



CPOC Commissioners' public meeting minutes 4/4/23

Section 1 – Call to Order: Meeting called to order at 6:05 pm

A. Roll Call:

Present: Jahlee Hatchett, Afroza Hossain, Ben Lerner, Hassan Bennett, John Solomon, Elder Melanie Dubose, Maryelis Santiago, Rosuara Thomas, Hakim Peay

Absent: none.

B. Approval of March Public Meeting Minutes: motion by Lerner, seconded by Santiago. All in favor, no opposed.

C. Community Comment:

- a. **Gayle Lacks** – co-chair of power live free, police accountability team, did not mention PPD district
 - i. Has advocated for CPOC from the beginning and want to keep transparency. Question regarding interim Executive Director for the Commissioners. Will submit via email and will wait for written response.
 - ii. Power Live free is concerned that Anthony Erace has taken on the role of ED, rather than focusing on hiring the next ED.
 1. In past meetings, he has introduced himself as the ED and provides the Executive Director report, without mentioning his role as interim ED.
 2. How did Anthony Erace become the interim Executive Director, was he appointed or elected to this role?
 - iii. Hatchett – read the requirements of the public comment.
 1. Hatchett is part of the ED search team. There were 5 finalists to be concluded next week. There have been 60 applicants for the ED position and commissioners are sorting through them.
 2. The agenda indicates Anthony Erace is introduced as interim ED and has dealt with me in such a regard and he feels satisfactory with their interactions.
 - iv. Gayle – concerns that the interim ED has made hires that should be made by the ED, not the interim.
 - v. Hatchett – the authority to hire ED and GC are with the commissioners based on the legislation. The ED then hires the staff. The legislation is silent on distinguishing an interim ED with an ED. This has been discussed internally.
- b. **Marnie Kerr** – power live free, police accountability team, did not mention PPD district
 - i. Questions regarding interim ED

1. Able to hire a director of investigations before the commissioners hired an ED.
 2. Hired an ex officer to investigate the police, CPOC is meant to avoid police investigating police.
 3. Have seen many staff hired before ED was hired, which role did commissioners play in choosing which roles should be hired?
- ii. Hatchett– legislation gives authority to ED and does not differentiate between interim and ED. Legislation does not indicate Director of Investigation cannot be a former PPD officer, but it does exclude former PPD officers in ED and Gen Counsel position. Commissioners are not vested authority to make these hiring decisions, but they do provide insight and influence.
 - iii. Lerner – public defender investigators have a long history of bringing on former officers. The idea that former police officers can't do a good job of investigating crime charges or police misconduct is just not accurate, sometimes can be the best people for the job.
 - iv. Rosaura – I agree with my colleagues to an extent. When a former officer applies, our antenna goes up. We have felt that was about a former officer conducting investigations, and I appreciate you bringing that up because I did as well. As one of your commissioners, I will ensure that everything is done by the new legislation.
 - v. Margaret – nothing in the legislation mentions interim. How did Anthony Erace become the interim director? Was he elected?
 - vi. Hatchett – the time is up, but once commissioners were sitting, they made the decision in order to transfer from PAC to CPOC to place him as interim ED rather than placing him as the ED.
- c. **Michael Clemmons** – power live free, did not mention PPD district.
- i. Questions regarding accountability structures with CPOC.
 1. In reading of the CPOC legislation, commissioners hold CPOC staff accountable by requiring full communication and transparency by CPOC staff to ensure staff is adhering to legislation. How are commissioners communicating directives and overseeing staff including the interim Director?
 - ii. Hatchett – communicate amongst each other on a daily basis to create guidelines. They are creating a roll plan for a Monday morning update on weekend events. There are only certain amount of things Commissioners can do without the meeting being public. We collectively meet with commissioners and staff from many different parts of the city and communicate that back and forth to the staff at CPOC. Much of our actions do not occur in public to ensure we are complying with the legislation, including meeting with Councilmember Jones to ensure the spirit of the legislation is brought forward alongside the will of the community. All 9 come together and share ideas, not just one commissioner.
- d. **Stephen Strahs** – power live free police accountability team, no PPD district mentioned.
- i. Questions regarding CPOC plans, directed to CPOC commissioners.

