Charlottesville Police Civilian Review Board
Major Provisions of the Draft Ordinance for Civilian Oversight

Requests Authority To:

- Receive all citizen complaints (Section 2-457)
- Identify complaints for independent investigation and conduct investigations (2-452, 2-459)
- Independently investigate incidents of “serious abuse of authority” (2-452, 2-459)
- Review investigations of citizen complaints conducted by the CPD, including disciplinary actions (2-458)
- Hold hearings and exercise subpoena power (2-463)
- Make findings of fact regarding investigated allegations of misconduct (2-459)
- Make disciplinary recommendations on sustained allegations of serious breaches of CPD professional standards, in consultation with the Chief (2-460)
- Receive full access to all Police Department reports, files and records related to Board investigations of complaints and incidents... (2-452)
- Analysis of IA investigations citizen-police interactions, make policy recommendations (2-461)

Other Provisions:

- Board membership, terms, and procedures for appointment (2-453)
- Executive Director and staff (2-455)
- Independent counsel (2-456)
- Training (2-468)
- Community engagement (2-467)
- Commendations (2-469)
- Mediation (2-470)
ARTICLE XVI. – POLICE CIVILIAN OVERSIGHT BOARD

AN ORDINANCE TO AMEND AND REENACT THE PROVISIONS OF THE CODE OF THE CITY OF CHARLOTTESVILLE (1990), AS AMENDED, CHAPTER 2 (ADMINISTRATION)

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WHEREAS, the Charlottesville City Council previously enacted an ordinance establishing a Charlottesville Police Civilian Oversight Board and codified the ordinance within Chapter 2, Article XVI of the Code of the City of Charlottesville (1990), as amended; and

WHEREAS, on October 28, 2020 the Virginia General Assembly enacted House Bill 5055, the provisions of which become effective July 1, 2021, and this legislation expressly authorizes the governing body of a locality to establish a law enforcement civilian oversight body; and

WHEREAS, City Council hereby finds that it is in the public’s best interests to amend Chapter 2, Article XVI of the City Code to name the City’s Police Civilian Oversight Board in conformity with Virginia Code § 9.1-601 and to empower the City's Police Civilian Oversight Board with certain additional oversight authority and duties enabled by the statute.

NOW, THEREFORE, BE IT ORDAINED by the Council for the City of Charlottesville, Virginia, that Article XVI within Chapter 2 of the Code of the City of Charlottesville (1990) is amended and reenacted, as follows:

ARTICLE XVI-POLICE CIVILIAN OVERSIGHT BOARD

Sec. 2-450.-Title

This article shall be known as the Charlottesville Police Civilian Oversight Board Ordinance.

Sec. 2-451.-Police Civilian Oversight Board Established; Immunities.

There is hereby established a Charlottesville Police Civilian Oversight Board which shall be referred to as the Police Civilian Oversight Board, or “the Board”, within this article. The Board shall have the authority and duties of a law-enforcement civilian oversight body, as expressly authorized by state law and as provided within this ordinance. The Police Civilian Oversight Board shall enjoy the protection of sovereign immunity to the extent allowed and provided by Virginia statutory and common law.

Sec. 2-452.-Powers and Duties of the Police Civilian Oversight Board.

(a) The Police Civilian Oversight Board shall have the following powers and duties:

(1.) To receive, investigate, and issue findings on complaints from civilians regarding the conduct of law enforcement officers and civilian employees of the Charlottesville Police Department;

(2.) To investigate and issue findings on incidents, including the use of force by a law enforcement officer, death or serious injury to any individual held in custody, serious abuse of authority or misconduct, allegedly discriminatory stops, and other incidents regarding the conduct of law enforcement officers and civilian employees of the Charlottesville Police Department;
(3.) At the conclusion of any investigation conducted pursuant to subdivisions (1) and (2), above, and consistent with the Board’s findings in the investigation: to recommend to the Chief of Police disciplinary action in cases that involve serious breaches of departmental and professional standards, as defined by City Council, within Board Operating Procedures adopted pursuant to Sec. 2-466;

(4.) To investigate policies, practices, and procedures of the Police Department and to make recommendations regarding changes to such policies, practices and procedures, as set forth within sec. 2-462 of this article;

(5.) To review investigations conducted internally by the Police Department, as set forth in sec. 2-459 of this article, including internal investigations of civilians employed by the Police Department, and to issue findings regarding the accuracy, completeness, and impartiality of the investigations and the sufficiency of any discipline resulting from such investigations;

