



# POLICE CIVILIAN OVERSIGHT BOARD

City of Charlottesville

"TO BE A PLACE WHERE EVERYONE THRIVES"

## OCTOBER 2024 MONTHLY REPORT

**Purpose:** The purpose of the Police Civilian Oversight Board (PCOB) is to establish and maintain trust between and among the Charlottesville Police Department (CPD), the city council, the city manager, and the public (Ord. No. XVI 2-452.a). The Board aims to provide objective and independent civilian-led oversight of CPD in an effort to enhance transparency and accountability, to promote fair and effective policing, and to protect the civil and constitutional rights of the people of the City of Charlottesville.

### IN THIS ISSUE



#### Citizen Complaints

Provides a high-level summary of complaints received, pending, and closed in the month of October along with a breakdown of investigative allegations and findings.



#### Professional Development

Offers a synopsis of training completed and professional development activities by PCOB staff to enhance oversight capacity and effectiveness.



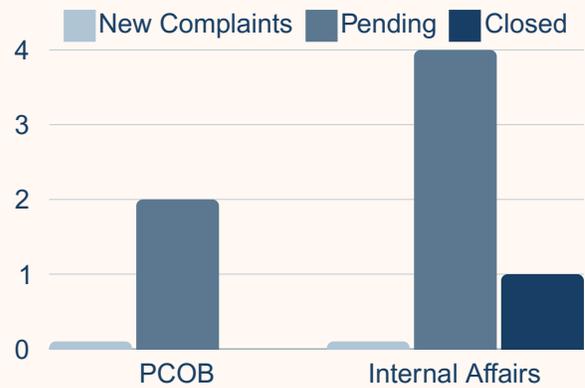
#### Operational Highlights

Delivers an overview of operational initiatives in October, focusing on core policy mandates of community engagement, departmental monitoring, and administrative functions.



## CITIZEN COMPLAINTS

This chart illustrates citizen complaints and inquiries submitted both to PCOB and to CPD Internal Affairs during the month of October 2024. All PCOB-initiated citizen complaints are shared with CPD during the investigative process in accordance with section 2-452.e of the ordinance. October shows no new complaints, four pending complaint investigations, and one closed investigation with findings issued. Pending cases extend back to August 2024.



## Officer Interview Monitoring

The Executive Director regularly observes CPD Internal Affairs officer interviews to provide feedback, assess policy implications, and identify additional investigative steps needed to fully resolve citizen complaints.

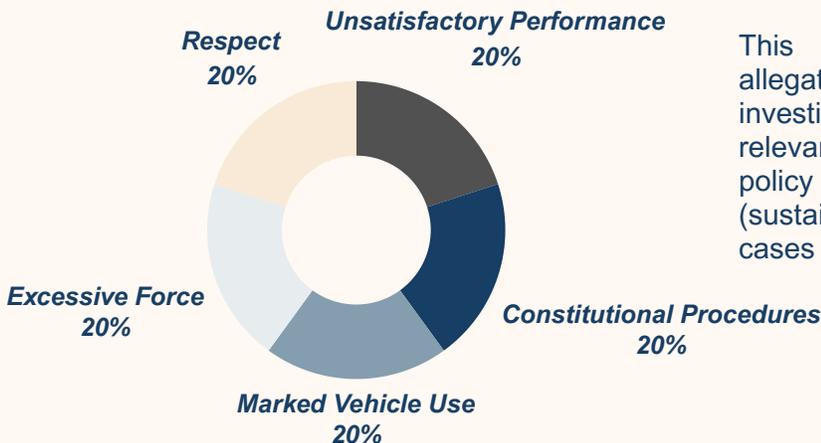


## Closed Case Findings

	Constitutional Procedures	Biased Policing	K-9 Usage	Audio/Visual Recording
Unfounded	1	1	1	
Sustained				1

Note: Includes findings from allegations investigated from **one** closed case (October 2024).

## Pending Allegations by Category



This chart represents pending allegations which are currently under investigation. Allegations refer to relevant *potential* CPD general order policy violations. Final determinations (sustained or unfounded) for completed cases are reported in the chart above.



## PROFESSIONAL DEVELOPMENT

Professional development remains central to effective civilian oversight in the City of Charlottesville, as mandated by section 2-466 of the PCOB ordinance. Through specialized oversight agency training, instruction in departmental procedures, and ongoing education in legal obligations, the PCOB Executive Director and Management Analyst seek to grow and maintain the expertise necessary to conduct thorough investigations, engage meaningfully with the community and law enforcement, and fulfill the Board's core mission of building public trust. Commitment to continuous learning strengthens the PCOB's ability to provide fair and objective oversight of law enforcement activities.



### NACOLE Conference

The Executive Director attended and presented at the annual NACOLE conference in Tucson, Arizona, leading a panel on "The Critical Role of Board and Commission Member Training." The conference provided opportunities to network with oversight entities nationwide and exchange best practices and solutions to common challenges in the field of law enforcement oversight.



### Mediation Training

The Management Analyst participated in a 20-hour mediation skills training along with members of the office of Human Rights. The training, hosted by the Mediation Center of Charlottesville led participants through the basics of professional mediation certified under the VA Supreme Court and included several mock mediation sessions along with core ethical and legal responsibilities of the role.



### DLG Accreditation

Daigle Law Group offers a wide range of on-demand and live training content to members of oversight entities. The Management Analyst completed a four-week course covering an introduction to the CALEA accreditation process and agency preparation for review and assessment. The course highlighted the detailed process of interpreting standard requirements and the agency proofs which best demonstrate meeting those standards.



# OPERATIONAL HIGHLIGHTS

The Executive Director's participation in the city's Public Safety Strategic Area Planning Team demonstrates our commitment to integrating civilian oversight into Charlottesville's broader public safety framework. This involvement aligns with ordinance section 2-452's mandate to establish trust between CPD and city leadership, while ensuring oversight perspectives inform long-term public safety planning. Through this collaborative approach, the PCOB maintains an active voice in shaping policies and practices that affect community-police relations and public safety outcomes across the City of Charlottesville. Additional operational highlights are included below.



## Community Engagement

The PCOB staff hosted the Charlottesville Area Justice Coalition at CitySpace to address housing challenges faced by formerly incarcerated residents returning to the community. This forum strengthened partnerships with local service organizations working to support successful reentry.

## Officer Interview Panels

PCOB staff members participated in Charlottesville Police Department hiring panels throughout October, conducting interviews for multiple positions including police recruits, certified officers, and detectives.

## Outreach Activities

The Executive Director conducted a media interview requested by a reporter with Charlottesville Tomorrow and met with members of the Legal Aid Justice Center to address important community questions and to establish additional support for the Board's core function of building trust through transparency.

# WHERE TO FILE A COMPLAINT



By Mail:  
Attn: PCOB  
PO Box 911  
Charlottesville, VA 22902

Phone: (434) 970-3794  
Email: [pcob@charlottesville.gov](mailto:pcob@charlottesville.gov)

The Charlottesville Police Department is informed of all PCOB complaints. Any personal information submitted through a complaint may be subject to a Freedom of Information Act request, but is protected for privacy to the extent allowed by law.

