

Policy Briefing Summary

City Council



Regarding:	Appointment of Director of the Office of Police Civilian Oversight
Staff Contact(s):	Steven King, Assistant to the City Manager, Samuel Sanders, Jr., City Manager
Presenter:	Steven King, Assistant to the City Manager
Date of Proposed Action:	July 20, 2026

Issue

Background / Rule

The Charlottesville Code of Ordinances, Chapter 2, Article XVI, Section 2-452 (a), established the Office of Police Civilian Oversight as a division of the City Manager's Office to facilitate and support the authorized functions of the Police Civilian Oversight Board. Section 2-452 (b) establishes the role and responsibilities of the Director of the Office of Police Civilian Oversight, which include reporting to the board on the day-to-day operational activities of the board and the office. Subsection (1) grants the City Manager the authority to appoint a director with the approval of a majority vote of the city council, and subsection (2) requires the City Manager to convene an interview panel that includes two (2) members of the board before preparing a recommendation for appointment.

Analysis

Upon the resignation of the PCOB's second Executive Director in August 2025, the City Manager appointed James Walker as the acting Director of the Office of Police Civilian Oversight. Since becoming the acting Director, James has effectively managed the assigned duties and responsibilities. Based on his performance, the City Manager decided to advertise the position internally and received one (1) application. A proposed interview process was sent to two representatives of the PCOB in writing, and the Chair approved the proposal and certified that it abided by the ordinance. Following the interview, the two (2) PCOB members, along with the City Manager, decided to extend an offer of employment contingent on appointment by the City Council.

Financial Impact

There is no impact on the General Fund. Funding for the Office of Police Civilian Oversight Director was approved in the FY27 budget.

Recommendation

The City Manager, along with the two members of the Police Civilian Oversight Board (PCOB), recommends the appointment of the selected hire – James Walker – as the Director of the Charlottesville Office of Police Civilian Oversight.

Recommended Motion (if Applicable)

Approved

Attachments

None

