

Policy Briefing Summary

City Council



Regarding:	Police Civilian Oversight Board 2025 Annual Report
Staff Contact(s):	James Walker, PCOB Management Analyst
Presenter:	James Walker, PCOB Management Analyst
Date of Proposed Action:	June 15, 2026

Issue

The Police Civilian Oversight Board (the Board) and the Office of Police Civilian Oversight (the Office) submit the attached annual report summarizing the work of both bodies during calendar year 2025. The report is presented to City Council as part of the City Manager's Report.

Background / Rule

Per Article XVI, Section 2-466(c) of the Code of the City of Charlottesville, the Director provides City Council an annual report on the activities of the Board and the Office for the preceding calendar year. The report summarizes the complaints received, the investigations monitored, the policy recommendations made, the community engagement undertaken, and the other work of the Board and the Office during 2025. It is offered as a transparent public account intended to strengthen trust and accountability in local law enforcement; to keep the report concise, detailed case data, budget tables, and visualizations are published in a digital dashboard on the Board's webpage.

Analysis

The written report provides an account of the work of the Board and the Office in 2025, organized in six parts: [1] the Board and the Office; [2] Police Department oversight; [3] policy, ordinance, and governance reform; [4] community engagement and outreach; [5] professional development and peer engagement; and [6] office operations and city collaboration. The accompanying presentation offers a high-level overview of the year, its principal developments, and the direction of oversight heading into 2026. In 2025, significant membership turnover and a series of resignations left the Board without a quorum from June through October; quorum was restored in November, when new members were seated and new officers elected. Against that backdrop, the Board's central accomplishment was City Council's adoption of Ordinance O-25-142 on November 17, the most significant revision of Article XVI since the Board's creation. The revision established the Office as a division of the City Manager's Office, clarified the respective roles of the Board and the Office, placed the authority to retain independent legal counsel with the Director, expanded the Director's audit authority, and streamlined Board-member training.

The report groups the year's accomplishments into four areas:

- **Police Department oversight:** maintained records and interview access exceeding that of any other civilian oversight body in Virginia; monitored internal affairs interviews across at least eight cases; participated in use-of-force and candidate interview panels; built an audit framework for the FLOCK automated license plate reader system; and contributed to Department policy on language access, use of force, the Early Intervention System, and automated license plate readers.
- **Governance and reform:** advanced and adopted O-25-142; produced a position statement and model analysis to guide a 2026 shift toward a Monitor, Audit, and Review framework; and

restored quorum, elected new officers, and advocated the Board's role publicly to fill remaining vacancies.

- **Community engagement:** hosted the inaugural PCOB Community Meeting, drawing more than 50 participants whose input informed the year's reform priorities, and sustained partnerships across the community and the broader oversight field.
- **Office operations:** carried the Office's responsibilities through a leadership transition with limited staffing, advanced the search for dedicated independent legal counsel, stabilized core systems, and introduced a data-driven monthly work plan.

Financial Impact

This report has no additional financial impacts outside the adopted FY27 Office of Police Civilian Oversight budget.

Recommendation

The Board and the Office recommend that Council receive the report, ask any follow-up questions, and share any expectations they may have of the Police Civilian Oversight Board and the Office.

Recommended Motion (if Applicable)

Not applicable. This item is presented for information as part of the City Manager's Report.

Attachments

1. PCOB 2025 Annual Report
2. PCOB 2025 Annual Report Presentation