHOR TEAM



## Assisting with Navigation, Crisis Help, and Outreach Resources

Formed in July 2024, ANCHOR brings together law enforcement, firefighters, medical professionals, and mental health experts to respond to 911 calls involving behavioral health crises. Their mission? To de-escalate situations, offer support, and connect people to the right resources.

By focusing on prevention, harm reduction, and long-term care, ANCHOR is creating safer, more compassionate solutions for those in crisis.





The CPD K-9 unit is a specialized group of law enforcement officers who use service dogs to perform the responsibilities of a general police officer.

The K-9 unit is also responsible for carrying out more specific jobs such as tracking and rescuing kidnapped or vulnerable individuals, and detecting evidence to further criminal investigations.

## K-9s



K-9 Brewster



K-9 Blue



K-9 Kona



K-9 Dallas

## K-9 Handlers



Officer James Burnette



Officer Darius Nash



Officer Mark Jones



Officer Michael Darby

# A Diverse Workforce

As we work towards creating a department that reflects the diversity of our city, we salute the diversity of our employees for their work and the impact they make on our community.



**17%**

**Black Officers**



**17%**

**Female Officers**



**7%**

**Hispanic Officers**





The Charlottesville Police Foundation (CPF) is an independent non-profit that fosters well-being by supporting policing excellence and providing the Charlottesville Police Department with funding for training, equipment, staff wellness, and community programs. CPF promotes meaningful community engagement, ensuring our officers can do their finest work on behalf of all Charlottesville residents. The Foundation is guided by our Board of Directors who volunteer their time and talents on behalf of the Charlottesville Police Department and our community.

Here are several ways your tax deductible gift benefits our work:

- **K-9 Program**
- **Officer Housing & Rental Assistance**
- **Trainings & Equipment**
- **Community Outreach**
- **Public Events that include Santa Van, National Night Out, Back to School Bash & Ice Cream with a Cop**



# Complaint Overview

The Police Department accepts and investigates all complaints and allegations of misconduct, including anonymous complaints. In doing so, the Department strives to be fair to both the complainants and the members involved. The Department also seeks to impose disciplinary actions as necessary in a fair and impartial manner.

TOTAL COMPLAINTS	INTERNAL	EXTERNAL	SERVICE-RELATED INQUIRY
39	21	14	4

## DEFINITION OF FINDINGS

**SERVICE-RELATED INQUIRY** - A matter of concern brought forth to the department, which does not rise to a violation(s) of departmental policy and/or a violation of the law.

**SUSTAINED** – There is sufficient evidence to justify a formal finding of wrongdoing under a General Order, departmental directive, County rule or ordinance, or other law. Formal disciplinary action will often accompany complaints with a sustained finding.

**UNFOUNDED** – The allegation is false or otherwise not factually supported; or the complaint did not involve police personnel from this Department.

**EXONERATED** – The alleged act did occur but was lawful and in accordance with Department policy. Exoneration is a finding that the act was justified and lawful.

**NOT RESOLVED** - There is insufficient evidence to prove or disprove the allegation.

Sustained	Exonerated	Not Resolved	Unfounded	TOTAL
56	8	1	28	93

*\*There can be multiple violations in **ONE** complaint; findings have a higher number than TOTAL complaints for this reason.*

# Crime Overview

TOTAL PART 1 CRIME  
 **10%**  
 COMPARED TO  
 2023

**Part 1 Crime** is divided into three categories: crimes against persons, crimes against property, and crimes against society. Within these categories, data is collected from a total of 52 offenses. Group A offenses represents the total of these 3 categories. The chart below shows our three sectors, north, south, and central with their respective totals.

