



# Citizens Police Oversight Commission

# Agency Report

December 19, 2024




City of  
Philadelphia



# Citizens Police Oversight Commission

The mission of the 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
  - Sits and votes on PBI panels at police discipline hearings
  - Conducts oversight of police shootings
  - Analyzes police data
  - Develops policy recommendations and reports
  - Engages in outreach and training
- 




# Executive Director's Report

## UPDATE ON SEATING NEW COMMISSIONERS

### Selection Process:

The selection process is being led by a selection panel composed of three appointees from City Council and two appointees from the Mayor's Office. The selection panel is composed of civic and community leaders.


### The Selection Panel appointees are:

- **Anton Moore**, President and Founder of Unity in the Community and Commissioner on the Advisory Commission of African American Affairs (Mayoral Appointment)
  - **Stanley Crawford**, Founder/CEO of The Black Male Community Council of Philadelphia (Mayoral Appointment)
  - **Bilal Qayyum**, President of the Father's Day Rally Committee (Council Appointment)
  - **Christina Vega**, Community in School Coordinator and Domestic Violence Advocate (Council Appointment)
  - **Caroline Stack**, Director of Legislative Affairs for Councilmember Curtis Jones Jr. (Council Appointment)
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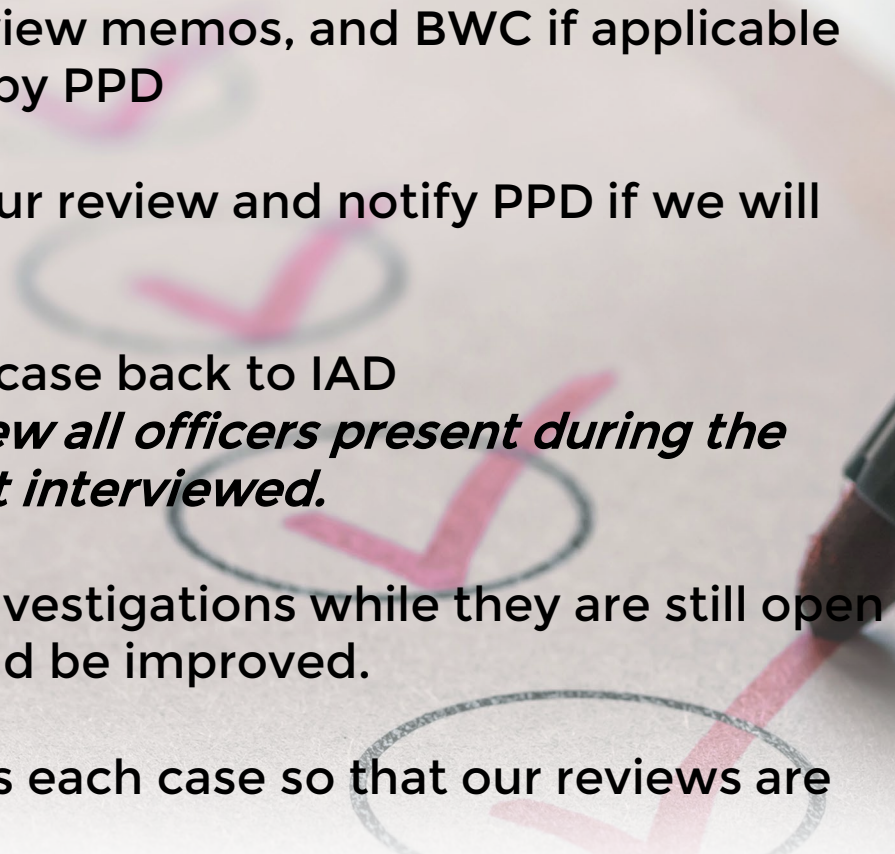
# Executive Director's Report

## UPDATE ON SEATING NEW COMMISSIONERS

- CPOC has 5 vacant seats that need to be filled on the Board and 1 sitting commissioner that needs to be reconfirmed.
  - Therefore, the Selection Panel will be recommending a slate of 6 names for City Council consideration.
  - The Selection Panel is in the process of conducting interviews and will finish them in December.
  - When the Selection Panel identifies 5 new nominees, a public hearing will be scheduled to introduce them to the community and solicit public feedback. The projected timeline is January 2025.
  - Finally, City Council will vote to confirm the nominees. Phila. City Code § 21-1203 (5).
- 



# Auditing, Policy, and Research (APR) Division: CAP Audits

- Reviews Includes all case file materials, interview memos, and BWC if applicable
    - Note: we only review materials provided by PPD
  - Our team has 10 business days to complete our review and notify PPD if we will provide feedback
  - We send specific recommendations for each case back to IAD
    - Example: *The investigator should interview all officers present during the incident, or explain why officers were not interviewed.*
  - This allows civilian oversight staff to review investigations while they are still open and give feedback about things we think could be improved.
  - We use the same series of questions to assess each case so that our reviews are consistent.
- 



# APR Division: 122 audits, results so far

- We are still receiving responses from PPD on these cases – so our dataset is not complete.
- Important note: we are not currently receiving new cases. This will resume hopefully soon.
- We received 148 cases – could not review all due to time constraints (reviewed 82%)
- We completed 122 audits between 7/2/24 and 11/6/24.
  - 24 divisional cases – low level cases, officers with no relevant history
  - 98 full IAD investigations

The following slides present some descriptive data about the audits we conducted, as well as information about the recommendations we made and the responses we have received from PPD.





