



Police Civilian Oversight Board

Council Briefing | December 4, 2023

Police Civilian Oversight Board

The Police Civilian Oversight Board aims to provide objective and independent civilian-led oversight of the Charlottesville Police Department to enhance transparency and trust, to promote fair and effective policing, and to protect the civil and constitutional rights of the people of the City of Charlottesville.



Police Civilian Oversight Board
Members
Appointed by the City Council

Civilian Volunteers
Representative of the Charlottesville Community



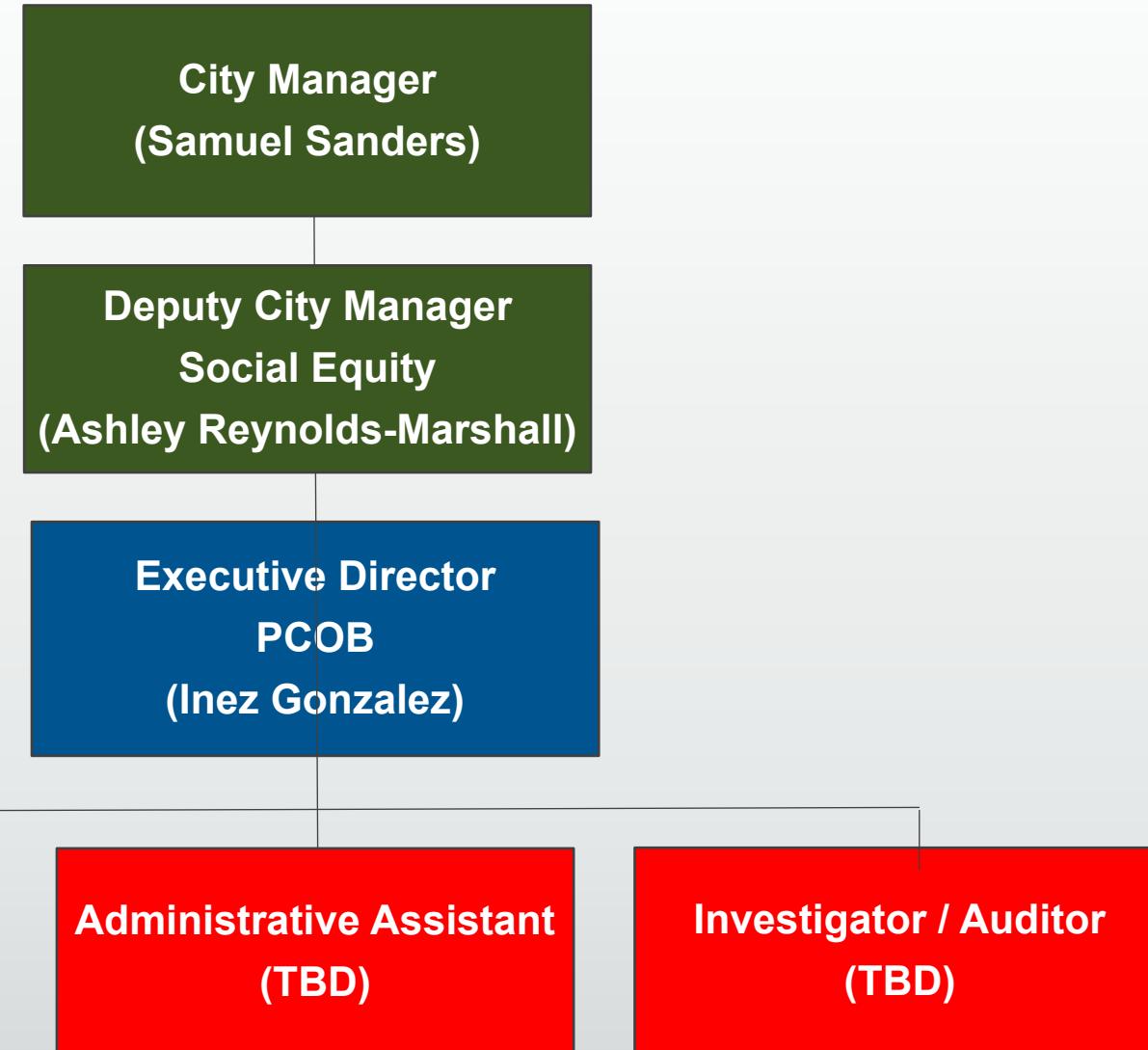
PCOB - Executive Director

Currently, the only employee of the City of Charlottesville performing the police oversight function





Staffing





BUDGET

Expenses	FY23 Budget	FY24 Budget
Salary/Benefit Expenses	\$163,890	\$277,464
Other Expenses	\$398,027	\$269,004

Note: FY 24 salary increase is the result of the addition of 1 FTE management analyst role.

The FY 24 (other expenses) decrease is the result of inactivity due to the resignation of the previous Executive Director.



Proposed Budget

Category	FY2023 Budget	FY2024 Budget	FY2025 Proposed Budget
Salary/Benefits	\$163,890	\$277,464	\$522,575
Operating	\$398,027	\$269,004	163,550
Total	\$561,917	546,468	686,125

FY2025 Adjustments

- *Salary/Benefits*
Includes funding for two additional FTEs (Administrative Assistant & Investigator / Auditor)
- *Operating*
 - ✓ Proposed expenses are lower than FY2024 and FY2025
 - ❖ Note: Lump Sum Appropriation (Seed Money \$198,787) not reflected in above figures.



FY2024 Work Plan (12/1/23 – 6/30/24)

Action Item	Notes	Target Measure	Target Completion Date
Revise the Police Civilian Oversight Board Ordinance	Propose the creation of the Office of Police Civilian Oversight to be placed under the Office of the City Manager	Council Adoption	FY24
Title Change from Executive Director to Director	Propose title change to be consistent with current leadership titles within city government.	Council Adoption	FY24
Revise current Standard Operating Procedures	Revise existing SOP's to align with ordinance and decrease obstacles preventing the Exec. Director from engaging in oversight activities.	PCOB (Board)	FY24
Increase staff capacity	Fill the role of Management Analyst, Request Investigator & Admin. Assistant roles to enhance oversight activities.	Approval of the City Manager	FY24 / 25
Engage in meaningful / measurable oversight activities	Audit investigations to identify patterns of behavior and recommend corrective action. Audit BWC & Dash Cam footage to identify misconduct that went unreported. Review current policies, recommend revisions to make consistent with the city's commitment to JEDI	PCOB & Office of Police Civilian Oversight Staff	FY24 / 25



CHALLENGES & OPPORTUNITIES

Challenges	Opportunities
Specific provisions of the city ordinance were challenged that grant the PCOB & Executive Director Oversight Authority	The ability for the PCOB and the Executive Director to work collaboratively with the City Manager and Chief of Police toward a common vision of implementing equitable policies and practices that will ensure our commitment to JEDI.
Rebuild trust in the Police Civilian Oversight Board	Engage in transparent, measurable oversight activities and make public reports of PCOB activities, findings & recommendations. Include which recommendations resulted in changes implemented by the CPD.



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