Part 1 Crime 2023 vs. 2024			
	Jan-Dec 2023	Jan-Dec 2024	% Change
TOTAL	1755	1581	-10%
NORTH	747	645	-14%
CENTRAL	445	375	-16%
SOUTH	563	560	-1%

## Gun-related incidents are **DOWN**

 **40.85%**

when compared to the 3-year average

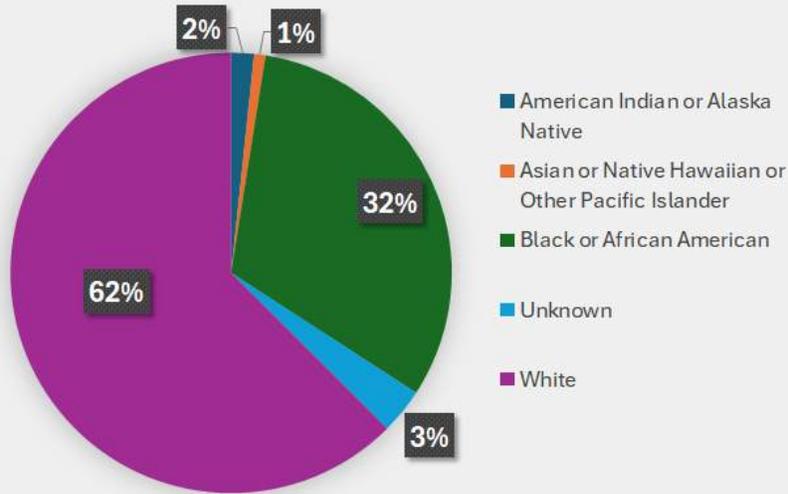
*This includes shootings, homicides, aggravated assaults, robberies, and any incident involving a firearm.*

# Traffic Stops

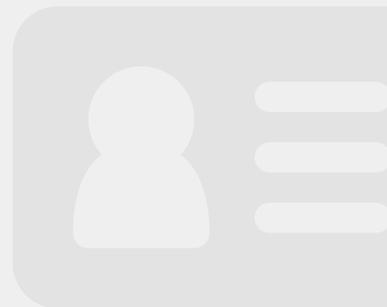
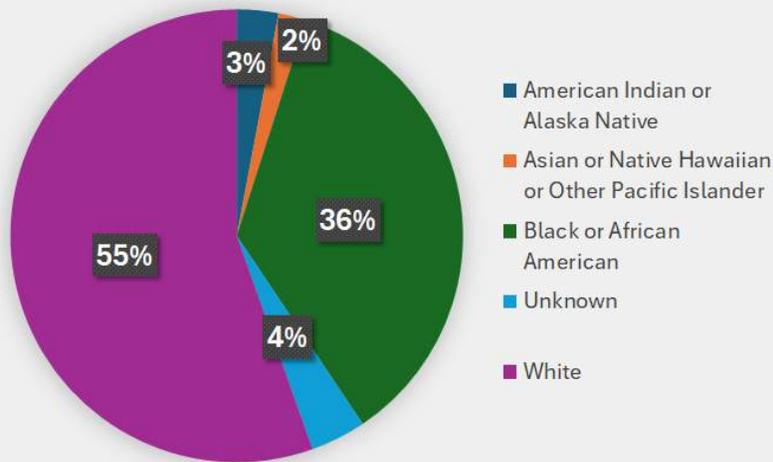


Data collected from January 1, 2024 to September 30, 2024

## Charlottesville Residents



## Non-Residents



For additional charts and breakdowns of stop data, please visit:  
<https://data.virginia.gov/dataset/community-policing-data?filters=AGENCY%20NAME%3ACharlottesville%20Police%20Department>

# Budget

DEPARTMENT BUDGET (FY 2025 ADOPTED)

**\$21,525,196** 

STAFF MEMBERS

**146** 

## OPERATING BUDGET COMPARISON



	FY 2024 Adopted	FY 2025 Adopted
Salary & Benefits	\$16,284,200	\$17,543,666
Operating Expenses	\$4,174,400	\$4,324,130
Total Expenditures	\$20,458,600	\$21,867,796
Revenues	(\$339,100)	(\$342,600)
Net Expenditures Offset by Revenues	\$20,119,500	\$21,525,196