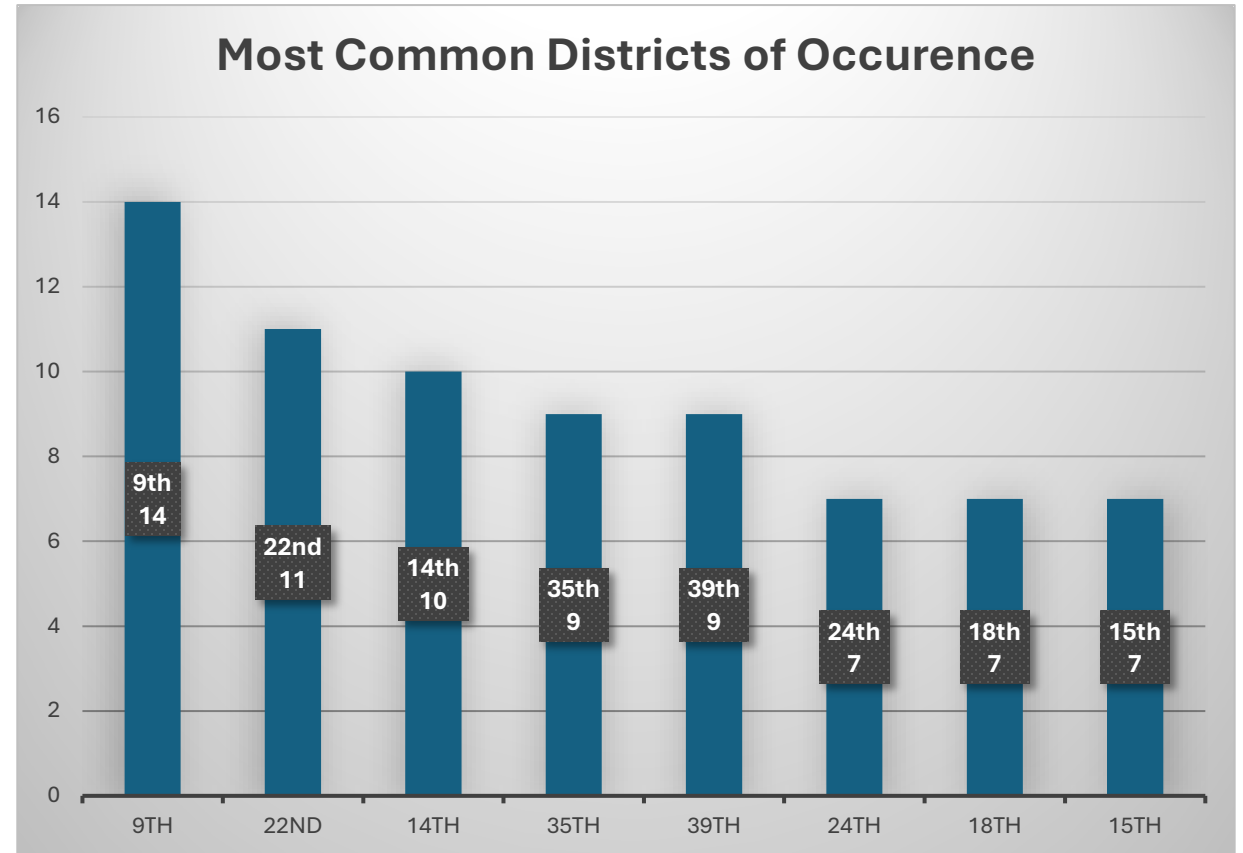
# APR Division: 122 audits, results so far

## Audits by District:

The 8 districts pictured in the graph were the ones with the highest number of CAPs in the group of cases audited (7 or more).

This data helps us develop additional projects and get a sense of which districts have the highest complaint volume.

All other districts had 2-5 complaints, except the 26<sup>th</sup> district, which had just 1 complaint in this batch of audits.



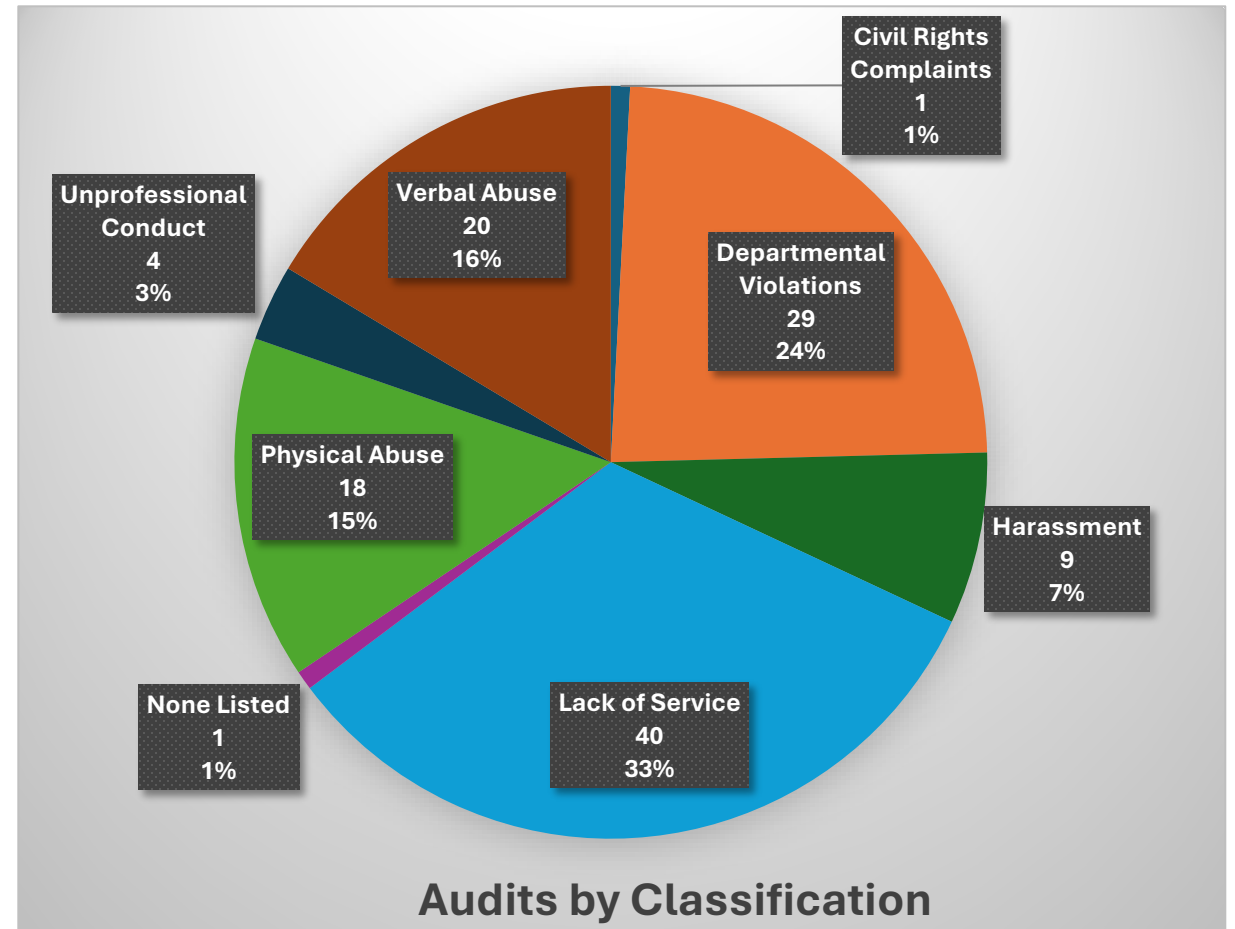
# APR Division: 122 audits, results so far