(6.) To request reports of the annual expenditures of the Police Department, and to make budgetary recommendations to the City Council concerning future appropriations;

(7.) To make public reports on the activities of the Police Civilian Oversight Board, including investigations, hearings, findings, recommendations, determinations and oversight activities;

(8.) To hold hearings and, if, after making a good faith effort to obtain voluntarily the attendance of witnesses and the production of books, papers, and other evidence necessary to perform its duties, the Board is unable to obtain such attendance or production, it may apply to the Circuit Court for the City of Charlottesville for a subpoena compelling the attendance of such witness or the production of such books, papers and other evidence, and the court may, upon good cause shown, cause the subpoena to be issued. Any person so subpoenaed may apply to the Charlottesville Circuit Court to quash it; and

(9.) To undertake other duties, as reasonably necessary, for the Police Civilian Oversight Board to effectuate its lawful purpose as provided for in this article, in order to effectively oversee the Police Department.

(b) The Board is authorized to receive and shall be provided full access to all Police Department reports, files and records related to Board investigations of complaints and incidents, or its review of Police Department internal affairs investigations, as authorized in this ordinance. All records, documents and materials in the possession of the Police Department or the City that are determined by the Board to be necessary and requested by the Board to carry out its authorized powers and responsibilities shall be provided to the Board subject to Board procedures adopted, with Council approval, for the protection of confidential information as defined in such procedures.
(c) The Police Civilian Oversight Board shall not exercise the powers and duties set forth within paragraphs (a)(1)-(9), or any of said paragraphs, until (i) City Council approves Operating Procedures for performance of such powers and duties pursuant to sec. 2-466 of this article, and (ii) sufficient public funds have been appropriated by City Council within the Board’s annual budget for all staff, independent investigators/auditors, independent legal counsel and other resources as are necessary for the Board to effectively carry out such duties and powers.

Sec. 2-453.- Police Civilian Oversight Board Membership Appointment, and Terms.

(a) Board composition. The Police Civilian Oversight Board shall reflect the demographic diversity of the City of Charlottesville. The Police Civilian Oversight Board shall be composed of seven voting members and one non-voting member appointed by the City Council. The members shall be removable by the City Council for cause as specified in Operating Procedures adopted pursuant to section 2-466.

(1) The seven voting members of the Police Civilian Oversight Board shall be residents of the City of Charlottesville except that the member who represents an organization that seeks racial or social justice on behalf of historically disadvantaged communities shall either be a resident of the City of Charlottesville or the organization they represent shall perform advocacy on behalf of City of Charlottesville residents.

(2) The seven voting members shall include; at least three members who come from historically disadvantaged communities that have traditionally experienced disparate policing or who are residents of public housing, and at least one other member who represents an organization that seeks racial or social justice on behalf of historically disadvantaged communities.

(3) The non-voting member of the Police Civilian Oversight Board shall be an individual with policing expertise or experience. The non-voting member may be a retired law enforcement officer, who prior to his or her retirement was employed in a locality similar to the City of Charlottesville.

(4) No Police Civilian Oversight Board voting member shall be a current City of Charlottesville employee, a current candidate for public office, a former member of the Charlottesville Police Department, an immediate family member of a current Charlottesville Police Department employee, or a current employee of a law enforcement agency.

(b) Appointment Process. The City Council shall appoint the members of the Police Civilian Oversight Board. The Council shall announce a public application process with applications available online and by hardcopy in English and Spanish for individuals interested in serving on the Police Civilian Oversight Board.

(c) Terms. Each member of the Police Civilian Oversight Board shall be appointed for a term of three years, which term for any particular Board member may be extended for an additional period of
time, in the determination of the City Council, to provide for staggering as deemed appropriate and necessary.

(d) Vacancies. If a Police Civilian Oversight Board member’s service on the Board ends before the conclusion of the Board member’s term or any extended term, the City Council shall appoint an individual to complete the remainder of the term. A Board member whose term has expired may continue to serve until his or her successor is appointed by City Council.

Sec. 2-454. – Public Meetings.

The Charlottesville Police Civilian Oversight Board shall hold public meetings at least once per calendar month. Special meetings may be called by the Chair of the Board or any two Board members, in accordance with the requirements of applicable law.

Sec. 2-455.-Police Civilian Oversight Board Executive Director

(a) The City Manager shall appoint a Police Civilian Oversight Board Executive Director with the approval of a majority vote of the City Council.

