

# Citizens Police Oversight Commission

**2021 - 2023  
COMBINED ANNUAL REPORT**



**Citizens Police  
Oversight Commission**  
CITY OF PHILADELPHIA

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## WELCOME LETTER

After many years of persistent advocacy but little institutional change, police reform efforts in Philadelphia changed significantly in 2020. In the spring, citywide budget cuts reduced the Police Advisory Commission (PAC) staff by forty percent. A few short weeks later, the world watched in horror while George Floyd was brutally murdered by former Minneapolis Police Officer Derek Chauvin. The killing sparked national outrage and deep concern about police misconduct. Philadelphians, like many Americans, engaged in protests, unrest, and advocacy to demand changes to policing.

Philadelphia Councilmember Curtis Jones, Jr. answered his constituents' call to build a new independent police oversight commission in the City of Philadelphia. The new commission would build upon the work of the PAC, which had paved the way for an empowered, independent agency. With increased funding and power to work towards transparency and accountability within the Philadelphia Police Department (PPD), the Citizens Police Oversight Commission (CPOC) officially began operations in April 2022.

While still in the first phase of growth, CPOC has already become a national leader in police oversight and is actively building accountability and transparency for the community. In the past two years, CPOC has implemented unprecedented reforms in police oversight. CPOC staff are now involved in the PPD discipline process, including reviewing administrative misconduct charges and sitting on the Police Board of Inquiry (PBI) disciplinary hearing panels. CPOC staff goes to the scene of every police shooting and monitors the related investigation. CPOC has also implemented a community police mediation program, and developed an audit program that evaluates the quality of Internal Affairs investigations of complaints against police.

This is only the beginning. CPOC's data reporting mandate will bring important insight and transparency into how the police use force and how police misconduct is handled in Philadelphia. CPOC is building an investigative division to perform independent, efficient and unbiased investigations of police misconduct to make the system more fair for citizens and officers alike. CPOC will also continue to send policy reports and recommendations to PPD to improve the quality of police service that the residents of our City receive.

CPOC has the power to reshape the way the PPD operates internally as well as how they engage with Philadelphia's diverse communities. CPOC was created in response to the public outcry of the summer of 2020 and will continue to implement the systemic changes Philadelphians demanded and voted for. This work involves all of us - communities, City leaders, the PPD and CPOC - to work together as Philadelphians to imagine and create a better system.



## COUNCILMEMBER JONES LETTER

As Councilmember for the 4th District, it is my honor to serve my constituents in West and Northwest Philadelphia. As the Chair of City Council's Committee on Public Safety, I work to guide legislation through Council that makes our City and Philadelphians safer. In 2020, I heard the call from residents to establish a strong, independent, and permanent police oversight agency.

On June 11, 2020, I introduced an amendment to the Philadelphia Home Rule Charter to create a new and expanded Citizens Police Oversight Commission (CPOC). After the measure was approved by the voters, City Council outlined CPOC's expanded powers and responsibilities, significantly expanding the new Commission's oversight capabilities. The goal of establishing a new CPOC is to have an independent, well-funded oversight agency that restores public confidence and provides a fair process regarding complaints from Philadelphia citizens.

CPOC's mission is to serve Philadelphians by improving the relationship between the police and the community. CPOC is an oversight agency designed to ensure transparent and efficient administration through investigation into misconduct, policies, and practices of the Philadelphia Police Department (PPD). It is crucial for police to be held accountable for misconduct and for meaningful mechanisms for transparency to be implemented.

I am excited that the transition from the Police Advisory Commission to the Citizens Police Oversight Commission is complete, and wait with great anticipation to see the fruits of our labor. Prior to the pandemic, when CPOC was officially known as PAC, there were only five staff members. As we begin 2024, CPOC's staff has increased to over twenty and is comprised of Auditors/Monitors, Policy Analysts, and Community Outreach & Constituent Services Specialists. And CPOC's Director of Investigations is working to build the Investigations Unit.

This transition allows CPOC to make meaningful policy recommendations to improve the PPD, with the goal of reducing incidents of police misconduct. Police misconduct is a community concern, and it is CPOC's task to assist and maintain public trust and confidence.

Over the years to come, the Citizens Police Oversight Commission will continue to fulfill their mission by analyzing the policies, practices and customs of the PPD to implement recommendations for improved policies and reduce the public's concern about misconduct and high-profile incidents. CPOC is excited to foster communication between the police and the community by increasing public awareness of police oversight and transparency by providing the public with detailed information regarding complaints, investigations, and reports. I look forward to watching the Citizens Police Oversight Commission grow, rise to meet the challenges and expectations of Philadelphia's residents, and, most importantly, truly make a difference.

In Service,

A handwritten signature in black ink, appearing to be 'CJ', written over a light blue horizontal line.

Curtis Jones, Jr.

A photograph of a city park, likely Independence Park in Philadelphia. In the foreground, there is a bronze statue of a muscular man wrestling a bear. Behind it is a circular fountain with blue water. The park is paved with reddish-brown bricks and has many green trees. In the background, the Philadelphia skyline is visible under a clear blue sky. Two flagpoles are visible: one with the American flag and another with the Pennsylvania state flag.

# A BRIEF HISTORY OF OVERSIGHT IN PHILADELPHIA:

## The transition from PAC to CPOC

Over the past 65 years, Philadelphia's police oversight agency has existed in different forms. It was dissolved entirely in 1969, reconstituted in 1994, and strengthened in 2017. The 2017 update allowed the Police Advisory Commission (PAC) to begin bolstering staff and providing additional services. At this time, the PAC created a policy unit that would issue after action reviews, policy reports, and PPD policy explainers. While continuing complaint intake and referrals for complaints against police, the PAC held regular community meetings as its main outreach function.

In March 2020, the COVID-19 pandemic hit Philadelphia. This resulted in budget cuts across the City, including the PAC. The staff was reduced from ten employees to seven, and then down to five due to the City's hiring freeze.

In May 2020, the death of George Floyd at the hands of a Minneapolis police officer brought the need for police reform back into the spotlight. Many people around the country were united not only in grief, frustration, and anger, but also in dedication to calling for changes to policing in every city and town. Most importantly, citizens protested biases towards communities of color exhibited by the police departments around this nation.

In the summer of 2020, Councilmember Curtis Jones, Jr. introduced a ballot measure to ask Philadelphia voters if the Home Rule Charter should be amended to create an independent oversight agency called the Citizens Police Oversight Commission (CPOC).

On November 3, 2020, over 500,000 Philadelphians voted YES on this ballot measure. Residents wanted independent, robust civilian oversight of police. This approval was the first step in the creation of the Citizens Police Oversight Commission that would have broader powers than its predecessor agencies.



Councilmember Curtis Jones, Jr.'s office began writing new legislation, which identified the roles, responsibilities, and new powers for CPOC, building on the Police Advisory Commission practices that had proven impactful. This legislation established processes that have the potential to tremendously increase transparency related to police misconduct and discipline and empowered civilians to lead investigations of complaints against police. This power previously rested solely within the Philadelphia Police Department.

Through community advocacy and the tireless work of City Council, Bill No. 210074 was passed on May 27, 2021. The bill was then signed by Mayor Kenney on June 9, 2021. This formally established the Citizens Police Oversight Commission (CPOC), beginning a new chapter of oversight in Philadelphia.

In the summer of 2021, the Kenney Administration and City Council identified a slate of civic and community leaders to shepherd the selection process for commissioners. The panel created an application process that opened on September 29, 2021 and closed on November 5, 2021. The panel received and reviewed hundreds of applications from residents passionate to join the inaugural Commission. After extensive interviews, nine commissioner candidates were selected and presented via several public forums for community feedback. On April 28, 2022, CPOC's first nine commissioners were formally appointed by City Council.

Simultaneously, in the fall of 2021, the former PAC staff began the process of expanding to fulfill the CPOC legislation. This included the first wave of hiring as a phased-in approach, allowing CPOC to increase our capacity and ability to deliver services to our constituents. By the end of 2022, CPOC had hired three Policy Analysts, three Auditor/Monitors, a Project Coordinator, and a Community Outreach and Constituent Services Specialist. In 2023, CPOC continued to grow by adding an additional Senior Policy Analyst, two Policy Analysts, a Bilingual Community Outreach & Constituent Services Specialist, three Auditor/Monitors, a Director of Investigations and our General Counsel. As 2024 starts, CPOC has 21 staff members, and we are continuing to grow.

Over the past three years, CPOC has undergone major changes that have improved our ability to fulfill our mission. This cumulative report highlights some of the major accomplishments CPOC has been able to achieve during this transitional period. This report also presents some ideas and goals for the years to come as CPOC grows, develops new programs and processes, and continues to increase services and engagement with community members.

# TIMELINE



**October 1958**

Mayor J. Richardson Dilworth establishes the Police Review Board, which is renamed the Police Advisory Board soon after.

**December 1969**

Executive Order No. 3-69 – The Police Advisory Board is dissolved.

**January 1994**

Mayor Rendell establishes the Police Advisory Commission by Executive Order to improve police community relations and to investigate individual civilian complaints against police.



**August 2017**

Mayor Kenney signs Executive Order No. 5-17 to refocus the City's dedication to police oversight.



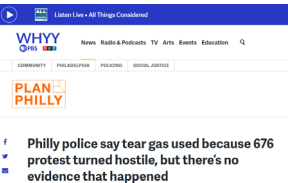
**March - May 2020**

COVID – 19 pandemic leads to budget cuts and a hiring freeze in Philadelphia, reducing PAC staff.



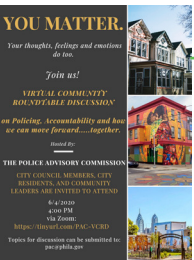
**May 25, 2020**

The murder of George Floyd by a police officer in Minneapolis, Minnesota sparks nationwide protests and calls for police reform.



**June 1, 2020**

PPD deploys tear gas against protesters on 676, drawing national attention.



**Summer 2020**

Many community groups, including the PAC, host town halls and forums to discuss what a reimagined oversight agency could look like in Philadelphia.

**June 25, 2020**

Councilmember Curtis Jones, Jr. proposes an amendment to the Philadelphia Charter to create the Citizens Police Oversight Commission, and to authorize City Council by ordinance to determine the composition, power, and duties of the commission.



**November 3, 2020**

Residents of Philadelphia vote YES on the ballot measure to amend the Philadelphia Charter to create the Citizens Police Oversight Commission.

**Philadelphia Approves Creation of Citizens Police Oversight Commission in Year of Historic Racial Unrest**  
By Anna Wexler

# TIMELINE

**Spring 2021**

City council drafts legislation laying out the powers and responsibilities of the Citizens Police Oversight Commission. These efforts were led by Samantha J. Williams Esq., Director of Legislation and Policy from Councilmember Jones, Jr.'s office.

