




CPOC's PBI Report Presentation



City of
Philadelphia




Collaborative Review & Reform of the PPD Police Board of Inquiry

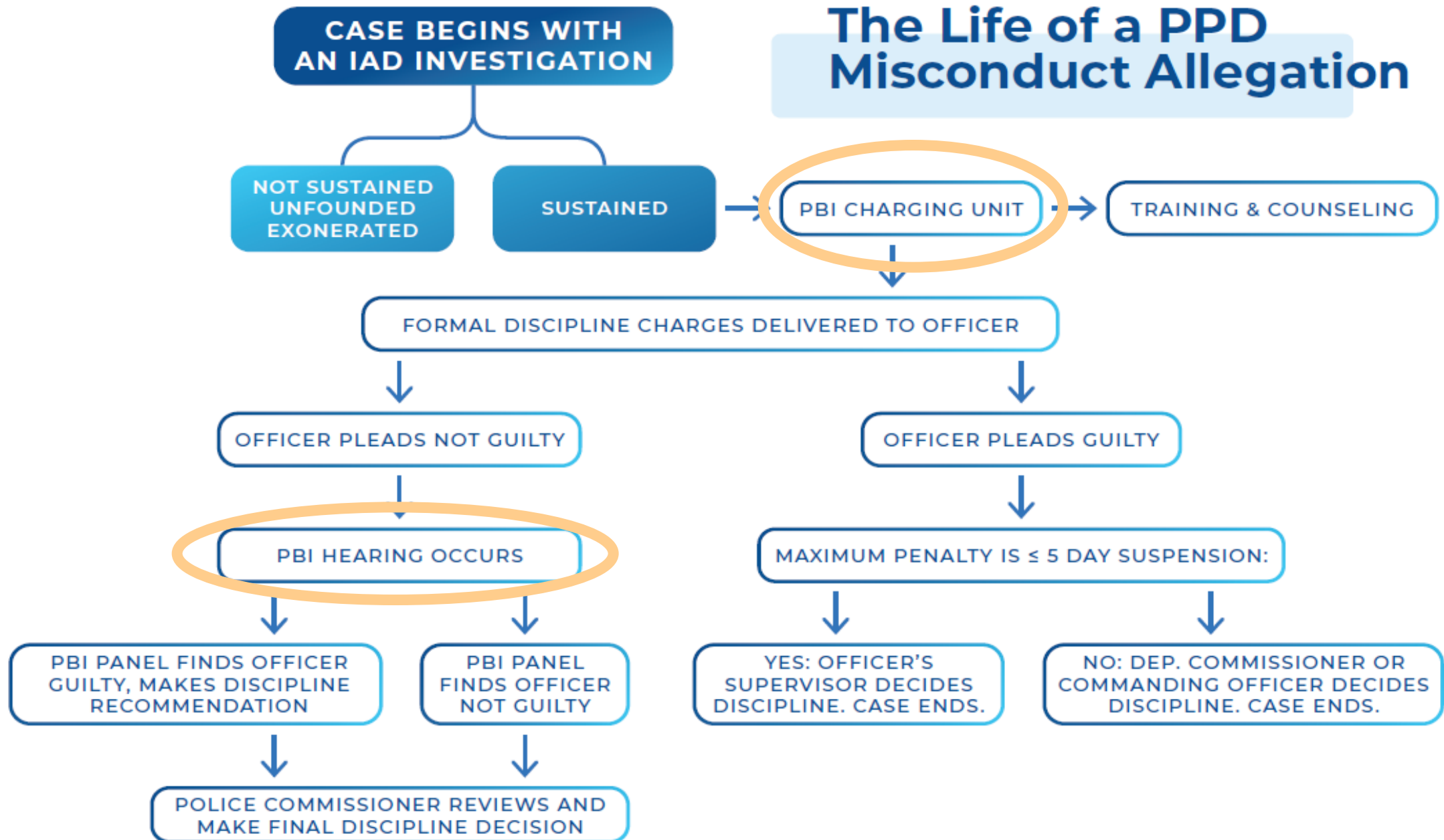
- Project started in 2021 when CPOC issued an initial report, Part 1, in collaboration with the PPD
 - Part 1 identified issues in PPD's internal disciplinary process for officers accused of misconduct, made recommendations
 - Part 2 is in response to issues shown in Part 1, showing progress on CPOC's recommendations & making new recommendations
 - Part 2 looks at data about police complaints to explain the process for people who file complaints against police, or are considering filing a complaint but aren't sure what happens
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Why is this important?


