



**Regular Meeting Agenda  
Police Civilian Oversight Board  
June 11, 2026**

CitySpace  
100 5th St NE  
Charlottesville, VA 22902

**Police Civilian Oversight Board**

Dr. Jeffrey Fracher, Chair  
Dr. Kyle Dobson, Vice Chair  
George Dillard Jr., LE Rep  
Andrew Frye, At Large  
Albe LaFave, At Large  
Caron LeNoir-Kelly, Community  
Nathalie Reaves, Community  
Ruairi Vaughan, At Large

**6:30 PM Regular Session**

- I. Call to Order | Roll Call**
- II. Agenda | Minutes Approval**
  - Approval of agenda: June 11, 2026.
  - Approval of minutes: May 14, 2026.
- III. Announcements**
  - Check the calendar link sent in weekly emails (bookmark it for easy access).
  - IT Security Training and device needs.
  - Ride-along reminder and coordination.
- IV. First Public Comment Period**
- V. Technology Systems Presentation - Charlottesville Police Department**
  - Chief Kochis and CPD staff will present about various technology systems deployed by CPD and the benefits of deploying additional technology, both to public safety and to oversight.
  - Board opportunity to ask questions and provide feedback to CPD regarding the presentation.
- VI. Reaffirming the Office and Board Work Plans**
  - Overview of the Director's FY26 Work Plan and goals for FY27 beginning July 1, 2026.
  - Overview of the 2026 PCOB Work Plan and any needed modifications going forward.
- VII. Board Opportunities and Training**
  - Event participation and list of potential events.
  - Board retreat consideration and planning with date options.
  - Board training options and dates.
- VIII. Second Public Comment Period**
- IX. Adjournment**

**Notice:** For members of the public participating virtually, if you experience technical difficulties, you may call (434) 970-3115, and a staff person will assist you. Individuals with disabilities who require assistance or special arrangements to participate in the public meeting may call the ADA Coordinator at (434) 987-1267 or submit a request via email to [ada@charlottesville.gov](mailto:ada@charlottesville.gov). The City of Charlottesville requests that you provide a 48-hour notice so that proper arrangements may be made.

CHARLOTTESVILLE POLICE CIVILIAN OVERSIGHT BOARD  
MEETING MINUTES

**Date:** May 14, 2026

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

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

**Board Members Attending:** Dr. Jeffrey Fracher (Chair), George Dillard Jr., Andrew Frye, Albe LaFave, Caron LeNoir-Kelly (arrived at 6:45 p.m.), Nathalie Reaves, Ruairi Vaughan.

**Board Members Not Attending:** Dr. Kyle Dobson (Vice Chair).

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

**Guests:** None.

**Call to Order:**

- The meeting was called to order by Chair Dr. Jeffrey Fracher at 6:30 p.m. Dr. Fracher reviewed the ground rules for participation, including respectful conduct, the two public comment opportunities, the three-minute time limit for public speakers, the practice of submitting questions to the Office in writing rather than engaging in dialogue with the Board, and the request that speakers state their name, affiliation, and jurisdiction. He noted that comments may be submitted to [pcob@charlottesville.gov](mailto:pcob@charlottesville.gov).
- The roll was called by Mr. Walker. Seven of the eight Board members were present, constituting a quorum.

**Agenda & Minutes Approval:**

- A motion was made by Mr. Vaughan to approve the May 14, 2026 meeting agenda. Motion seconded by Mr. LaFave and approved unanimously by members present.
- Mr. Walker noted, as a matter of process, that he prepares the minutes from the meeting recording using an AI-assisted transcript, which he then reviews in full against the video to verify accuracy.
- A motion was made by Mr. Frye to approve the minutes of the April 9, 2026 regular meeting and the April 27, 2026 special work session. Motion seconded by Mr. LaFave and approved unanimously by members present.

**Announcements:**

- Mr. Walker reminded the Board of the shared calendar link distributed in the weekly email and encouraged members to bookmark it for easy access.
- Mr. Walker noted that the annual law enforcement memorial honoring fallen officers was held on May 13. Councilor Lloyd Snook and Chief Kochis spoke, and the event was well attended by community members.