**May 27, 2021**



Bill No. 210074 is passed by City Council in a monumental 16-1 vote.

**June 9, 2021**

Bill No. 210074 is then signed by Mayor Kenney.

**Summer 2021**

Kenney Administration and City Council identify a slate of civic and community leaders to shepherd the selection process for commissioners.

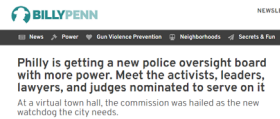
**September 29 - November 5, 2021**

Applications accepted for new CPOC Commissioners.

**November 2021 - March 2022**

PAC hires 8 new staff members in anticipation of transition to CPOC operations.

**February 7 - March 8, 2022**



The Selection Panel and PAC host a virtual Town Hall to solicit feedback from the community regarding their nine prospective CPOC commissioners.

**March 24, 2022**



City Council hosts a public hearing to appoint the nine inaugural commissioners.

**April 28, 2022**

City Council appoints CPOC's first Commission.

**July 2022**

PAC formally transitions into CPOC signed by executive order.

**March 2023**

Director of Investigations & Senior Policy Analyst are hired.

**June 2023**

General Counsel is hired.

**Winter 2023**

6 new staff start at CPOC.



# COMMISSIONERS OF THE CITIZENS POLICE OVERSIGHT COMMISSION

**The inaugural cohort of CPOC commissioners was formally seated by City Council on April 28, 2022.**

Signalling the beginning of this new chapter of independent civilian oversight of police in Philadelphia. A total of 320 applicants applied to join this initial group. These are the 6 Commissioners of CPOC.

## Commissioners



**Jahlee Hatchett, Chair**  
(12th District)



**Hassan Bennett**  
(19th District)



**Melanie DeBouse**  
(35th District)



**Haakim Peay**  
(16th District)

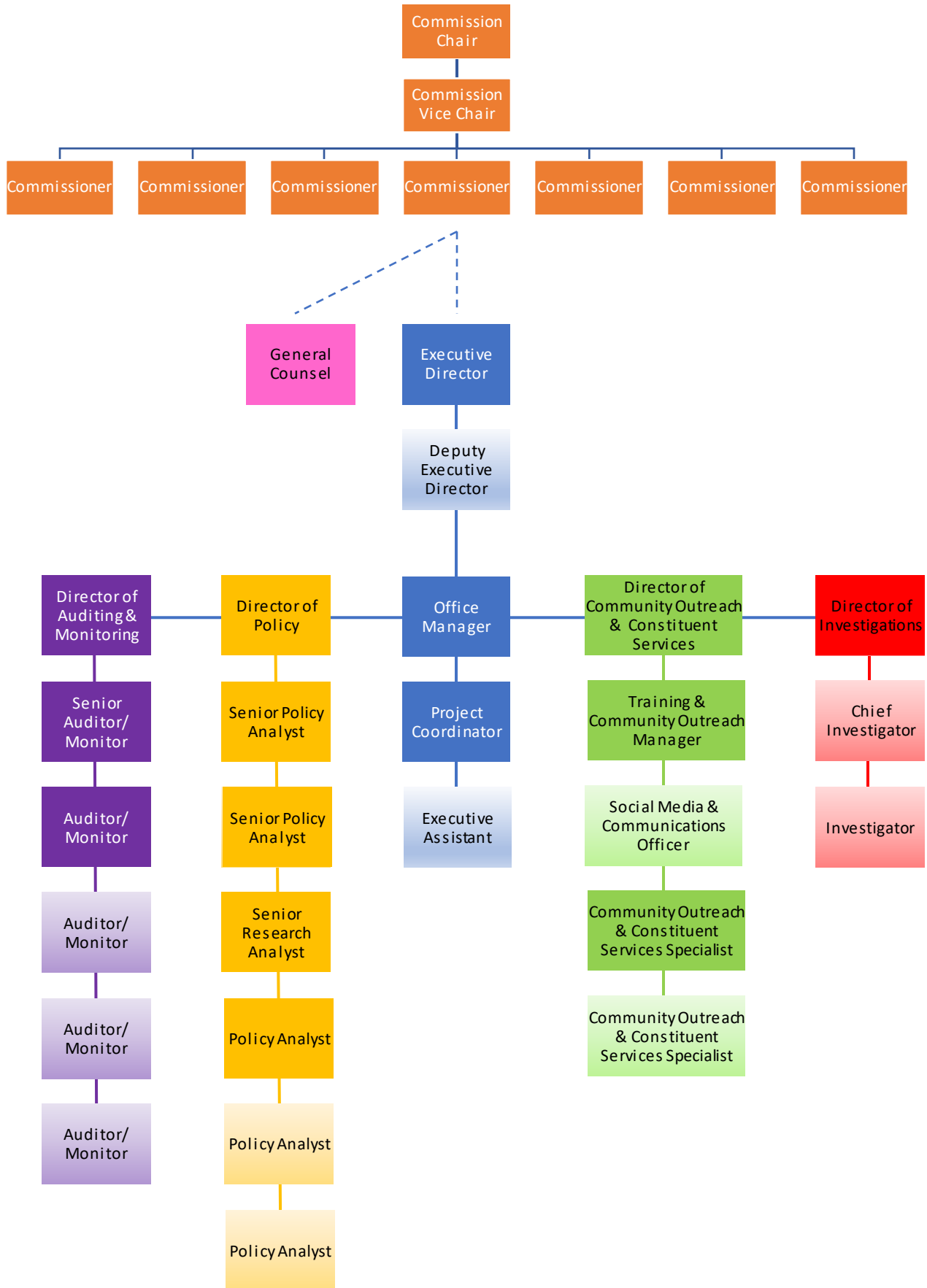


**Rosaura Torres Thomas**  
(15th District)



**John Solomon**  
(39th District)

# ORGANIZATION CHART





# COMMUNITY OUTREACH AND CONSTITUENT SERVICES

**CPOC's Community Outreach, Training, and Education Unit is led by the Director of Outreach and Constituent Services. When fully staffed, this unit will contain several Outreach and Constituent Services Specialists, a Social Media and Communications Officer, and an Outreach and Training Manager.**



## Monthly Community Meetings

CPOC holds two monthly meetings: the Commissioners' Public Meeting and a Community Townhall. The Commissioners' Public Meeting is for the commissioners to conduct, deliberate, and vote on official CPOC business. This meeting provides time for public comments on any agenda items.

CPOC hosts monthly Community Townhalls where we educate the community on policing policies and procedures, listen to community concerns, and discuss community resources. Our community meetings have been operating on a hybrid schedule, with some taking place virtually and others in-person. CPOC's community meetings have centered on a variety of topics, such as: Diversity and Hiring in Policing, The History of Stop and Frisk in Philadelphia, Sexual Assault Awareness and Investigations, and Domestic Violence Resources and Protection from Abuse.

CPOC also hosted various panel discussions, including: Black and Blue: The Experience of Black Officers; PRIDE Panel: A discussion with LGBTQ+ Officers; and a National Civilian Oversight panel with guests from police oversight agencies in Atlanta, Chicago, Nashville and New York.



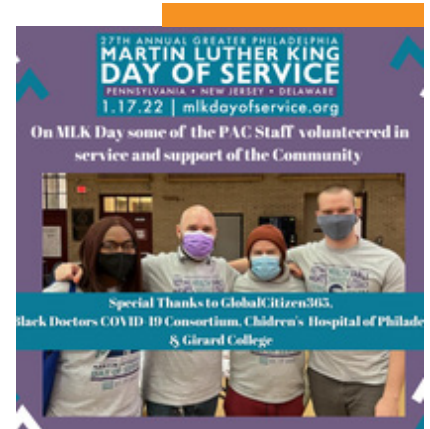
At the conclusion of each community meeting, a survey is sent to our mailing list to seek feedback on the meeting topics and suggestions for future discussions and projects.

The Community Outreach, Training, and Education Unit plans to enhance engagement with diverse areas throughout the City, create a stronger communications network between the Commission and small neighborhood businesses, develop criminal justice related educational programming for primary and secondary schools, establish a CPOC lecture series, increase speaker engagements, implement a Civilian Police Oversight Academy for community partners, enhance the agency's Officer Commendations and

Neighborhood All-Stars program, and create a Rapid Response Unit to address protests, civil unrest, and any other critical incidents.

### Social Media

With the hiring of additional staff, CPOC now has the capacity to develop a more robust presence on social media. On Facebook and Instagram, we provide regular, consistent updates about events, infographics, and statements. We also solicit community feedback at our general email: CPOC@phila.gov. As CPOC continues to expand and grow, and with the addition of staff experienced in public relations and marketing, the community can expect to see more social media content and continued, consistent engagement.





### Complaint Intake

Complaints against police can be made with CPOC over the phone, online, in person, or by downloading the complaint form and mailing it to our office. A CPOC staff member then reviews the complaint form and contacts the complainant to obtain additional information and explain the complaint process.

CPOC prepares a complaint referral which is sent to the PPD’s Internal Affairs Division (IAD) for investigation. While civilians can make complaints against police directly with IAD or at their local police district, CPOC serves as an impartial intermediary. As an independent agency staffed by civilians, CPOC aims to provide complainants with a safe space to voice their complaints.

### Constituent Services

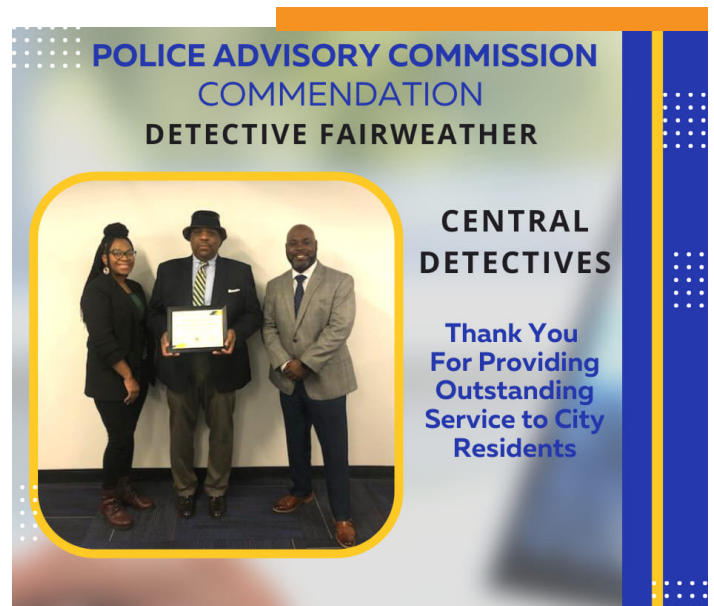
CPOC often receives complaints and requests that fall outside of the typical police complaint intake process. When these situations arise, CPOC strives to provide the highest quality assistance. CPOC believes helping citizens navigate problems is vital to building trust in the community and ensuring communities across Philadelphia remain safe, healthy, and prosperous.