- A deep dive into PBI's resolution of complaints against police helps everyone in Philadelphia better understand a discipline process that has long been conducted outside the public view
 - Internal Affairs is made up of investigators who are also sworn law enforcement officers
 - Through reviewing these cases and calling for improvements we want to ensure this process can be trusted as a legitimate one. When misconduct happens, the public needs to know things will be investigated and resolved fairly by PPD
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The Life of a PPD Misconduct Allegation





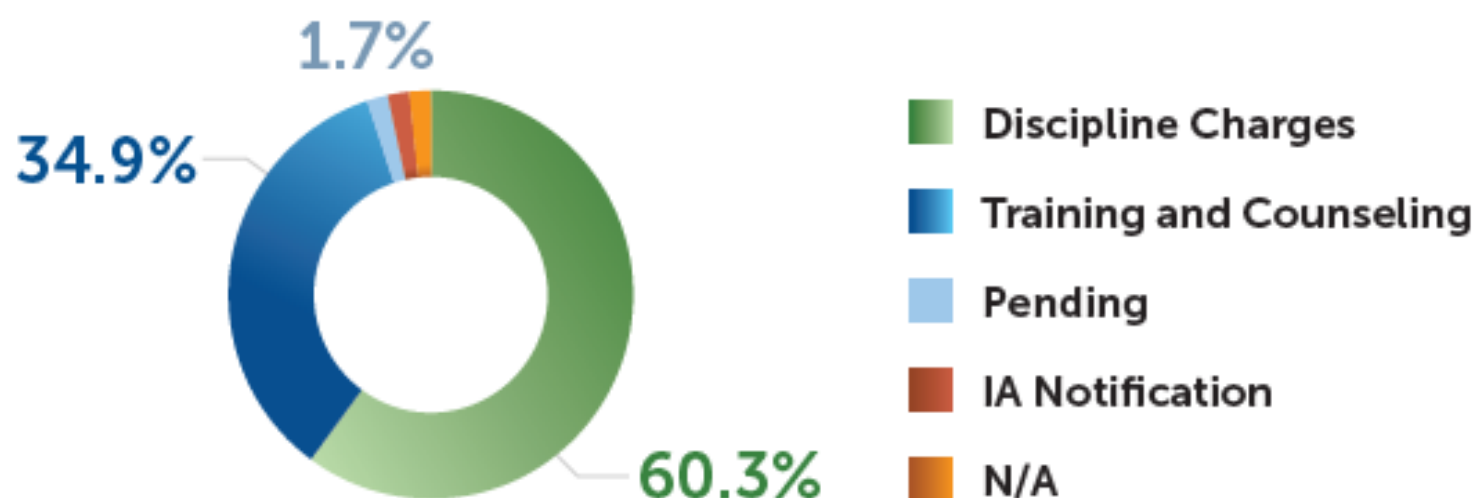
Major Changes in PBI Charging Unit

- A CPOC staff member now reviews the discipline charges in all citizen complaints against police for completeness and accuracy before they are delivered to an officer
 - This change was made by negotiating an amendment to the FOP contract
 - The use of training and counseling as an outcome for sustained misconduct has significantly decreased, from **76%** of cases (2015 to 2020) to **34.9%** of cases (December 2021 to November 2022)
 - PPD developed guidelines which narrow the circumstances in which training and counseling can be used
 - Training & counseling memos are now much more detailed
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PBI Charging Reviews at a Glance



Breakdown of All Discipline Outcomes for CAPS Reviewed






Major Changes in PBI Hearings

- CPOC staff members now sit on PBI panels as voting members at disciplinary hearings for police officers
 - Previously, the panel had 3 police officers – now it's 2 police officers and one civilian staff member from CPOC
- Civilian attorneys from the City's Law Department have been assigned to PBI to eventually start prosecuting discipline cases: transition in progress





Major New Recommendations Made in Report

- PPD must shorten the investigation and discipline process to increase the likelihood that residents will report misconduct.
 - The backlog of cases waiting to be resolved at PBI remains high. Additional resources and personnel will be needed to address disciplinary matters in a timely manner.
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The Life of a PPD Misconduct Allegation

