

**CITY OF CHARLOTTESVILLE, VIRGINIA
CITY COUNCIL AGENDA**



Agenda Date:	April 17, 2023
Action Required:	The City Council will need to either approve the resolution of appointment or may elect to decline to approve the resolution.
Presenter:	Michael Rogers, City Manager, William Mendez
Staff Contacts:	Ashley Marshall, Deputy City Manager
Title:	Resolution to appoint an Executive Director to the Police Civilian Oversight Board (1 reading)

Background

The City of Charlottesville City Council created a Police Civilian Review Board in November of 2019. The Board, now known as the Police Civilian Oversight Board, has the power to develop and administer a process for receiving complaints about the Charlottesville Police Department; review the Police Department's internal affairs investigations at the request of a civilian complainant; conduct hearings and make findings concerning the Police department's internal affairs investigations initiated by civilians; organize and conduct community outreach sessions, and provide policy recommendations to the City Council and Charlottesville Police Department. Under section 2-445 of the Ordinance approved in December 2021, the City Manager is tasked with appointing a Police Civilian Oversight Board Executive Director with the approval of a majority vote of the City Council.

Discussion

Upon the resignation of the PCOB's first Executive Director, the City Manager advertised for the Executive Director of the Police Civilian Oversight Board position and received twenty (20) applications. All applications were reviewed by the City Manager and his office, as well as the Chair of the PCOB. 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. Seven (7) candidates were selected to move forward, as their professional experience or personal volunteerism matched the criteria created by the PCOB for their future Executive. Interviews were held virtually for the seven candidates, which included two members of the PCOB. Three (3) candidates were selected to move forward to the second round unanimously by the first panel via the individual scores that the panelists provided. The in-person interviews involved three panels made of staff and PCOB representatives.

Upon review of the scores, the two PCOB representatives provided the City Manager with their recommendation for hire per the ordinance. The City Manager accepted those recommendations in full. Contact was made by the City Manager's Office to Ms. Inez Gonzalez and a discussion was held. The discussion was followed by an offer of employment contingent on appointment by the City

Council, and a negotiated offer was accepted on February 28, 2023, with a contingent start date of May 1, 2023.

Alignment with City Council's Vision and Strategic Plan

The hiring of the Executive Director of the Police Civilian Oversight Board supports the fifth Goal in the current Strategic Plan, to have a well-managed and responsive organization, and objective 5.4, to foster effective community engagement.

Community Engagement

The City Manager ensured that, per the city ordinance, two representatives of the Police Civilian Oversight Board were involved in an interview process that was approved by the Board's Chairperson. Further, several staff members who have been impacted by the systemic racism present in the police department and judicial system were engaged in the first and second interview processes, including members of our Home to Hope program.

Budgetary Impact

This has no impact on the General Fund. Funding for the PCOB Executive Director was approved in the FY23 budget.

Recommendation

The City Manager, along with the two members of the Police Civilian Oversight Board, recommend the appointment of the selected hire – Ms. Inez Gonzalez – as the Executive Director of the Charlottesville Police Civilian Oversight Board

Alternatives

Attachments

1. Resolution_PCOPB Executive Director Approval 2023 (4)