CPOC assists constituents to navigate a wide array of concerns by referring them to the correct City agency and providing a warm handoff wherever possible. CPOC has helped constituents with issues such as assistance with quality-of-life issues (ex. enforcing noise complaints, mediating neighborhood disputes, and replacing damaged streetlights), handling the

enforcement of Protection of Abuse (PFA) orders, obtaining documentation from City departments, locating missing property, and connecting residents with resources across the City.

### Officer Commendations

In addition to taking complaints from residents when they have a bad experience with the police, it is also important to provide an outlet for residents to submit commendations when officers go above and beyond the call of duty. CPOC accepts commendation nominations from the public and from the police department. Several officers have already been awarded a CPOC Commendation over the past two years. The Commendation certificate is accompanied by a letter to the police commissioner describing the incident in detail, as well as a CPOC “swag bag.” Our commendation process helps to highlight positive examples of police conduct.





## Out in the Community

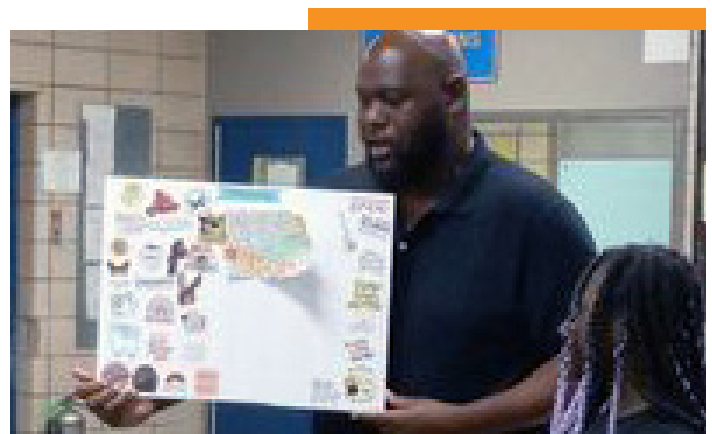
CPOC’s increase in capacity has allowed us to attend more community events. This section will highlight just a few of these events. (Photos from different events are included throughout this report.)

### Felton Business Owners

In late 2020, the Feltonville Business Corridor began experiencing an increase in robberies. The local police district was understaffed and the community was featured in the news and on social media. CPOC reached out to one of the local businesses who organized a group meeting with fellow business owners in the community; CPOC provided Spanish translation and invited the Department of Commerce, who attended the meeting. The City’s Business Security Safety Program was offered to the Feltonville Business Owners in an effort towards crime reduction. This program covers a portion of the costs of video surveillance installation, provided that the business makes the footage available to the police in the event it is needed. As a result of that meeting the Commerce Department increased their reimbursement allotment for the Feltonville Corridor Businesses who chose to enroll in the program.

### Know Your Rights Panel

In October of 2023, CPOC held a “Know Your Rights” panel discussion. Our Commission Chair, Jahlee Hatchett, moderated this event and our panelists included PPD Deputy Commissioner Fran Healy, Karima Yelverton from the District Attorney’s Office, Chief Defender Keshia Hudson and Adara Combs from the Office of the Victim Advocate. The panel discussed victims’ rights and services, civilians’ rights and obligations when interacting with the police, civilian oversight, the District Attorney’s role in policing, and Defender’s Association representation.





### **Movie Night & Discussion with the Colours Organization & Philly Black Pride**

As CPOC outreach expands, a priority is to continue to create partnerships with agencies who serve residents of the City. These partnerships help CPOC focus our outreach efforts and give us an opportunity to learn from the community. In 2023, CPOC partnered with Philly Black Pride and the Colours Organization for a Pride Month Movie Screening and Discussion. We gathered to watch “My Name is Pauli Murray,” a documentary that celebrated the life and work of Pauli Murray, a non-binary person of color who was a lawyer, civil rights activist and priest.

We were also joined by Morris Home, the only residential substance abuse center in the country that specifically serves trans and gender nonconforming individuals. We look forward to future partnerships that will elevate the voices of our LGBTQIA+ community.

### **Protest Monitoring**

When community members wish to have their opinions heard and seek to influence how government functions and responds, they often gather together to protest. Protest monitoring is the process of tracking and analyzing protests by watching social media, news reports, and observing in-person to stay updated on ongoing protests.

The Citizens Police Oversight Commission aims to monitor protests and other First Amendment public gatherings where PPD will be present. The purpose of CPOC’s protest monitoring activities is to monitor, record, and report on the actions and behaviors of the

PPD. This is especially important when a protest occurs after a police shooting (also known as an Officer Involved Shooting or OIS) or if the protest is a direct response to previous police action, inaction, or policy change.

Following protests, CPOC creates reports to document any relevant information pertaining to the protest. Relevant information includes, but is not limited to: tactics employed by the PPD, incidents of violence or clashes between the PPD and the public, the issue being protested, the number of participants, number of injuries & arrests, and media outlets present. If police misconduct is observed, or reported, a complaint can be drafted by CPOC staff and referred to IAD for review. If incidents occur that threaten officer safety or if CPOC witnesses behavior from protestors that cause harm, we may draft policy recommendations for PPD to consider.



## 2022-2023 Protest Monitoring

In 2022 and 2023, CPOC monitored several high-profile events of significance to the Philadelphia community.

### September 30, 2022

During the 2022 election cycle, CPOC was present at a Hunting Park protest at Déjà Vu Social Club. This protest was in response to Republican candidate for Governor, Doug Mastriano, hosting a town hall at the social club. The protest was peaceful; no arrests or altercations between Philadelphia Police and members of the public were observed or reported.

### August 31, 2023

CPOC attended a march and protest calling for the dismissal, arrest, and charging of former Philadelphia Police Officer Mark Dial, for the murder of Eddie Irizarry on August 14, 2023. The group marched from Kensington to the 24th/25th Police District and was peaceful; no arrests or altercations between Philadelphia Police and members of the public were observed or reported.

### September 26, 2023

A rally for accountability in the murder of Eddie Irizarry took place at City Hall and traveled to the Juanita Kidd Stout Center for Criminal Justice, where several speakers addressed the crowd, then headed back to City Hall. The event was peaceful, and no arrests or altercations between Philadelphia Police and members of the public were observed or reported.

CPOC also actively monitored the civil unrest that occurred later on the evening of September 26, 2023. There were multiple arrests during the evening. Complaints of misconduct by Philadelphia Police Officers were reviewed and referred to IAD.

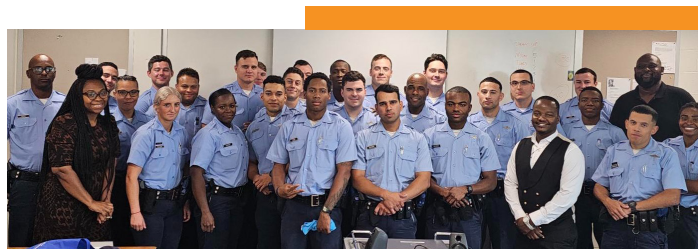
### Oversight Presentation for Civilian Police Academy & Police Recruits

In 2023, CPOC continued its groundbreaking work by venturing into the space of community-based education. Subjects such as police oversight, the history of policing, and contemporary criminal justice topics were discussed in many public forums. One excellent example of CPOC's educational work is its presentation to PPD's Civilian Police Academy (CPA).

The CPA is a 9-week class that provides residents with an overview of PPD's policies and procedures, reality-based training, and discussion that aims to create a more informed and empowered participant. The goal is to return attendees back to their communities as credible messengers on community- police relations.

CPOC outreach staff are invited to speak to the community members in attendance. Academy participants receive an overview of the importance of civilian oversight of police, the history of civilian oversight in Philadelphia, CPOC's day-to-day operations, CPOC's complaint & commendations process, and how community members can assist PPD and CPOC in the goal of bringing equitable policing to all residents in Philadelphia. CPOC has given this training on multiple occasions and is now a standard presenter at the CPA.

CPOC's successful educational efforts have also expanded into presenting to PPD's police recruits. As with CPOC's Civilian Academy presentation, police recruits receive an overview of the importance of civilian police oversight, the history of civilian oversight in Philadelphia, CPOC's day-to-day operations, CPOC's complaint & commendations process, and other topics and concerns recruits may have as they embark on their new careers. Educational tools such as documentaries, films, and other media have been implemented to enhance and foster an organic dialogue between CPOC facilitators and police recruits about the challenges of policing, what brought them to their work, how we can all support each other's public service and improve our community. For example, CPOC facilitators have used the critically acclaimed winning HBO documentary *Navajo Police: Class 57* as an educational tool in learning the challenges of policing, violence, poverty, inadequate housing, and other systemic issues that challenge many communities across the nation, including Philadelphia. As CPOC's reach expands, informative community-based education programming for Philadelphia residents and sworn law enforcement officers will continue to be at the forefront of our outreach initiatives.







## Connections with External Stakeholders

### National Oversight and Policing Organizations

On October 26, 2022, CPOC gave a presentation at the National Association for Civilian Oversight of Law Enforcement (NACOLE)'s Virtual Conference.

Samantha Williams, Esq., then Director of Legislation for Councilmember Curtis Jones, Jr., and Taleah Grimmage, then CPOC Senior Policy Analyst, talked with conference attendees about the history of oversight in Philadelphia and the groundbreaking legislation that created CPOC. The presentation, titled, "The Philadelphia Story: Lessons in Reimagining Oversight," was attended by over 125 oversight professionals and provided them with a detailed overview of how oversight has changed in Philadelphia, the transition from PAC to CPOC, and the responsibilities and role this agency has due to this new legislation. This presentation generated requests for information from other newly formed oversight agencies seeking advice and helped strengthen CPOC's relationship with other oversight practitioners around the country.

CPOC also presented two sessions at the 2023 NACOLE Virtual Conference, one related to CPOC's body worn camera projects, and one related to data standardization in police oversight. Additionally, CPOC presented at

the 2023 conference of the International Society for Evidence Based Policing with PPD on the ongoing collaborative body worn camera study.

CPOC is currently represented on NACOLE's Training, Education, and Standards Committee. This committee is tasked with designing, implementing, and providing trainings and resources to the staff members working within oversight agencies across the country. Committee members also work to plan, organize, and host virtual webinars throughout the year that aim to bring relevant subject matter experts and researchers to discuss emergent trends in oversight topics with NACOLE members. Additionally, this panel manages the Certified Practitioner of Oversight (CPO) program and ensures that the educational materials associated with the program are up to date.