# Investigative Detentions

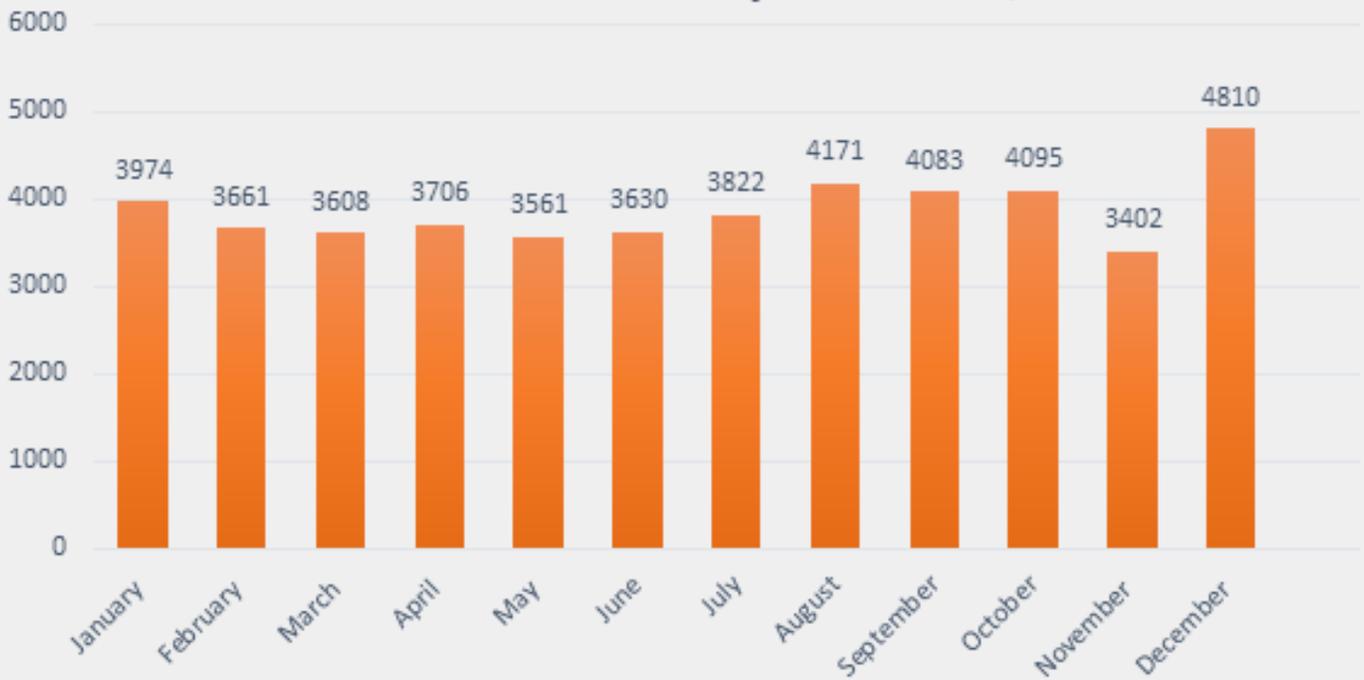
The 4th Amendment analyst reviewed calls for service, cross referenced reports, and reviewed BWC footage as needed. In summary of these resources, the Charlottesville Police Department's officers were engaged in **46,523** incidents during the year.

These incidents included officer initiated, citizen assists, and calls for service. Two hundred and eighty-three (283) of these incidents resulted in temporary detentions during 2024. Two hundred and thirteen (213) of these detentions were initiated by our citizens and seventy (70) were initiated by our officers. Thirty-three (33) incidents were identified throughout the year that required chain of command notifications and follow-ups which included detention reports, an extralegal detention, Miranda violations, unprofessional conduct, extralegal search & seizure, and emergency vehicle operations outside of Virginia Code.

