



CPOC Interim Executive Director's Report  
**Presentation**

March 5, 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



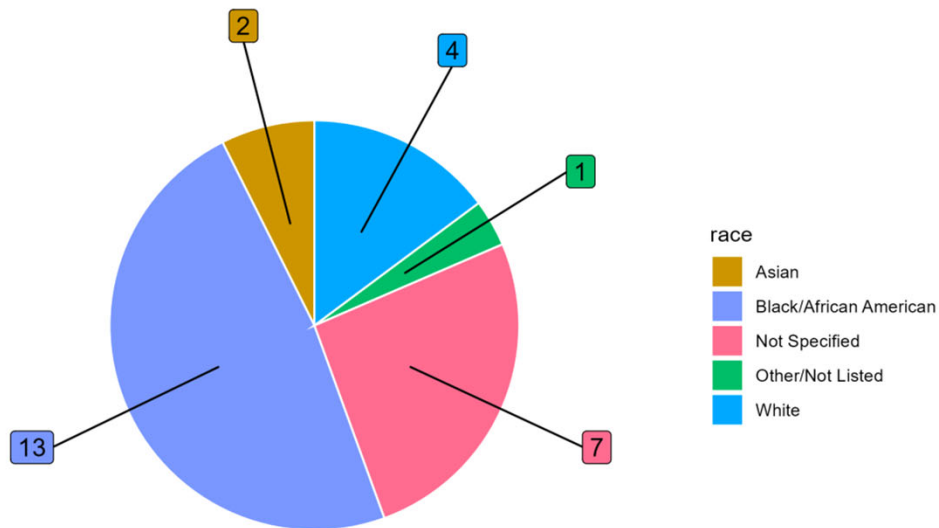


# Complaint Data: Demographics

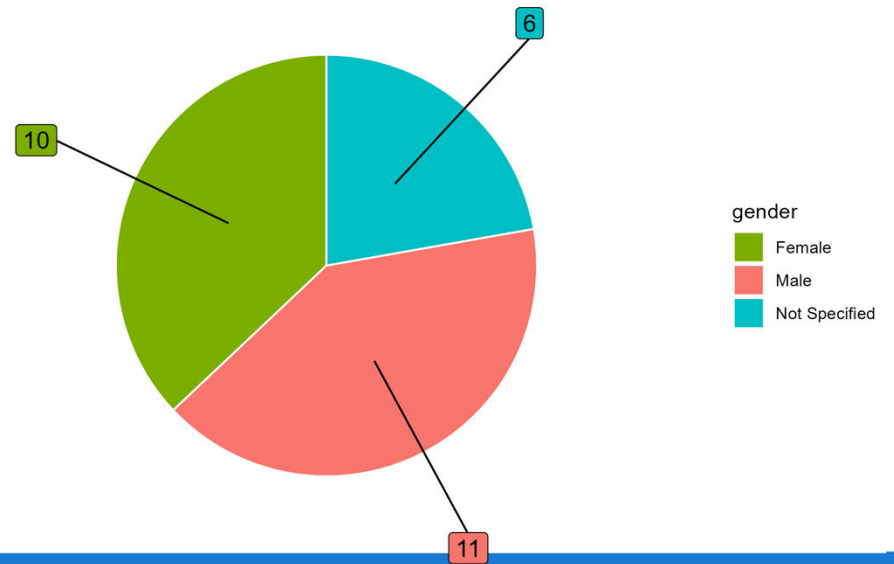
In the month of February 2024, CPOC referred 11 complaints to PPD's Internal Affairs Division (IAD). CPOC has referred a total of 27 complaints so far in 2024.

These charts show demographic data from 2024 complaints, as reported by complainants.

