

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



Agenda Date:	September 7, 2021
Action Required:	Approve/Appoint Police Civilian Review Board Executive Director
Presenter:	Charles “Chip” Boyles, II – City Manager
Staff Contacts:	Ashley Reynolds Marshall, Deputy City Manager - REDI
<b>Title:</b>	<b>Appointment of Police Civilian Review Board Executive Director</b>

**Background:**

The City of Charlottesville City Council created a Charlottesville Police Civilian Review Board in November of 2019. The PCRB has the powers 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 Departments 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 2-456 the City Manager is tasked with appointing a Police Civilian Review Board Executive Director with the approval of a majority vote of the City Council.

**Discussion:**

The City Manager advertised for the Executive Director of the Police Civilian Review Board position and received sixty-three (63) applications. All applications were reviewed by the City Manager and his office. A proposed interview process was sent to two representatives of the PCRB in writing, and the Vice Chair approved the proposal and certified that it abided by the ordinance. Eight (8) candidates were selected to move forward, as their professional experience or personal volunteerism matched the criteria created by the PCRB for their future Executive. Interviews were held virtually for the eight candidates, and the panel included a member of the People’s Coalition, the PCRB, and two City Council members in addition to staff from the Police Department, Office of Human Rights, and City Manager’s Office. Four (4) candidates were selected to move forward to the second round unanimously by the first panel via the individual scores that the panelist provided. The four candidates were interviewed by a second panel virtually. The second panel included two members of the PCRB, three (3) staff members who have been impacted by racism in policing, and two City Council members. The second panel numerously moved two candidates to the next round for the PCRB members to consider. On July 19, 2021 the two PCRB members met together to discuss which candidates they would choose to recommend for hire to the City Manager per the

ordinance. On July 23, 2021 the two PCRB representatives met in-person with the City Manager to present their suggestions, and the City Manager accepted those recommendations in full. Contact was made by the City Managers Office to Mr. Hansel Aguilar and a discussion was held. The discussion was followed by an offer of employment contingent on appointment by City Council, and a negotiated offer was accepted on August 10, 2021.

**Alignment with City Council’s Vision and Strategic Plan:**

The hiring of the Executive Director of the Police Civilian Review 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 Review Board were involved in an interview process that was approved by the Board’s Vice-Chairman. Further, community members from the People’s Coalition were invited to participate in the hiring process and the second panel worked to engage several staff members who have been impacted by the systemic racism present in the police department and judicial system who work for our Home to Hope program as well as our Fire Department.

**Budgetary Impact:**

This has no impact on the General Fund. Funding for the PCRB Executive Director was approved in the FY22 budget.

**Recommendation:**

The City Manager, along with the two members of the Police Civilian Review Board, recommend appointment of the selected hire – Mr. Hansel Aguilar – as the Executive Director of the Charlottesville Police Civilian Review Board

**Alternatives:**

If Council does not appoint the recommended hire, the City Manager will work with the PCRB to engage in a new search for a suitable Executive Director.

**Attachments:**

Resolution

**RESOLUTION**  
**Approving the City Manager's Hiring Recommendation for the**  
**Police Civilian Review Board Executive Director**

**WHEREAS**, the City Manager wishes to hire Mr. Hansel Aguilar as the Charlottesville Police Civilian Review Board Executive Director, pursuant to Chapter 2 Section 2-465 of the Code of the City of Charlottesville (1990) as amended; and

**WHEREAS**, Mr. Aguilar has agreed to accept hiring and appointment as Executive Director of the Police Civilian Review Board, upon certain terms and conditions set forth in writing and accepted by Mr. Aguilar on August 10, 2021

**BE IT RESOLVED** by the Council of the City of Charlottesville, Virginia that, pursuant to Section 2-456 of the Code of the City of Charlottesville (1990), as amended, the City Manager's appointment of Mr. Hansel Aguilar as Executive Director of the City's Police Civilian Review Board is hereby approved.