- Mr. Walker advised that he anticipates being out of the office in the coming weeks for a personal matter, and that the Office has planned accordingly, including for the May 18 City Council session.
- Mr. Walker previewed the June 11, 2026 regular meeting, at which Chief Kochis and CPD staff will present an overview of the Department's technology systems, including a data system referred to as ForceMetrics, and seek the Board's input. Dr. Fracher noted that the Board's role is to evaluate and question such systems. Mr. Walker noted that he expects to be absent from the June 11 meeting.
- Mr. Walker reported that the Office held an open house during Public Service Recognition Week, with approximately 20 attendees, and noted an upcoming City community event at a local park that is open for Board members to attend.
- Mr. Walker and Dr. Fracher reminded Board members to schedule their ride-alongs before the end of summer, noting the required participation form (which includes a background check) and that Sgt. Thomas coordinates scheduling. Mr. Dillard, given his prior service in law enforcement, was excused from the requirement.
- Mr. LaFave reported speaking with former City Councilor Brian Pinkston, who suggested that individual Board members meet informally with City Councilors (for example, for coffee) to build relationships ahead of the joint session. The suggestion was well received.

**First Public Comment Period:**

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

**Presentation to Council of Proposed Ordinance Revisions:**

- Mr. Walker and Dr. Fracher reviewed the framework for the joint work session with City Council scheduled for Monday, May 18, 2026 at 4:00 p.m. in City Council Chambers. Dr. Fracher explained that he would make brief opening remarks and that Mr. Walker would present the substance of the proposed ordinance revisions; if Mr. Walker is unavailable, Dr. Fracher would present. The session is allotted one hour, will follow a work-session format, and will include questions from Council. Dr. Fracher encouraged all Board members to attend to demonstrate a united Board.
- Mr. Walker explained that the Council packet includes three documents: a high-level presentation (the focus of the session), a mid-level table documenting each proposed change and its rationale, and the full redlined ordinance. The session will be driven by the presentation, with the detailed table and redline provided for Council's files. The presentation was developed in coordination with Mr. Walker's supervisor, Steve King, Assistant to the City Manager.
- Mr. Walker emphasized that Council will not vote on May 18. The proposed revisions have been submitted to the City Attorney's Office and to the Board's independent counsel for review, and Council will provide feedback. Adoption requires two readings; Mr. Walker anticipated a finalized proposal around July, followed by first and second readings.

**Recommendation to Council of Proposed Ordinance Revisions:**

- Mr. Walker read the current draft purpose statement and explained that the revisions reflected Board discussion from prior sessions, placing community well-being and safety

first, identifying the advancement of the quality of policing through civilian-led transparency and accountability as the means, and describing the Board's methods (monitoring, auditing, and reviewing) and outcomes (public reports and recommendations). The draft read:

- "The purpose of the Board is to support community well-being and safety by advancing the quality of policing in the City of Charlottesville through civilian-led transparency and accountability. The Board fulfills this purpose by monitoring, auditing, and reviewing department conduct, policies, practices, and procedures, and by issuing public reports with recommendations for corrective action and the adoption of best practices in policing."
- Mr. Walker shared emailed feedback from Mrs. Reaves on the purpose statement: (1) adding language to "promote justice and fairness" in connection with recommendations for corrective action, which the Board accepted by consensus; and (2) adding language at the opening regarding "upholding the rights, dignity, and voices of all residents" and "the ethical quality of policing." The Board agreed the second addition captured useful framing but may require tightening for length. Mr. Walker will revise and circulate the purpose statement for further feedback.
- Mrs. LeNoir-Kelly member asked how "quality of policing" would be defined and measured. Mr. Walker explained that the term is given effect throughout the ordinance and that a definitions section now exists in which such terms may be defined. A Board member cautioned against defining the term too narrowly in order to preserve flexibility. The Board agreed to flag "quality of policing" for possible inclusion in the definitions section.
- Mr. Walker reviewed the remaining presentation slides:
  - Transition from the independent-investigation model to a monitor, audit, and review framework, which forms the core of the revised ordinance.
  - Emphasis on public reporting and oversight outcomes, including the Chief of Police's required written public response to Board reports, a provision already in the ordinance that is now clarified and emphasized. The Board's principal authority lies in making its findings public and requiring a response.
  - A workable scope for Board hearings, reframed from an officer-trial format to broader topics (such as trends, complaints, audits, and policies), with voluntary participation by police, experts, witnesses, and public input, while avoiding confidential information. Dr. Fracher recalled a prior practice hearing that did not succeed because testimony could not be compelled and due-process concerns arose given collective-bargaining protections.
  - Subpoena authority, narrowed to remove the ability to subpoena an officer while retaining the ability to subpoena records, including certain third-party records. Any subpoena would require action by the Circuit Court and is expected to be used rarely, if ever, but is retained as an option.
  - Removal of barriers associated with the independent-investigation model and the absence of binding disciplinary authority over officers, both of which arise from constraints at the state, constitutional, legal, and departmental levels (including collective bargaining). The revisions are intended to direct current and future Boards toward achievable oversight outcomes.