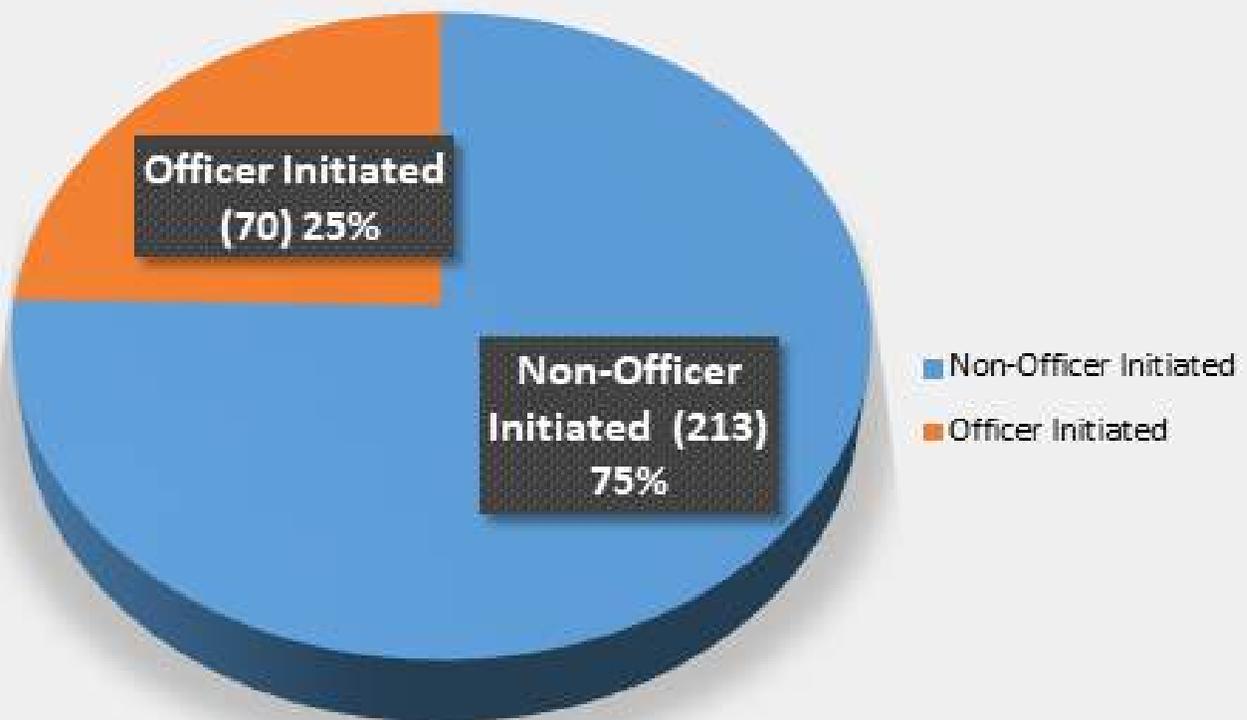
Review of Standard	Incident Totals
Arrest	153
No Arrest/Probable Cause	8
No Arrest/Reasonable Suspicion	121
Unconstitutional/No Reasonable Suspicion	1
Total:	283

**"Investigative detention" defined:** An investigative detention is a temporary seizure of a suspect for the purpose of determining, (1) whether there is probable cause to arrest, (2) whether further investigation is necessary, or (3) whether the officer's suspicions were unfounded.

## 2024 CPD Incidents by Month: 46,523



## Officer and Non-Officer Initiated Detentions Total Detentions: 283



## 2024 Investigative Detentions By Month

Month	Calls for Service	Non-Officer Initiated Investigative Detentions	Officer Initiated Investigative Detentions
January	3974	9	7
February	3661	10	5
March	3608	13	4
April	3706	17	2
May	3561	15	10
June	3630	26	7
July	3822	20	8
August	4171	25	4
September	4083	18	6
October	4095	25	6
November	3402	20	2
December	4810	15	9
<b>Totals:</b>	<b>46523</b>	<b>213</b>	<b>70</b>

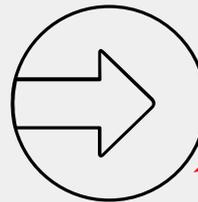
# Use of Force Breakdown

*The International Association of Chiefs of Police has described use of force as the "amount of effort required by police to compel compliance by an unwilling subject."*