(b) As a part of any Police Civilian Oversight Board Executive Director appointment process, the City Manager shall convene an interview panel that includes two members of the Police Civilian Oversight Board. If the two members of the Police Civilian Oversight Board serving on an interview panel recommend a candidate for appointment as Executive Director, the City Manager shall provide a written justification to the Board if a different candidate is appointed.

(c) The duties of the Executive Director shall be to support the Board in the implementation and exercise of all of its functions authorized under this ordinance and to undertake or ensure the performance of specific oversight tasks assigned by the Board. Accordingly, the Executive Director shall be responsible, at the direction of the City Manager, for engaging the services of such investigators and auditors in accordance with City Code Sec. 2-156 as the needs of the Board in the execution of its authority under this ordinance require.

(d) The City Manager shall be responsible for day-to-day supervision of the Executive Director. The City Manager will conduct an annual evaluation of the Executive Director’s performance, which shall include consideration of a written performance review submitted by the Police Civilian Oversight Board to the City Manager. The Police Civilian Oversight Board may at any time, by a majority vote, request a conference between the Board’s Chair and the City Manager to discuss the Executive Director’s performance and may at any time, by two-thirds majority vote, recommend to the City Manager that the employment of the Executive Director be terminated. The City Manager shall provide the Police Civilian Oversight Board a written justification for rejecting a recommendation of the Board that the Executive Director’s employment should be terminated.
Sec. 2-456.-Police Civilian Oversight Board Legal Counsel.

The Police Civilian Oversight Board may retain legal counsel to represent the Board in all cases, hearings, controversies, or matters involving the interests of the Board, and the Board’s Chair shall have authority to execute a contract in the name of the Board for legal services if the contract has first been approved by the Board and endorsed by the City’s Finance Director to verify that funding is available and has been appropriated to support performance of the payment obligations of the Board under such contract. The Board’s legal counsel shall be paid only from funds that have been appropriated to the Board’s budget by City Council. The Board and the Board’s Executive Director may consult the Office of the City Attorney for legal advice concerning legal questions not related to cases, hearings, investigations, or controversies that are before the Board, or any other matter in which the Board’s and Police Department’s interests may conflict.

Sec. 2-457. – Receipt and Investigation of Complaints – Authority and Complaint Intake

(1) Authorization. The Police Civilian Oversight Board is authorized to develop and administer a process for receiving community complaints regarding the conduct of Police Department officers and civilian employees; for referring complaints to the Charlottesville Police Department for investigation or to the City Manager to initiate the Board’s independent investigation process, as authorized herein; and for issuing findings regarding such complaints. The process will be set forth in the Board’s Operating Procedures as approved by the City Council. The Board process shall be in addition to and separate and distinct from any existing procedures by which the Police Department receives community complaints in accordance with Virginia Code § 9.1-600.

(2) Complaint Intake. Complaints filed with the Board may be submitted in person, by mail or electronic delivery to the Executive Director using a complaint form developed by the Board in cooperation with the Police Department such that the forms shall be the same in all material respects. The Board may also develop procedures for intake of complaints made by other means, including orally. A complaint shall be considered to have been received upon delivery to the Executive Director by any of the means provided here or in approved Board procedures. The Board will forward all complaints to the Police Department within 24 hours of receipt, and the Police Department shall forward to the Board all complaints received pursuant to its complaint receipt procedures referenced in subsection (1) within 24 hours of receipt.

(3) Public Information. Information about the process for filing a complaint with the Board, complaint forms, and general information about the Board and its purpose and authority shall be made available online, at the office of the Executive Director, and at other locations deemed reasonable and effective for making such information widely available.

Sec. 2-458. – Review of Police Department Internal Investigations
This document is under continued review by the PCRB. It has not been approved by the PCRB or City Council.

(a.) Scope of Board Review Authority.

Except as otherwise provided in Sec. 2-459 for Board investigation of complaints, the Police Department shall continue to investigate complaints submitted to the Police Department or to the Board, subject to such Board review and oversight responsibility authorized by this ordinance. The Board may review any or all completed Police Department internal affairs investigations to ensure their thoroughness, completeness, accuracy, objectivity, impartiality and the sufficiency of any discipline resulting from such investigations, in accordance with review selection criteria set forth in Board procedures approved by City Council. The Board shall review all such completed investigations where a request is filed by a complainant with the Board’s Executive Director seeking the Board’s review of the Department’s findings (“Review Request”). A Review Request shall be deemed filed when it is received by the Executive Director.