- In place of binding discipline, two retroactive powers are retained: providing an opinion on whether the Chief applied discipline consistent with policy, and reviewing the disciplinary policy itself, with the goal of influencing future practice rather than individual resolved cases.
- Mr. Dillard asked whether the Board receives copies of updated CPD policies. Mr. Walker confirmed that the Board has access to the Department's policies and procedures, most of which are published online (certain tactics-related policies are withheld), and identified the discipline matrix and the standards of conduct as the policies most relevant to complaints and discipline. Policies are determined by the Chief with command-staff input and are reviewed by the City Attorney's Office. The Board agreed it should monitor changes to these policies.
- Clarification to Board membership: priority is given to City residents, then to Albemarle County residents with ties to the City, and only if no such applicants exist, to any Virginia resident. The revision also changes terms to two years with up to four consecutive terms, staggered to help avoid the loss of a quorum; current members are unaffected until reappointment. Mr. Vaughan asked whether City residency takes priority regardless of qualifications. Dr. Fracher and Mr. Walker explained that appointments remain at Council's discretion under listed criteria (including demonstrated commitment, community service, training and lived experience, and relevant expertise), with City residency intended to function as a tiebreaker among equally qualified candidates. The City Attorney's Office may further revise this language.
- Mr. Walker noted that the remaining provisions are largely consolidations of previously approved documents (such as access procedures and the monitoring of interviews) into the ordinance, along with revisions to the mediation and alternative-resolution and accommodation sections and a new definitions section.
- Mr. Walker advised the Board of a potential new complaint: a community member had contacted the Office, and Mr. Walker spoke with them briefly and is awaiting a return call. He noted that such contacts sometimes involve requests for information or clarification rather than formal complaints, and that he documents all calls and can bring relevant information to the Board.
- Following discussion, Board members expressed support for the proposal and for the simplified, clarified language.
- A motion was made by Dr. Fracher to accept the proposed ordinance revisions in their current form for presentation to City Council on May 18, 2026, with the understanding that the document is not a final product and remains subject to legal review by the City Attorney's Office and independent counsel, feedback from City Council, and further refinement of the purpose statement. Motion seconded by Mr. Frye and approved unanimously by members present.

#### **School Resource Officers MOU:**

- Mr. Walker asked whether the Board wished to discuss the School Resource Officer (SRO) Memorandum of Understanding further and offered to prepare materials that break the topic down for the Board.
- Mr. Dillard recommended inviting Charlottesville City Schools Superintendent Dr. Royal Gurley Jr. to a future meeting to share his perspective on School Resource Officers, noting

that the topic had recently arisen at an NAACP meeting. Dr. Fracher asked that the invitation also seek the Superintendent's view of the Board's role, if any. The Board agreed; Dr. Fracher and Mr. Walker will extend the invitation, with the July 9, 2026 meeting identified as a possible date.

- The Board discussed questions to raise regarding SROs, including: whether the Board could obtain access to school security-camera footage (as distinct from student records) for case reviews, in light of a recent change in state law expanding access to certain juvenile records in closed session; the status of SRO hiring (the position was opened statewide, candidates must be sworn officers, and the process is ongoing); and staffing and coverage, including whether a back-up officer would be available when an assigned officer is unavailable, and coverage during summer school. Mr. Walker noted that, because SROs are CPD officers, incidents involving them would fall within the Board's purview.

**Board Work Plan Updates:**

- Community events: Mr. Walker will circulate a list of summer and fall community events for Board participation and noted that back-to-school events offer good opportunities to reach families. He flagged that some events would require Board members to staff them directly.
- CPD policies most relevant to the Board: the discipline policy and the standards of conduct, as discussed earlier in the meeting.
- Internal process and documentation: continued development of the Board's review and audit manuals and related process documents.
- Outreach: In response to a question, Mr. Walker confirmed that outreach to neighborhood-association leaders remains on the work plan. The Board also held a brief, informal discussion of local housing and homelessness initiatives, including shelter capacity, in the context of community awareness.