Audits broken down by complaint classification:

1/3<sup>rd</sup> of the cases were primarily related to a complaint of Lack of Service

The other most common complaint classifications were Departmental Violations, Verbal Abuse, and Physical Abuse.

These classifications are broad and can cover a wide range of conduct, especially Departmental Violations.

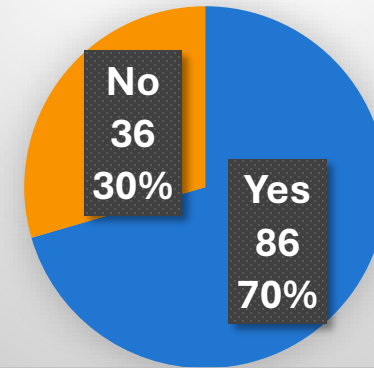




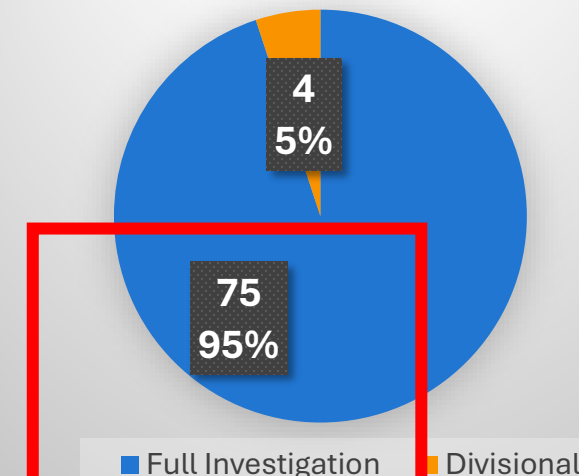
# APR Division: 122 audits, results so far

- Of the 122 cases we audited, we had feedback for 86 (70%) and drafted memos for all of them
- Not all 86 required a response from PPD
  - Example: A recommendation for a best practice that would not have changed the outcome of the case, but we want to note our concern.
- 79 audits required a response from PPD
  - 4 of these were divisional cases for low-level or first offenses - these are complete and resolved when we review them.
- 75 of those were full IAD investigations. These 75 are the focus of the following slides.

Did CPOC Review Result in Feedback?



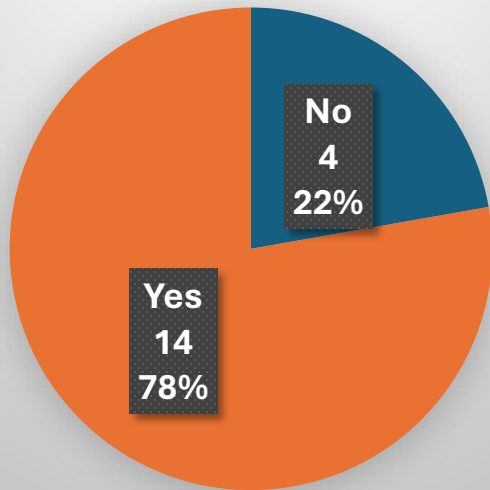
Audits that Required a Response from PPD



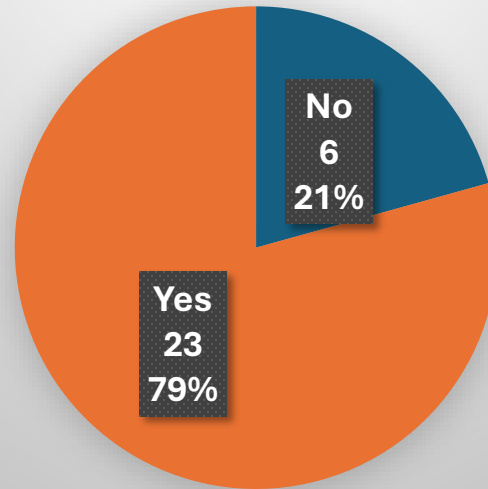
# APR Division: 122 audits, results so far

Looking at classification on the incidents, some had a higher incidence of CPOC sending feedback, while others had a more even spread.

