

CHARLOTTESVILLE POLICE CIVILIAN OVERSIGHT BOARD  
MEETING MINUTES

**Date:** May 8, 2025

**Scheduled Time:** 6:30 p.m.

**Location:** CitySpace - 100 5th Street NE, Charlottesville, VA 22902

**Board Members Attending:** Al Pola (Chair), Dr. Jeffrey Fracher (Vice Chair), Isaiah Alvarez, Andrew Frye, George Dillard, Dr. Kyle Dobson (Remote).

**Board Members Not Attending:** Cameron McBride

**Guests:** April Wimberley, City Attorney's Office

**Call to Order:**

- The meeting was called to order at 6:31 p.m. by Chair Pola.
- Chair Pola reviewed the meeting participation rules.

**Approval of Agenda:**

- Chair Pola called for approval of the May 8 agenda. Dr. Fracher moved to approve the agenda, the motion was seconded by Mr. Frye. The agenda was approved unanimously.

**Approval of Minutes:**

- Chair Pola called for approval of the April 10 meeting minutes. Dr. Fracher moved to approve the minutes, the motion was seconded by Mr. Alvarez. The April 10 meeting minutes were approved unanimously.

**Closed Session:**

- Chair Pola called for the Board to enter closed session for the purpose of discussion of legal matters pertaining to the Freedom of Information Act (FOIA) to be provided by April Wimberley with the City Attorney's Office. Dr. Fracher moved to enter closed session for the stated purpose, the motion was seconded by Mr. Dillard. Entering closed session was approved unanimously.
- The Board entered closed session at 6:39 p.m.
- Chair Pola called for the Board to end and certify closed session at 7:36 p.m. Dr. Fracher moved to certify closed session, the motion was seconded by Mr. Alvarez. Closed session was certified unanimously.

**Announcements:**

- Executive Director Gonzalez announced National Police Week and Flame Ceremony will be held on Tuesday May 13, 2025, at 10am at City Hall.

**Board Member Activity Report and Feedback:**

- Chair Pola asked for Board feedback from any participation in the Abundant Life Ministries Community Festival. Mr. Frye provided a summary of the event and described some interactions with the public at the event, including questions that were being asked of the PCOB members and about the status of the PCOB.
- Chair Pola provided a summary of the recent NACOLE training held for Board members, reflecting the presenter was good and the training was general but beneficial. Chair Pola discussed the volume of training needed and the work of the Board being a lot placed on volunteer members, describing the limitations and conflicts found within the PCOB ordinance as it speaks to the work and expectations of the Board. Mr. Frye provided a review. Dr. Dobson confirmed time to discuss oversight as Board members was useful and emphasized the need for workshopping roles of members of the Board to conduct work. Chair Pola confirmed the benefits of a work group session and the parameters of having such a session to hash out a plan for the Board.

**Chair Meeting with City Councilors:**

- Chair Pola described the outcomes of meetings with members of City Council with the purpose of describing how the Board is operating and for the Council to reflect on the work of the PCOB and the expectations of the Board being reflected clearly in the ordinance, which may require amendments.

**Continuing Discussion and Feedback on Town Hall:**

- Mr. Alvarez commented on the benefit of events like the Town Hall to provide perspective to the Board on its purpose and direction.
- Chair Pola responded to a question by Dr. Fracher about the turnout stating there were over 50 participants and the limitation on participation from the Hispanic community due to the political environment. Chair Pola mentioned the need to do more targeted outreach to this subset of the community. Director Gonzales commented on the difficulty of engaging this group of the community.
- Chair Pola reflected on the participation of City Council members, especially as it related to the membership expansion to Albemarle County.

- Mr. Alvarez asked about continuation of advertising on the public transit buses and Director Gonzalez responded by giving a sense of opportunity vs costs for public announcement related to the work of the Board and Board events.

### **Board's Monthly Report to City Council:**

- Mr. Walker shared about the form for Board members to track their time and activity conducting any business of the Board, including public outreach.
- Director Gonzalez discussed the need to complete required Board training and Board members scheduling time collectively among Board members who remain to receive the training to be conducted on a specific make-up date.
- Chair Pola described the potential to form committees based on selection of roles by members of the Board.
- Members of the Board and Mr. Walker discussed release of the form to select roles of Board members.
- Chair Pola asked if there were any more topics of discussion by members of the Board, to which there were none, moving the agenda forward to Community Matters.

