



# CPOC Interim Executive Director's Report Presentation

February 6, 2024




City of  
Philadelphia



# Citizens Police Oversight Commission

The mission of Citizens Police Oversight Commission (CPOC) is to oversee and investigate the conduct, policies, and practices of the Philadelphia Police Department (PPD).

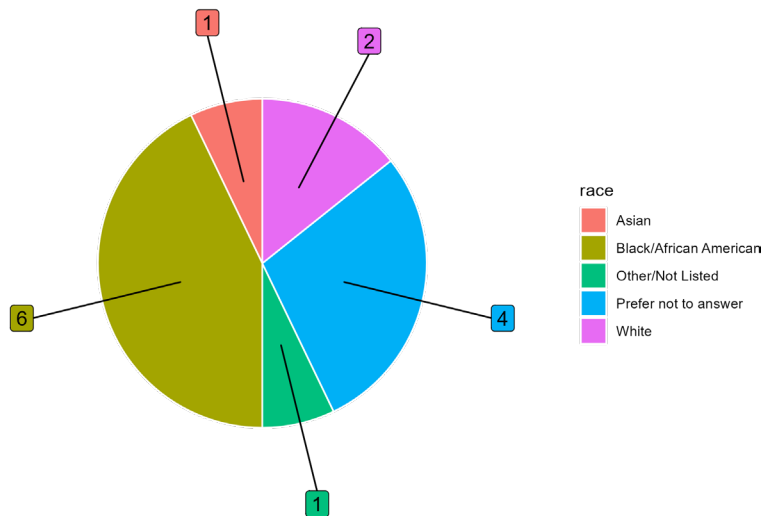
CPOC currently:

- Receives complaints of police misconduct
  - Audits and monitors Internal Affairs investigations and police disciplinary processes
  - Conducts oversight of police shootings
  - Analyzes police data
  - Develops policy recommendations and reports
  - Engages in outreach and training
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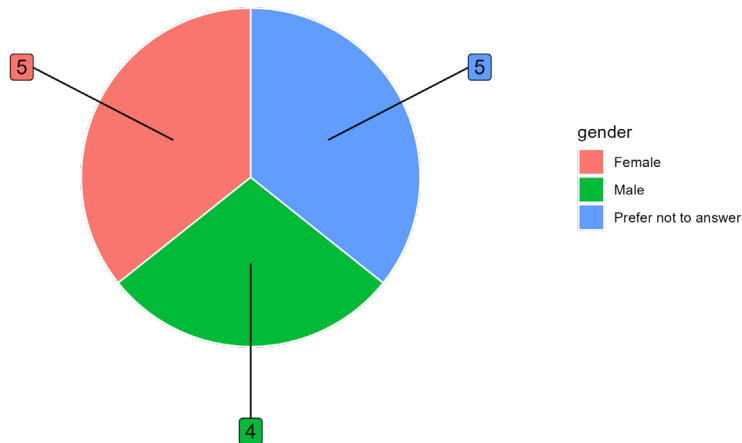
# Complaint Data: Demographics

In the month of January 2024, CPOC referred 14 complaints to PPD's Internal Affairs Division (IAD). CPOC referred a total of 143 complaints in the prior year, 2023. These charts show demographic data from 2024 complaints, as reported by complainants.