1. Legislation is clear what CPOC must do, but not how to do it. To build accountability, there should be:
 - a. A transparent, written plan to meet the requirements of the legislation and document accomplishments as they occur.
 - i. Including hiring
 - b. Building goal-oriented plan to build CPOC's capabilities.
 - c. Training curriculum and completion timeline for commissioners and staff.
 - d. Tracking administrative support systems to access PPD data to be able to function independently.
 2. When will commissioners share such a written plan?
- ii. Hatchett – met to advance smart goals through committees so that commissioners are working in a focused way.
 1. HR committee
 2. Finance/budget
 3. Community outreach committee
 4. Communications committee
 - iii. Bennett – commissioners met over the weekend to understand that they can have the data and analyze police misconduct.
 1. But need to build police accountability units in the city between each police district and having a commissioner committee to reach out to community member boards. To be in communication on what each is seeing on the street to formulate and create the plan for CPOC. Create the plan includes information gathering from civic and community boards to put forward the training that needs to be updated.
- e. **Sylvia Metzler** – Power live free, did not mention PPD district
- i. Question for CPOC staff regarding the mission.
 1. Legislation sets out mission to create oversight of conduct and practices of the Philadelphia police department through investigations and oversight. CPOC website says its mission is to improve police community relations and facebook says oversight for the police department. Seems to want to improve relationships rather than create oversight. Who is the webmaster and developed the content of the websites and social media to make the mission match the legislation.
 - ii. Erace - The old statement has been changed, as it was a carry over from the old PAC. A commissioner has pointed that out and the language has changed based on work with OIT.
 - iii. Dany – Not currently updated because we have been requested to change the website, and the City has requested that we make the language more accessible. Waiting for language from the City to be proposed to the Commissioners. Suggested to link to the legislation directly
 - iv. Sylvia - Does the staff have any webmaster who changes the website?
 - v. Erace - We work through the City's OIT department and Dany is the liaison.

- vi. Sylvia - What is the timeline for the website to have the actual the language of the legislation?
 - vii. Anthony – have to get it back and have commissioners approve the language.
 - f. **Citizen 1** – did not mention PPD district
 - i. I have been publicly doxed by the CPOC staff when I was speaking as a survivor of sexual assault and that it was said live was appalling to me. I reached out to the interim ED when this occurred, and all I have done is submit evidence of officers breaking the law and stealing from the City. I am made to be the violator.
 - ii. I made a report to PPD on assault two and a half years ago and that officer relayed to the abuser, who called to threaten me. When I reported to CPOC, I was denied and told internal affairs did not find any wrong doing. I was not helped on how to attend the public hearing at PBI with threats of being arrested.
 - iii. I don't understand when someone's job becomes obsolete, how that person is moved over to another job position.
 - iv. I don't understand how a former member of FOP, brotherhood is brotherhood and the thin blue line is the thin blue line. Speaking about Eric, the top cop could have that role. How many other women receive that treatment.
 - v. Hossain - I am very sorry for your experience. A staff member made a mistake, and did not doxx you and she has apologized profusely for that. (*Apology can be found at the 1:53:10 mark of Feb [Town Hall Video](#)*) When there is a disruptor, it is staff's job to ensure everyone has time to speak. As soon as an investigative unit is up, the staff are aware of your complaint. We cannot speak to the FOP, CPOC cannot answer to those but happy to help every resident.
 - 1. Citizen 1 – she did not apologize and blocked me from that meeting.
 - vi. Hatchett – Not to be construed that you were a disruptor. Intend to build out investigative unit.
 - g. **Leannett Hill** – “product of the 18th and 19th police district”
 - i. Commend the work of the commission. Believe CPOC should continuously be posting the complaint form on social media to fulfill the mission of the commission and inform constituents on how to file complaints.
 - h. **Susan Thompson**
 - i. Follow-up for any of the complaints from CPOC. Was told a timeline. Is there a way to track the complaints, where it is in internal affairs and what the decision was.
 - i. Jahlee - Noted Susan's concern, closing community comments. Could send an update via email.
- D. Public Vote**
- a. Rosaura –Would like to do a public vote. Because of what has happened recently, I am nominating Hassan as co-chair.
 - b. Hatchett - Rosaura has made a motion that Hassan should move forward as vice chair. Is there a second? Or could be discussed in executive session.
 - c. Lerner - We spoke during executive session and elder Melanie made some persuasive comments about this issue.
 - d. Hatchett - Im going to ask that this be further discussed during executive session.