## Illegal Evictions Action Team

Illegal or "self-help" evictions occur when a landlord attempts to remove tenants from their homes without proper court authority. This can occur when a landlord simply changes the locks or when a landlord turns off the utilities during a "constructive eviction." Tenants are advised to contact the police when an illegal eviction occurs. However, there have been concerns and complaints from City residents about how police handle these evictions, with some officers following the PPD directive in full, some following only a part of the directive, and some having no knowledge of the directive's existence. This means that residents are often receiving inconsistent service or incorrect information when they reach out the police for assistance.

In 2019, the Illegal Evictions Action Team was created and brought together representatives from CPOC (then PAC), the Philadelphia Police Department, Community Legal Services, Tenant Union Representative Network (TURN), the District Attorney's Office and the Office of Community Empowerment and Opportunity. This working group drafted recommendations on ways to prevent illegal evictions and provide resources to City residents.

In 2022, the Action Team was reintroduced and now includes two representatives from CPOC working alongside previous participants and a new group of partners, including AIDS Law Project of PA, Senior Law Center, Philadelphia Housing Authority, Homeless Advocacy Project, City of Philadelphia Office of Criminal Justice, PA Apartment Association, Division of Housing and Community Development, PA Office of the Attorney General, the Public Interest Law Center, and Philadelphia Housing Action. The team consists of individuals with diverse backgrounds and expertise implementing recommendations and advocating for reforms to improve police response to illegal evictions. Members of the team are available to assist with training, education, and recommendations of best practices.

CPOC has a unique position with the Action Team as the civilian oversight agency for the police department and it is our hope that our experience and perspective will strengthen this working group of professionals dedicated to servicing residents of Philadelphia.



## Mandela Washington Fellowship

Mandela Washington Fellowship is the flagship program for the U.S. Government's Young African Leaders Initiative (YALI). For many years, CPOC has been a proud host of several Mandela Washington Fellows. In the summer of 2022, we hosted Mandela Fellow Sophie Raharinoely, who has more than six years of experience in the Ministry of Public Security of Madagascar. Currently, Sophie is Chief Cabinet of the Directorate of Public Security in Antsirabe and is responsible for all administrative Chief of Staff functions. She also heads a special unit composed of female police officers below the age of 40, which works to prevent gender-based violence and protect persons with disabilities. She mentors youth in Malagasy who are interested in pursuing a career in law. Sophie provides English translation services for Operation Smile, which works to improve the lives of patients with cleft conditions.

While visiting CPOC, Sophie toured and met with several City leaders and agencies to learn more about oversight, our court system, training and recruitment in policing, investigations, our prison system, and resources for victims of sexual violence. Sophie attended several community events and oversight town halls; she had an opportunity to meet with the police commissioner, and she developed a friendship with the Standards and Accountability Unit at PPD, who gave her several farewell gifts as she left to return to her country.

Sophie hopes to create a version of the Police Chaplains in Antsirabe and a youth group similar to the Philadelphia Police Explorer Cadet program to increase recruitment of female officers.



In the summer of 2023, we hosted Ngundambiriko Katire, who has more than 10 years of experience in clinical psychology. Ngundambiriko is a psychological counselor at the Namibia Ministry of Labour. He focuses on vocational counseling, psychometric assessment, and hosting educational workshops and training. He also provides similar services, through his nonprofit organization, to members of his community without access to those services. He is passionate about and dedicated to working to improve the quality of government's mental health services to police, medical personnel and other first responders.

While visiting CPOC, Ngundambiriko toured the 911 Radio Room, met with PPD Crisis Response Team and participated in a ride-along. He also met with the counseling staff at Cheyney University, met with CHOP Center for Autism Research staff, took trainings on Trauma Informed Crisis Response, Naloxone, and LGBT+ History and Awareness and he also observed Mental Health Court Proceedings.

After completing the Mandela Washington Fellowship for Young African Leaders, Ngundambiriko intends to incorporate his knowledge into his training and workshops for the public as well as work to improve access to mental health services for police and other first responders.

### **Interagency Civil Rights Task Force**

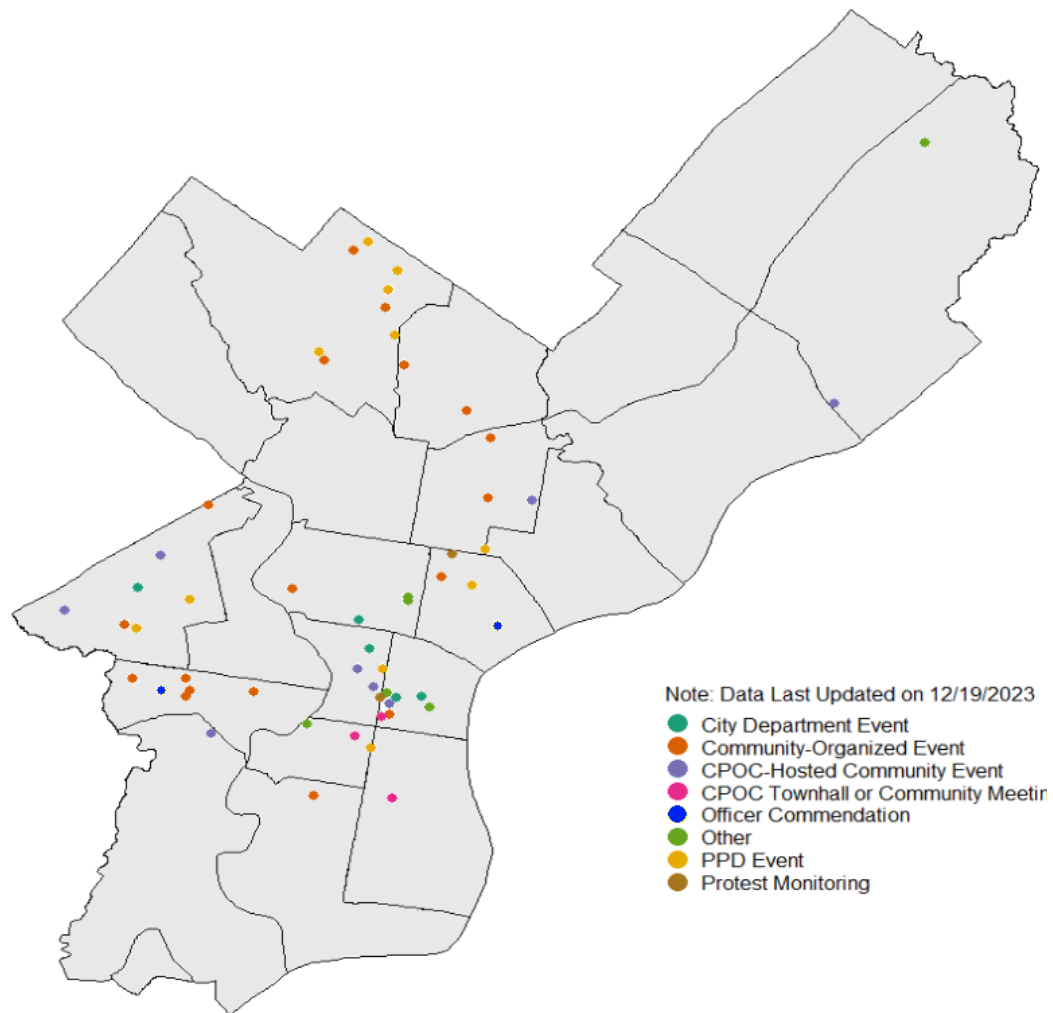
CPOC is a proud participant in the Interagency Civil Rights Task Force. This task force is spearheaded by the City of Philadelphia Commission on Human Relations and is a group of local, state, and federal law enforcement agencies and community organizations who come together to share updates on their respective work. The IACRTF meets to discuss trends, learn about new initiatives, and share ideas with one another to promote, empower, and advocate for civil rights and community-building.

## Rolling out a case management system

At the beginning of 2023, CPOC announced the rollout of a new case management system, Oversight by Sivil. Sivil was one of the first companies to design software specifically with agencies responsible for civilian oversight of police. CPOC staff have been working with the team at Sivil for over two years to tailor the software to the specific needs of our agency. This software greatly improves how CPOC provides services to Philadelphia residents by modernizing the way CPOC receives complaints against police officers, recommendations for officer commendations, and general feedback. CPOC is continuously developing unit-specific modules within Oversight by Sivil to centralize CPOC's work and work products.

Oversight by Sivil features a portal for use by members of the public that allows complainants to create an account and track the status of their complaint or commendation. The portal has a live reporting feature that allows anyone to access up-to-date reports related to complaints and commendations filed with CPOC. The portal also uses a translation option so that residents who speak different languages can access it easily. CPOC is excited to see how this software increases the accessibility of services for residents and transparency about the process of police complaint investigations.

## Community Outreach Map



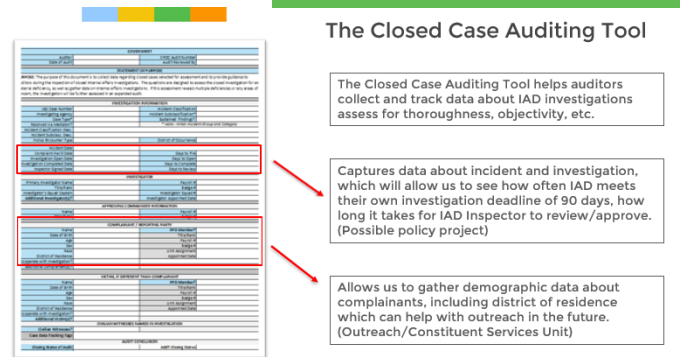
# AUDITING & MONITORING UNIT

CPOC's Auditing & Monitoring Unit is led by the Director of Auditing & Monitoring, who worked to develop this unit based on industry standards. Once fully staffed, the Auditing & Monitoring Unit will house several Auditors/Monitors and Senior Auditor/Monitors who will conduct consistent audits of complaint investigations, monitor investigations of police misconduct, and facilitate ongoing projects.

## Complaint Auditing

Auditing a complaint against police involves gathering data about the incident present in the complaint and the subsequent investigation into the complaint conducted by Internal Affairs investigators to assess for quality, thoroughness, and objectivity. Our auditing team uses a series of questions to systemically evaluate investigations. Auditors also provide nuanced investigative critiques and highlight any concerns about investigations, such as missing allegations against an officer or discrepancies between the evidence presented and the investigative findings. The CPOC auditing team has evaluated over 450 cases thus far, and the review process is ongoing daily.

Auditing the investigations into complaints against police helps us better understand PPD's discipline process that is insulated and has previously not been subject to outside reviews. Because the agency investigating these



The Closed Case Auditing Tool

The Closed Case Auditing Tool helps auditors collect and track data about IAD investigations assess for thoroughness, objectivity, etc.

