

CHARLOTTESVILLE POLICE CIVILIAN OVERSIGHT BOARD
MEETING MINUTES

Date: June 11, 2026

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), Andrew Frye, Albe LaFave, Caron LeNoir-Kelly, Nathalie Reaves, Ruairi Vaughan.

Board Members Not Attending: George Dillard Jr.

Staff Present: James Walker, Acting Director.

Guests: Chief of Police Michael Kochis; Captain Tony Newberry (Professional Standards); Lieutenant Ron Stayments (Professional Standards); Jonathan Said and Ashley Moje (technology and data systems); Lori Seiden, Crime Analyst.

Call to Order:

- The meeting was called to order at approximately 6:32 p.m. by Chair Dr. Fracher. Dr. Fracher reviewed the ground rules for meeting participation, including respectful conduct, courtesy toward other attendees, the two public comment periods, the three-minute time limit for individual public comments, and the reminder that the Board does not enter into dialogue during public comment. He noted that specific questions may be directed to the Office during working hours or submitted by email to pcob@charlottesville.gov.
- Mr. Walker called the roll. Seven Board members were present, constituting a quorum. Mr. Walker noted that Mr. Dillard had indicated in advance that he would be away this week.

Agenda & Minutes Approval:

- A motion was made by Mr. Frye to approve the agenda for the June 11, 2026 regular meeting. Motion seconded by Mr. Vaughan and approved unanimously by members present.
- A motion was made by Mr. Vaughan to approve the minutes from the May 14, 2026 regular meeting. Motion seconded by Mr. Frye and approved unanimously by members present.

Announcements:

- Mr. Walker reported that he continues to update the Board's shared calendar, adding the CPD events distributed by Sgt. Thomas so that Board members can attend as available. He noted that he and Dr. Dobson had joined a community walk along the Rivanna River earlier that day and encouraged the Board to begin attending such events regularly. The calendar also reflects Mr. Walker's scheduled out-of-office dates over the coming weeks.
- Mr. Walker reminded the Board of the annual IT security training requirement, noting that three members' accounts were currently deactivated. Affected members may stop by the Office to reset their passwords and complete the brief training.

- Mr. Walker reminded Board members of the ride-along opportunity, noting that the participation form had been distributed by email. Members who complete and return the form will be coordinated with Sgt. Thomas for scheduling. Dr. Fracher urged members to prioritize completing a ride-along by the end of June, or July at the latest, describing it as a valuable and informative experience.
- Dr. Dobson shared reflections on the Rivanna River community walk, noting that even a brief outing provided valuable context for understanding the circumstances in which officers interact with the public, and encouraged all Board members to participate.
- No additional announcements were made.

Public Comment (First Period):

- No public comment was received. One attendee was present online but did not wish to speak.

Technology Systems Presentation – Charlottesville Police Department:

- Dr. Fracher welcomed Chief Michael Kochis and members of his staff to present an update on the technology systems used by the Department. Chief Kochis introduced Captain Tony Newberry and Lieutenant Ronald Stayments of Professional Standards; Jonathan Said and Ashley Moje, who support the Department's software and data systems; and Lori Seiden, Crime Analyst.
- Chief Kochis framed the presentation around the balance between adopting effective, up-to-date technology and protecting residents' privacy rights. He emphasized that policing should not move faster with technology than the community can understand it, and that sound policy and appropriate oversight are essential. He noted that evidence-based policing depends on usable data, and that the Department's central challenge is not a lack of data but the difficulty of consolidating disparate systems into information that is actionable.

Axon Systems

- Mr. Said described the suite of Axon technologies in use or available to the Department, including body-worn cameras, the Fleet 3 dash-camera system, virtual reality training headsets, the drone program, Community Link (My90), and Axon Standards.
- Body-worn cameras: In addition to recording officer–community interactions, the cameras include AI features (an assistant, real-time two-way translation across more than 50 languages, and a policy chat tool) that are not yet in use pending policy development. Chief Kochis noted that body cameras and dash cameras continuously buffer and capture the 30 seconds preceding activation, and that footage is stored on encrypted, CJIS-compliant Amazon Web Services servers accessible only to the Department.
- Mrs. LeNoir-Kelly raised questions about translation accuracy across dialects and about racial, regional, and other biases in AI systems. Mr. Said explained that the Department will begin with a testing and auditing phase, including validation by fluent Spanish-speaking officers, and will implement written policies governing use; he acknowledged that no system can be guaranteed fully accurate, underscoring the need for ongoing audits.