Race Distribution



Gender Distribution



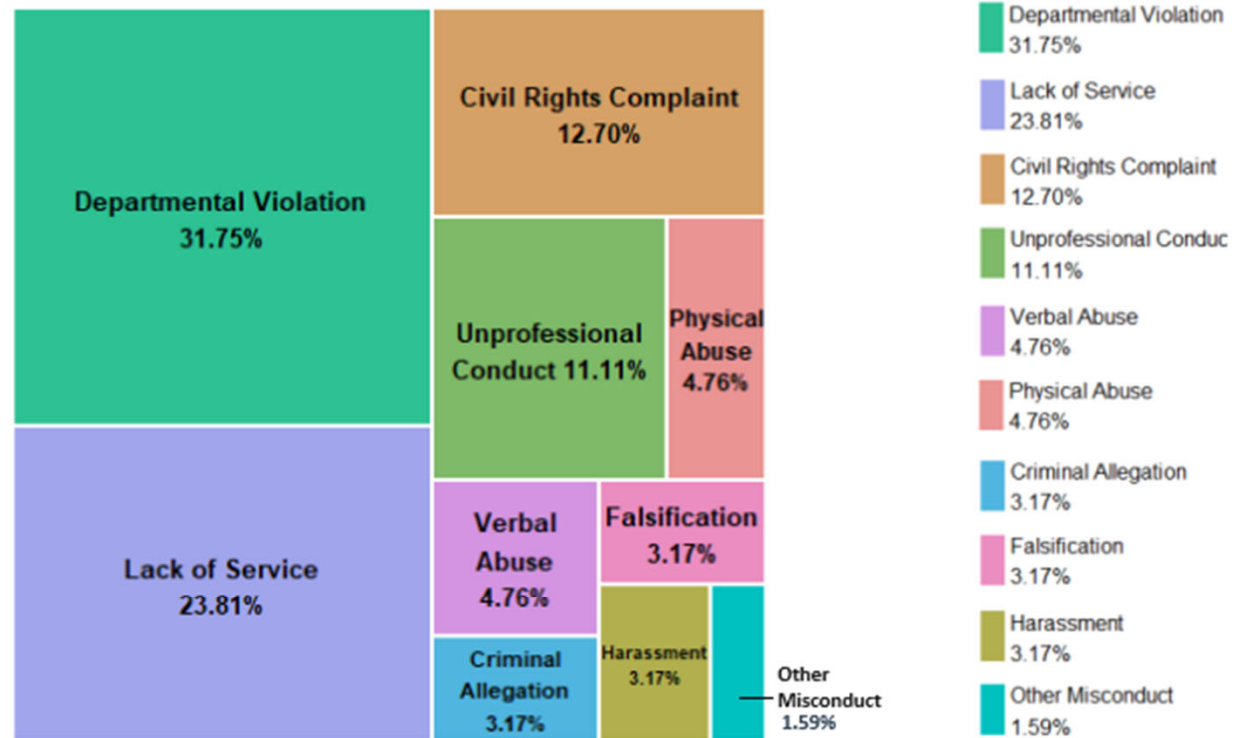


# Complaint Data: Allegations

## Percentage of Allegation Types

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

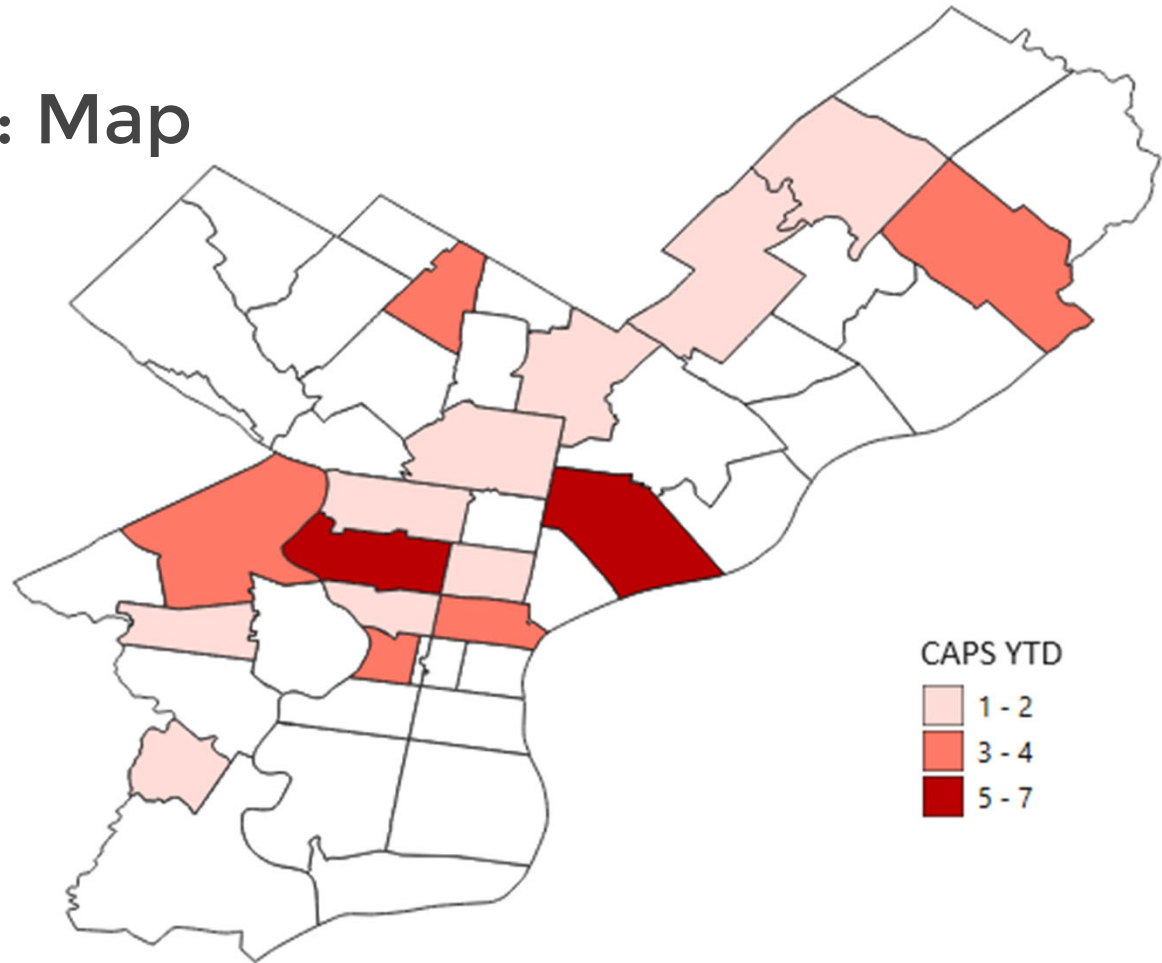
A single complaint can have multiple misconduct allegations.





## Complaint Data: Map

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





## 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 Incident Reports (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.







## Investigation Unit: Police Shootings (Feb 2024)

In February 2024, there was 1 police shooting, making a total of 3 police shootings so far this year. This total includes every time a PPD officer(s) discharges their firearm at a person.

Accidental discharges, animal shootings, and officer suicides are not included.

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)

### **January 26, 2024:**

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

### **February 15<sup>th</sup>, 2024**

300 block of Adams Ave (2<sup>nd</sup> District)

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





# Policy Unit

The Policy Unit continued working on all open projects and data reporting.

## Data Reporting

- Developing a framework and process for building a public database for civilian complaints against police.
- Reviewing and improving internal data collection instruments.
- Completed data analysis of Administrative Charging Reviews and Use of Force Reviews for the annual report.

## Infographics and Explainers

- Released an infographic on the PPD's use of drones.
- Completed an infographic and explainer on Self-Help (Illegal Evictions) on behalf of the Illegal Evictions Action Team. Pending release.

## Meetings

- Attended the Interagency Civil Rights Taskforce Meeting, hosted by Philadelphia Commission on Human Relations.
- Met with Chicago's Civilian Office of Police Accountability leadership.





## Policy Unit (continued)

### Use of Force Reviews

- **The Policy Unit received several Use of Force cases for review. CPOC's policy team conducts a thorough analysis of the Officer Involved Shooting Team's (OISI) investigation and prepares a detailed case analysis for CPOC's Executive Director.**
- **CPOC's Executive Director sits on the Use of Force Review Board (UFRB) and board members discuss and vote on whether the officer(s)' actions were within department policy. The Policy Unit also reviews the case to identify if any additional directives were violated during the incident.**





## Policy Unit (continued)

### Administrative Charging Reviews

- The Policy Unit, Charging Review team conducted 34 charging reviews, involving 66 individual PPD personnel in 2024 so far.

