

CHARLOTTESVILLE POLICE CIVILIAN OVERSIGHT BOARD

MEETING MINUTES

Date: November 13, 2025

Scheduled Time: 6:30 p.m.

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

Board Members Attending: Dr. Jeffrey Fracher (Chair), Dr. Kyle Dobson (Vice Chair – Arrived at 5-minute mark), Andrew Frye, George Dillard Jr. (Remote), Ruairi Vaughan, Albe LaFave.

Board Members Not Attending: N/A

Guests: N/A

Call to Order:

- The meeting was called to order at 6:31 p.m. by Acting Chair, Dr. Jeffrey Fracher. Dr. Fracher noted this was the first meeting with a quorum since May 2025.

Agenda Approval:

- A motion was made by Mr. Frye to approve the current meeting agenda (November 13, 2025). Motion seconded by Mr. LaFave and approved unanimously (Dr. Dobson not yet in attendance at meeting).
- A motion was made by Mr. Frye to approve past meeting agendas from no-quorum meetings (October 9, 2025; September 11, 2025; August 14, 2025; July 10, 2025). Motion seconded by Mr. Vaughan and approved unanimously (Dr. Dobson not yet in attendance at meeting).

Minutes Approval:

- A motion was made by Mr. Frye to approve meeting minutes from no-quorum meetings (October 9, 2025; September 11, 2025; August 14, 2025; July 10, 2025; May 8, 2025). Motion seconded by Dr. Fracher and approved unanimously (Dr. Dobson not yet in attendance at meeting).

Announcements:

- Dr. Fracher welcomed the two newest Board members: Ruairi Vaughan and Albe LaFave.
 - Mr. Vaughan introduced himself, noting he has lived in the city for approximately two and a half years, has a background in public policy, and is interested in community and public service work.
 - Mr. LaFave introduced himself as retired after 20 years as an adult probation officer and 20 years as a mitigation specialist at the Public Defender's Office. He highlighted his role in the formation of the therapeutic docket in the community, which is an alternative treatment-based program for offenders with mental health issues.

- Mr. Walker (Acting Executive Director) provided an update on the Board application window, which closes November 17, 2025. He noted that there are currently four applicants for two vacant positions.
- Dr. Fracher explained the City Council appointment process: Council reviews applications, seeks input from the PCOB Office, selects candidates for interviews, and makes final appointments. New members could potentially be appointed before the December meeting, but more likely by the January meeting.
- Mr. Walker noted he is working on obtaining business cards, name plates, and name tags for Board members to facilitate public engagement.

Election of Officers:

- Dr. Kyle Dobson was nominated by Dr. Fracher for Vice Chair. Motion seconded by Mr. Frye and approved unanimously.
- Dr. Jeffrey Fracher was nominated by Dr. Dobson for Chair. Motion seconded by Mr. Vaughan and approved unanimously.

Office Presentations:

- Mr. Walker presented an overview of the PCOB, its history, current status, and the state of transition the Board has experienced.
- Mr. Walker reviewed the role of the Board: to enhance public safety and protect civil rights by providing independent and objective oversight of the Charlottesville Police Department, with focus on accountability, transparency, and community trust.
- Mr. Walker outlined the duties of the Board as stated in the ordinance: conduct investigations, recommend discipline, conduct audits, hold public hearings, recommend policy changes, review police budgets and policies, produce public reports, and host town halls and listening sessions.
- Mr. Walker discussed practical limitations facing the Board: volunteer time constraints, inability to compel officer testimony, investigation timelines that conflict with monthly meeting schedules, the requirement that discipline recommendations go through Internal Affairs, limited office staffing (currently one person), and restrictions regarding criminal, civil, and juvenile cases.
 - Dr. Dobson clarified that while the Board meets monthly as a minimum, members can form additional meetings or committees as needed. Dr. Fracher added that the Chair, Vice Chair, and Acting Director meet weekly to maintain continuity.
- Mr. Walker reviewed the duties of the Office: intake and monitor complaints, participate in CPD use of force review process, and support the Board in its authorized purpose.
 - Mr. Walker reported that two complaints were received in October; both were referred to Internal Affairs for investigation. The Office monitors these complaints and can attend officer interviews.
 - Dr. Fracher explained that if the Board reviews a case, it would occur in closed session due to confidentiality requirements. The Board could then

make generalized policy recommendations publicly without disclosing specific names or details.