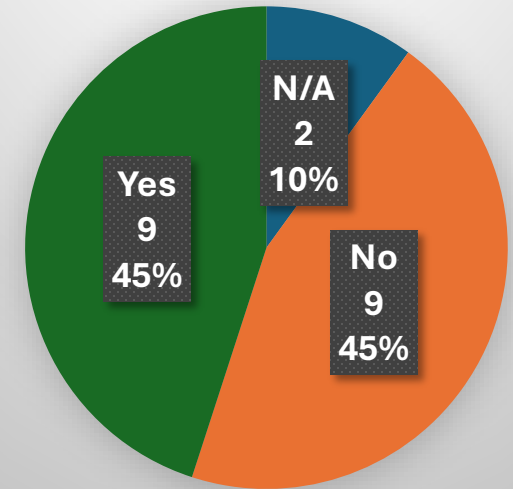
Physical Abuse Cases by  
CPOC Feedback



Departmental Violations  
by CPOC Feedback



Verbal Abuse Cases by  
CPOC Feedback



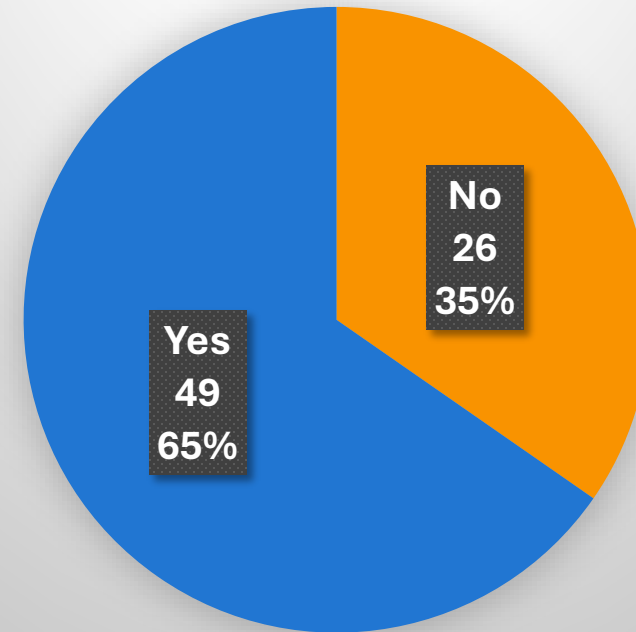
# APR Division: 122 audits, results so far

Responses received from PPD:

Of the 75 full investigation audits requiring a response, CPOC has received 49 responses (65%) as of 12/10/24.

When we get responses, we review them, review the updated PC memo, and enter the information into a spreadsheet.

Has CPOC Received Responses?

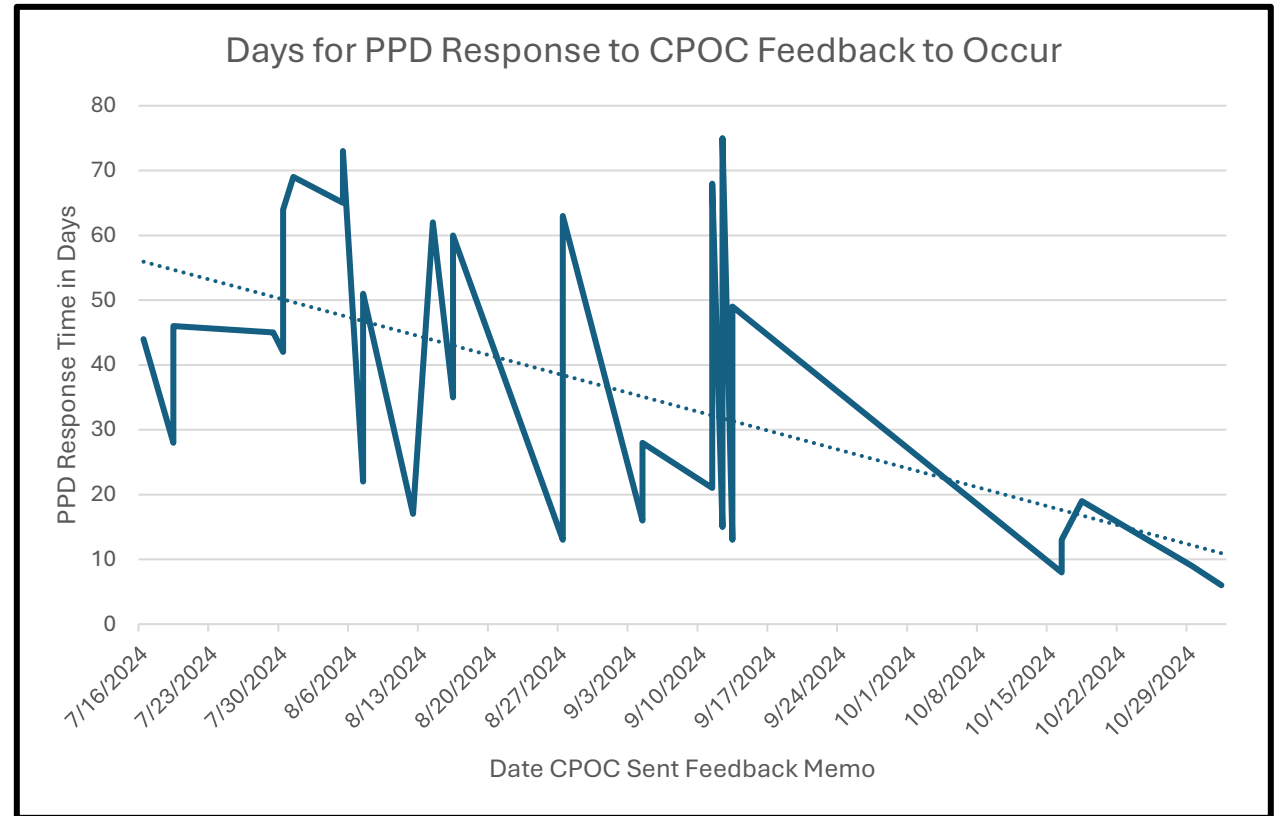


# APR Division: 122 audits, results so far

PPD's response time to CPOC audit memos has improved as this process has developed- but we are still waiting for responses to 26 audits.

Note: Some of the outstanding responses date back to July and August.