Captures data about incident and investigation, which will allow us to see how often IAD meets their own investigation deadline of 90 days, how long it takes for IAD Inspector to review/approve. (Possible policy project)

Allows us to gather demographic data about complainants, including district of residence which can help with outreach in the future. (Outreach/Constituent Services Unit)

complaints is housed within the police department and is comprised of police sergeants and lieutenants, residents have expressed a lack of trust in the investigative process. Through reviewing these cases, CPOC hopes to improve the process and build residents' confidence that the complaint investigation process can be trusted as a legitimate one.

Auditing closed complaints sheds light on patterns within IAD investigations, which can help identify common errors and opportunities to improve IAD processes. Auditing closed complaints also allows CPOC to gather demographic data about complainants, such as district of residence, which can help with outreach in the future. A report about the unit's complaint auditing work is forthcoming, with more regular reporting planned for 2024.

## Audit Projects

**PPD has many policies in place, but the public needs to trust that the PPD is complying with their policies – especially the ones intended to increase accountability.** The auditing team's audit projects evaluate PPD's compliance with their policies on different issues, which involves looking for patterns, reporting to the public, and making recommendations for improvements when appropriate.

For example, an ongoing audit project involves reviewing officers' compliance with PPD's policy on Body Worn Cameras to determine whether officers are using their cameras properly while patrolling and responding to calls. This project reviews metrics such as camera activation rates, comparing the number of officers present on scene with the number of videos for the incident, whether officers are keeping their cameras on for the full duration of an incident, and more. To conduct this review, the auditing team is pulling random samples of incidents each month using police reports among all police districts with body worn cameras and reviewing attached footage. A report is forthcoming.

### BWCs should be activated when:



- 1 Responding to crimes in progress
- 2 Initiating any vehicular or foot pursuit
- 3 Conducting any vehicle or pedestrian investigation
- 4 Initiating a sight arrest or citation
- 5 Taking a statement or info from a victim or witness
- 6 Handling a disturbance or crisis related incident
- 7 Handling any protest or demonstration
- 8 Conducting a suspect confrontation
- 9 When confronted by any member of the general public that may become 'confrontational or hostile'

## Comparing PAC & CPOC: Complaint Investigations

| PAC  | CPOC   |
|--|--|
| <p> Does not currently have investigative powers for any cases</p> <p> Must forward all complaints to PPD for investigation</p> <p> Can audit and monitor complaints as they are investigated by PPD</p> | <p> Will have investigative powers for civilian complaints and internal complaints</p> <p> May initiate investigations without a complaint and re-open closed complaints</p> <p> Will maintain ability to audit and monitor IAD investigations</p> |

Residents have overwhelmingly asked for complaints to be investigated by civilians  
 PPD will be able to conduct concurrent investigations, but CPOC must have the same access to investigative materials

[www.phila.gov/PAC](http://www.phila.gov/PAC)
 POLICE ADVISORY COMMISSION  
 "Oversight is public safety."

## Complaint Monitoring

**Complaint auditing occurs once the disciplinary process is complete, or the case is finalized without disciplinary action.** Complaint auditing is informative but does not allow for CPOC to identify issues in an investigation while they can still be resolved. CPOC and its predecessor (PAC) have always had the authority to attend interviews at Internal Affairs, ask questions directly to officers and complainants during those interviews, and assist complainants through the complaint process. CPOC hopes to expand its participation in the complaint investigation process through active complaint monitoring, so that oversight and reviews of complaint investigations can be done before the investigations are finalized.

This type of proactive complaint investigation monitoring, as opposed to reactive complaint auditing, is a function of other police oversight agencies around the country. Active complaint investigation monitoring is a function that CPOC is working to implement in the near future.



# POLICY UNIT

The Policy Unit is led by the Director of Policy and is comprised of both Policy Analysts and Senior Policy Analysts. Once fully staffed, the Policy Unit will also be responsible for data analysis and end-of-year reporting. The foundation of the Policy Unit's strategy is rooted in the Philadelphia Home rule Charter § 21-1210, granting the Commission authority to conduct investigations into the general policies and practices of the police department. The scope includes making timely policy, practice, procedure, and training recommendations to the Department.

## Policy Reports

**CPOC policy reports have created and continue to create tangible, lasting reforms to policing in Philadelphia.** An example of this occurred in June 2021, when CPOC (then known as PAC) published a report that described unprecedented civilian participation in the PPD's disciplinary process. CPOC's goal was to provide transparency about PPD's disciplinary process and to identify processes within PPD that could benefit from increased accountability. In a report titled "Collaborative Reform and Review of the PPD Police Board of Inquiry", CPOC issued 25 detailed recommendations to create a more effective and equitable disciplinary process and to increase trust among police officers and members of the public. PPD accepted all recommendations.

This report resulted in major reforms to the police officers' union (Fraternal Order of Police, or FOP) contract to allow for civilian staff from CPOC to review discipline charges, sit as adjudicators on PBI panels, and for civilian

**Transparency. Accountability. Reform.**

**Join us at our  
Virtual Community Meeting**

**JUNE 21ST @ 6:00 P.M.**

**Special Joint Presentation on:**

**PAC & PPD's  
Collaborative Review and  
Reform of the Police  
Discipline Process**



*a/k/a 'P.B.I.'*



**Meeting Link:  
<https://tinyurl.com/PACJune21>**

attorneys (rather than PPD staff) to administratively prosecute discipline cases. Any one of these changes would have represented a major reform to the PPD disciplinary process, but to accomplish this much progress was an important achievement for CPOC and PPD.

In September 2023, CPOC released Part II of the Collaborative Review and Reform of the Police Board of Inquiry. This new report provided an update on what recommendations PPD implemented since Part I. Part II also highlights some lessons learned so far. Finally, the report presented new recommendations for the PPD to further improve the disciplinary process.

A few notable reforms accomplished by these reports are highlighted here:

- A 12% decrease in the average amount of time it takes for a misconduct investigation to move through the investigation and discipline charging processes. The length of time to complete a misconduct investigation has decreased but remains high. Cases received at PBI in 2022 took 409 days on average to go from the complaint being received at Internal Affairs, through the investigation, reviews, and charging. In 2017, this process took 463 days on average.
- In many cases of misconduct, officers previously did not receive discipline charges for all misconduct committed. As of December 2021, CPOC staff reviews all discipline charges for complaints made by members of the public. This adds a layer of oversight to discipline charging to ensure all applicable charges are brought, and cases can be sent back for additional investigation if needed.

- Between 2015 and 2020, 76% of cases were resolved with "training and counseling." In 2022, only 34.9% of cases were resolved with training and counseling. Training and counseling is also used in much narrower circumstances, which means that more officers are receiving discipline charges for sustained misconduct.
- Philadelphia was previously the only major city in America with no civilian involvement in the disciplinary process. As of January 2022, CPOC staff sit as voting members on disciplinary hearing panels at PBI hearings. Each panel now consists of two PPD members and one CPOC staff member; this allows for a civilian perspective to be included and ensures that important disciplinary issues have a civilian voice weighing in on the discipline recommendations.
- PBI hearing processes previously allowed for subjectivity, which left some officers with clear misconduct unaccountable for their actions. In January 2022, the PPD began using a revamped verdict sheet for disciplinary hearings that narrows the scope of voting to ensure that panel members decide only if a policy related to the misconduct occurred, and if the officer violated that policy. This was intended to remove subjectivity from the hearing process.

**POLICE BOARD OF INQUIRY**  
**DECEMBER 2022 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.\*

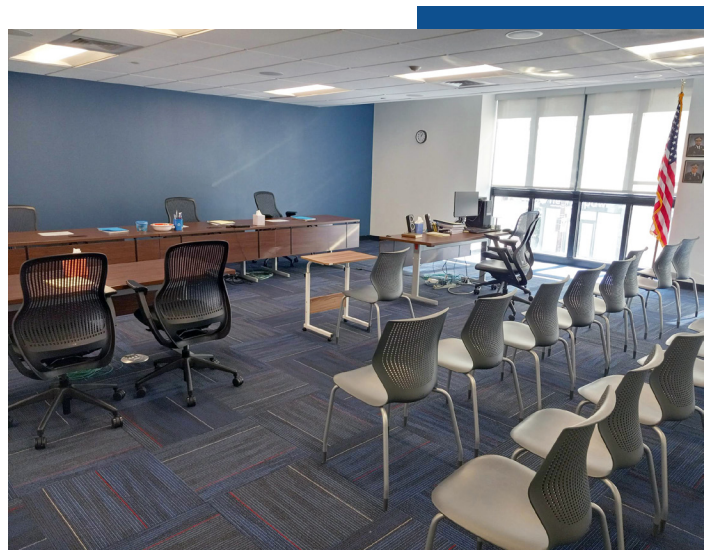
Tues - December 6, 2022 - 10:00 AM  
Thurs - December 8, 2022 - 10:00 AM  
Wed - December 14, 2022 - 10:00 AM

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

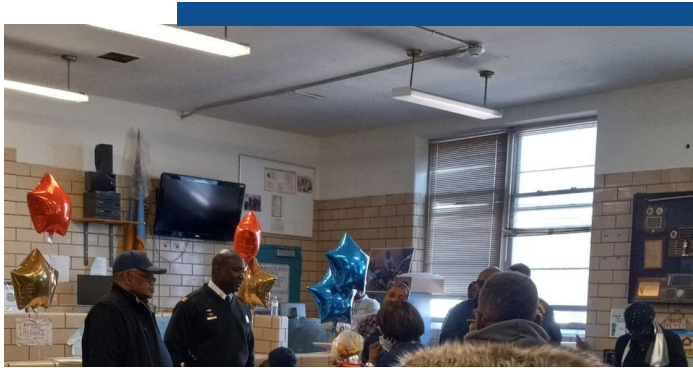
- ENTER THROUGH THE BROAD STREET ENTRANCE
- TELL SECURITY THAT THEY ARE THERE FOR A PBI HEARING
- GET SCREENED BY SECURITY
- SECURITY WILL CONTACT PBI WHO WILL ASCERTAIN IF THEY WILL BE GRANTED ACCESS
- IF ADMITTED FOR A CAP PBI HEARING, CIVILIANS WILL BE ESCORTED TO **ROOM M-013** BY A PBI OFFICER

Philadelphia Police HQ  
400 North Broad Street  
Philadelphia, PA 19103  
(215) 686-1776

QUESTIONS OR CONCERNS ABOUT ACCESS OR ENTRY TO PUBLIC HEARINGS SHOULD BE SENT TO CPOC (cpoc@phila.gov or 215-685-0991)







Part I broke new ground as a large-scale collaborative reform project between CPOC and PPD, and it signaled a willingness from the PPD to share resources and a commitment to driving discipline reform forward. The reforms shown in Part II demonstrate that with commitment and collaboration, real changes that improve police accountability are possible. CPOC looks forward to continuing the collaborative reform work with PPD in pursuit of a more just disciplinary system for Philadelphia's law enforcement.