- Mr. Frye asked what prevented activation of the remaining features. Chief Kochis explained that policies must first be properly drafted (available for Board review) and that the Department intends to proceed deliberately, particularly with the translation feature.
- Mr. Vaughan asked whether Axon operates its own AI model. Mr. Said explained that the tool uses a closed, third-party large language model routed through secure servers, that Department data is not used to train the model, and that the data remains under Department control.
- Fleet 3 dash cameras: The system records with the same 30-second look-back and activates alongside emergency equipment. Its automatic license plate reader (ALPR) capability (vehicle-mounted rather than fixed, and configured to alert only on defined hits such as wanted or unlicensed subjects) is included in the purchase but currently disabled. Chief Kochis indicated he would seek City Council's input before enabling it, given the broader community conversation about license plate readers.
- Mrs. LeNoir-Kelly asked about location accuracy. Mr. Said explained that the fleet camera tracks the vehicle while the body camera tracks the officer, and that officers cannot disable their body cameras.
- Mr. Vaughan asked how officers view being monitored by the cameras. Chief Kochis said that body cameras are now embedded in law-enforcement culture and that officers overwhelmingly support their use.
- Virtual reality headsets: Used for realistic use-of-force and de-escalation training and for community engagement. A new set has been received, with vendor-led training scheduled for the following month. Mr. Said described the tactile feedback provided during simulated scenarios.
- Drone program: The Department operates small drones with its Special Response Team for barricade and hostage situations and a separate drone team for locating missing or fleeing individuals. A Drone First Responder (DFR) program (three drones in fixed housings that deploy to call locations to gather real-time intelligence and clear unnecessary calls) is available but not yet implemented. Chief Kochis indicated he would consult City Council before implementation and described the program's potential to supplement staffing and support the Department's response to mental-health calls.
- Board members asked a range of questions about the drone program, including two-way audio capability (confirmed), comparative response times (roughly one minute for a drone versus three to four minutes for an officer), whether operators must be sworn personnel (currently yes, though not required), and whether drones deploy only in response to specific calls (confirmed, at the Department's discretion and governed by forthcoming policy). Mr. Said agreed to follow up on whether a person other than the drone operator could speak through a deployed drone.
- Community Link (My90): A survey platform for internal feedback, including anonymous officer surveys, and for community feedback. The Department currently gathers community input through Guardian Score via QR codes on officer business cards and intends to customize future surveys.
- Axon Standards and the Early Intervention System (EIS): Officers complete use-of-force, weapons, and compliance reports through the system for supervisory and Internal Affairs review. The recently activated EIS alerts Internal Affairs when an officer reaches defined

thresholds, enabling early, non-disciplinary intervention and trend identification. Examples include complaints, use-of-force incidents, vehicle accidents, or pursuits within a set period. Chief Kochis noted the Board had advocated for such a system. Captain Newberry reported the system had been live approximately one month with no alerts triggered to date, and that command staff are notified as officers approach thresholds. Mr. Walker noted the EIS policy is available for Board review.

Records, Dispatch, and Mobile Systems

- Ms. Moje described the Department's Tyler Technologies computer-aided dispatch (CAD), records, and mobile dispatch systems. The CAD system suggests the closest available units, appropriate personnel by call type (including mental-health response), and priority by severity; it is housed at the regional Emergency Communications Center (ECC), with versions in officers' vehicles and on their phones. She described resource-sharing within the regional triad with UVA and Albemarle County using automatic vehicle location (AVL), the ability to incorporate hazard and public-works information, and the value of comprehensive incident logs for reporting, compliance, training, and officer wellness.
- Ms. Moje outlined the features the Department seeks in a records management system, including efficient data entry and retrieval, integration across systems, analytics, collaboration with other agencies and service providers, reduced redundancy, and legally compliant records retention.
- She noted significant limitations in the current LERMS records system, which stores large volumes of data but is difficult to search. It lacks the ability to search by age range or by generalized descriptors, requiring substantial manual effort. She discussed the "global" persons and vehicles feature and its gaps in capturing vulnerable and transient populations.
- Dr. Dobson observed that these inefficiencies are themselves an appropriate subject for oversight, noting the community-safety and service-alignment consequences of slow data access. Ms. Moje compared the current system to a fixed "ski lift" and described the goal of a customizable, third-party platform that treats data elements flexibly. Chief Kochis noted that any change involving the shared regional system would require agreement among the ECC partners, and that Axon and other vendors now offer such capabilities.

Crime Analysis

- Ms. Seiden described drawing on all of the Department's systems to compile analysis and the difficulty of searching and consolidating data, for example, the week and a half required to prepare data for a single monthly CompStat meeting. She noted the Department is introducing data automation and visualization tools to reduce manual effort and free capacity for pattern, trend, and suspect analysis, and emphasized the value of built-in analytics and real-time dashboards.

Board Discussion with the Chief

- Chief Kochis summarized the central theme: the Department holds substantial data across many systems but struggles to make it actionable. He noted that other platforms such as Peregrine (used by UVA, which shares the same regional data) and Force Metrics (used by the City of Roanoke) can fuse existing systems to enable tailored, real-time responses to complex situations.