Full analysis won't be possible until we receive all the responses.



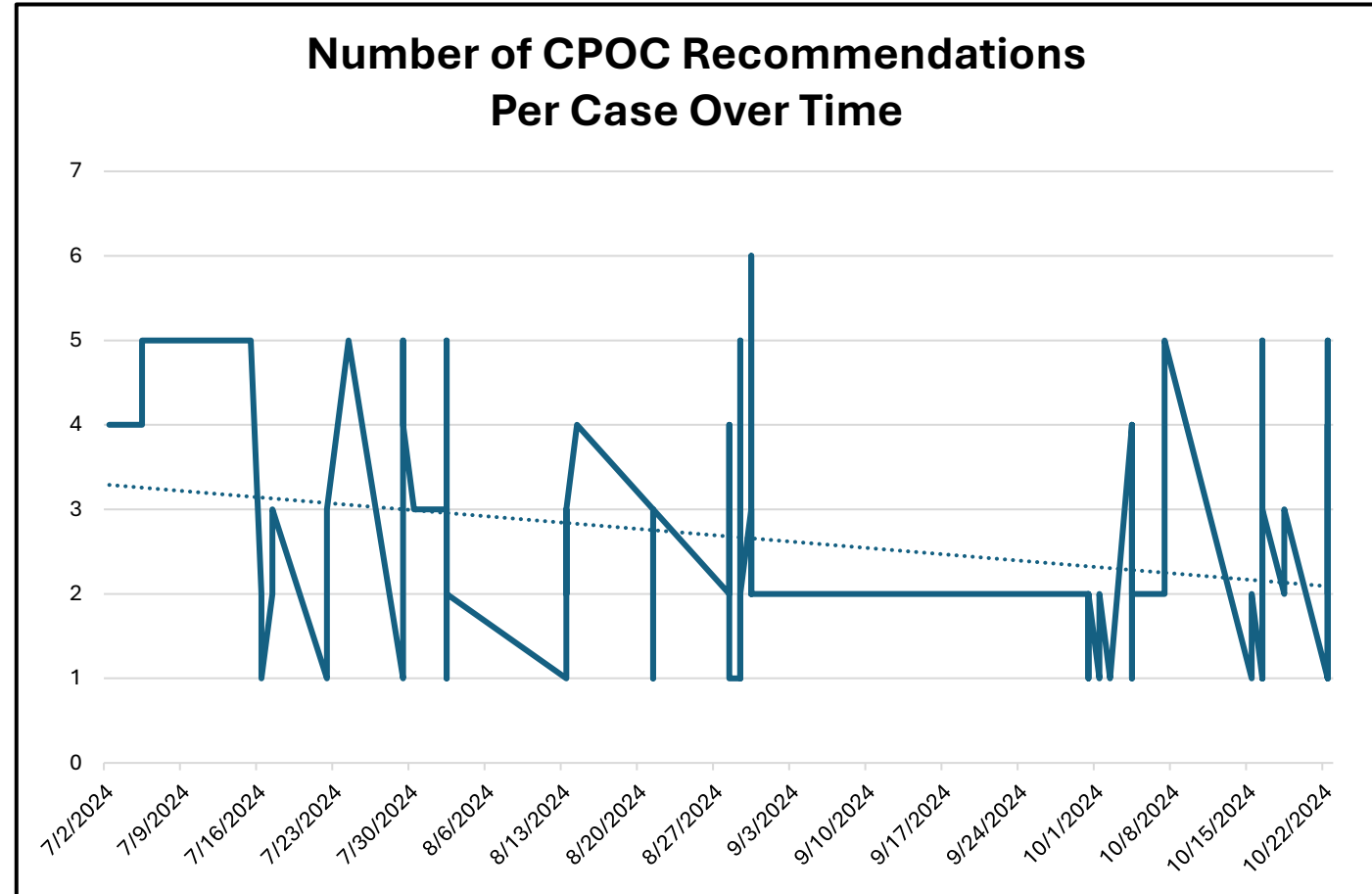
# APR Division: 122 audits, results so far

CPOC made 223 individual recommendations, but not all recommendations needed a response.

Average recommendations per case over this auditing period (roughly July-October 2024) was 2.65.

There was a small decrease in the number of recommendations per case (see trendline on graph).

We hope to see a clear and significant decrease in the number of recommendations needed over time.



# APR Division: 122 audits, results so far

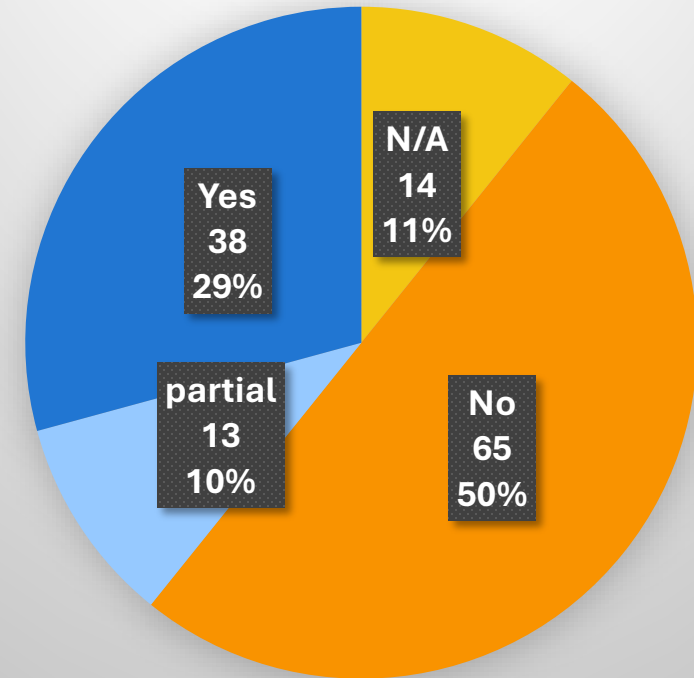
As of 12/10/24, we have received and logged responses for 49 full investigations.