CASE BEGINS WITH AN IAD INVESTIGATION

NOT SUSTAINED
UNFOUNDED
EXONERATED

SUSTAINED

PBI CHARGING UNIT

TRAINING & COUNSELING

FORMAL DISCIPLINE CHARGES DELIVERED TO OFFICER

OFFICER PLEADS NOT GUILTY

OFFICER PLEADS GUILTY

PBI HEARING OCCURS

MAXIMUM PENALTY IS ≤ 5 DAY SUSPENSION:

PBI PANEL FINDS OFFICER GUILTY, MAKES DISCIPLINE RECOMMENDATION

PBI PANEL FINDS OFFICER NOT GUILTY

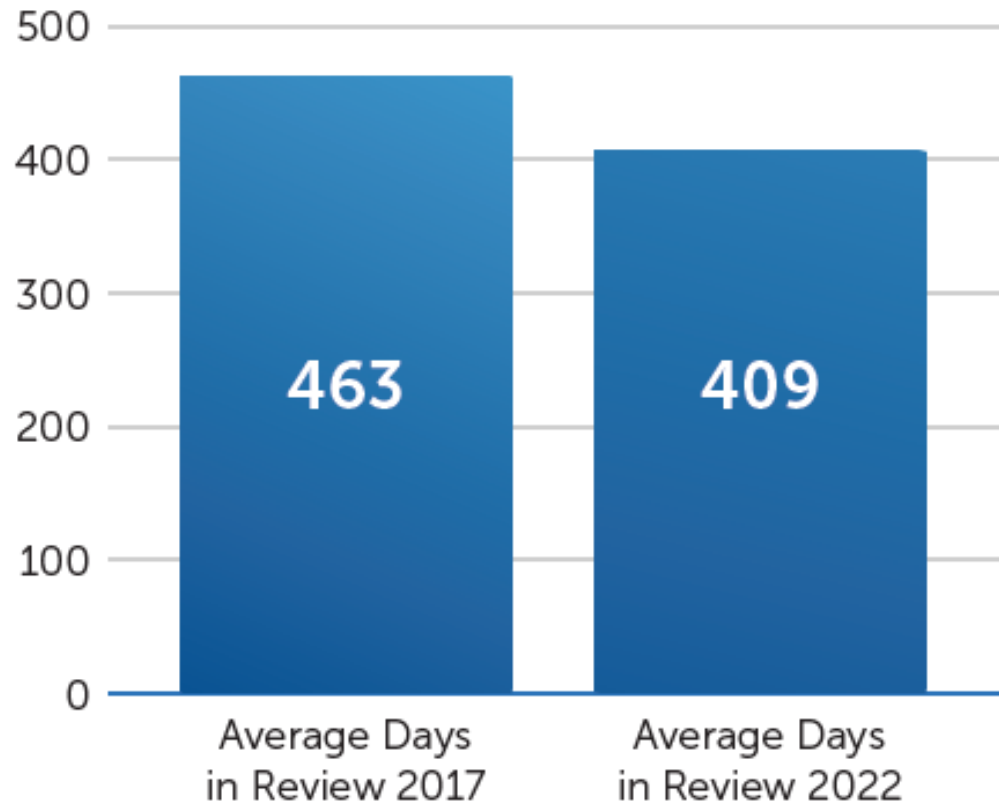
YES: OFFICER'S SUPERVISOR DECIDES DISCIPLINE. CASE ENDS.

NO: DEP. COMMISSIONER OR COMMANDING OFFICER DECIDES DISCIPLINE. CASE ENDS.

POLICE COMMISSIONER REVIEWS AND MAKE FINAL DISCIPLINE DECISION


Six ranking members of PPD sign off on an investigation's conclusions before the case moves to Charging.

Average Time for a CAP to Get Through Investigation and Review Processes





PBI Backlog, as of January 27, 2023

- 616 PBI Jobs/Cases (CAPS & internal cases)
 - 822 individual officers to be scheduled
 - 59 cases on hold
 - 21 cases already scheduled and waiting to be heard by a panel
 - 111 civilian cases on hold pending further information from Labor Relations
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Big Picture Takeaways

- Independent civilian oversight helps the public understand policing issues and can bring reform through collaboration.
 - Reforms to the police misconduct process benefit both the public and the police because they increase transparency and make the process more efficient and more fair for all – officers and complainants alike.
 - Not all police oversight is adversarial – sometimes we can accomplish significant reforms through partnerships like this one.
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