**When an Internal Affairs investigation finds that an officer committed misconduct, the PPD Charging Unit is responsible for deciding how to administratively charge officers.**

**Administrative charges determine the severity of discipline possible. Once the captain of the PPD Charging Unit reviews a case, they select which charges to apply. CPOC then reviews and can agree with the recommended charges or make other suggestions. After CPOC's charging review, the IAD investigation and the administrative charges are submitted to the Police Board of Inquiry to conduct a formal administrative hearing if necessary. Currently, CPOC charging reviews take place for complaints made against police officers by civilians (CAPs), and not for complaints made internally (Internals).**





## 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

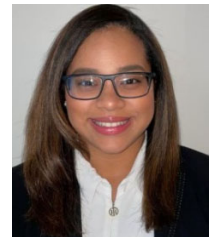


**DAMON GREEN**

Training & Outreach Manager

**GIRIANA HERNANDEZ**

Bilingual Community Outreach &  
Constituent Services Specialist





## Outreach & Training Unit

**Met with the Office of Immigrant Affairs**  
to discuss improving Language Access to  
discuss community survey to immigrant  
communities regarding police services



**Policy & Outreach Unit Directors met with  
Chicago Office of Police Accountability**  
regarding Chicago Body-Worn Camera  
Policy and Strategies for Outreach &  
Engagement



Outreach & Policy continue to have conversations  
and build connections with agencies that provide  
victim advocacy, domestic violence resources  
and assistance to survivors of human trafficking





## Outreach & Training Unit

### Attended the First AfricaTown Community Meeting



### Outreach Training and Education Manager gave a lecture at Rutgers Law School

The discussion centered around Preventing and Remediating Police Misconduct. Students learned about the investigative and decision-making process of the Citizens Police Oversight Commission, how we advocate and propose policy changes, training and education and recommendations made to PPD.





## Outreach & Training Unit

### Attended Community Meeting at Esperanza with D.C. Rosario & PPD Chaplains regarding Public Safety in Kensington



### Hosted Black HER-Story in Law Enforcement Panel Discussion

**Citizens Police Oversight Commission**

## BLACK HER-STORY IN LAW ENFORCEMENT & OVERSIGHT



Officer Kimberlee Hickinson  
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](mailto:cpoc@phila.gov)



## Upcoming Outreach & Training Unit Events

**MARCH 18<sup>TH</sup> @ 10 AM-CPOC OVERSIGHT PRESENTATION  
TO POLICE RECRUIT CLASS 401A/401B AT PPD TRAINING CENTER**







## Upcoming Outreach & Training Unit Events



# COMMUNITY TOWNHALL

Tuesday, March 19, 2024 From 5:30-8PM

### JOIN US TO DISCUSS:

- Police Response to Community Concerns
- Civilian Oversight of Police (Survey Included)
- Ways to Improve Community-Policing Relations
- Illegal Dumping Concerns

**Snyder Avenue Congregational Church (SACC)**  
 300 SNYDER AVENUE, PHILADELPHIA, PA 19148  
 \*Entryway has ADA accessibly ramp in addition to staircase\*



Food!  
 Discussion!  
 Free to All!



Police and City  
 Council Members  
 have been invited.



**PLEASE JOIN US ON MARCH 19<sup>TH</sup>  
 @ 5:30PM FOR A COMMUNITY MEETING  
 WITH SEAMAAC**





## Upcoming Outreach & Training Unit Events

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

### **POLICE BOARD OF INQUIRY** MARCH 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.\*

**MARCH 7, 2024- 10:00 AM**  
**MARCH 18, 2024- 10:00 AM**  
**MARCH 20, 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)

ACCEPTING NOMINATIONS FOR ICONIC WOMEN IN PHILLY WE CAN RECOGNIZE FOR COMMUNITY SERVICE

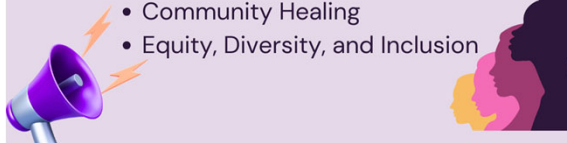


In honor of Women's History Month,  
CPOC wants you to

## NOMINATE

Iconic Philly Women in your community advocating for

- Civilian Oversight of Police
- Criminal Justice Reform
- Crime Victims & Survivors
- Community Healing
- Equity, Diversity, and Inclusion



Para el mes de la Historia de las Mujeres,  
CPOC quiere que

## NOMINES

a las mujeres en su comunidad que estan luchando por

- Supervisión Civil de la Policía
- Reforma del Sistema Judicial Penal
- Víctimas de Crimen
- Reconciliación de la Comunidad
- Equidad, Diversidad, y Inclusion