- 50% of recommendations were rejected
- 29% were accepted
- 10% were partially accepted

We often request that investigators take a certain step or explain why they didn't. The response memos include long explanations for why they didn't interview certain officers, but then the explanation isn't added to the PC memo.

The point is to ensure the PC memos contain all relevant information and are extremely clear for any future readers, so that the integrity of the investigation is apparent.

Were CPOC Recommendations Accepted?



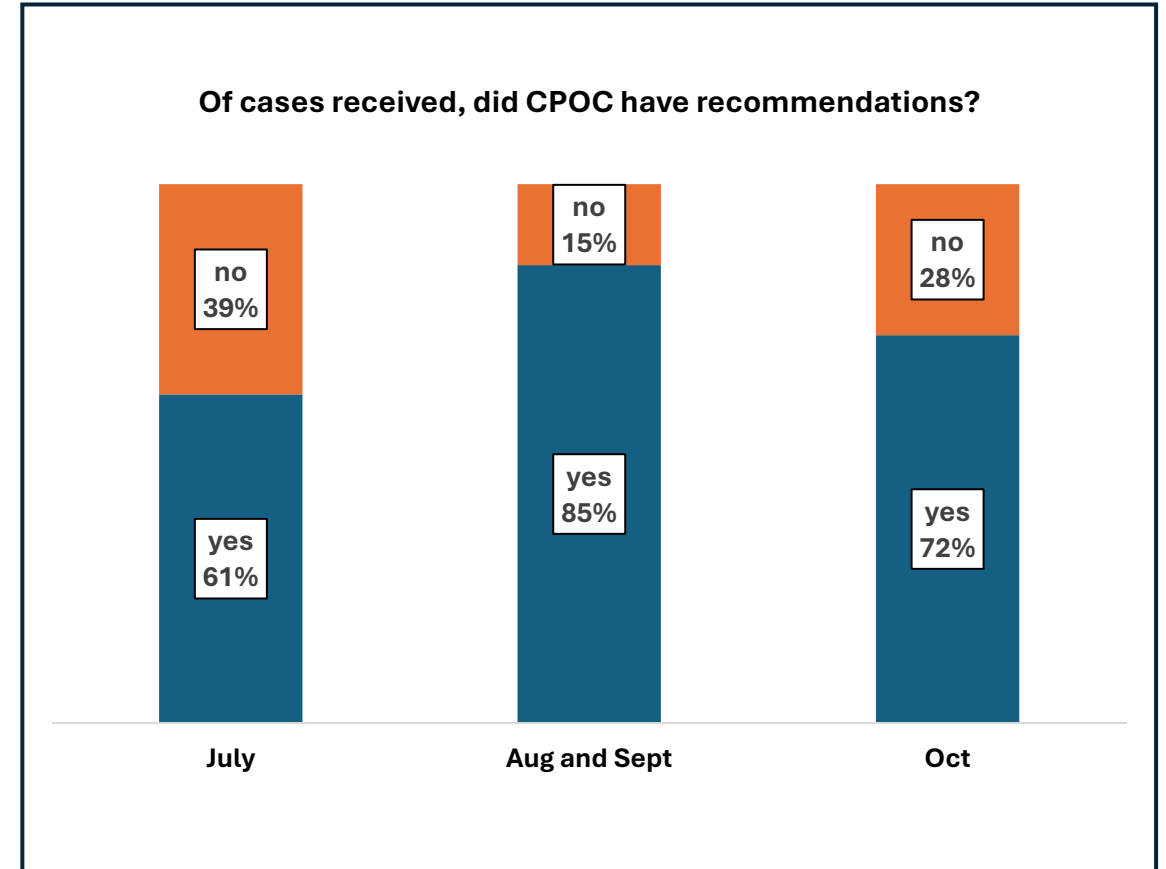


# APR Division: 122 audits, results so far

The number of audits that resulted in recommendations changed slightly over time, but additional months of data will be needed to identify a trend

We would want to see the percentage of “Yes” go steadily down, which would show CPOC has less feedback and IAD is adopting common CPOC recommendations into their standard investigation procedures

Note: in August and October we did not review all cases due to capacity, but selected certain cases based on initial reviews. This may have selected for cases that on their face needed additional attention.





# APR Division: 122 audits, results so far

Spotting issues is informative, but being able to discuss them with PPD and consider solutions has been a great development.

This has been an excellent learning experience for our team and for CPOC as an agency, and we are excited to begin doing audits again in 2025.

In general, these audits have shed light on certain aspects of IAD and investigations that continue to spark conversations and potential reforms.

Example: inconsistency with administrative allegations

Note: CPOC only audits CAPs. There are many “internal” investigations that CPOC never sees. The hope is that encouraging consistency in CAPs can bring more consistency to all misconduct, across the board.





# Outreach & Training Division

The Outreach & Training Division 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 create content and manage all social media pages for the agency, and we accept and respond to media inquiries.

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

## Outreach & Training Division Team

**TALEAH**

**DAMON**

**JULIAN**

**GIRIANA**

**JODIE**

**JACKIE**



# Outreach & Training Division



**Citizens Police Oversight Commission**  
CITY OF PHILADELPHIA

## HOLIDAY TOY & CLOTHING DRIVE

CPOC is asking for donations of new, unwrapped toys along with gloves, hats, or scarves this holiday season. Donations are going to families in the 22nd district and the organization, **BOSSES GIVE BACK**.

**BOSSES GIVE BACK**

Accepting Donations Through  
DECEMBER 13, 2024

Drop Off Bin in Lobby  
1515 Arch Street, Phila, PA 19102  
BIN WILL BE AVAILABLE 12/2/24

FOR MORE INFORMATION:  
CALL AT 215-685-0891  
EMAIL US AT  
CPOC@PHILA.GOV

SUPPORT OUR AMAZON WISH LIST!