Race Distribution



Gender Distribution

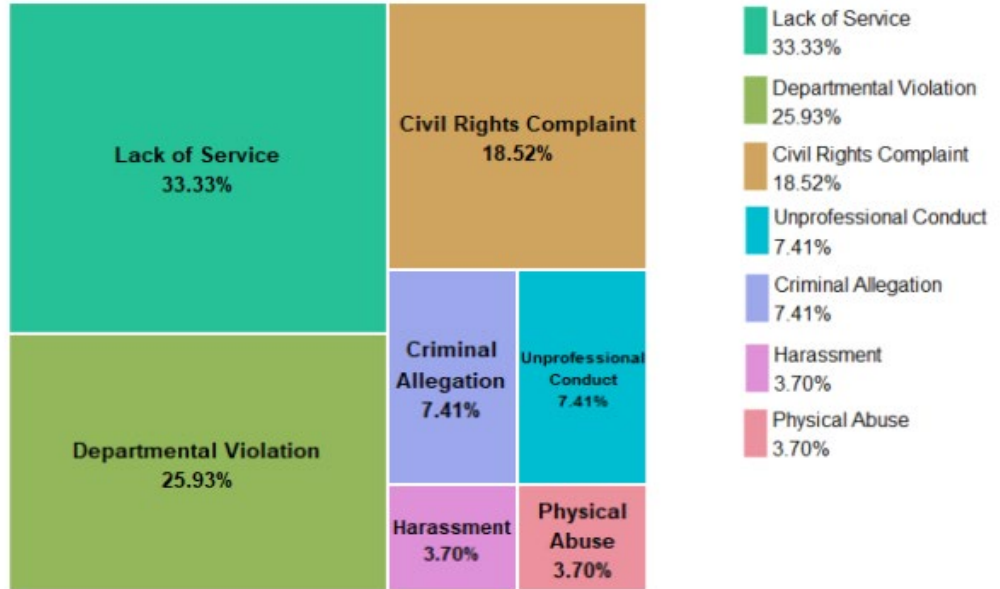


# Complaint Data: Allegations

Percentage of Allegation Types

About a third of the allegations reported by complainants in 2024 to date related to Lack of Service.

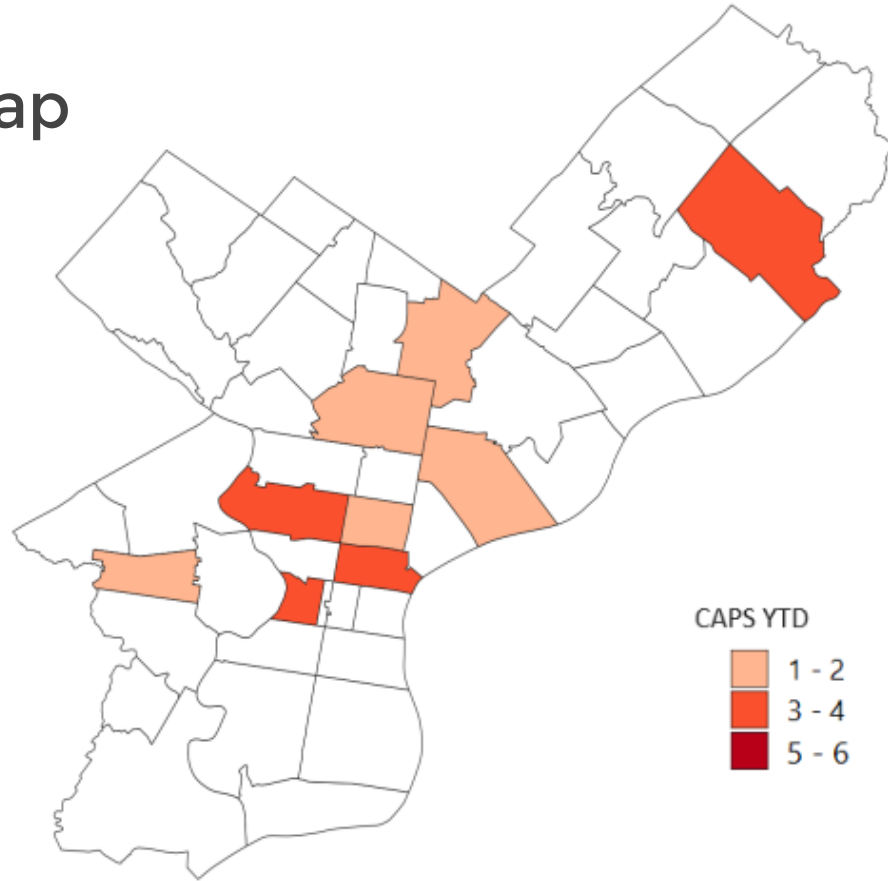
A single complaint can have multiple misconduct allegations.





# Complaint Data: Map

This map shows the breakdown of where complaint incidents happened, as reported by complainants.



# CPOC COMPLAINT PROCESS

WHAT HAPPENS AFTER CPOC RECEIVES A COMPLAINT?

CPOC STAFF CONDUCTS AN INTAKE INTERVIEW



COMPLAINTS ARE RECEIVED BY:

PHONE



EMAIL



IN-PERSON



MAIL



GATHER ALL PERTINENT INFO ABOUT THE INCIDENT

*Who?*

OFFICER(S) AND CIVILIANS INVOLVED INCLUDING ANY WITNESSES TO THE INCIDENT. WE DO NOT NEED THE NAME OF THE OFFICER, IF THE COMPLAINANT HAS A DESCRIPTION AND OTHER IDENTIFYING INFORMATION.