(b) The Board shall not review:

(1) Any Review Request related to an incident that occurred before the date of Council’s adoption of this Article, except for those under Internal Affairs investigation on the date as of which the Article is adopted;

(2) A Review Request that is filed more than one (1) year after the date of the incident that is the subject of the complaint;

(3) A Review Request filed more than seventy-five (75) days after the date of the Police Department notice sent to the complainant that informs the complainant of the completion of the Department’s internal affairs investigation (unless the Board determines that there is good cause to extend the filing deadline); or

(4) A Review Request concerning matters that are the subject of a pending criminal proceeding in any trial court, a pending or anticipated civil proceeding in any trial court (as evidenced by a Notice of Claim or a filed complaint), or any pending City of Charlottesville grievance proceeding.

(c) Hearings in Support of Review Requests

The Police Civilian Oversight Board shall conduct a hearing on all Review Requests that it finds to be in conformance with the criteria established in Section 2-459(a), following procedures set forth in Board Operating Procedures, as approved by the City Council.

(d) Findings

The Police Civilian Oversight Board shall report its findings within thirty (30) days of the hearing of the Review Request. The Board shall report publicly and to the City Manager and Police Chief, that it has
determined, by a preponderance of the evidence and by a majority vote of Board members, one of the following findings with respect to each allegation or issue under review:

(1) The Police Civilian Oversight Board concurs with some or all of the findings of the Police Department investigation; or

(2) The Police Civilian Oversight Board finds that the Police Department investigation’s findings are not supported by the information reasonably available to the Police Department and makes further recommendations to the City Manager concerning disposition of the Review Request; or

(3) The Police Civilian Oversight Board finds that the Police Department’s investigation is incomplete or otherwise unsatisfactory and provides a detailed written explanation of the basis for such finding.

(e) Investigations in Support of Review Requests. The Board may initiate an independent investigation, in accordance with procedures set forth in Sec. 2-459, of any matter that was the subject of a Board Review Request proceeding where the Board determined the Police Department investigation was incomplete or unsatisfactory.

Sec. 2-459. - Independent Civilian Oversight Board Investigation

(a.) The Civilian Oversight Board may initiate investigations under any of the following circumstances:

(1) When the Board determines that a civilian complaint filed with the Board or an incident as defined in Section 2-452(A)(2), whether or not the incident is the subject of a complaint, merits such an investigation;

(2) When a Police Department Internal Affairs investigation of a civilian complaint is not completed in 75 days and, after consultation with the Chief of Police, a majority of the Board determines an investigation is necessary; or

(3) If, after completion of a Review Request, the Police Civilian Oversight Board advises the City Manager that a Police Department investigation is incomplete or unsatisfactory and, after consultation with the Chief, the majority of the Board determines an investigation is warranted in the public interest.

(b.) Any investigation under this section shall be initiated by notice from the Board Chair to the City Manager, with concurrent notice to the Chief of Police who shall ensure the Police Department’s cooperation with the investigation in general, and in compliance with the specific requirements of this ordinance and applicable Board Operating Procedures as approved by the City Council. Any such
investigation shall comply with existing federal, state, and local laws. Board members, the Board’s Executive Director, and the Board’s legal counsel shall not have any authority to compel a statement from any Charlottesville Police Department employee. When an independent investigation is initiated pursuant to this Sec. 2-459, a qualified investigator independent of the Police Department shall be engaged in accordance with the provisions of City Code Sec. 2-156. Required investigatory qualifications and elements of the scope of work for independent investigations shall be as set forth within Board Operating Procedures. The investigator shall be required to execute a written confidentiality agreement prior to commencement of work.

(c.) At the conclusion of the investigation, the investigator shall forward the report of investigation and investigative file to the Board. The Board shall hold at least one public hearing, pursuant to approved hearing procedures, on the investigation. At the conclusion of the public hearing(s) the Board shall make findings as to each allegation stating whether the allegation is founded, unfounded or sustained, as each such finding is defined in Board Operating Procedures approved by the City Council. In addition, the Board may take one of the following actions:

(1) If the investigation was based on a complaint, dismiss the complaint in whole or in part where, from the investigation file and report, it determines that the complaint or any allegation in the complaint is unfounded or the actions justified;

(2) If the Board finds that any allegation was founded and establishes a serious breach of departmental and professional standards, as defined by City Council within Board Operating Procedures adopted pursuant to Sec. 2-466, recommend disciplinary action be taken by the Chief of Police as described in Section 2-460. If the Chief of Police declines to implement the discipline recommended by the Board, the Chief shall, within 30 days of notice of the Board’s recommendation, set forth in writing to the City Council, city manager and the public its rationale for declining to implement the recommendation of the Board.