**Second Public Comment Period:**

- No public comment was received.

**Adjournment:**

- A motion to adjourn was made by Mr. Frye and seconded by Mrs. Reaves. The motion was approved unanimously by members present.
- Meeting adjourned at approximately 7:47 p.m.

Certified by James Walker, Acting PCOB Director

Date Adopted: \_\_\_\_\_

Certified: \_\_\_\_\_



Charlottesville Police  
Department  
Axon Technology presentation

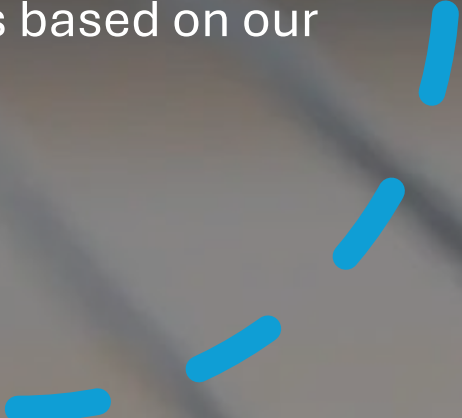
# Axon

- [Body Worn Cameras \(BWC\)](#)
- [Dashboard Cameras \(Fleet 3\)](#)
- [Virtual Reality Training headsets \(VR\)](#)
- [Drone First Responder \(DFR\)](#)
- [Community Link/My90](#)
- [Axon Standards](#)



A close-up photograph of an Axon Body Worn Camera (BWC) mounted on a black tactical vest. The camera is a rugged, black, rectangular device with a lens and a microphone. The word "AXON" is printed on the bottom of the camera. The background is a blurred view of a road with white lane markings.

# BWC's

- **Axon Assistant**
    - Helps Officers with streamlining daily tasks by using their BWC to receive answer.
  - **Axon Translation**
    - Gives Officers the ability to speak to non-English speaking residents using their BWC to conduct translation of over 50 languages using Artificial Intelligence (AI).
  - **Policy Chat**
    - Policy Chat allows Officers to ask questions in real time to their BWC and receive answers based on our current policies.
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- A decorative graphic consisting of several blue, curved, dashed lines arranged in a semi-circular pattern in the bottom right corner of the slide.



## Fleet 3

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- **Dashboard Cameras**

- Records footage once Officers engage lights, sirens, BWC, Taser.

Not currently utilizing:

- **Automatic License Plate Readers (ALPR)**

- Allows Officers to patrol while camera is running license plates of vehicles on public roadways.
- Alerts Officers only if a “hit” is generated.
- Alerts Officers of stolen vehicles, individuals with warrants, unlicensed drivers, vehicles and individuals subjected to a bolo (missing/endangered, armed and dangerous).





# Virtual Reality Training Headsets (VR)

- Provides realistic training for Officers
- Provides use of force training in a safe environment.
- Allows Officers to use realist tools such as, Taser 10 and firearms to train in a safe environment
- Builds community relationships by allowing community members to see real world scenarios that Officers encounter.

# Drone

- Currently using:
  - Drones through Special Response Team (SRT).
  - Rely on drones being out in the field if a drone pilot is available.