*What?*

A NARRATIVE OF THE INCIDENT INCLUDING COPIES OF ANY VIDEO OR AUDIO THAT THE COMPLAINANT MAY HAVE TAKEN DURING THE INCIDENT

*Where?*

LOCATION OF INCIDENT

*When?*

DATE AND TIME OF INCIDENT

*Why?*

THE COMPLAINANT MAY NOT KNOW WHY A PARTICULAR INCIDENT OCCURED, BUT THEY MAY WANT TO SHARE THEIR PERSPECTIVE ON WHAT HAPPENED AND HOW THEY FEEL ABOUT IT.

## CPOC COMPLAINT REFERRAL PROCESS

AFTER AN INITIAL INTAKE INTERVIEW CONDUCTED BY CPOC STAFF, THE COMPLAINT IS REFERRED TO THE INTERNAL AFFAIRS DIVISION OF PPD

**!**  
CPOC STAFF MONITORING THE COMPLAINT CAN ATTEND INTERNAL AFFAIRS DIVISION INTERVIEWS WITH BOTH THE COMPLAINANT AND THE OFFICER(S) ALLEGED TO HAVE ENGAGED IN MISCONDUCT. CPOC CAN ASK QUESTIONS THAT BECOME A PART OF THE RECORD.

- COMPLAINT IS ENTERED INTO CPOC CASE MANAGEMENT SYSTEM.
- COMPLAINT IS SENT ALONG WITH ANY SUPPORTING DOCUMENTATION OR EVIDENCE VIA EMAIL TO PPD INTERNAL AFFAIRS INTAKE STAFF.
- IF THE COMPLAINT ALLEGES VERBAL ABUSE OR LACK OF SERVICE, THIS WILL BE FLAGGED INDICATING THAT THE COMPLAINT MAY BE SUITABLE FOR **MEDIATION**.
- IF CPOC PLANS TO MONITOR THE COMPLAINT IN REAL TIME, THE IAD INVESTIGATOR ASSIGNED TO THE COMPLAINT WILL CONTACT CPOC WHEN THE INITIAL IAD INTERVIEW IS SCHEDULED.
- CPOC CONTACTS THE COMPLAINANT AND LET THEM KNOW THE COMPLAINT HAS BEEN REFERRED TO INTERNAL AFFAIRS WHO WILL BE IN TOUCH WITH THEM.




# Auditing & Monitoring Unit

The Auditing unit is continuing to conduct regular audits of Complaints Against Police (CAPS).

Three new Auditor/Monitors started – we have been training them extensively about oversight, CPOC, and unit operations.

The unit also continues its Body Worn Camera (BWC) work.

- We recently solidified access to 75-48s for the BWC audit project, which will streamline this project greatly!
  - In the meantime – a newly released [blog post](#) gives a status update on the BWC audit project.
  - New staff have access to videos and will begin helping with the BWC audit project in the next week or two.
- 





## Auditing & Monitoring Unit (continued)

CPOC monitors IAD investigations currently, but the unit recently submitted a draft model policy to PPD to formalize the process. The model policy includes:

- The potential roles/responsibilities of each agency
- Possible outcomes and how CPOC will give feedback on investigations
- Goals for reporting data about monitoring

We will continue to develop this program collaboratively so that it is feasible and impactful for all.

The unit is working with the Investigations Unit to monitor 2 cases at IAD while the formal process for monitoring is developed.






## IS CPOC DOING INVESTIGATIONS?

CPOC is not currently performing independent, individual officer misconduct investigations as anticipated by the CPOC legislation. Before CPOC can do this type of investigation, we will need to staff up our investigative unit, formalize the process with PPD, and reach an agreement with the police union (the FOP) in the collective bargaining agreement (CBA).

While CPOC works towards the goal of performing independent, individual officer misconduct investigations, our Investigative unit is performing several oversight activities, including:

- Responding to the scene of police shootings (officer-involved shootings) and reviewing the investigative file,
  - Conducting expanded monitoring of high-profile incidents of public concern, and
  - Making recommendations to Internal Affairs and making criminal referrals where appropriate.
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# Investigation Unit: Police Shootings (Jan 2024)

In January 2024, there were 2 police shootings. This total includes every time a PPD officer discharges their firearm, either intentionally or accidentally. The total excludes accidental discharges, animal shootings, and officer suicides.