(3) Refer the complaint to the Commonwealth’s Attorney for the City of Charlottesville if it determines that the investigation establishes a criminal offense was or may have been committed and is not already the subject of criminal investigation;

Sec. 2-460. - Disciplinary Recommendations

(a) Upon receipt of the investigator’s report related to a complaint or incident involving a serious breach of departmental and professional standards, as shall be defined within the Board Operating Procedures, the Board shall convene in one or more closed meetings to discuss appropriate recommendations for disciplinary action. The Board shall consult with the Chief of Police as well as the officer’s direct supervisor or commander. Disciplinary action to be considered for recommendation by the Board shall include those specified within any applicable disciplinary matrix utilized by the Police Department. The
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Board may also consult complainants and witnesses when discussing the appropriate disciplinary action to be imposed. Prior to commencement of any such disciplinary deliberations, the accused officer or employee shall be given notice of the proceedings and of the range of disciplinary actions under consideration, and the officer or employee shall be offered an opportunity to be heard. The officer may be represented by legal counsel during any discussions or deliberations of the Board. No officer or Police Department employee, and no other City employee, shall be compelled to provide statements to the Board during its deliberations.

(b) Any law enforcement officer or other Police Department employee against whom disciplinary action is imposed by the Chief of Police on recommendation of the Board shall have a right to file a grievance requesting a hearing before the City’s Personnel Appeals Board, provided that the matter is a qualifying grievance under the City’s grievance procedures.

Sec. 2-461. - Board Review of Policies, Practices and Procedures

(a) The Charlottesville Civilian Oversight Board is authorized to review and make recommendations regarding policies, practices, and procedures of the Charlottesville Police Department, including, without limitation written policies, procedures and standing orders. The Board shall present in writing its findings and recommendations with supporting rationale to City Council, the city manager and Chief of Police within 30 days of the date of Board approval of the recommendations. If the Police Department declines to implement any changes recommended by the Board, the Chief of Police shall create a written record, which shall be made available for public inspection, of its rationale for declining to implement the Board’s recommendation, unless the Board instead withdraws the recommendation based on the rationale provided. The Board’s withdrawal of any such recommendation shall be made available for public inspection.

(b) The Board may require its Executive Director to conduct retrospective examination and audits of patterns in the Internal Affairs investigations, arrest and detention, and other public-police interactions. The scope of such examinations, and the manner in which the examinations may be conducted, shall be set forth within the Operating Procedures.

Sec. 2-462. - Request Annual Reports of Police Expenditures

Not more than once per year, during the City Manager’s preparation of a proposed budget for the City, the Budget Office shall provide the Civilian Oversight Board with annual expenditure estimates and future year projections for the Police Department, itemized to the same level of detail as provided to the City Manager. The estimates shall be presented to the Board at the same time they are presented to the City Manager. The Civilian Oversight Board will review the estimates and is authorized to make budgetary recommendations to the City Manager and/or to the City Council during the annual budget process.
Sec. 2-463. Authority to Hold Hearings and Issue Subpoenas

(a) The Charlottesville Police Civilian Oversight Board is authorized to hold hearings in connection with any of its authorized activities, including, without limitation:

1. Complaint review;
2. The conduct of independent investigations of complaints or incidents of misconduct;
3. Other matters which the Board determines to require the gathering of facts, public testimony, or other information to facilitate adequate police oversight.

(b) A hearing may be called at the request of any two members of the Civilian Oversight Board. Hearings may be public or closed if confidential information is to be discussed, subject to applicable provisions of law.

(c) Hearings shall be conducted in accordance with Board Operating Procedures to be developed by the Board and approved by the City Council.

Sec. 2-464. - Suspension of Complaint Investigations

(a.) Suspension of Investigations. If, on its face, a complaint asserts criminal conduct by a police officer or civilian employee of the Police Department or at any point in an investigation of a complaint or incident the Board or an independent investigator becomes aware of a possible criminal act or offense, the Board and investigator shall:

1. Suspend the investigation and notify the Chief of Police and Commonwealth’s Attorney of the alleged conduct, ensuring that no statements obtained from the Police Department employee(s) whose actions are the subject of the matter are shared with criminal investigators or any prosecuting authority except in accordance with applicable law; and
2. Evaluate, in consultation with Board legal counsel and the City Attorney, whether competing public interests and civil rights involved permit the resumption of continued, parallel investigation by the Board.

