

## CHARLOTTESVILLE POLICE CIVILIAN OVERSIGHT BOARD

### MEETING MINUTES

**Date:** March 12, 2026

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

**Location:** Parks and Recreation – 501 E Main Street, Charlottesville, VA 22902

**Board Members Attending:** Dr. Jeffrey Fracher (Chair), Dr. Kyle Dobson (Vice Chair), George Dillard Jr. (Remote), Andrew Frye, Albe LaFave, Caron LeNoir-Kelly, Nathalie Reaves, Ruairi Vaughan.

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

**Staff Present:** James Walker, Acting Director.

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

#### **Call to Order:**

- The meeting was called to order at 6:31 p.m. by Chair Dr. Fracher. Dr. Fracher reviewed the ground rules for meeting participation, including respectful conduct, the three-minute time limit for public comment, and the process for submitting written questions to the office.

#### **Agenda & Minutes Approval:**

- A motion was made by Dr. Dobson to amend the proposed meeting agenda by removing the item titled "Review of Internal Affairs Case Number 2025-927" from the closed session portion. Motion seconded by Mr. Frye and approved unanimously by members present.
- A motion was made by Mr. Vaughan to approve the meeting minutes from the February 12, 2026 regular meeting. Motion seconded by Mr. Frye and approved unanimously by members present.

#### **Announcements:**

- Mr. Walker announced the creation of a published Microsoft calendar providing a shared, view-only link for all Board-related events. The calendar will be accessible via a bookmarkable link sent to Board members, will update in real time as events are added or removed, and will include both public and non-public Board events. Mr. Walker indicated the link would be distributed in the following Tuesday email.
- Mr. Walker noted an upcoming community outreach event hosted by the Department of Human Services on Friday, March 20, 2026. The Board committed to setting up a table at the event. Mr. Walker confirmed he would attend and invited Board members to participate, noting up to two Board members could be present.

- Dr. Fracher announced that he had prepared a two-page document of talking points addressing three key topics: (1) why the Board cannot conduct independent investigations, (2) why the Board cannot hold hearings, and (3) why the Board cannot make binding disciplinary recommendations. The document explains the legal and structural limitations preventing the Board from fulfilling these functions under the current ordinance. Dr. Fracher requested that Mr. Walker review the document, after which it would be distributed to all Board members. Dr. Fracher asked Board members to familiarize themselves with the material for community engagement purposes and to provide any feedback.
- Discussion occurred regarding making the talking points document publicly available. Mr. Walker noted it could be added to the agenda packet and posted on the website. Dr. Fracher expressed interest in producing printed copies for distribution at community events.

#### **Public Comment (First Period):**

- No public comment was received, either in person or online.

#### **Work Plan Information:**

- Mr. Walker reported that he and Dr. Fracher have been meeting on a weekly basis to work through ordinance revisions on a section-by-section basis. Draft language has been developed for each section, with the current focus on refining specific details. The goal is to produce a full redlined version of the ordinance reflecting proposed strikes and additions, which will be reviewed by the City Attorney's Office. The timeline is as follows: a draft will be presented to the full Board at the April meeting for discussion, with a final vote at the May meeting to approve the version to be recommended at the May 18, 2026 joint meeting with City Council. Dr. Fracher emphasized that the final document will be brought to the full Board for approval and invited any interested Board members to participate in the Monday working sessions, which typically occur at 10:30 a.m.
- Mr. Walker discussed the Board's focus on community outreach, including messaging around the ordinance changes, general public awareness of the Board's role and mission, and identifying community events for Board participation throughout the spring, summer, and early fall. Events range from small neighborhood gatherings to larger events where attendees may receive informational materials in passing. Mr. Walker also highlighted the teen expo as a targeted opportunity to engage youth.
- Dr. Dobson advocated for developing structured, audience-specific templates and documents for outreach events. He suggested that materials be tailored for different audiences (e.g., youth events, school boards, media) and formatted for multiple uses, including social media and in-person distribution. Dr. Dobson proposed that such documents could help the Board present a more professional and unified message and volunteered to contribute to this effort. Mr. Walker expressed support and noted he would review materials for accuracy.
- Mr. Walker noted the Hispanic Community Police Academy session scheduled for the following Tuesday evening, which would focus on internal affairs and include a segment for the PCOB to speak. Dr. Fracher and Mr. Walker have typically attended in the past.

Mr. Vaughan expressed interest in attending. Mr. Walker noted the event begins at approximately 6:00 p.m. within the CPD roll call room.

- Mr. Walker reported on ongoing work regarding the School Resource Officer Memorandum of Understanding (MOU) and its relationship to CPD general orders, over which the Board has direct oversight. Initial outreach has been made to the school district's representative, and the Board intends to follow up.
- Discussion occurred regarding immigration-related policy. Mr. Walker reported that he, Dr. Fracher, and Dr. Dobson met with Police Chief and Mr. Sam Roman, the new Assistant City Manager for Public Safety (a former police chief in Roanoke). Both the Chief and Mr. Roman confirmed that immigration is on the radar of city leadership. Dr. Dobson described the Board's approach as developing a thoughtful, vetted interpretation of officers' application of immigration-related policy, with multiple checks and balances involving the Police Department and the City Attorney's Office. Dr. Dobson indicated the Chief expressed openness to the Board's input.
- Dr. Dobson expressed interest in participating in use of force policy review, noting its relevance to case reviews. Mr. Walker confirmed the use of force policy and standards of conduct are the primary policies relevant to high-level incidents and complaints.
- Mr. Walker reported on efforts to develop process documents, including a glossary of terms. He noted that the glossary has expanded into two categories: (1) definitional terms and (2) more abstract or idealistic terms (e.g., what "trust" or "engagement" means to the Board), which will require broader Board input over time. Additionally, the Office is developing a case review template to ensure consistent, legally compliant, and meaningful outcomes each time the Board reviews a case.
- Mr. Walker explained that the Internal Affairs case originally scheduled for closed session review (Case No. 2025-927) would instead be reviewed individually or in groups of two by Board members at the PCOB Office outside of a public meeting session.

#### **Closed Session:**

- Dr. Fracher introduced April Wimberley, the City Attorney's Office representative assigned to the Board.
- Pursuant to Virginia Code Section 2.2-3712, Mr. Frye moved that the Board convene in a closed session as authorized by the Virginia Freedom of Information Act, specifically under Virginia Code Section 2.2-3711(A)(8), for consultation with legal counsel retained by a public body regarding specific legal matters requiring legal advice, specifically advice regarding compliance with the Freedom of Information Act and requirements under state and local law regarding the confidentiality of records and information. Motion seconded by Mrs. LeNoir-Kelly and approved unanimously by members present.
- Upon reconvening in open session, a motion was made by Dr. Fracher to certify that only public business matters lawfully exempted from the open meeting requirements of the Virginia Freedom of Information Act and identified in the motion convening the closed session were heard, discussed, or considered. Motion seconded by Mr. Vaughn and approved unanimously by members present without dissent.

**Public Comment (Second Period):**

- No public comment was received.

**Adjournment:**

- A motion to adjourn was made by Mr. Frye and seconded by Dr. Dobson. The motion was approved unanimously by all members present.
- Meeting adjourned at approximately 8:17 p.m.

Motion : LaFave  
Second : Frye  
Approved Unanimously

Certified by James Walker, Acting PCOB Director

Date Adopted: 4/9/2026

Certified: James Walker