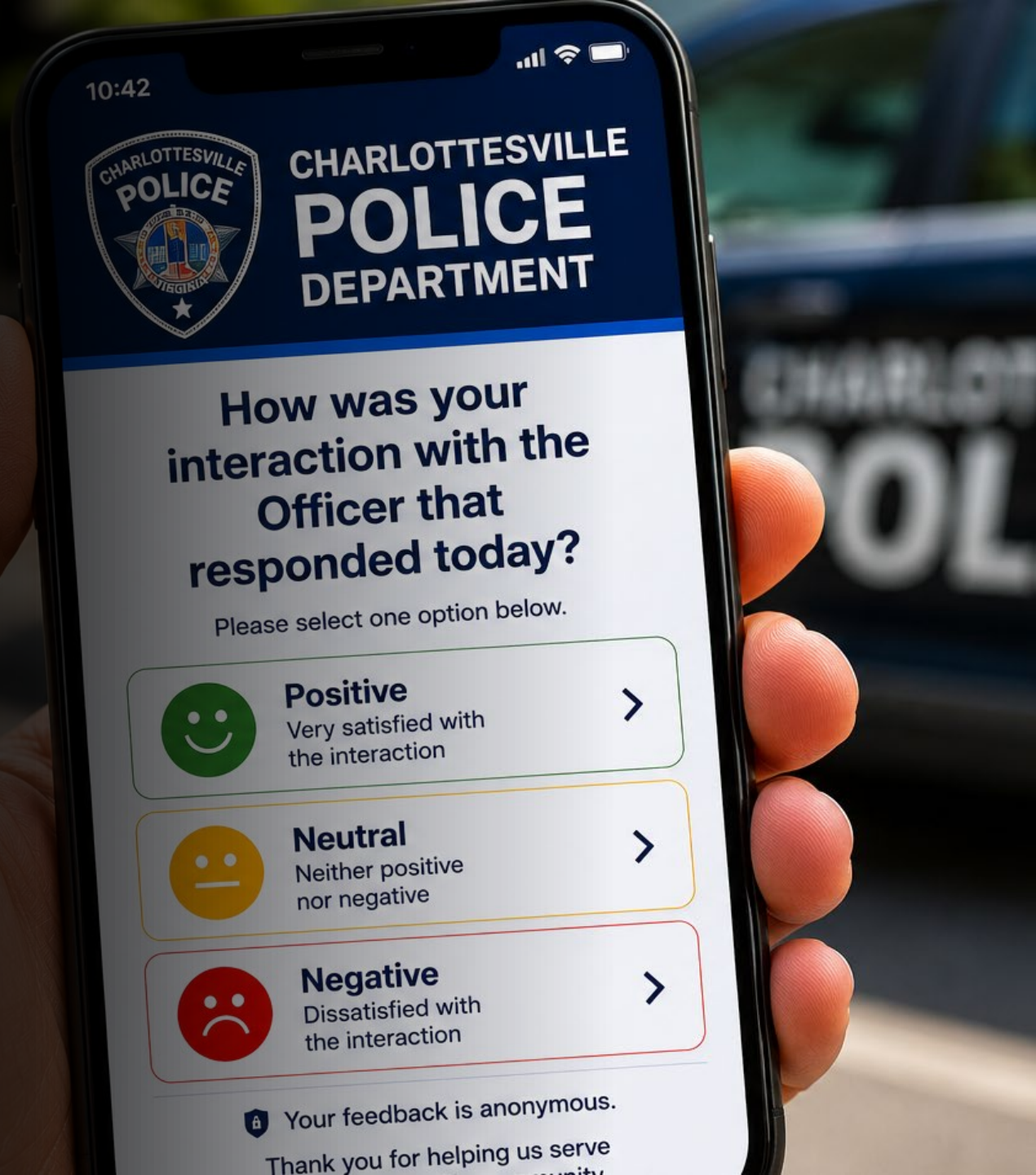
## Not using:

- Drone First Responder program.
- Utilize DFR to responded to all calls for service and the pilot would be able to give better feedback to responding Officers.
- Ability to send proper resources to the scene of a call prior to Officers arriving on scene.
- Faster response time.
- Ability to monitor scene of a call and relay that information in real-time to Officers responding to scenes.



## Community Link/My 90

- Surveys to engage the community with how the Charlottesville Police Department and individual Officers are doing.
- Create personalized surveys.
- Ability to print QR code on business cards to allow community to scan with phone and give feedback on the Officer they encounter.
- Use this data to change approach and potential for training.
- Utilize Community Link surveys to foster employee wellness by sending confidential surveys to employees.
- Ability to use to streamline evidence sharing between the public and Police Officer



# Axon Standards

## Use of force reports

- Officer create use of force reports that Supervisors and Internal Affairs reviews.

## Weapons compliance

- Anytime Officers remove their issues weapons, they complete a report through Axon Standards which Supervisors and Internal Affairs reviews.

## Early Intervention System (EIS)

- EIS allows Internal Affairs to get notified when Officers receive:
  - External complaints – complaints from the public
  - Internal complaints – complaints from internal employees
  - Use of Force – use of force on members of the public
  - Vehicle Accidents – Police vehicle related crash
  - Vehicle Pursuits – Officer initiated vehicle pursuits

AXON

# Axon Standards

## Axon Early Intervention System

that help Internal Affairs promote accountability, transparency, and trust through data-driven insights.

### Axon Standards

Tracks compliance with policy and training to promote best practices and reduce risk.