**HOLIDAY TOY DRIVE & CLOTHING DRIVE**

TOYS, GLOVES, HATS & SCARF DONATIONS WERE GIVEN TO FAMILIES IN THE 22<sup>ND</sup> DISTRICT & THE ORGANIZATION **BOSSES GIVE BACK**

## TOGETHER WE CAN FAMILY RESOURCE DAY IN THE 9<sup>TH</sup> POLICE DISTRICT



**TOGETHER WE CAN FAMILY RESOURCE DAY!**  
DECEMBER 7, 2024  
REGISTRATION REQUIRED

FOOD WILL BE SERVED  
Resources: Cotton Candy, Popcorn, Face painting.  
HATS/SCARVES/GLOVES GIVEAWAY  
FIRST COME, FIRST SERVED FOR THE KIDS!

CEG STUDIOS 1404 RIDGE AVE  
PHILADELPHIA PA  
12PM-4PM

COMMUNITY PARTNERS:  
Sirena, The Capital Corps, Kids Kreate Art Program



**Citizens Police Oversight Commission**  
CITY OF PHILADELPHIA



## PREPARATION FOR HOLIDAY PARTY w/ 22<sup>ND</sup> POLICE DISTRICT ADVISORY COUNCIL





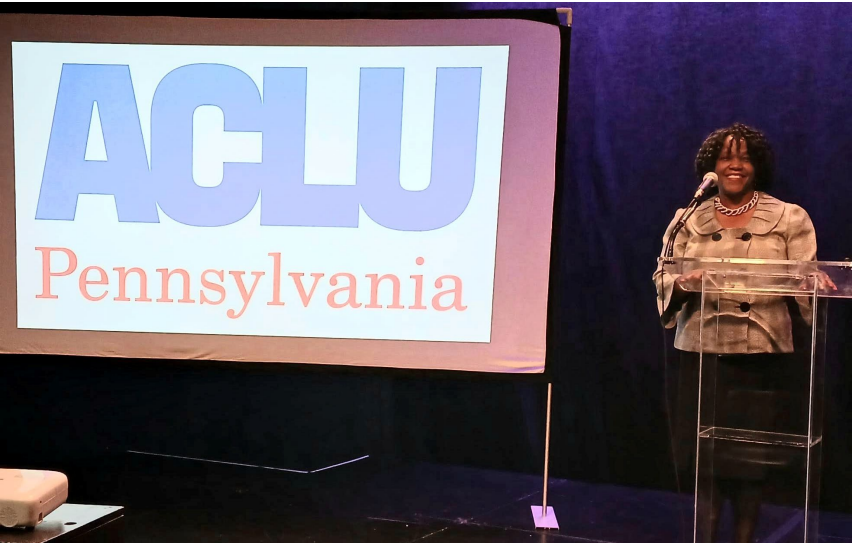






# Outreach & Training Division

**EXECUTIVE DIRECTOR MCCLARY WAS THE KEYNOTE SPEAKER AT THE ACLU-PA, PHILADELPHIA CHAPTER'S PANEL ON THE INTERSECTIONALITY OF POLICING AND TECHNOLOGY**



# Outreach & Training Division



## **EXECUTIVE DIRECTOR MCCLARY KEYNOTE ADDRESS SNIPPET**

Greater Philadelphia Chapter's Biannual Reception

**SURVEILLANCE AND COMMUNITY:**

The Impact of Technology on Policing

**12.11.24**

**Hamilton Family Arts Center**  
62 N 2nd Street  
Philadelphia, PA 19106  
United States

[GET DIRECTIONS](#)



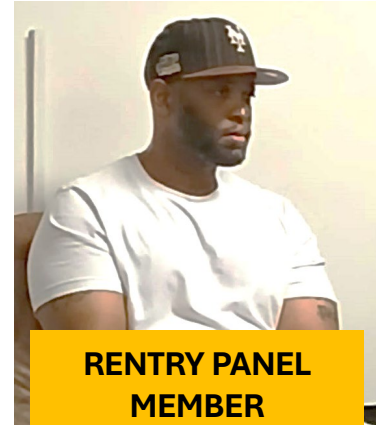
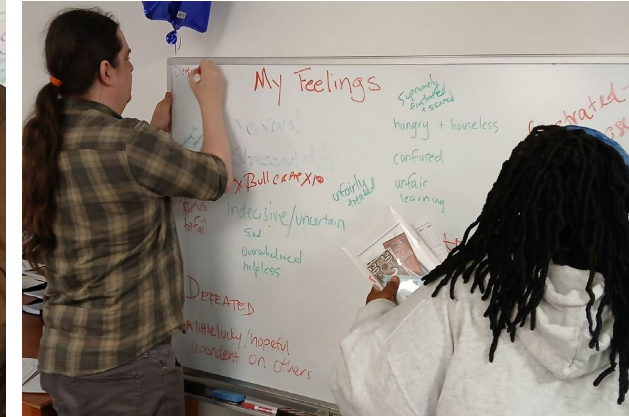
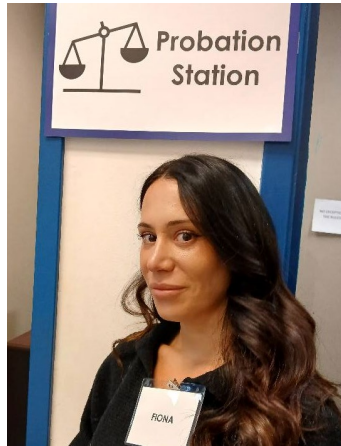


## Outreach & Training Division

### INSTITUTE OF COMMUNITY JUSTICE RE-ENTRY SIMULATION @ PHILADELPHIA FIGHT

This is an interactive experience for those working in the reentry community and with justice involved residents. This activity demonstrates the barriers and challenges that returning citizens experience during their first month of release.