Section 2 - Reports:

1. Executive director report – Anthony Erace
 - CPOC referred 7 new complaints in March that were forwarded to IAD for investigation, which brings the total number of referred complaints year to date to 30.
 - Active complaint monitoring project.
 - 2 body worn camera projects.
 - Court time analysis
 - Police academy review
 - Annual report
 - Auditing and Monitoring
 - Spot checking for reporting accuracy
 - Charging unit
 - Policy Unit
 - Community assistance program to support those to encourage complaints to go through and get the support that's needed.
 - Streamlining police reports, applying for funds to pay for police reports
 - Investigations Unit
 - Onboarding and training as the new Director of Investigations
 - PBI training
 - Learning case management
 - NACOLE connections
 - Creating connections with internal affairs to inform CPOC.
 - Community Outreach
 - More and upcoming events
2. Hatchett- Questions regarding the map, does not add up the math according to zip code.
 - a. Josh – did not include those complaints that were made outside the county on the map, including at the academy by Bucks County residents.
3. Hatchett – Comment in the chat, Is Jamison Rodgers the director of investigation?
 - i. Anthony: Yes, our Director of Investigations is Jamison Rodgers.
4. Hatchett - Motion to adopt the following committees:
 - i. HR committee
 - ii. Finance/budget committee
 - iii. Community outreach committee
 - iv. Communications committee
 - b. Seconded by: Haakim Peay
 - c. Vote: AYS: ALL commissioners Nays: none
5. Budget Report – Anthony Erace
 - a. Total budget increase requested: 1,280,000
 - i. 92% for salaries
 - ii. Other 100,00 for rent or new office space to accommodate expanded personnel.
 - b. Proposed Build out Positions.
 - i. Auditing/Monitoring Unit
 1. One auditor/monitor, \$55,000

- ii. Policy Unit
 - 1. Policy analyst
 - 2. Data and research specialist
- iii. Community Outreach, Training & Engagement Unit
 - 1. 3 community outreach and constituent services
 - 2. 1 complaint manager position
 - 3. 1 complaint intake specialist position
- iv. Investigations Unit
 - 1. 4 investigator positions
 - 2. 1 director of administrative prosecutions
 - 3. 2 admin prosecutors to be a part of PBI hearings and putting on the hearing within the PPD
- c. Other expenses - \$415,000 in the budget is for non-staff expenses this included:
 - i. \$30,000 for legal services – with the prospect of FOB lawsuits the General Counsel may need additional support.
 - ii. \$20,000 for Case Management Services – with the expansion of the investigations unit we will need to pay to build an investigations module in our new case management system Sivil.
 - iii. \$100,000 is for “professional services” - this includes conference fees and travel, training seminars for commissioners and staff, data software (Qualtrics), membership fees (like NACOLE & NAFCM). This line item is also where we budget for commissioner stipends.
 - iv. \$30,000 is for “materials & supplies” – this covers outreach promotional items, office supplies, and office equipment.
 - v. \$100,000 for rent or other accommodation of a larger staff
 - vi. \$135,000 is for office furniture.

Section 3 - Discussion and Announcements:

- 1. Questions
 - a. Santiago - Procurement - Must we use the same city vendors for furniture?
 - i. Erace: Yes, would have to go through the procurement department. Can say they have the person or may have to be contracted out. It depends on the amount.
 - b. Lerner – Admin prosecutors - How many prosecutors?
 - i. Erace: Two
 - ii. Lerner: I think we should start small, as the legislation gives an option to participate in internal affairs or create an independent process.
 - iii. Erace: Starting with this number because we know we have the work to cover these positions. As commissioners develop vision, will build out more.
 - c. Lerner – PPD, how would joint prosecution might unfold?
 - i. Negotiated in last FOP CBA, and they know that is coming in the future.
- 2. Executive Director and General counsel search
 - a. Hossain: GC committee – have completed first round, second round is schedule, will be making recommendation to the entire commission and could have a public meeting to share our findings. Timeline is by April 16th or 17th CPOC will have general counsel.

Hatchett adjourned the meeting to an executive session at 7:32 pm