### **Community Matters:**

- Chair Pola asked if there was anyone who wished to provide public comment.
  - Kate Fraleigh – Comment was provided by Kate Fraleigh in regard to a City Council item in the Consent Agenda for appropriation of funds for the purpose of contracting with Peregrin. Indicated this is being brought to the Board's attention to keep track of the policy. Additionally, Kate Fraleigh, provided a reading from another community member. A summary of the reading included the concern of providing local data to a Silicon Valley based firm which promises bringing together disjointed police data into one system documenting privacy concerns and quick access to surveillance level data. Concern was expressed about access from federal law enforcement to the system.
    - Dr. Dobson provided a response by indicating some of his research relates to this topic.

### **Adjournment:**

- Chair Pola called for a motion to adjourn the meeting. Motion made by Dr. Fracher, seconded by Mr. Alvarez. Meeting adjourned by unanimous vote.
- Meeting adjourned at 8:12 p.m.

CHARLOTTESVILLE POLICE CIVILIAN OVERSIGHT BOARD  
MEETING MINUTES

**Date:** July 10, 2025

**Scheduled Time:** 6:30 p.m.

**Location:** CitySpace - 100 5th Street NE, Charlottesville, VA 22902

**Board Members Attending:** Dr. Jeffrey Fracher (Acting Chair), Andrew Frye, George Dillard, Dr. Kyle Dobson.

**Board Members Not Attending:** N/A

**Guests:** N/A

**Call to Order:**

- The meeting was called to order at 6:30 p.m. by Acting Chair, Dr. Jeff Fracher.

**Announcements:**

- Dr. Fracher discussed lack of quorum, the inability to approve the agenda and meeting minutes, and made an appeal to City Council on the status of appointments of new members.
- Dr. Fracher discussed the recent four resignations from Board members and appealed to the Council for the need for appointment of new members as part of the current application process. Director Gonzalez also provided some context to the appointment process and a possible extension of the deadline.

**Board Member Activity Report and Feedback:**

- Director Gonzalez mentioned Dr. Dobson's work on preparing a set of recommendations related to the FLOCK Safety license plate reader policy and how to go about carrying those recommendations forward.
- Director Gonzalez also discussed some work and a possible presentation by Dr. Dobson on the Peregrin system, which is no longer being considered by Council.
- Dr. Dobson provided some context on the role of artificial intelligence in policing related to a peer reviewed article he had written as it relates to bias with systems utilizing artificial intelligence in policing. Director Gonzalez suggested the opportunity for a topic of training.
- Dr. Fracher asked about the status of the FLOCK Safety system to which Director Gonzalez provided a status update on the use of FLOCK, sharing access, and role of the PCOB in auditing the system.

- Dr. Dobson provided commentary on the merits of the CPD General Order governing implementation of the FLOCK system. Director Gonzalez affirmed the concerns of the system but also affirmed that the CPD policy is robust.
- Dr. Fracher highlighted an upcoming meeting with members of Council to discuss concerns with the ordinance.
- Mr. Dillard discussed the invite of the Albemarle/Charlottesville NAACP to have the PCOB speak at and answer questions at their upcoming meeting.

### **Community Matters:**

- Kate Fraleigh – Requested information on the recommendations of the Board regarding FLOCK Safety recommendation and the intent of the Board to pass those along. Also asked about appointment of new members to the Board and the timeframe for new appointments filling existing terms.

### **Board Monthly Report to City Council**

- Mr. Walker shared a reminder about how Board members can track their work.

### **Annual Report**

- Director Gonzalez and Mr. Walker provided a walkthrough of the 2024 PCOB Annual Report, which is available on the PCOB's website under the *Data & Reporting page*: <https://www.charlottesville.gov/1450/Data-Reporting>

### **Adjournment:**

- Dr. Fracher called for an unofficial end to the meeting without a motion due to lack of quorum.
- Meeting was unofficially ended at 7:18 p.m.