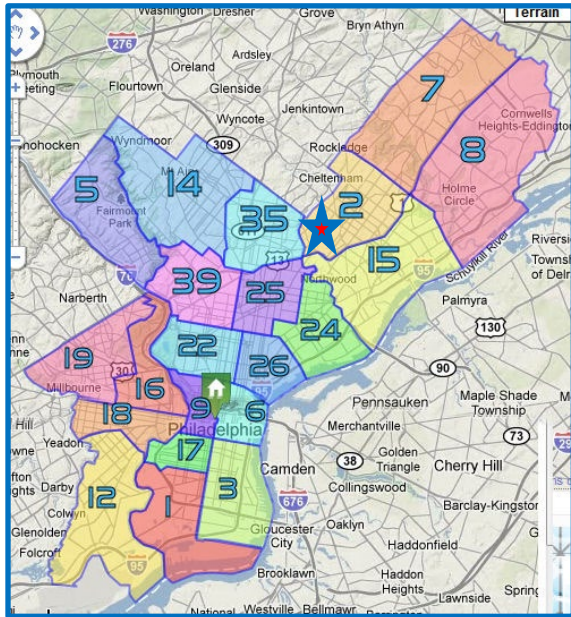
The Investigations Unit has developed a website to update the public on police shootings shortly after they occur.



# Police Shootings in 2024

**January 17, 2024:**

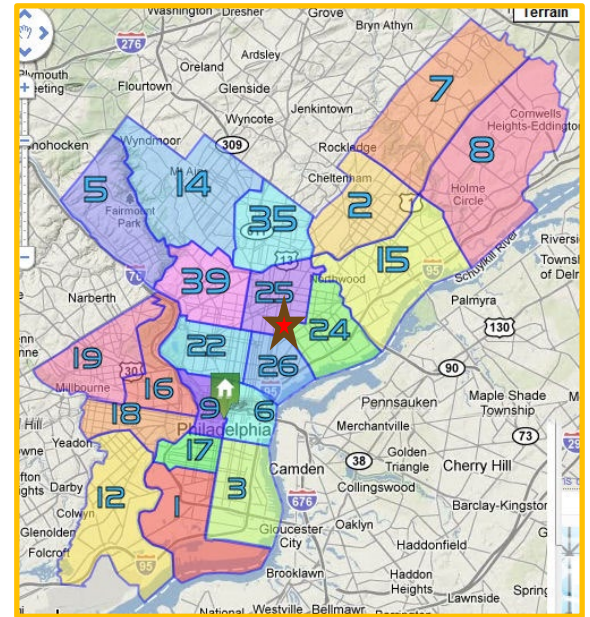
2300 block of Borbeck Avenue (2nd District)



**IN EACH CASE, CPOC  
WILL CONTINUE TO  
MONITOR PPD'S  
ADMINISTRATIVE  
INVESTIGATIONS  
AND MAY ISSUE OPINIONS  
AND/OR  
POLICY  
RECOMMENDATIONS,  
AS NEEDED.**

**January 26, 2024:**

2800 block of N. Mascher Street (25<sup>th</sup> District)






# Policy Unit


The Policy Unit continued training new Policy Analysts on CPOC, Police Board of Inquiry Hearings, and Use of Force Reviews for Officer Involved Shooting Investigations.

The Policy Unit continued working on data reporting for the agency:

- The Policy Unit will begin posting monthly data snapshots to CPOC's website. OIT met with the Policy Unit and gave a two-month tentative timeline for adding this feature to the website.
  - The Policy Unit created an interactive map of police districts and zip codes. This map is still in development as we work to add an address search feature.
  - One Policy Analyst completed the City's Geographic Information System (GIS) training to enhance the Agency's data reporting and visualizations.
  - The Policy Team is also analyzing information from PBI Charging data to include in the annual report.
- 



## Policy Unit (continued)

- The Policy Unit continued their collaborative project on PPD language access services, meeting with the Office of Immigrant Affairs.
  - Held meetings with stakeholders at Love Shouldn't Hurt Philadelphia, an organization for survivors of domestic violence, Salvation Army's New Day Drop-In Center, Merakey Philadelphia, who assists in running the Police Assisted Diversion Program (PAD) throughout the City, and Dawn's Place which is a holistic care center for women recovering from sexual exploitation and trafficking.
  - This research will inform CPOC's work as it relates to the City's Kensington initiatives, including identifying areas for increased support, resources, and policy reforms within the PPD.
  - Attended the Philadelphia Anti-Trafficking Coalition Meeting.
  - Drafted an internal status report to the PPD regarding the Civilian Police-Complaint Mediation Program. This nine-month update suggests collaborative improvements to the pilot program.
- 



# Outreach & Training Unit

The Outreach & Training Unit is tasked with handling incoming complaints, providing constituent services to city residents who need resources and connection with other City services, community education and training of staff, as well as engaging with the many diverse communities of our City.

