



Police Civilian Oversight Board

City of Charlottesville

"TO BE A PLACE WHERE EVERYONE THRIVES"



The Police Civilian Oversight Board (PCOB) works to strengthen trust between the Charlottesville community, the Police Department (CPD), and city leadership through independent, civilian-led oversight. This report overviews the efforts of the PCOB Executive Director and Management Analyst to promote transparency, accountability, and fairness. It includes updates on oversight activities, community engagement, policy reviews, and other initiatives aimed at protecting civil rights and ensuring effective law enforcement practices.

February 2025 Monthly Report

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WHERE TO FILE A COMPLAINT



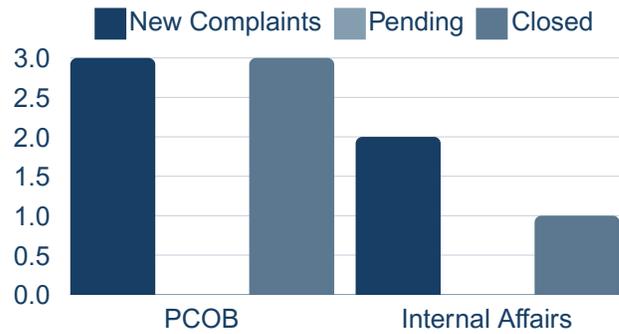
By Mail:
Attn: PCOB
PO Box 911
Charlottesville, VA 22902

Phone: (434) 970-3794
Email: 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.

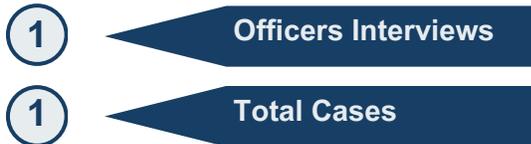
Oversight Activity

Includes citizen complaints and inquiries submitted both to PCOB and to CPD Internal Affairs during the month. All PCOB-initiated citizen complaints are shared with CPD during the investigative process in accordance with section 2-452.e of the ordinance. Pending cases extend back to the prior month or earlier. A complaint may be closed within the same month it is opened.



Officer Interviews

The Executive Director regularly observes officer interviews conducted by the Internal Affairs Department to provide feedback, assess policy implications, and identify investigative steps to resolve complaints.



Oversight Activity

In February, the PCOB Executive Director engaged in complaint monitoring involving several hours of body-worn camera review and participation in one officer interview related to the same complaint. Also addressed were several other complaints and inquiries which did not result in a full CPD investigation or were not within the scope of the PCOB's authority. Each citizen outreach to the PCOB office receives a full review and response.

Closed Case Findings

Closed case findings include all allegations from all officers involved in each investigation. February 2025 findings include allegations from **one** closed case representing **two** total officers involved. Findings include both primary complaints alleged as well as collateral findings discovered as part of the investigative process. All findings are based upon CPD General Order policy violations.

Allegation	S	U	E	NR
Unbecoming Conduct		2		

Pending Allegations by Category

This represents allegations from new and pending complaints which are currently under investigation. Allegations refer to *potential* CPD General Order policy violations and should *NOT* be considered findings. Determinations are reported upon official case closure.



- »» Sustained - Allegations true; the officer is determined to have acted in violation of applicable procedures, techniques, & regulations.
- »» Unfounded - No basis of fact to support the allegation.
- »» Exonerated - Allegations true, but not misconduct due to adherence to applicable procedures, techniques, & regulations.
- »» Not Resolved - Unable to verify the truth or falsity of complainant's allegations.

Community Engagement

The PCOB (represented by the Executive Director, Management Analyst, and Chair of the Board) hosted six visitors from the Middle East and North Africa on February 3rd, 2025 through the International Visitor Leadership Program with the Department of State. This exchange offered valuable insights into different approaches to policing and community relations across cultures. The delegation participated in the "Law Enforcement and Community Policing" program, which facilitated a productive roundtable discussion on balancing crime prevention with public rights protection. We explored strategies for enhancing community security through improved planning, communication, and volunteer engagement, highlighting the importance of solutions to community challenges.

Both the PCOB and our international visitors gained valuable insights that will strengthen our approaches to transparency, accountability, and inclusive community relations. The collaboration reinforced the universal importance of balancing effective law enforcement with protecting the rights and addressing the concerns of all community members.



NACOLE Committees

The PCOB maintains robust collaboration with the National Association of Civilian Oversight in Law Enforcement (NACOLE), currently partnering to develop a Board training series. The Executive Director and Management Analyst actively serve on NACOLE subcommittees, providing valuable input and representation on both the Membership Committee and the Standards, Education, & Training Committee. This engagement ensures the PCOB and City of Charlottesville have meaningful representation at the national level in civilian oversight of law enforcement. Through this strategic partnership, we not only help shape policy discussions but also stay connected to emerging best practices and innovations in the field.

Website Update

The website now features a new Data and Reporting page designed to centralize PCOB monthly and annual reports alongside links to CPD and third-party data sources. The goal is to backfill historical monthly reports to provide context on the Board's evolution since its establishment. This page will expand over time to include additional resources such as arrest and crime statistics, future FLOCK ALRP system audits, and trend analyses from the 4th Amendment Auditor within CPD. This centralized approach enhances transparency with the goal of creating an information hub where community members can easily access and review oversight data, reports, and public safety metrics in one location.

Policy & Professional Development

In fulfillment of the PCOB ordinance sections 2-462 and 2-466, the Board's policy review and professional development initiatives reflect a commitment to transparent, accountable, and effective civilian oversight. This month's activities demonstrate the Board's focus on three key principles: making systems more transparent to build public trust, having meaningful conversations with other agencies to improve police practices, and investing in learning opportunities to strengthen oversight capabilities. The Board continues to develop the needed tools and expertise to provide meaningful civilian oversight while working alongside law enforcement partners. These efforts help ensure police services meet the community's changing needs and expectations, ultimately supporting a more responsive and accountable public safety system for everyone in Charlottesville.



Policy Updates

The PCOB Office and Office of Human Rights continue in a dialogue with CPD regarding General Order 333 on Limited English Proficiency policies. Specific questions have been submitted to CPD, and the Chief has positively responded to the recommendation to designate an LEP coordinator. Additionally, a follow-up meeting is being arranged to provide ongoing input on developing Use of Force and Early Intervention policies.

Internal Affairs Training



The Management Analyst completed Daigle Law Group's Internal Affairs Programs Review course, covering investigation procedures, administrative law, ethics, and complaint management. The program emphasized legal standards for internal investigations, particularly for use of force incidents, while focusing on effective incident management, thorough investigations, and policy compliance review and auditing.



FLOCK Update

The PCOB Management Analyst is currently developing an audit template and policy recommendations for the FLOCK ALRP system, leveraging full system access to maximize transparency and build public trust in how the system operates. The Executive Director has also guided the audit approach to verify that officers are using the system in accordance with established policies and procedures. Together, these efforts create a robust accountability framework for the FLOCK system and its use by CPD.

Community Outreach



The Executive Director and Management Analyst attended the Mediation Center of Charlottesville's annual celebration, which showcased the program's achievements and growth while demonstrating the PCOB's interest in adopting mediation strategies. Additionally, this month the Director responded to UVA student inquiries regarding police oversight and community relations while also orienting new Board members to the City and distributing notifications about upcoming CPD community events.