**2024: Investigative Detentions - Response to Resistance by Month: Total Incidents**

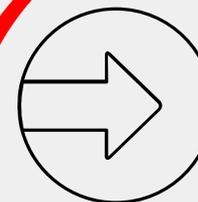


**Total Calls for Service**



**60,653**

Percentage of those calls that involved Use of Force



**<0.15%**



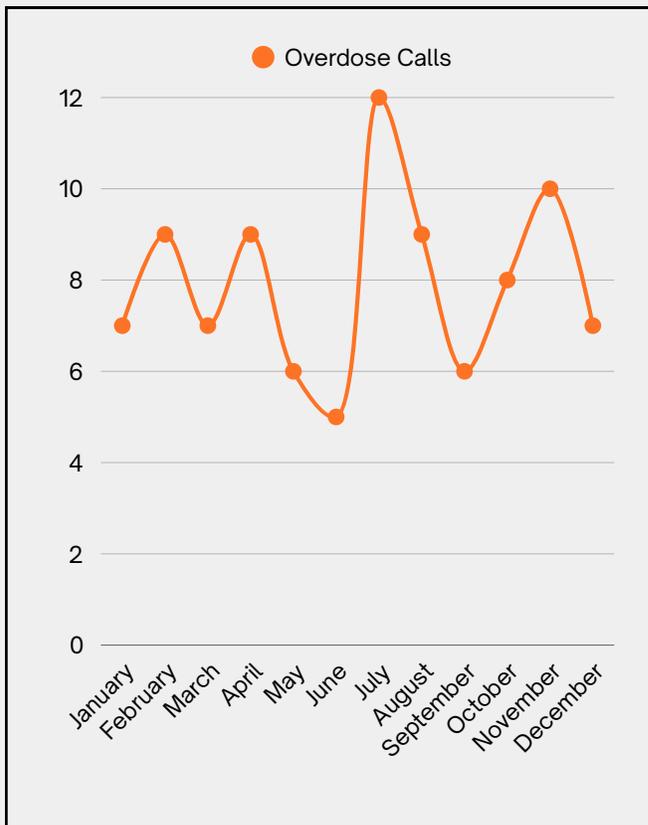
TOTAL OVERDOSES



**26%**

COMPARED TO  
2023

# Overdose Trends



**95**

Total Overdose Calls

**75**

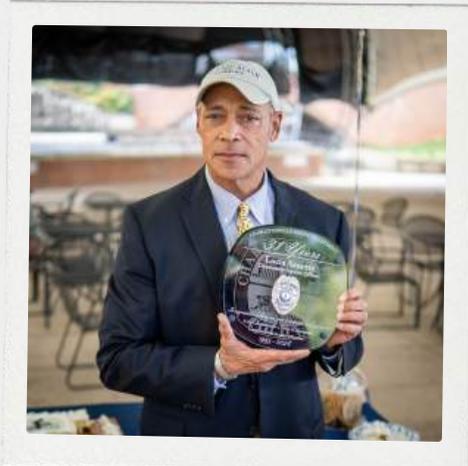
Opioid Overdoses

**6.3**

Overdoses/mo.



# Congratulating our retiree,



**Locia Arnette**  
Community Service Officer





The Charlottesville Police Department is proud to be a state accredited legacy agency since the year 2000 through the **Virginia Law Enforcement Professional Standards Commission (VLEPSC)**. Accreditation is the certification by an independent reviewing authority recognizing professional excellence and is the highest honor that can be bestowed upon a law enforcement agency. Being an accredited agency means our agency meets and/or exceeds the highest recommended levels in transparency, accountability, and professionalism in the delivery of police services to the community we serve.

In October 2024, a team of assessors from the Virginia Law Enforcement Professional Standards Commission (VLEPSC) conducted a thorough on-site assessment of the Charlottesville Police Department. They examined all aspects of our department's policies and procedures, management, operations, and support services. The assessors found our agency to be in compliance with all 192 applicable standards. On December 5th, 2024, the VLEPSC Commission reviewed the assessment and awarded the Charlottesville Police Department with its 7th consecutive award and re-accreditation status for the next four years. Our commitment to accreditation assures that the residents, businesses, and visitors of our city are getting the best possible police services delivered on a daily basis.





# CHARLOTTESVILLE **POLICE**

**COMMUNITY PARTNERS IN SAFETY.**



Competitive Pay Scale



Public Safety Retirement Plan  
*Eligible at 50 with 25 Years of Service*



Take-Home Car Program



On-Site Professional Gym

## JOIN OUR TEAM



Learn more and apply at ———> [WWW.CPDCAREERS.COM](http://WWW.CPDCAREERS.COM)