We look forward to expanding our staff to make meaningful connections with underserved communities while advocating and promoting transparent and equitable policing.



**TALEAH GRIMMAGE**

Director of Outreach & Constituent Services

**JULIAN JORDAN**

Community Outreach & Constituent  
Services Specialist



**DAMON GREEN**

Training & Outreach Manager

**GIRIANA HERNANDEZ**

Bilingual Community Outreach &  
Constituent Services Specialist



## Outreach & Training Unit

**Welcomed our New Bilingual Community Outreach & Constituent Services Specialist, Giriana Hernandez to help us provide services to our Spanish speaking constituents.**



**Met with the Office of Immigrant Affairs to discuss improving Language Access to residents utilizing Police Services. This is an ongoing project with CPOC Policy Team**



**Attended a Human Trafficking Task Force Meeting with CPOC Policy Team and other city partners.**

The coalition aims to create a network of agencies to assist victims of human trafficking, to coordinate an appropriate response to victims and to make available a wide range of services.

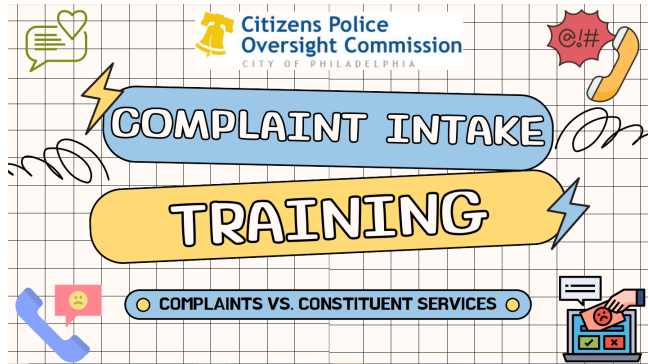




# Outreach & Training Unit

## Conducted 3 Trainings For New Staff

- Complaint Intake & Constituent Services
  - Preparing For The PBI Hearing
  - History Of Oversight In Philadelphia.



## THE HISTORY OF CIVILIAN POLICE OVERSIGHT IN PHILADELPHIA



## Participated in MLK Day of Service - Youth/Senior Game Day at Kearsley Rehab & Nursing Home

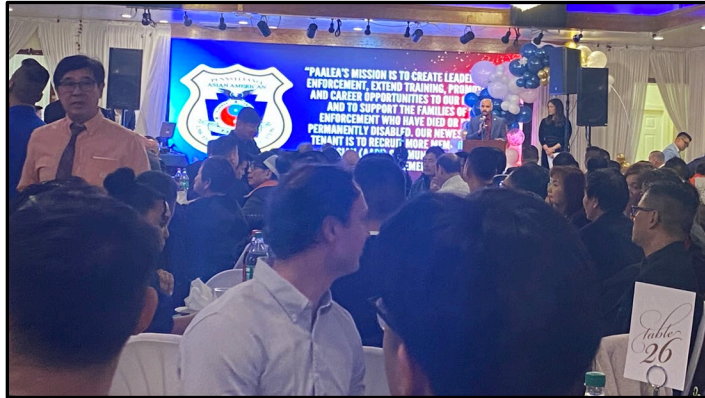


# Outreach & Training Unit

## Attended PA Asian American Law Enforcement Association (PAALEA215)

### 1st Annual Gala

The purpose of PAALEA215 is to promote diversity in law enforcement leadership and to engage the Philadelphia Asian American communities to work in partnership with law enforcement.





# Outreach & Training Unit



Citizens Police Oversight Commission

## BLACK HER-STORY IN LAW ENFORCEMENT & OVERSIGHT



Officer Kimberlee Dickinson  
Philadelphia Police Department  
Community Relations



Michele Andre  
Program Manager  
Albany Community  
Police Review Board



Elder Melanie DeBouse  
CPOC Commissioner



Chief Inspector  
Deborah Francis  
Philadelphia Police Department



Myola Smith  
Deputy Director  
Atlanta Citizens Review Board



Captain  
Margo Alleyne-Parker  
Philadelphia Police Department  
Special Victims Unit



Lieutenant Tamika Allen  
Philadelphia Police  
Department  
Juvenile  
Enforcement Team

A DISCUSSION WITH BLACK WOMEN ABOUT  
THEIR EXPERIENCES WORKING IN  
LAW ENFORCEMENT & POLICE OVERSIGHT



Click to Join Us!



