



POLICE CIVILIAN OVERSIGHT BOARD

Executive Director Monthly Report

2022/JUNE



Prepared By:
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PCOB EXECUTIVE DIRECTOR

01

PUBLIC OUTREACH ACTIVITIES



- Convened with oversight practitioners across the state 05-04-2022
- Attended CACOLE conference [05/16-05/19]-2022
- Meeting with Delegate Hudson 05-20-2022
- Interview candidates for summer internship [05/20-05/26]-2022
- Attended Board Retreat 05-28-2022
- Facilitated Mock Hearing Exercises for Board [06/07 & 06/09]-2022

“NOBODY’S FREE UNTIL EVERYBODY’S FREE.”

-FANNIE LOU HAMER

ADMINISTRATIVE ACTIVITIES

The E.D. has continued to engage the City Manager in discussions about the need for adequate human and physical resources to support the Board. Specifically, the E.D. has discussed the need for a permanent support staff. The E.D. has been approved to select a staff person and will engage with the human resources department to secure the support. Additionally, the E.D. will begin recruiting for contract investigators to assist with the independent investigations once the Board is authorized by City Council to exercise those duties and powers.

COMPREHENSIVE TRAINING

After the Board meeting in May, the E.D. engaged in discussions with the Board's recently formed finance committee regarding the procurement of a scenario based training system. Finance committee members reviewed the information related to the system and raised concerns to the E.D. At this moment, the E.D. is considering the concerns to make a final decision regarding the procurement of a scenario based training systems that can be utilized for Board training, community education and dialogue.

SUPPORT STAFF

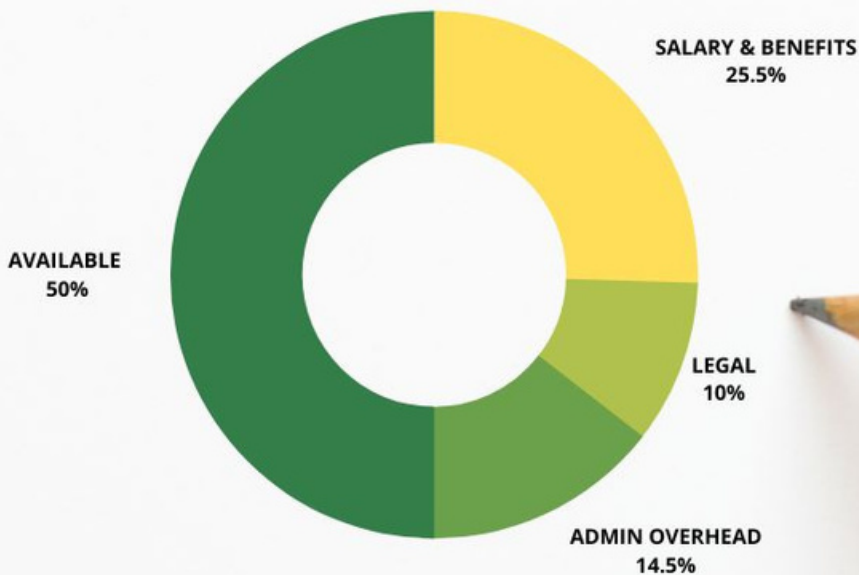
The E.D. along with Vice-Chair Watson and Member Fracher participated in several panel interviews to select two summer interns. Two candidates were chosen and presented an offer letter. They are anticipated to begin their internship in mid-June which will run until mid-August.

Budget-to-Actuals

02



PCOB (JUNE 2022) BUDGET-TO- ACTUALS



SALARY AND BENEFITS

FY 22 LINE ITEM: = 43.20%
OF TOTAL BUDGET

LEGAL

Costs Associated with
Independent Legal Counsel

ADMIN OVERHEAD

Office supplies, Equipment, Education and
Training, Professional Development

AVAILABLE

FY 22 TOTAL BUDGET = \$350,000
Available = \$172,037.13

Oversight Activities

03

COMPLAINT ACTIVITY

- **INITIAL COMPLAINTS (1): RECEIVED SINCE THE LAST MEETING:**
 - **COMPLAINT 1**
 - **ALLEGATIONS (2)-**
 - **ABUSE OF AUTHORITY;**
 - **ALLEGES THE SUBJECT OFFICER IS ENGAGED IN A COVER-UP WITH HER EX-SPOUSE (NON-LAW ENFORCEMENT) IN AN INSURANCE FRAUD CASE.**
 - **COMPLAINANT- FEMALE; RACE/ETHNICITY (UNKNOWN)**
- **REVIEW REQUEST (0): NONE RECEIVED SINCE LAST MEETING**
- **CLOSURE LETTERS (2):**
 - **ALLEGATIONS (DISCOURTESY; UNSATISFACTORY PERFORMANCE; BIASED BASED POLICING) OF COMPLAINANT WERE UNFOUNDED (ELIGIBLE FOR REVIEW IF REQUESTED)**
 - **ALLEGATIONS REGARDING INAPPROPRIATE COMMENTS WERE SUSTAINED (NOT ELIGIBLE FOR REVIEW)**

Since the May meeting, the Board members have engaged in self-directed training to become better prepared to conduct the pending hearing. Additionally, the Board members have engaged in an additional mock hearing exercise. The pending hearing has been tentatively scheduled for the regularly scheduled July meeting. The E.D. has presented a Safety-Plan to the City Manager in order to receive authorization to conduct the pending hearing in a hybrid format in CitySpace. The proposed plan is pending review.

The E.D. has engaged with the City Attorney to select a hearing examiner as indicated in the interim hearing procedures: "establish a list of hearing examiners who shall have qualifications and shall perform their duties in accordance with state standards for administrative hearing officers, consistent with the provisions of Va. Code 2.2-4024 through 2.2-4024.2."

see the full procedures at:

[RESOLUTION-passed-November-01-2021-Approving-Hearing-Procedures-for-the-Charlottesville-Police-Civilian-Review-Board-PDF](#)

NEXT STEPS AND FUTURE ACTIVITIES

- **FINALIZE SOP (IN PROGRESS)**
- **DEVELOP POOL OF HEARING EXAMINERS (IN PROGRESS)**
- **DEVELOP POOL OF INDEPENDENT INVESTIGATORS (IN PROGRESS)**
- **CONTRACT MEDIATOR- (IN PROGRESS)**