As the implementation of all recommended reforms has been ongoing, CPOC is working constantly to improve these processes in collaboration with PPD officials. This ongoing project represents the type of oversight work that CPOC will continue to pursue throughout the expansion of the agency: data-driven, collaborative, and most importantly, effective.

## Standard Reviews

The Policy Unit performs standardized reviews of Philadelphia Police Department processes.

### Police Board of Inquiry Charging Reviews

As a result of the Policy Unit's report about the discipline hearing process at PPD, conducted through the PPD's Police Board of Inquiry (PBI) Unit, CPOC is now a part of discipline charging. 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).

CPOC collects data on charging reviews and documents instances when CPOC disagrees with PPD's recommended charges, and what the final charging decision is. This data was included in the follow up report on PBI reforms released by CPOC in 2023. CPOC will continue to collect this data to report to the public on how discipline charging occurs, how many officers resolve their misconduct through training and counseling, and other facets of discipline charging.

### Use of Force Reviews

The Executive Director for the Citizens Police Oversight Commission is a voting member of PPD's Use of Force Review Board. The Board functions as an investigative and administrative agent, reviewing the appropriateness of use of force incidents. The Use of Force Review Board reviews all incidents involving the discharge of firearms, as well as extraordinary incidents in which action was taken to protect police personnel or civilians. CPOC's policy team conducts a thorough analysis of the Officer Involved Shooting Team's (OISI) investigation and prepares a detailed case analysis for the Executive Director to inform their vote on incidents. Board members are tasked with voting on whether the action taken was within department policy. The Policy Unit also reviews the case to identify if any additional directives were violated during the incident. Additional information and data on Use of Force can be found in the Data section of this report.





### Directive Reviews

The Philadelphia Police Department provides CPOC with draft copies of proposed changes to department directives. In 2023, the Policy Unit began thoroughly evaluating proposed changes to directives. This process is still being formalized within the unit and in collaboration with the police department.

### Non-Emergency Reporting Policy Proposal

CPOC submitted a policy proposal to PPD proposing the Department create a non-emergency crime reporting unit to allow citizens to file police reports for low-level non-emergency crimes online and over the phone. This report provides one tool the PPD can implement to increase the efficiency of their 911 Call Center and Patrol Division, both of which are understaffed.

If implemented, a non-emergency crime reporting unit could divert tens of thousands of calls from 911 and physical police response. This would allow 911 operators and PPD officers to respond to emergency calls for service more efficiently and provide patrol officers more time on their shift to engage in targeted proactive community-policing efforts that may improve public safety and community-police relations.

## Explainers, Blog Posts, and Infographics

**A critical function CPOC performs is to translate complex PPD policies to the public so they can better understand police department operations.** Explainers are documents intended to distill a concept or topic into easily accessible information for the general public. CPOC provides information to the public, PPD, and other City departments on various subject matters through explainers. Topics for explainers can result from media reports, public comments during CPOC monthly meetings, or from a concern raised by constituents. Explainers take topics that are of immediate concern to constituents and produce easily digestible micro-reports to educate and inform.

CPOC often creates infographics to accompany these explainers. These infographics serve the same purpose of educating constituents on specific topics but provide a handy visual summary that can be easily disseminated via social media, printed materials, or other means. CPOC also creates infographics when it is important to quickly release information to the public without drafting a written report. These allow CPOC to stay engaged with constituents via social media and quickly spread information about pertinent topics.

In 2023, CPOC also began issuing blog posts to further expand the agency's online presence. CPOC's blog covers a range of topics, from information on policing to agency accomplishments.



## CPOC Programs

### Community-Police Complaint Mediation

**Prior to transitioning into the Citizens Police Oversight Commission (CPOC), the former Police Advisory Commission (PAC) began research and planning for a Community-Police Complaint Mediation Program in 2018.** CPOC’s mediation program is modeled after effective programs within police oversight agencies across the country. Community-police complaint mediation provides an alternative to traditional means of complaint resolution for civilians and law enforcement officers.

Complaint mediation allows both parties to come together to discuss concerns and address complaints in a confidential, guided conversation. In 2019, CPOC’s predecessor, the PAC, presented a report on complaint mediation and proposed a framework for the program. In 2020 the PAC, PPD, and Philadelphia Commission on Human Relations (PCHR) designed the mechanics of the complaint mediation program. Despite significant delays due to the COVID-19 pandemic and budget cuts to PAC funding, CPOC launched the Community-Police Complaint Mediation Program pilot in May 2023.

During the pilot period, CPOC staff streamlined the process for vetting complaints for eligibility and followed up with the complainant and officer(s) to gauge interest in participation. Moving forward, CPOC aims to prioritize outreach to both the police department and community about the benefits of participating in mediation for resolving complaints.

### Complaint Referrals from PPD Internal Affairs

**CPOC receives mediation-eligible complaint referrals from PPD’s Internal Affairs Division (IAD.)** Currently, only two complaint categories are eligible for mediation: lack of service and verbal abuse. Officers must also be in “first complaint status,” as defined by Mayor’s Executive Order 5-17, Processing of Complaints Alleging Police Misconduct, Section 7, meaning they haven’t received a complaint in the past two years.

CPOC provides a secondary review of IAD referrals. CPOC will send complaints that contain an allegation which, if sustained, would result in substantial discipline of an officer, or contain an allegation which, if sustained, would result in criminal prosecution of officer back to IAD for investigation. Additionally, if the complainant claims that the lack of service or verbal abuse was motivated by discrimination, the complaint is referred back to IAD. Cases where criminal charges are pending are also ineligible. The timeline for mediation will follow Executive Order 5-17 and should be completed within ninety days. CPOC must provide an explanation if time exceeds the limit.

From 2022 to December 2023, CPOC received a total of 38 complaint referrals from IAD. After CPOC screened the referrals for program eligibility, 26 complaints were eligible for participation and 12 complaints were returned to IAD as not suitable for mediation. PPD officers opted into the mediation program in 10 out of 26 eligible cases (see Figure 1). Although some complainants expressed interest in participating, none of the cases were resolved through mediation.

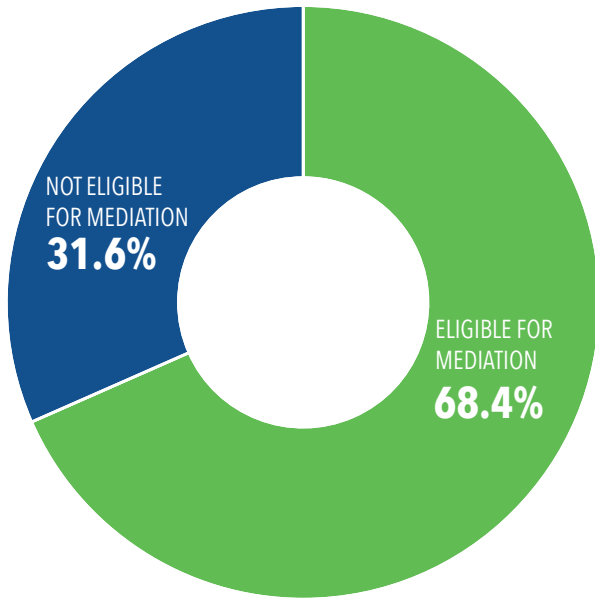
### Community-Police Complaint Mediation Program

**Figure 1, Community Police Complaint Mediation Referral Disposition, 2022 through January 2023.**

| Year          | Referrals Received | Returned to IAD, Not Suitable | Eligible for Mediation | PPD Opt-in |
|---------------|--------------------|-------------------------------|------------------------|------------|
| 2022          | 7                  | 2                             | 5                      | 1          |
| 2023          | 31                 | 10                            | 21                     | 9          |
| <b>Totals</b> | <b>38</b>          | <b>12</b>                     | <b>26</b>              | <b>10</b>  |

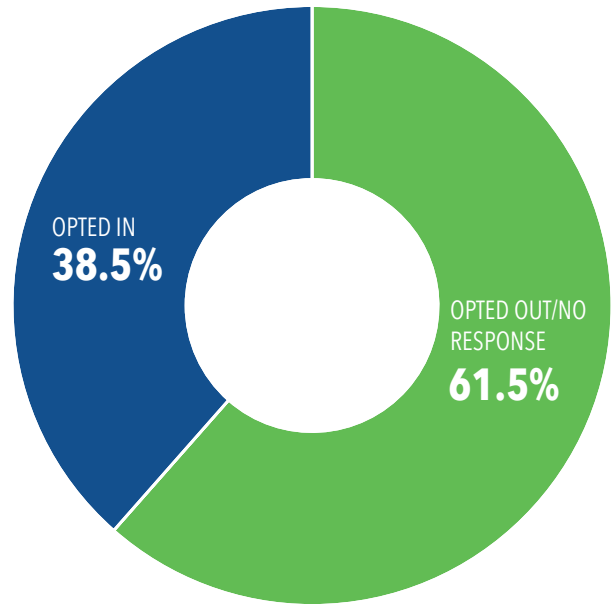
This pie chart shows the total number of referrals received, distinguishing between those deemed eligible and those not eligible for mediation. Out of a total of 38 referrals, 26 were eligible, resulting in an eligibility rate of 68.4%.

**Figure 1, Mediation Program: Proportion of Eligible Referrals (2022-2023)**



The second pie chart will focus on the opt-in rate of the police for mediation among the cases eligible for mediation. Out of the 26 cases eligible for mediation, the police opted in for mediation in 10 cases, representing a 38.5% opt-in rate.

**Figure 2, Police Officer Participation in Mediation: Opted In Rates (2022-2023)**





# Investigations Unit

**CPOC's Investigations Unit is led by the Director of Investigations (DOI). When fully staffed with a Chief Investigator, Senior Investigators and Investigators, this unit will conduct independent administrative investigations into allegations of officer misconduct.**

**The unit is in the process of hiring staff and developing investigative processes and operating procedures. While this occurs, the Investigations Unit remains active, performing several crucial duties.**

## **Responding To And Monitoring PPD Police Shootings (Officer-Involved Shootings)**

When a PPD officer discharges their firearm in Philadelphia, CPOC is notified of the incident. The Director of Investigations is on-call 24/7 to receive notification and respond to the scene of police shootings (Officer-Involved Shootings or OIS). Police shootings include every time that a PPD officer discharges their firearm at a person, whether on or off duty, excluding accidental discharges, animal shootings, and officer suicides.

The Director of Investigations has built a strong working relationship with PPD's Officer Involved Shooting Investigations Squad (OISI), which conducts criminal

investigations of all police shootings in Philadelphia. The Investigations Unit has been given access to respond to the scene of police shootings and monitor OISI's investigations in real-time, receiving up to date information as investigations progress.

The Investigations Unit responded to the scene of twelve police shootings in 2023. The Director of Investigations surveyed the crime scenes, viewed body-worn camera footage and other video when available, and received real-time updates on OISI's investigation.



