

CITY OF CHARLOTTESVILLE · VIRGINIA

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# Police Civilian Oversight Board

2025 ANNUAL REPORT

Presentation to City Council

JUNE 15, 2026

Prepared by

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# About the Board & the Office

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- ◆ An independent body established under **Virginia Code §9.1-601** and **Article XVI** of the Charlottesville City Code.
- ◆ Eight members, seven voting and one non-voting, appointed by City Council to three-year terms.
- ◆ The Board's current duties center on oversight functions such as investigation of complaints, reviewing complaint outcomes, and monitoring aspects of the Police Department.
- ◆ The Office of Police Civilian Oversight carries out day-to-day oversight on the Board's behalf.

## CONTEXT

# The Community & the State of Oversight

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- ◆ Charlottesville is home to roughly **45,000 residents**, with persistent disparities in income, education, and life expectancy that inform the Board's focus on equity.
- ◆ 2025 brought national retrenchment in oversight; the U.S. Department of Justice withdrew the Minneapolis and Louisville consent decrees.
- ◆ Roughly **250 oversight entities** operate nationwide, yet many still lack the resources and access to fulfill their mandates.
- ◆ Public confidence in police declined, with the widest racial gap of any measured institution.

# Police Department Oversight

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- ◆ Maintained records and interview access that **exceeds any other civilian oversight body in Virginia.**
- ◆ Monitored at least sixteen internal affairs interviews across no fewer than eight cases.
- ◆ Participated in use-of-force and conduct review panels throughout the year.
- ◆ Built an audit framework for the **FLOCK automated license plate reader (ALPR)** system.
- ◆ Contributed to CPD policy on Limited English Proficiency, use of force, and the Early Intervention System.

# 2025 By the Numbers

**\$310<sub>K</sub>**

FY25 Office spending, 76% of budget

**\$97.8<sub>K</sub>**

Returned to the general fund

**1.3%**

Of total police spending

At roughly **1.3%** of total police spending, the Office delivers oversight at a modest cost relative to the Charlottesville Police Department's budget, where personnel and benefits drove **77%** of spending and the budget grew **7.8%** year over year.

**32**

Internal affairs cases received in 2025

**65**

Allegations reviewed

**34** days

Median time to close a case

Every 2025 case was a complaint, with no service inquiries logged; **34%** were sustained in whole or part, down from **69%** in 2024, and the median case closed in **34 days**.

# Policy, Ordinance & Governance Reform

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- ◆ City Council adopted **Ordinance O-25-142** on November 17, the most significant revision of Article XVI since the Board's creation.
- ◆ Formally established the Office of Police Civilian Oversight and codified the Director role.
- ◆ Transferred independent-counsel contracting authority to the Director and streamlined Board-member training.
- ◆ Produced a position statement and model analysis toward a 2026 **monitor, audit, and review** framework.

# Community Engagement & Outreach

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- ◆ Hosted the inaugural **PCOB Community Town Hall** on April 29, drawing more than 50 participants.
- ◆ Input gathered directly informed the Board's reform priorities for the year.
- ◆ Sustained partnerships with NACOLE, UVA, the Mediation Center, and the NAACP.
- ◆ Strengthened the Office's media response, public profile, and outreach materials.

# Professional Development & Peer Engagement

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- ◆ Board-member and Office staff training aligned with the ordinance's requirements.
- ◆ Served on **NACOLE subcommittees**: Membership and Standards, Education, and Training.
- ◆ Participated in NACOLE's monthly Investigator Forum.
- ◆ Engaged a regional network of Virginia oversight practitioners.

# Office Operations & City Collaboration

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- ◆ Carried the Office's responsibilities through a leadership transition with limited staffing.
- ◆ Codified the Office's and Director's duties and advanced the search for independent legal counsel.
- ◆ Stabilized core systems, evaluated case-management options, and refined the internal budget.
- ◆ Introduced a **data-driven monthly work plan** to keep oversight sustainable and evidence-based.

# Conclusion

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2025 marked meaningful structural progress: a clearer mandate, stronger Director independence and audit authority, and a sturdier foundation. The year's challenges were met with perseverance, and in 2026 the Board will focus its oversight model toward a monitor, audit, and review framework.

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## DIGITAL DASHBOARD ACCESS

Full supporting materials, including policies, recommendations, case and complaint data, budget detail, and data visualizations, are published on the Board's webpage.

[charlottesville.gov/1450/Data-Reporting](https://charlottesville.gov/1450/Data-Reporting)