Sec. 2-465. - Police Civilian Oversight Board Recommendations and Annual Report.

(a) The Police Civilian Oversight Board shall provide the City Council a list of recommendations, if the Board determines any recommendations are necessary, for the Council’s consideration to include in its annual legislative program to present to the General Assembly. These recommendations shall be presented to the City Attorney’s Office by August 15 of each year.

(b) On or before April 15 of each calendar year, the Police Civilian Oversight Board shall provide the City Council with an annual report of activities conducted during the preceding calendar year. The report
shall detail the Police Civilian Oversight Board’s calendar year activities with sections related to the
appointment of committees and their actions; the establishment of any community advisory panels; an
overview of complaints received during the calendar year including the number of complaints, the
complaints’ findings, and the number of complaints deferred due to pending proceedings; the number
and outcome of any independent investigations; an overview of proposed policy recommendations and
amendments to Charlottesville Police Department policies and whether the recommendations and
amendments were implemented by the Charlottesville Police Department; the number, type, and
attendance at community listening sessions; recommendations the Police Civilian Oversight Board
about policing within the City; and any other information that the Police Civilian Oversight Board deems
necessary to provide a complete overview of the Board’s activities.

Sec. 2-466. - Police Civilian Oversight Board Operating Procedures

(a) City Council shall establish, and may from time to time amend, policies and procedures
(“Operating Procedures”) for the performance of each of the powers and duties of the Board
authorized within sec. 2-452 (a)(1)-(9) of this article

(b) The Police Civilian Oversight Board may from time to time propose to the City Council Operating
Procedures and amendments to the approved policies and procedures. Upon an affirmative
vote of a majority of Board members having the right to vote, the proposed amendment shall be
recommended to City Council for consideration. Any proposed amendment(s) shall be
presented by a Police Civilian Oversight Board member in writing to the Board at a regular Board
meeting.

Section 2-467. - Community Engagement and Community Relations

The Board, supported by the Executive Director, is authorized to engage in community outreach and to
enlist the assistance and input of community members. At least quarterly [semi-annually?], the Board
shall host public community listening sessions to discuss policing matters of pressing public concern,
including the impacts of local policing on historically disadvantaged communities that have traditionally
experienced disparate policing.

The Board may also host or participate in public police-community relations meetings, in which Board
members, supported by the Executive Director, mediate discussions between CPD officials, designated
by the Chief of Police, and community members about policing matters of pressing public concern,
including questions about transparency, availability, legitimacy, mutual respect and trust, equitable
treatment, social and racial justice, equal rights, and community safety and order.

The Board shall report on its community outreach and engagement activities, public input, and any
recommendations for community-policing initiatives or for improved police-community relations at least
annually as part of the annual report provided for in Section 2-465.
This document is under continued review by the PCRB. It has not been approved by the PCRB or City Council.

**Section 2-468. - Training**

At least once every two years, and within 90 days of Board appointments, the City, assisted by Executive Director, shall provide new Board members with training of at least eight hours, presented by the National Association for Criminal Oversight of Law Enforcement or a comparable professional organization. The training shall be consistent with the Board’s mission, this enabling ordinance, and the Operating Procedures.

At least once every two years, and within six months of new Board appointments, the City, assisted by the Executive Director, the Chief of Police/designees, and such other city personnel as may be appropriate shall provide new Board members with training or information:

1. describing the legal and ethical obligations of members of a public board;
2. explaining Police Department procedures, policies, and regulations;
3. describing the substance of Police Department personnel recordkeeping; and
4. describing such other City policies, procedures and systems material to the duties of the Board

As needed, the City shall provide Board members with additional training, including police "ride-alongs", relevant training by subject matter experts on mental health, trauma-informed policing, civil rights and constitutional law, race and racism, community outreach, mediation, investigation, and policing practices.

**Section 2-469. – Commendations for Exceptional Community Service**

(a) The Board shall establish procedures for soliciting comments from the public concerning incidents of exceptional performance by employees of the Charlottesville Police Department.

(b) The Board may consult with the Chief of Police regarding individual employees who have made outstanding contributions exemplary of equitable, just, and professional policing.

(c) The Board may issue public citations recognizing individuals deemed to have made such contributions.

**Section 2-470. Mediation**

The Board may propose procedures for the use of mediation or other alternative dispute resolution techniques to resolve complaints against employees of the Charlottesville Police Department. Such procedures shall not affect the ability of complainants to pursue remedies under other sections of this ordinance.