- Board members and staff discussed the oversight implications. Mr. Vaughan raised the importance of consistent officer data-entry standards. Dr. Fracher stated that the inefficiencies described were unacceptable and that the Board could make a case to City Council regarding the technology, while acknowledging the need to address community concerns through better messaging. Mrs. LeNoir-Kelly asked about the vendors offering solutions and about the opportunity cost of delay. Dr. Dobson emphasized the risks of not adopting more efficient tools and the Board's role in ensuring data quality. Mr. Walker drew a parallel to the real-time data and accountability tools that would support the Office's oversight function.
- Chief Kochis reaffirmed that the PCOB Office has more access to Department data systems than any other oversight body in the Commonwealth, as noted in the Office's annual report, and cited the Flock pilot as an example of responsible, misuse-free data use. Board members discussed the importance of community buy-in and clear messaging so that the Board's role is understood, and Dr. Fracher connected this to the ongoing ordinance revision effort. Chief Kochis thanked the Board, and he and his staff departed.

Reaffirming the Office and Board Work Plans:

- The Board discussed organizing its work into smaller working groups to make progress between monthly meetings. Dr. Dobson identified community outreach, including the concept of a "trust map" illustrating levels of community trust across the City, and the forthcoming School Resource Officers (SROs) as near-term priorities.
- Regarding the SROs, Board members expressed interest in meeting the two selected officers and in inviting Superintendent Dr. Gurley to a future meeting (possibly in July) to discuss the rollout. Members discussed taking a proactive oversight role to hold the program to a high standard. Dr. Fracher and Mr. Walker noted concerns that the current SRO memorandum of understanding and related policies lack some specificity on matters such as physical contact and calling for backup, and that the Board intends to review these policies. Mrs. LeNoir-Kelly noted that the two officers, one assigned to the middle school and one to the high school, would be new to the SRO role and still in training.
- Mr. LaFave emphasized the need to prioritize the Board's many possible initiatives and focus its efforts rather than pursuing too many at once. Mr. Walker and Dr. Dobson noted that the Board's work plan is the appropriate document for setting and organizing those priorities.
- Dr. Dobson recommended focusing near-term attention on immigration and school safety as persistent community concerns. He and Mr. Walker described an opportunity for the Board to help the Department operationalize the City Attorney's Office guidance on immigration-related situations. Mr. Frye noted that the school-related issues were more time-sensitive.
- Mr. Walker provided office updates: the ordinance revisions remain under review by the City Attorney's Office and independent counsel; the Office is completing fiscal-year budget spending before July 1, including office and audiovisual equipment; and Mr. Walker will prepare his FY27 work plan and goals and share a draft with the Board for feedback. Dr. Fracher expressed hope that the ordinance would proceed to first and second readings and a vote by the end of August, after which the Office could pursue listing the previously budgeted second staff position.

Board Opportunities and Training:

- Mr. Walker reviewed opportunities for Board participation in community events, noting that a list of past and upcoming events had been circulated and highlighting National Night Out as a significant opportunity. Office materials, including a table and tent, are available for members staffing events.
- The Board discussed a possible board retreat in early fall that could incorporate a training component. Mr. Walker reviewed the Board's training requirement and provider options, including NACOLE and the Daigle Law Group, and members expressed a preference for engaging, substantive training rather than simply fulfilling the requirement.
- Board members discussed outreach methods, emphasizing in-person engagement with residents beyond those who regularly attend meetings, the importance of documenting community input and reporting it back to the Board, and following up with community groups and organizations. Mr. Walker noted this would be a growing focus of his work going forward.

Public Comment (Second Period):

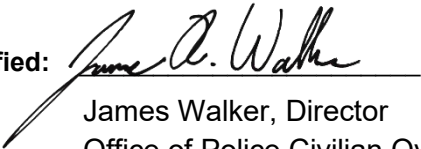
- No public comment was received.

Adjournment:

- A motion to adjourn was made by Mr. LaFave and seconded by Mr. Frye. The motion was approved unanimously by members present.
- Meeting adjourned at approximately 8:24 p.m.

Motion made by Mr. Frye to approve the June 11, 2026 regular board meeting minutes, seconded by Mr. LaFave.

Approved by the Charlottesville Police Civilian Oversight Board on the 9th day of July, 2026.

Certified: 
James Walker, Director
Office of Police Civilian Oversight
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Phone: (434) 970-3794

	Yes	No
Fracher	<u>X</u>	___
Dobson	<u>X</u>	___
Frye	<u>X</u>	___
LaFave	<u>X</u>	___
LeNoir-Kelly	<u>X</u>	___
Reaves	<u>X</u>	___
Vaughan	<u>X</u>	___

Note: The law enforcement seat, currently held by Mr. Dillard, is specifically designated as a non-voting member. The seat is intended to provide the Board with an advisory perspective and expertise from law enforcement experience.