- Dr. Fracher noted that Mr. Walker would prepare summarized case materials for Board review rather than requiring members to review hours of body camera footage.
- Mr. Walker explained the use of force review process, in which the Office participates on a review panel that includes Internal Affairs and relevant specialists, with final review by the Chief of Police.
- Mr. Walker highlighted current strengths: unprecedented access to police records and data, expansive authority under the ordinance, and clear commitment from City Council to continue working toward a model of oversight.
- Mr. Walker referenced the three oversight models identified by NACOLE (National Association for Civilian Oversight of Law Enforcement): investigation model, audit/monitor model, and review model. The current ordinance allows all three but lacks clarity and definition.
- The monthly report from the PCOB Office was deferred due to time constraints.

Board Member Discussion and Activity Items:

- Dr. Dobson proposed a systematic, data-driven approach to community engagement: going into the community, asking open-ended questions about experiences with the police department, mapping responses geographically, and using findings to guide oversight priorities.
 - Dr. Dobson emphasized the importance of not only highlighting concerns but also recognizing exceptional police work.
 - Dr. Dobson suggested creating a publicly available glossary of terms with clear definitions and operationalizations to promote transparency and invite community critique.
- Mr. LaFave asked about Crisis Intervention Team (CIT) training. Mr. Walker confirmed with Lieutenant Via that all officers are required to complete one week of CIT training.
- Discussion occurred regarding the ANCHOR teams, a CPD initiative pairing specially trained officers with EMTs and mental health workers to respond to mental health crises. Dr. Fracher suggested a future Board presentation on the program.
- Dr. Fracher requested that Mr. Walker prepare a summary of potential oversight models for review at the next meeting, with the goal of formulating a recommendation to City Council.
- The Board discussed forming committees or identifying point persons for various focus areas: public relations/community engagement, evidence-based review of policies and practices, policy and legal review, and complaints/use of force review.
 - Dr. Dobson volunteered as point person for evidence-based, data-driven review.

- Dr. Fracher volunteered as point person for policy and legal review.
- The Board decided to table formal committee formation until new members are appointed and after the holiday season, while allowing individual members to begin work informally.
- Mr. LaFave suggested the Board adopt a collaborative rather than adversarial approach with the police department. Dr. Fracher affirmed this reflects the current culture and noted the positive working relationship with the current Chief.
- Dr. Fracher emphasized the need to increase the Board's visibility in the community, including distributing business cards and engaging with neighborhood associations and civic groups.
- Action items for next meeting: Mr. Walker to bring summary of oversight models for discussion; Dr. Dobson to develop a community engagement strategy proposal; continue efforts to compile neighborhood association contacts.

Public Comment:

- Nathalie Reeves (Fluvanna County resident, City Department of Human Services employee) asked questions regarding: (1) tracking racial and socioeconomic demographics of complainants; (2) whether the Board's data access would continue under a new police chief; and (3) ensuring outreach to immigrant communities.
 - Mr. Walker explained that complainants may self-identify demographics on the complaint form but are not required to do so. Address information is collected, which could allow geographic mapping of complaints.
 - Mr. Walker explained that the ordinance requires a Standard Operating Procedure and Memorandum of Understanding between the Board and the Police Department, which govern data access. While details may change with a new chief, the ordinance mandates that access provisions be established.
- Rafiullah Dawai (Charlottesville resident, UVA graduate student) expressed appreciation for the civilian oversight board and emphasized the need for awareness among immigrant communities about the Board's existence and purpose.
- Discussion occurred regarding the status of the Flock license plate system. Mr. Walker confirmed the pilot program has ended and the system is not currently active. The matter remains unresolved pending City Council decision. Dr. Dobson noted the Board had previously reviewed and provided input on the license plate reader policy.

Adjournment:

- A motion to adjourn was made by Mr. Frye, seconded by Dr. Dobson, and approved unanimously.
- Meeting adjourned at 8:10 p.m.

Certified by James Walker, Acting PCOB Executive Director

Date Adopted: 11/11/2025

Certified: 

Motion: Frye
 Second: Dobson
 Approved Unanimously