FEBRUARY  
20TH

6:00 PM-8:00 PM

ON ZOOM

Zoom ID: 814 5582 9830

Passcode: 540537

Contact us at (215) 685-0891 or cpoc@phila.gov

PLEASE JOIN US ON FEBRUARY 20<sup>TH</sup>  
@ 6PM ON ZOOM FOR OUR COMMUNITY TOWNHALL

**Meet Our Panelists**  
PPD Chief Inspector  
**Deborah Francis**  
BLACK HER-STORY  
IN LAW  
ENFORCEMENT  
& OVERSIGHT PANEL  
February 20, 2024  
6-8PM  
on Zoom  
Citizens Police Oversight Commission

**Meet Our Panelists**  
PPD Captain  
**Margo Alleyne-Parker**  
BLACK HER-STORY  
IN LAW  
ENFORCEMENT  
& OVERSIGHT PANEL  
February 20, 2024  
6-8PM  
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**Meet Our Panelists**  
Michele Andre  
Albany Community  
Police Review Board  
BLACK HER-STORY  
IN LAW  
ENFORCEMENT  
& OVERSIGHT PANEL  
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**Meet Our Panelists**  
Elder Melanie DeBouse  
Commissioner  
Citizens Police Oversight Commission  
BLACK HER-STORY  
IN LAW  
ENFORCEMENT  
& OVERSIGHT PANEL  
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**Meet Our Panelists**  
Myola Smith  
Deputy Director of  
Admin & Outreach  
Atlanta Citizens Review Board  
BLACK HER-STORY  
IN LAW  
ENFORCEMENT  
& OVERSIGHT PANEL  
February 20, 2024  
6-8PM  
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**Meet Our Panelists**  
PPD Lieutenant  
**Tamika Allen**  
BLACK HER-STORY  
IN LAW  
ENFORCEMENT  
& OVERSIGHT PANEL  
February 20, 2024  
6-8PM  
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Citizens Police Oversight Commission

**Meet Our Panelists**  
PPD Community  
Relations Officer  
**Kimberlee Dickinson**  
BLACK HER-STORY  
IN LAW  
ENFORCEMENT  
& OVERSIGHT PANEL  
February 20, 2024  
6-8PM  
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## **POLICE BOARD OF INQUIRY**

### **FEBRUARY 2024 C.A.P. HEARINGS**

\*Each hearing relates to an individual complaint of misconduct (known as a complaint against police, or CAP) made by a member of the public.\*

**FEBRUARY 22, 2024- 10:00 AM**

**FEBRUARY 27, 2024- 10:00 AM**

**CIVILIANS WHO WISH TO BE ADMITTED SHOULD:**

- **ENTER THROUGH THE BROAD STREET ENTRANCE**
- **TELL SECURITY THAT THEY ARE THERE FOR A PBI HEARING**
- **GET SCREENED BY SECURITY**
- **SECURITY WILL CONTACT PBI WHO WILL ASCERTAIN IF THEY WILL BE GRANTED ACCESS**
- **IF ADMITTED FOR A CAP PBI HEARING, CIVILIANS WILL BE ESCORTED TO ROOM M-013 BY A PBI OFFICER**

Philadelphia Police HQ

400 North Broad Street

Philadelphia, PA 19103

**Hearings are sometimes canceled.**

**Please call 215-686-3281 in advance to confirm a hearing is going on as scheduled.**

QUESTIONS OR CONCERNS ABOUT ACCESS OR ENTRY TO PUBLIC HEARINGS SHOULD SENT TO CPOC ([cpoc@phila.gov](mailto:cpoc@phila.gov) or 215-685-0891).

**COMPLAINTS AGAINST POLICE  
HEARINGS  
(CAPS)  
ARE OPEN TO THE PUBLIC.**

**IF YOU HAVE AN INTEREST IN  
VIEWING THESE PROCEEDINGS,  
PLEASE REACH OUT TO  
CPOC STAFF FOR MORE  
INFORMATION**