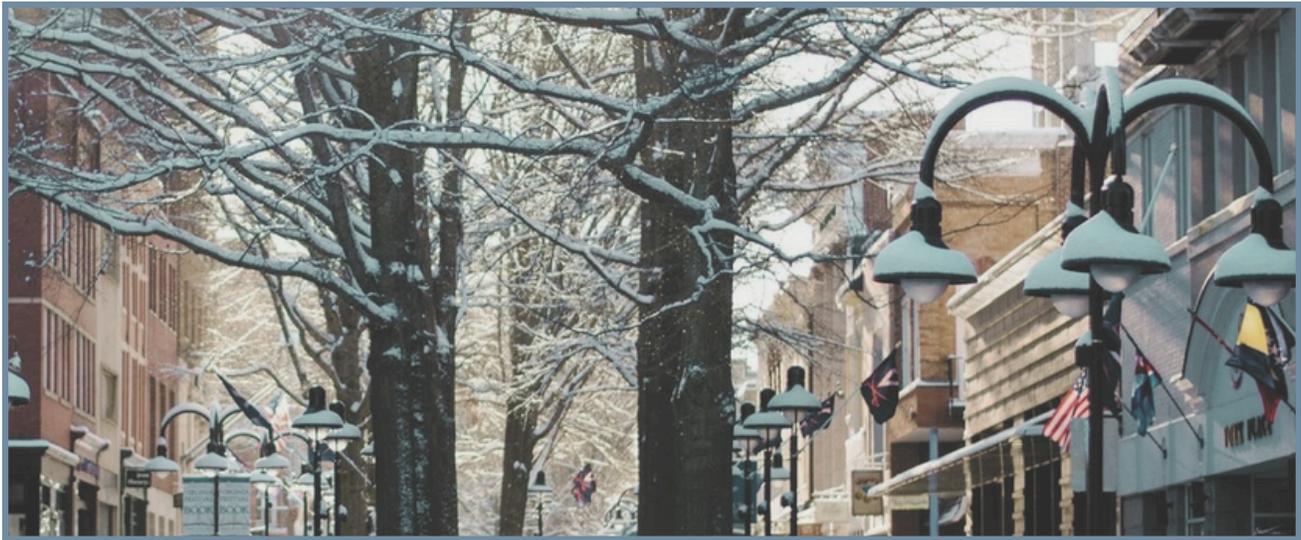




# Police Civilian Oversight Board

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.

## January 2025 Monthly Report

► Oversight Activity ◀

► Professional Engagement ◀

### WHERE TO FILE A COMPLAINT



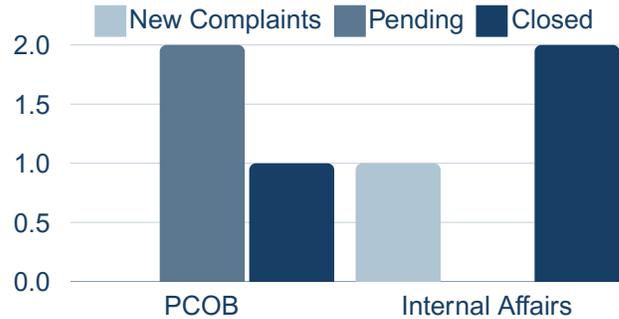
By Mail:  
Attn: PCOB  
PO Box 911  
Charlottesville, VA 22902

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.

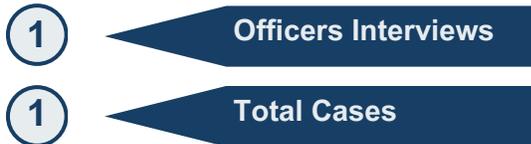
# Oversight

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.



## Officer Interviews

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



## Investigation Monitoring

The PCOB Executive Director continues to facilitate and monitor the acceptance and pursuit of complaints that originated in the PCOB office, collecting information from complainants and checking on the status of investigations. Monitoring of the Internal Affairs office is done primarily through open collaboration and the sharing of records.

## Policy Review of LEP, EIS, UoF

The PCOB Executive Director and Management Analyst participated in several policy workgroup and discussion sessions with CPD and OHR. A review of the Use of Force and Early Intervention System policies was conducted with the CPD Professional Standards Division leadership. Additionally, ongoing collaboration with OHR is underway regarding the validity and implementation of CPD General Order 333 in providing support for limited English proficiency during encounters with law enforcement.

## 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.



# Oversight

Closed case findings include all allegations from all officers involved in each investigation. January 2025 findings include allegations from **two** closed cases 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	Sustained	Unfounded	Exonerated	Not Resolved
Accident Involving Police Vehicle		1		
Conformance to Laws		1		
Service-Related Inquiry	1 - Defined as a matter which does not rise to a violation(s) of departmental policy and/or a violation of the law.			

- »» 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.

## FLOCK Audit & Review

The PCOB Executive Director and Management Analyst had the opportunity to collaborate with CPD on multiple occasions in January to review, produce, scrutinize, and align the FLOCK ALRP system audit to the needs and expectations of the community. Emphasis was also placed on understanding the data collection and reporting scope/limitations of the FLOCK system to better answer internal and public questions, as well as to make policy recommendations.

Additionally, this month CPD facilitated a meeting held with FLOCK account executives and customer success managers to provide PCOB an opportunity to ask questions and provide feedback on use of the system from an oversight and auditing perspective. FLOCK and CPD remain open and available in continuing this partnership.

## January 2025 Searches



This image shows a sample of data FLOCK tracks, displaying all January 2025 searches within the system by required reason specified.

# Community Engagement & Professional Development

The PCOB ordinance (sections 2-465 and 2-466) establishes requirements for both community engagement and professional development to ensure effective civilian oversight. In alignment with these mandates, January 2025 presented numerous opportunities for the PCOB staff to advance both objectives. The Executive Director and Management Analyst engaged in strategic planning initiatives, professional training programs, national organization committee work, and community outreach events that demonstrate the PCOB's commitment to professional excellence and community trust.



## Continuity of Operations Planning

The PCOB staff participated in a training on the City of Charlottesville continuity of operations planning process with other city departments. While minimal, the PCOB does have a role in operational continuity related to public safety and oversight of the police during emergency declarations or crisis events. The PCOB Executive Director has worked to documents these operational priorities.

## Advanced Internal Affairs Training



The Executive Director completed a four-week course from Daigle Law Group for Advanced Internal Affairs Investigations. The course focused on establishing sound processes to consistently investigate serious allegations of misconduct and to ensure effective discipline. Emphasis was placed on legal analysis, collection of evidence, use of technology, video analysis, and testimony preparation.



## NACOLE Member Committees

Both the PCOB Executive Director and Management Analyst serve on sub-committees of the National Association of Civilian Oversight in Law Enforcement, having input and representation on the Membership and the Standards, Education, & Training committees. This provides the PCOB and City of Charlottesville representation at the national level in the area of civilian oversight of law enforcement, helping the PCOB to influence policy and stay connected to best practices.

## Police Department Town Hall



The Executive Director and Chair of the Board attended a community town hall hosted by the Charlottesville Police Department. The event afforded the Chief of Police an opportunity to speak directly with citizens and respond to questions asked by the audience. The Chief took this opportunity to provide crime data and a review of what CPD has been doing over the past year. The Chief took and responded to questions about priorities of the community and addressing crime.