## Monitoring High-Profile Incidents

The Investigations Unit actively monitors high-profile incidents of alleged police misconduct during the IAD investigation. These incidents are typically brought to CPOC's attention through concerns voiced directly by community members and stakeholders.

By monitoring investigations of critical incidents involving PPD, CPOC can advocate for an accurate, impartial, and thorough investigation and hold PPD members accountable for their alleged misconduct.

When monitoring an investigation, the Investigations Unit remains updated throughout the entirety of the case. The Director of Investigations has full access to the case file and can sit in on interviews with PPD investigators. If necessary, the Director of Investigations can write a report to provide transparency surrounding PPD's investigative process.

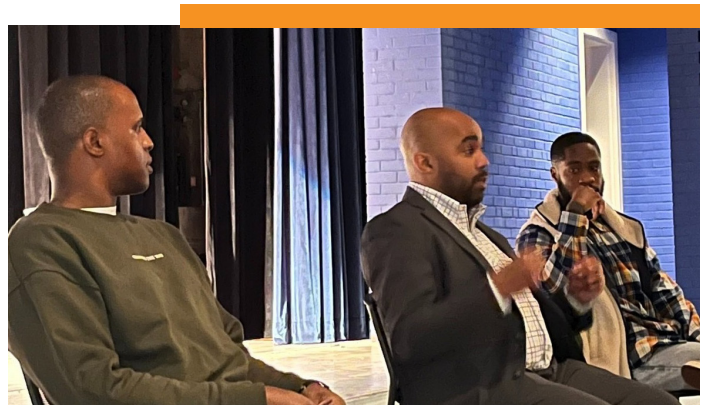
Through this process, the Director of Investigations was able to conduct an independent review of a critical incident involving PPD's response to a fatal hit and run incident. The review of IAD's investigation, as well as additional evidence collected by the Director of Investigations, led CPOC to submit a referral to the District Attorney's Office and PPD, recommending criminal charges be considered against involved officers. This referral was the first of its kind in the history of police oversight in Philadelphia.

## Developing Training Curriculum

The Director of Investigations has developed a curriculum that will be used to train Investigations staff hired by CPOC. This curriculum has been put together into a CPOC Investigations training course that all Investigations staff will be required to take.

This course will serve to train Investigations staff on how to conduct administrative investigations into allegations of police misconduct. The course will teach necessary skills such as crime scene canvassing, witness and complainant interviewing, and report writing. Additionally, interviewing techniques will be taught that train Investigations staff on interviewing police officers who are accused of misconduct.

The Director of Investigations has also partnered with an external use of force consultant who teaches a specialized course in responding to and investigating police shootings (Officer-Involved Shootings). Through this training, CPOC Investigations personnel receive training from an instructor with over 20 years of law enforcement experience, who has worked for PPD's Internal Affairs Shooting Team.





# DATA

All CPOC's work relies on data collection and analysis in one way or another, from collecting information about attendance at CPOC's public meetings to improve outreach efforts, to building a data collection tool to sort through and extract useful information from many hours of body worn camera footage. To understand policing in Philadelphia and ultimately make realistic and impactful recommendations for reform, CPOC must leverage the vast and various datasets that relate to policing in Philadelphia. The goal is to take a consistent and systematic approach to compiling data, analyzing it, and reporting it to the public.

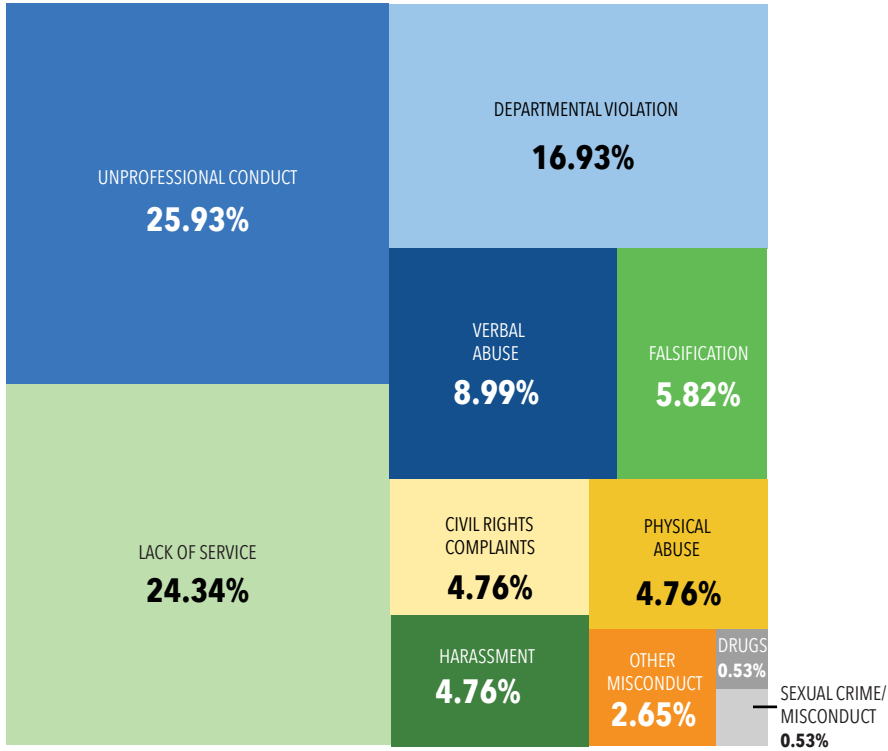
## CPOC Complaint Intake Data

**Many complaints against PPD officers are made each year, and most of them are filed directly with the police department;** CPOC is the intake point for only a small fraction. As office capacity expands, CPOC intends to report on the full data set related to all complaints against police (CAPs), not just those received by CPOC.

In 2022, CPOC referred a total of 120 CAPs to Internal Affairs (IAD). In 2023, CPOC referred a total of 143 CAPs to Internal Affairs. The following complaint data shows CAPs received through CPOC intake and referred to IAD.

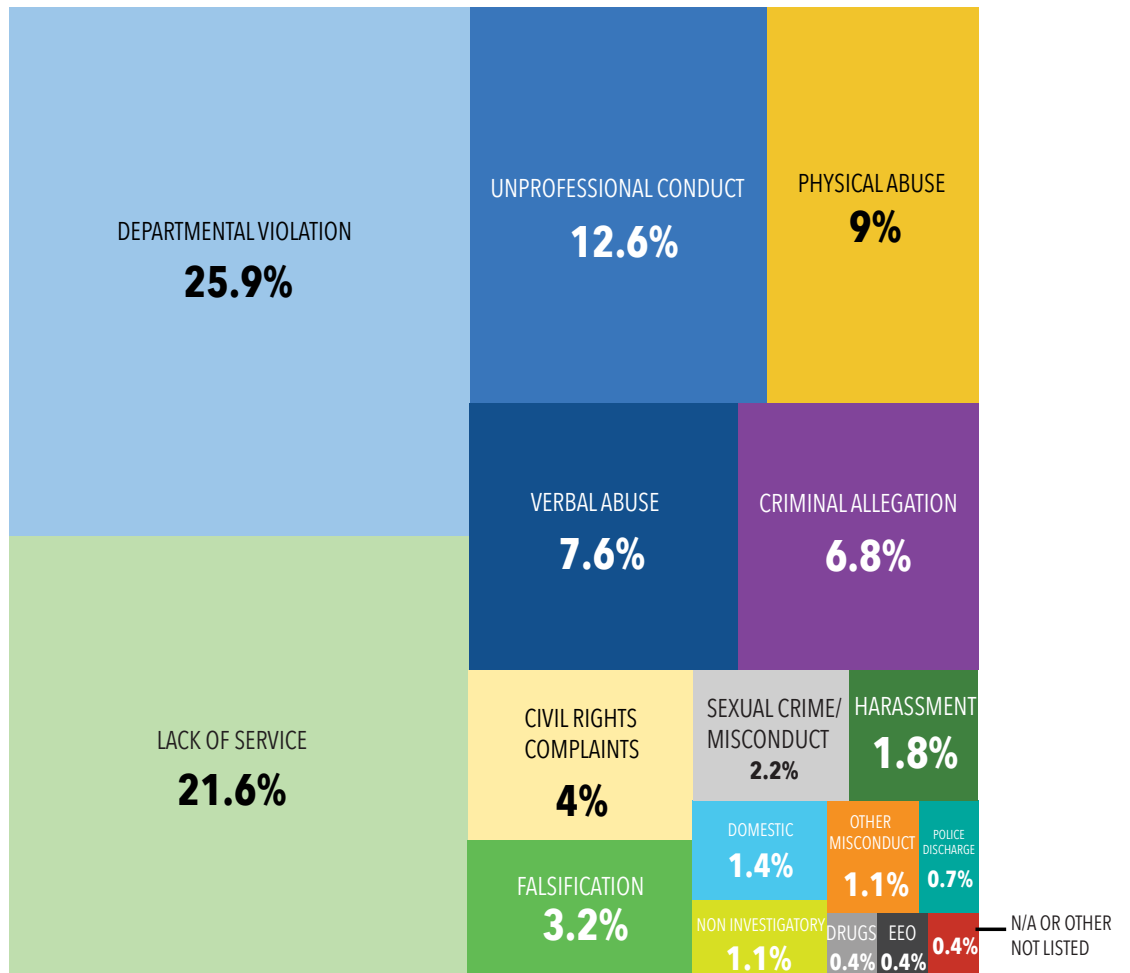
These graphics show the allegations of police misconduct. A single complaint case can have multiple allegations of police misconduct. CPOC assesses new complaints to identify any allegations present and notes them in the case management system. These allegations can change when the investigation at IAD proceeds, depending on what information the complainant provides to the investigator, so these may not represent the final allegations present in a complaint.

In 2022, the largest percentage of complaint allegations were Unprofessional Conduct (25.9%), followed by Lack of Service (24.3%). In 2023, the largest percentage of complaint allegations were Departmental Violations (25.9%), followed by Lack of Service (21.6%). Department Violations can include allegations such as Improper Stop/Detention or Improper Search/Seizure, not following a PPD Directive, and not providing a name and badge number when requested by a civilian.