### Axon Early Intervention System

Identifies patterns and trends to help intervene early and support officer wellness and performance.

#### IDENTIFY RISK

Monitor behavior and performance indicators.



#### INTERVENE EARLY

Address concerns before issues escalate.



#### IMPROVE OUTCOMES

Support safer communities and stronger relationships.





Questions

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# Tyler Technologies

- Computer Aided Dispatch • Mobile CAD • Records Management

# Computer Aided Dispatch (CAD)

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- Streamlined Dispatching
- Improved Coordination
- Enhanced Communication Workflow
- Reduces Human Error
- Enhanced Reporting & Compliance
- Optimization of Future Decision-Making
- Increased Safety of First Responders



# Document Management System

## Key Features



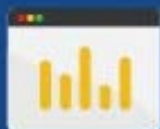
Data Management



Searching Features



Integration



Data Analytics



Collaboration Tools



Redundancy  
Detection



History Tracking



Record Retention  
And Tracking

# Mobile CAD

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## Strengths

- User-friendly and intuitive interface
- Highly customizable to operational needs
- Continues to receive vendor support and updates
- Provides operational redundancy alongside LERMS

## Challenges

- Limited by screen size and mobile device capacity
- Not designed to serve as a comprehensive data repository

# Law Enforcement Records Management System (LERMS)

## Strengths

- Capable of storing virtually unlimited amounts of data
- Serves as a centralized records management system
- Provides advanced analytical capabilities when sufficient regional data is available

## Challenges

- Limited customization and search functionality
- System-required workflows have increased task completion times
- Data is often treated as static records rather than dynamic information
- Analytical tools are dependent on participation and data sharing across multiple jurisdictions

The screenshot displays the 'Global Subject Search' application window. The interface includes a toolbar with icons for New, Open, Delete, Search, Clear, Select, Contacts, SoundEx, Activity, Options, Console, and Copy. The main search area is divided into several sections:

- Primary Search Criteria:** Includes a dropdown for 'ORI' (set to 'VA1020000 CHARLOTTESVILLE POLICE DEPARTMENT') and a 'Type' dropdown.
- Include:** Checkboxes for 'Aliases' (checked), 'Linked Subjects' (unchecked), and 'Nicknames' (checked).
- Display Search Criteria:** Checkboxes for 'Location' (checked), 'Additional Search Criteria' (checked), and 'Scars, Marks, Tattoos' (checked).
- Name:** Fields for 'Last Name', 'First Name', 'Middle Name', and 'Name Suffix'.
- Location:** Radio buttons for 'Location' (selected) and 'Area'. Below, there are fields for 'Location: GEO Verify', 'Search Partial Address', 'Qualifier', 'Location Type', and 'Venue' (with a 'Clear' button and 'Override' checkbox).
- Additional Search Criteria:** Fields for 'SSN', 'Date of Birth', 'Race', 'Sex', 'Height Range' (with 'Ft.' and 'In.' sub-fields), 'Weight Range', 'Hair Color', 'Eye Color', 'Drv Lic No.', 'Drv Lic State', 'Phone', 'Subject Number', 'Local ID Number', 'FBI Number', 'SID Number', and 'Identifying Clothing'.
- Scars, Marks, Tattoos:** Radio buttons for 'Type' (Scar, Mark, Tattoo, None Selected). Fields for 'Scar/Mark/Tattoo', 'Physical Location Group', and 'Physical Locations' (with checkboxes for 'Above', 'Back', 'Both', 'Left Chin', and 'Discolor Abdomen').
- Limit Search Results To:** A list of checkboxes including 'Photos' (checked), 'Open Warrants', 'Known Offenders', 'Persons in Custody', 'Persons with Gun Permits', 'Persons with Orders of Protection', and 'Restrict Search to ORI/FDID'.

At the bottom, there is a table header with columns: Photo, Virtual, ORI/FDID, Virtual Subject ID, Alerts, Type, Name, Date of Birth, Address, and City. The table body is currently empty.



# The Future

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- A fully integrated platform connecting Police, Dispatch, Jail, and Court systems
- Implementation of Optical Character Recognition (OCR) to transform all information into searchable, actionable data
- A flexible data architecture that allows agencies to organize and leverage information based on operational needs
- A robust auditing system that enhances accountability, transparency, and compliance
- Built-in analytics and real-time dashboards that eliminate manual data maintenance and support informed decision-making