CHARLOTTESVILLE POLICE CIVILIAN OVERSIGHT BOARD  
MEETING MINUTES

**Date:** August 14, 2025

**Scheduled Time:** 6:30 p.m.

**Location:** CitySpace - 100 5th Street NE, Charlottesville, VA 22902

**Board Members Attending:** Dr. Jeffrey Fracher (Acting Chair), Andrew Frye, George Dillard (Remote), Dr. Kyle Dobson.

**Board Members Not Attending:** N/A

**Guests:** Bill Mendez (Former PCOB Chair); Llyod Snook (City Council Member)

**Call to Order:**

- The meeting was called to order at 6:30 p.m. by Acting Chair, Dr. Jeff Fracher.

**Announcements:**

- Dr. Fracher discussed lack of quorum and the inability to approve the agenda and past meeting minutes.
- Dr. Fracher indicated City Council has two interviews scheduled to review candidates for appointment to the Board.
  - Councilor Snook provided some details about the timeline of interviews of candidates. Four candidates but only two interviews are scheduled.
- Dr. Fracher highlighted the PCOB would have a presence at the Pride Festival on September 6, 2025. Mr. Walker gave some specific details on attendance.

**Board Member Activity Report/Feedback to City Council:**

- Mr. Walker shared about the form collecting Board member activity on any relevant Board work and time spent on Board activities.
- Dr. Fracher asked about provision of feedback to Council regarding the Board's activity and Mr. Walker emphasized the desire to have the Board determine how it wishes to share that work to the Council.

**Board Member Role Discussion:**

- Mr. Walker shared on the Board member roles to be point on various aspects of the Board's work, which would come back into focus upon the appointment of new Board members.

**Board Recognitions:**

- The Board recognized the service of former Chair Bill Mendez and presented him with awards of recognition.
- Acting Chair Dr. Fracher also recognized Director Gonzalez for her service as the Executive Director on the Board and wished her well on her next appointment as the BART Independent Investigator in Oakland, CA.

**Matters by the Public:**

- Mr. Mendez shared on his work on the Board and role in the formation of the ordinance and direction of the Board during his time as Chair.
- Councilor Snook also provided comment on the context during which the ordinance and PCOB were formed, and the need to re-affirm the mission of the Board and to reflect that in the ordinance.
- Director Gonzalez also commented recognizing the work and the effort in the history of the PCOB and its ordinance on making it work and the acknowledgement that more work is needed going forward to make implementation viable.
- Police Chief Kochis also thanked Director Gonzalez for her service and time in the PCOB Office and commented on the value of the Board.

**Adjournment:**

- Dr. Fracher called for an unofficial end to the meeting without a motion due to lack of quorum.
- Meeting was unofficially ended at 6:57 p.m.

CHARLOTTESVILLE POLICE CIVILIAN OVERSIGHT BOARD  
MEETING MINUTES

**Date:** September 11, 2025

**Scheduled Time:** 6:30 p.m.

**Location:** CitySpace - 100 5th Street NE, Charlottesville, VA 22902

**Board Members Attending:** Dr. Jeffrey Fracher (Acting Chair - Remote), Andrew Frye, George Dillard (Remote), Dr. Kyle Dobson.

**Board Members Not Attending:** N/A

**Guests:** City Council Joint Meeting

**Note: As a Joint Meeting with City Council, the Council led the meeting and provided the following meeting minutes.**

**Call to Order:**

- The Charlottesville City Council held a special joint meeting with the Police Civilian Oversight Board (PCOB) “the Board” on Wednesday, September 11, 2025. Jeffrey Fracher, Acting Chair of the PCOB, called the meeting to order for the Board. Mayor Juandiego Wade called the meeting to order for City Council, and Deputy Clerk of Council Maxicelia Robinson called the roll, noting the following Councilors present: Mayor Juandiego Wade, Vice Mayor Brian Pinkston, and Councilors Natalie Oschrin and Lloyd Snook.
- Mayor Wade noted that Councilor Michael Payne had informed Council in advance that he was feeling ill and would be participating virtually. There were no objections to his request to participate remotely.
- On motion by Snook, seconded by Oschrin, Council unanimously approved the meeting agenda.
- Mayor Wade turned the meeting over to City Manager Samuel Sanders, Jr., who welcomed everyone and explained the purpose of the meeting, which was for staff to present a series of recommendations of ordinance amendments as a step toward achieving the operational functionality goals for the PCOB.