Participants engage in a 1-hour activity with task prompts, followed by a group discussion with panel of returning citizens.



**REENTRY PANEL  
MEMBER  
TYREE WALLACE,  
RECENTLY  
RELEASED AFTER  
SERVING 27  
YEARS FOR A  
WRONGFUL  
CONVICTION**

#### PARTICIPANT REFLECTIONS DURING REENTRY EXPERIENCE:

Confusion at where to go and who can offer support, Frustration with time it takes to obtain resources, Hopelessness due to lack of funds, Feeling overwhelmed with multitude of responsibilities, Temptation to take unnecessary chances to change circumstances, Encouraged by support from other formerly incarcerated people who have formed a village and network.





## Outreach & Training Division

### **HOLIDAY CELEBRATION IN 22<sup>ND</sup> POLICE DISTRICT w/ CDVS, 22<sup>ND</sup> PDAC & CPOC**

Each family received gifts for their children and Mom and Dad. A delicious dinner was served, and entertainment included a DJ who kept the party going, game time led by CPOC, line dancing, face painting, a Clown, Magician, CoCoMelon & The Grinch characters.





## Outreach & Training Division

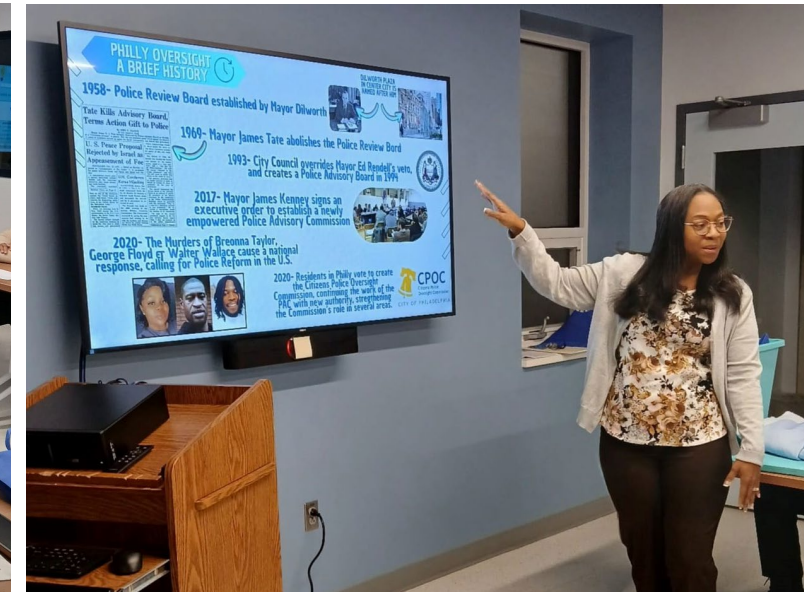
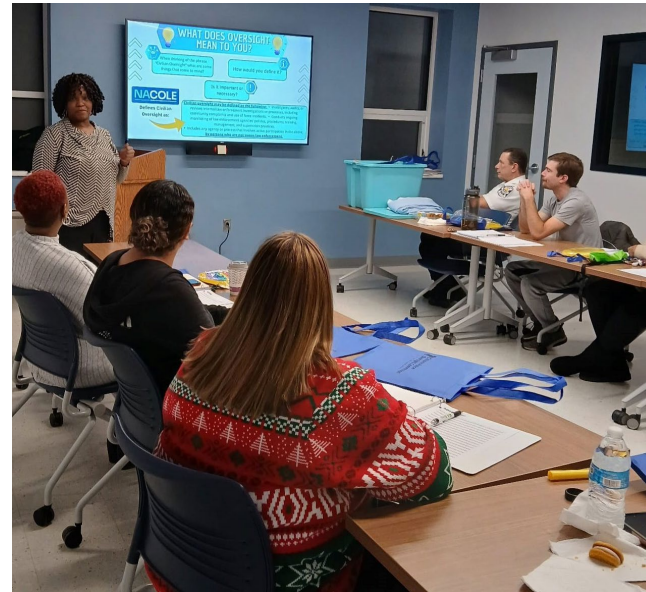
### **OVERSIGHT PRESENTATION GIVEN TO NORRISTOWN POLICE DEPARTMENT CIVILIAN POLICE ACADEMY**

SOME DISCUSSION TOPICS INCLUDED:

- Oversight Models & Their Authority
- NACOLE Membership & Accreditation
- History of Oversight in Philadelphia
  - What Oversight *Is* and What it *Is Not*
    - CPOC Creation and Structure
- Ways to Get Involved in Civilian Oversight

# CIVILIAN OVERSIGHT OF LAW ENFORCEMENT

## NORRISTOWN POLICE DEPARTMENT CIVILIAN POLICE ACADEMY PRESENTATION





## UPCOMING EVENTS & IMPORTANT DATES

DECEMBER 20<sup>TH</sup> – STATE OF THE CITY ADDRESS FROM PARKER ADMINISTRATION

DECEMBER 25<sup>TH</sup> – CPOC OFFICES CLOSED

DECEMBER 25<sup>TH</sup> - JANUARY 6<sup>TH</sup> - HOLIDAY SEASON- CHRISTMAS, HANUKKAH, KWANZAA & 3 KINGS DAY

DECEMBER 31<sup>ST</sup> – CITY FINALIZES PROPOSED TERMS FOR POLICE CONTRACT NEGOTIATION

\*CONTINUE TO ADVOCATE FOR CPOC TO CONDUCT INDEPENDENT INVESTIGATIONS!\*

← **IMPORTANT DATE TO REMEMBER**



**HAPPY HOLIDAYS FROM THE CPOC TEAM!**



Citizens Police Oversight Commission

# Thank you for coming

Questions or comments?

Please raise your hand, type your question in  
the chat, or contact us:

[cpoc@phila.gov](mailto:cpoc@phila.gov) or (215) 685-0891



City of  
Philadelphia