

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 general orders of the CPD, which directly relates to the authority of oversight for the Board.
- 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.

Approved by Vote of the Board (Unanimous)

Certified by James Walker, Acting PCOB Executive Director

Date Adopted: November 13, 2025

Certified: *James Walker*