**PCOB Office Presentation:**

- Acting Executive Director James Walker provided an overview of the recommended amendments to the PCOB ordinance. He noted that the proposed

changes do not alter or impact the powers and duties of the Board. The recommendations presented were divided into three parts:

- Language clarification
- Strikes of redundant or irrelevant content
- Adjusted placement of sections

Key Recommended Amendments to the Ordinance:

1. **Replace "Executive Director" with "Director"**: Update all references to the Executive Director title throughout the ordinance.
2. **Establish the "Office of the Police Civilian Oversight"**: Formally create the Office to support the work and functions of the PCOB.
3. **Revise Operating Procedures**: Indicate that operating procedures are to be approved by the City Manager with the consent of City Council, consistent with Virginia Code.
4. **Revise Duties of the Director**: Clarify that oversight functions are assigned by a majority vote of the Board, while administrative functions are authorized by the City Manager.
5. **Add Director's Authority to Conduct Audits**: Permit the Director to conduct audits as approved by the City Manager or by a majority vote of the Board, with a requirement to produce audit summary reports.
6. **Add Director's Authority for Additional Oversight Activities**: Authorize the Director to carry out additional oversight activities on behalf of the Board, with approval from the City Manager or at the request of the Board via majority vote.
7. **Clarify Access to Information and Records**: Specify that the Board's access to information and records is to be facilitated by the Director.
8. **Revise Legal Counsel Contract Authorization**: Shift authorization to contract legal counsel from the Board Chair to the Director. **Note**: The PCOB currently does not have independent legal counsel due to a variety of described challenges. According to City Code Article XVI, the PCOB shall select independent legal counsel from a list of attorneys recommended by the City Attorney. City Attorney Maddux agreed to follow up with the Board on this matter.
9. **Clarify Referral of Complaints Outside Jurisdiction**: Revise language to state that complainants should be referred to the appropriate agency if their complaint falls outside the jurisdiction of the PCOB.
10. **Strike "with a department staff" Phrase**: Remove this phrase as it relates to how information is accessed, with an exception maintained for real-time investigative interviews.
11. **Revise Community Engagement Requirements**: Update language regarding the number and frequency of community engagement activities required annually.

12. **Remove Specific Due Date for Annual Report:** Strike the fixed due date requirement for the Director's annual report.
  13. **Revise Board Member Training Requirements:** Provide the Director with greater flexibility in offering or facilitating training and formalize inclusion of police ride-alongs and the Citizen's Police Academy as part of Board training.
- Councilor Oschrin raised concerns about the ongoing vacancies on the PCOB and discussed the possibility of compensating its members for their service. City Attorney Maddux explained that, under Virginia statute, members of advisory boards to the governing body may be compensated. However, for the PCOB to qualify, City Council must amend the PCOB ordinance to formally qualify it as an advisory board to Council. City Manager Sanders recommended that staff present a comprehensive report to Council on compensation for council-appointed board members and suggested that Council take the opportunity to evaluate whether other council-appointed boards should also be considered for compensation.
  - Vice Mayor Pinkston suggested that City Council consider amending the PCOB ordinance to make eligibility requirements for certain board positions less restrictive, in an effort to reduce the number of vacant seats. Mayor Wade and some others expressed support for exploring options to compensate board members as a first step toward addressing vacancies, with potential changes to membership criteria considered as a secondary option.
  - Councilor Payne emphasized the need for City Council and the PCOB to engage in further discussion and consider broader structural changes to the Board ordinance and Standard Operating Procedures in order to ensure the Board can function as it is intended to.

#### **Community Matters:**

- Mayor Wade opened the floor for public comment. No speakers came forward.
- City Council authorized the City Manager to pursue options for a phased-in approach to implementing a policy for compensating Council-appointed members of public boards, for Council's future consideration.
- City Manager Sanders noted that the PCOB will prepare to hold additional meetings with Council to discuss recommendations for broader structural changes to its governing documents, as well as a comprehensive metric by which the effectiveness of the Board may be evaluated.