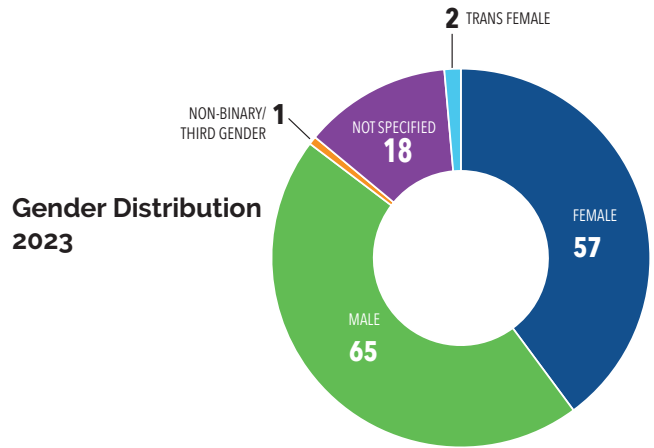
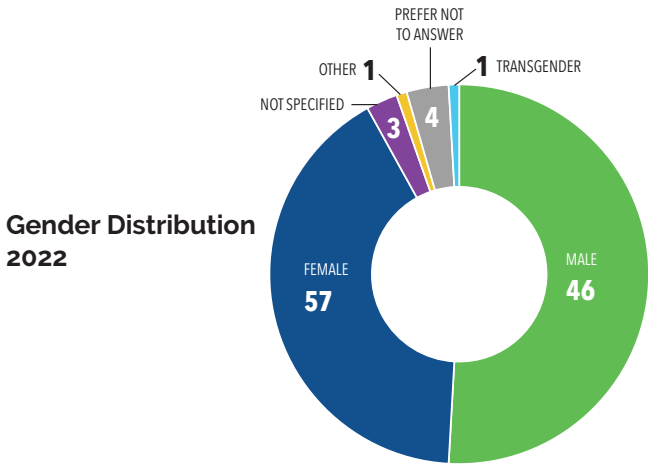


Percentage of Allegation Types 2022

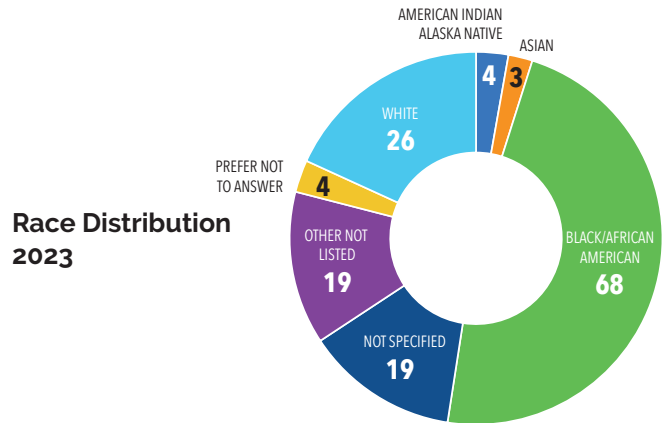
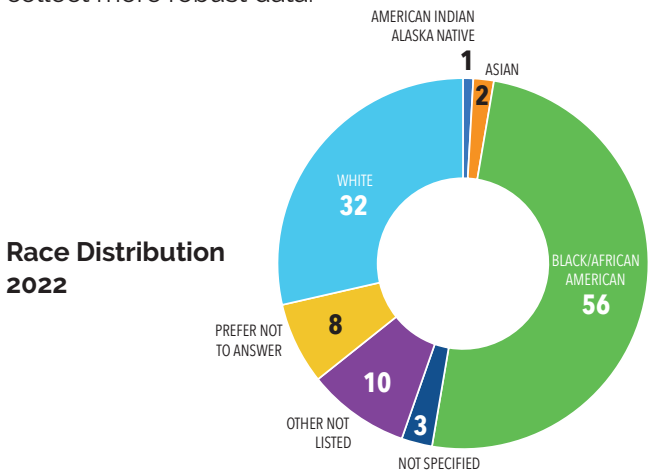
Percentage of Allegation Types 2023





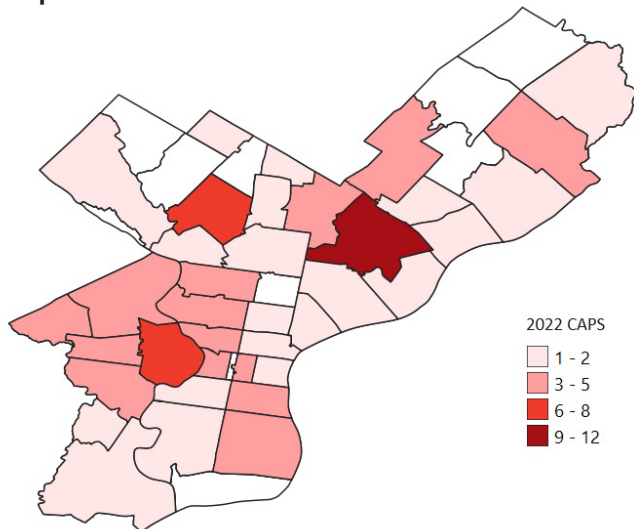


These charts break down the gender and racial demographics of complaints received by CPOC and referred to IAD in both 2022 and 2023. In 2023 CPOC segmented the gender "transgender" into "trans female" and "trans male" to collect more robust data.

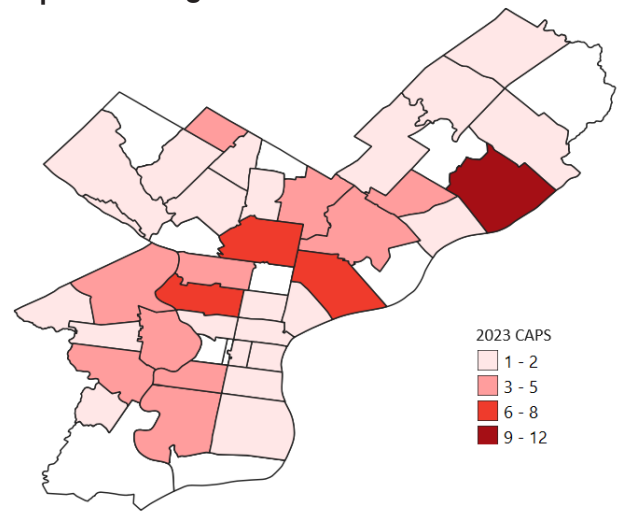


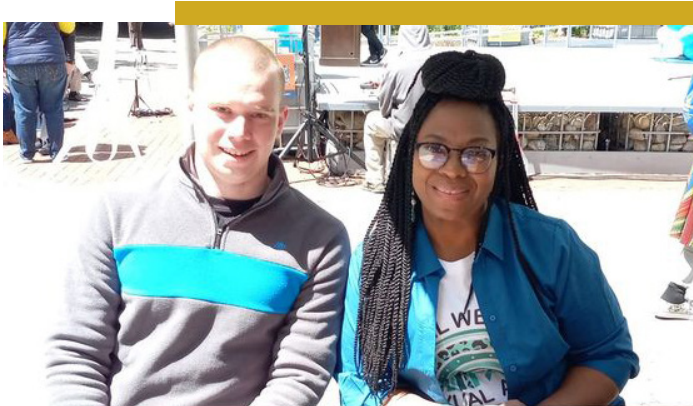
These graphics show zip codes of the locations of incidents of police misconduct complaints that were received by CPOC and then referred to IAD in 2022 and 2023.

Locations of incidents of police misconduct complaints 2022



Locations of incidents of police misconduct complaints 2023





## Use of Force Review Board (UFRB)

When a PPD officer discharges their weapon, either intentionally or accidentally, PPD's Officer Involved Shooting Investigation Unit (OISI) conducts a criminal investigation to determine if the officer violated any criminal laws and PPD's Internal Affairs Division (IAD) conducts an administrative investigation to determine if the officer's actions followed departmental policy.

IAD presents their findings to the Use of Force Review Board (UFRB). CPOC's Executive Director is a voting member of the UFRB, along with PPD Deputy Commissioners of the Office of Professional Responsibility, Patrol Operations, and Investigations. The Deputy Commissioner of Organizational Services chairs the board. A representative of the FOP is present, but does not vote.

CPOC receives and reviews IAD case files being referred to UFRB. CPOC's Executive Director reviews and discusses each case with the other board members and votes on whether the officers' actions followed department policy. The board makes recommendations to the Police Commissioner (1) for the incident to be sent for disciplinary charging, (2) for the officer to receive additional training, or (3) for the department to conduct a review of PPD's policies and training methods.

## UFRB Data

In 2022, CPOC reviewed a total of 29 UFRB cases. There is typically a lag before Use of Force Review Board (UFRB) cases are reviewed by PPD and CPOC – unless the case merits immediate attention, in which case the officer involved is investigated and disciplined, if necessary, immediately following the incident. In 2022, 5 cases were from 2019, 21 cases were from 2020, and 3 cases were from 2021. None of the cases reviewed in 2022 took place in that year.

More than half of these incidents (55.2%) involved PPD officers intentionally discharging their firearms at individuals. In these instances, PPD officers struck 13 of their intended targets – 7 of which were fatally injured – and failed to hit any intended targets 4 times. The overwhelming majority of people PPD officers shot or shot at were men (88.2%). The majority of people that were struck by PPD officers were Black (66.5%), while the rest (33.5%) were White. The ages of those shot by PPD ranged from 17 to 55, and their average age was 35 years old. In over a third of the total UFRB cases (37.9%), PPD officers shot at what they considered to be dangerous dogs. The remaining firearm discharges (6.9%) were unintentional or accidental discharges.

Across the UFRB cases reviewed in 2022, a total of 44 PPD officers fired their service weapons. These officers discharged their service weapons a total of 198 times, firing an average of 4.5 shots each. One in eleven (9.1%) of officers involved in shootings were injured during these incidents.

In 2023, CPOC reviewed a total of 24 UFRB cases (although the underlying incidents happened in prior years). In 20 of these cases, police officers intentionally shot at people (sometimes more than one person in the same incident). In 4 cases, PPD shot at what they considered dangerous dogs. Across the 24 UFRB cases reviewed, 40 PPD officers discharged their service weapons (one of these officers was involved in two shootings that were reviewed at UFRB in 2023), firing a combined total of 220 rounds. On average, PPD officers fired more than 5 shots per incident. Four police officers were injured during these incidents.



During these incidents, PPD officers struck a total of 14 people with bullets, killing 5 of them. In 6 cases, PPD officers fired their service weapons but did not hit any intended human targets. PPD officers shot or shot at 20 people, including hitting one bystander. All were men (20 people, or 100%). Most were Black (15 people or 75%), a minority were Latino (3 people or 15%) and the others were White (2 people or 10%). The ages of the targets ranged from 12 to 55, with an average age of 29 years old.

In addition to the UFRB reviews, CPOC's Investigations Unit began monitoring police shootings (Officer Involved Shootings or OIS) in 2023, as described below. CPOC now posts regularly updated information online including basic data about location, injuries, body-worn camera video, and a brief summary of the incident. Police shootings [2023](#) & [2024](#).



# CPOC's HOPE FOR THE FUTURE

CPOC represents a big step towards transparent and equitable civilian police oversight in Philadelphia, building on the efforts of many community members who have advocated for police reform for years. Through active collaboration with partners and a unified commitment to realizing independent civilian police oversight, we will continue to listen to the community, demand a fair and transparent police discipline process, and move towards the goal of equitable policing for all in Philadelphia.