#### **Adjournment:**

- On motion by Snook, seconded by Oschrin, Council voted unanimously to adjourn the meeting at 8:05p.m.

CHARLOTTESVILLE POLICE CIVILIAN OVERSIGHT BOARD  
MEETING MINUTES

**Date:** October 9, 2025

**Scheduled Time:** 6:30 p.m.

**Location:** Neighborhood Development Services Conference Room (NDS) - 610 E Market St, Charlottesville, VA 22902

**Board Members Attending:** Dr. Jeffrey Fracher (Acting Chair), Andrew Frye, George Dillard (Remote), Dr. Kyle Dobson (Remote – left meeting at 55-minute mark).

**Board Members Not Attending:** N/A

**Guests:** N/A

**Call to Order:**

- The meeting was called to order at 6:30 p.m. by Acting Chair, Dr. Jeff Fracher.

**Announcements:**

- Dr. Fracher discussed lack of quorum, the inability to approve the agenda and meeting minutes, and made an appeal to City Council on the status of appointments of new members.
- James Walker (Acting Executive Director) noted two upcoming dates to the Board members for participation in events hosted by CPD: Community Statistics Meeting and the Community Police Academy (see agenda for dates, times, and locations).

**PCOB Office Operational Highlights and Monthly Report:**

- Mr. Walker presented the September 2025 monthly office report, available on the PCOB website under the *Data & Reporting* page:  
<https://www.charlottesville.gov/1450/Data-Reporting>
  - Mr. Frye suggested Board members could review other cases (UoF and IA) so that Board members have a baseline of comparison and familiarity with CPD policy. Dr. Fracher affirmed this as an important objective.
  - Dr. Fracher explained and provided context to the recruitment pipeline for officer hiring and interviews to which Mr. Frye confirmed the benefit of participating in this for additional context.
  - Dr. Fracher requested an overview of Sivil during the next meeting.

- Dr. Dobson cautioned use of Google Analytics to track website traffic and to simply ensure the public is aware of the reasoning and it is done with transparency so that community members do not feel they are being “tracked.”
- Board members discussed the need to get legal clarification about member interactions with CPD outside of the PCOB context.
- Dr. Fracher discussed the value of attending smaller community meetings like Board member attendance at neighborhood meetings. Dr. Dobson stated the community meetings should have more structure and input from the members of the Board.
- Dr. Fracher discussed the importance of the independent legal counsel, and the process the City Attorney’s Office is following to establish a list from which the Board can select an attorney.
- Mr. Frye asked about the personnel budget and process of Mr. Walker becoming full-time in the role.
- Dr. Dobson mentioned the value of the memo created by the Office related to FLOCK Safety and the discussion over renewal of the system. Dr. Dobson also emphasized the need for additional education to the public on how data collection systems work and how government entities obtain data. Mr. Frye mentioned that the ALPR (license reader) technology is not new to policing but has become a highlight in the current political climate.

**Board Member Discussion and Activity Items:**

- Mr. Walker shared a draft position statement of the Board which outlined the need for a fresh look at the PCOB Ordinance.
- Mr. Frye mentioned the value of looking again at the PCOB Ordinance now that there is greater understanding of its implications.
- Dr. Fracher affirmed the need to review the ordinance by describing the limitations and obstacles in the current ordinance and mentioned the value of an audit/review model to focus the actions of the Board.
- Dr. Dobson agreed with the format of the position statement and indicated this was a good way to go.
- Mr. Walker stated the goal of this position statement is to help Council determine the direction of the PCOB to ultimately provide the community with more of what they asked for, not less, but to do so in a more clarified and focused way.
- Mr. Walker reminded everyone the window for Board applications is open again and any interest in membership would be a part of helping to direct the progress of the Board towards a clarified mission and purpose.
- Mr. Frye mentioned the need to re-brand and re-market the PCOB to specify its purpose.

- Mr. Walker mentioned the experience and feedback of the community at the School Resource Officer (SRO) town hall. Mr. Walker also mentioned the nexus of the SRO position back to
- Mr. Dillard provided his view of SRO and his own experience as part of the DARE program and the benefit of the officer building relationships with students in the school. Mr. Frye also affirmed the value of connections between students and SRO and how that can work positively.

**Community Matters:**

- No comment was provided by members of the public.

**Adjournment:**

- Dr. Fracher called for an unofficial adjournment to the meeting without a motion due to lack of quorum.
- Meeting was unofficially adjourned at 7:39 p.m.



# Police Civilian Oversight Board Overview

**November 13, 2025**

106 5th St NE  
Charlottesville, VA 22902  
(434) 970-3794  
[pcob@charlottesville.gov](mailto:pcob@charlottesville.gov)  
[www.charlottesville.gov](http://www.charlottesville.gov)



# Role of the Board

- Enhance public safety and protect civil rights by providing independent, objective oversight of the Charlottesville Police Department (CPD), fostering accountability, transparency, and community trust in law enforcement.
- Serve as a bridge between the community and CPD, investigating complaints, recommending policy improvements, and working to eliminate bias and misconduct. To advocate for everyone seeking assistance, but also to abide by the same laws, policies, and procedures as the CPD.

# Duties of the Board

## As Stated in the Ordinance

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- Conduct Investigations
- Recommend Discipline
- Conduct Audits
- Conduct Public Hearings
- Recommend Policy Changes
- Engage in Community Outreach
- Review Police Budgets/Policies
- Produce Limited Public Reports
- Host Town Halls/Public Listening Sessions

## Practical Limitations

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- Volunteer Board
- Cannot Compel Officer Testimony
- Oversight Performed by (Two) Staff
- Investigation Timeline
- No Discipline without Internal Affairs
- Manuals & Documentation
- Restrictions: Criminal, Civil, Juvenile

# Duties of the Office

## As Stated in the Ordinance

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- Intake and Monitor Complaints
- Part of CPD Use of Force Review
- Participation in Officer Recruitment Interview Panels
- Audit Systems and Practices of CPD
- Support the Board's Operations
- Provide Reports on Office Activity
- Manage Administration of the Office

## Practical Limitations

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- Limited Staff and Resources
- Unclear Role as Related to Board
- Lack of Direct Priorities from the Board

# A Time of Transition with Momentum

- The Board has undergone periods of progress and setback, exemplified by the gain and loss of Board members, Office leadership, and varying levels of engagement. Much of this is derived from a lack of clear expectations of the Board and a matching ordinance to frame those expectations in a realistic way for volunteer members.
- The PCOB is in a meaningful and progress-driven state of transition, working to gain a sense of the clear work to be conducted and outcomes to be produced for the purpose of enhancing transparency to the community and building trust with all stakeholders, as outlined in the Board's current mission.
- The Board must establish its priorities with input gained from the community to set about on a path of meeting those expectations and making recommendations to the ordinance.

# Current Strengths

- The PCOB has unprecedented access to police records and data through the Office.
- Expansive authority to focus on most areas of the CPD as determined by the Board.
- Clear commitment from City Council to continue working towards a model of oversight which best meets the needs of the community.
  - NACOLE outlines several models of oversight:
    - Investigation
    - Audit/Monitor
    - Review
    - Hybrid – Current PCOB Model

# Priorities

- Review and provide commentary on the ordinance, with a focus on clarifying the role of the Board, the Office, and the outcomes produced by each in service to the community.
- Setting of a clear work plan for the Board with priorities and tasks to frame forward momentum and action.
- Engaging the community at a deeper level to both listen to the needs and desires of the community and help to clarify the powers and duties of the Board as they stand today.

# Questions

- Much of the discussion for this meeting may be best directed by a question-and-answer style approach, with the goal of fostering a conversation among Board members about where the Board wants to focus its efforts to keep momentum going.

# Board Work Plan

<b>Authorized Work of the Board</b>	<b>Goals</b>	<b>Tasks</b>
Public Relations & Community Engagement		
Evidence-Based/Data-Driven Review of CPD Policies, Practices, Procedures		
Policy & Legal Review of the Board and CPD		
Complaint, Use of Force, and Allegation Investigation and Review		