



Citizens Police Oversight Commission

Agency Report

February 13, 2025




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)
- 



Executive Director's Report

UPDATE ON SEATING NEW COMMISSIONERS

- **Final Rounds:** The Selection Panel has finished interviewing candidates for the commissioner positions!
 - **Public Town Hall in February:** Once the panel has narrowed down the candidates to the final five, we will host a public town hall in February. At the town hall, residents of Philadelphia can meet the candidates and provide feedback. CPOC will assist in organizing and managing the event. We will share the exact date on our website once it is finalized.
 - **City Council Committee of the Whole Hearing:** Following the town hall, there will be a Committee of the Whole hearing in City Council, where Councilmember Jones and I will present the five Commission candidates. At this hearing, Councilmember Jones will introduce resolutions for the formal nomination of each commissioner.
 - **Final Confirmation:** The final confirmation of the new commissioners will take place the Thursday following the Committee of the Whole hearing.
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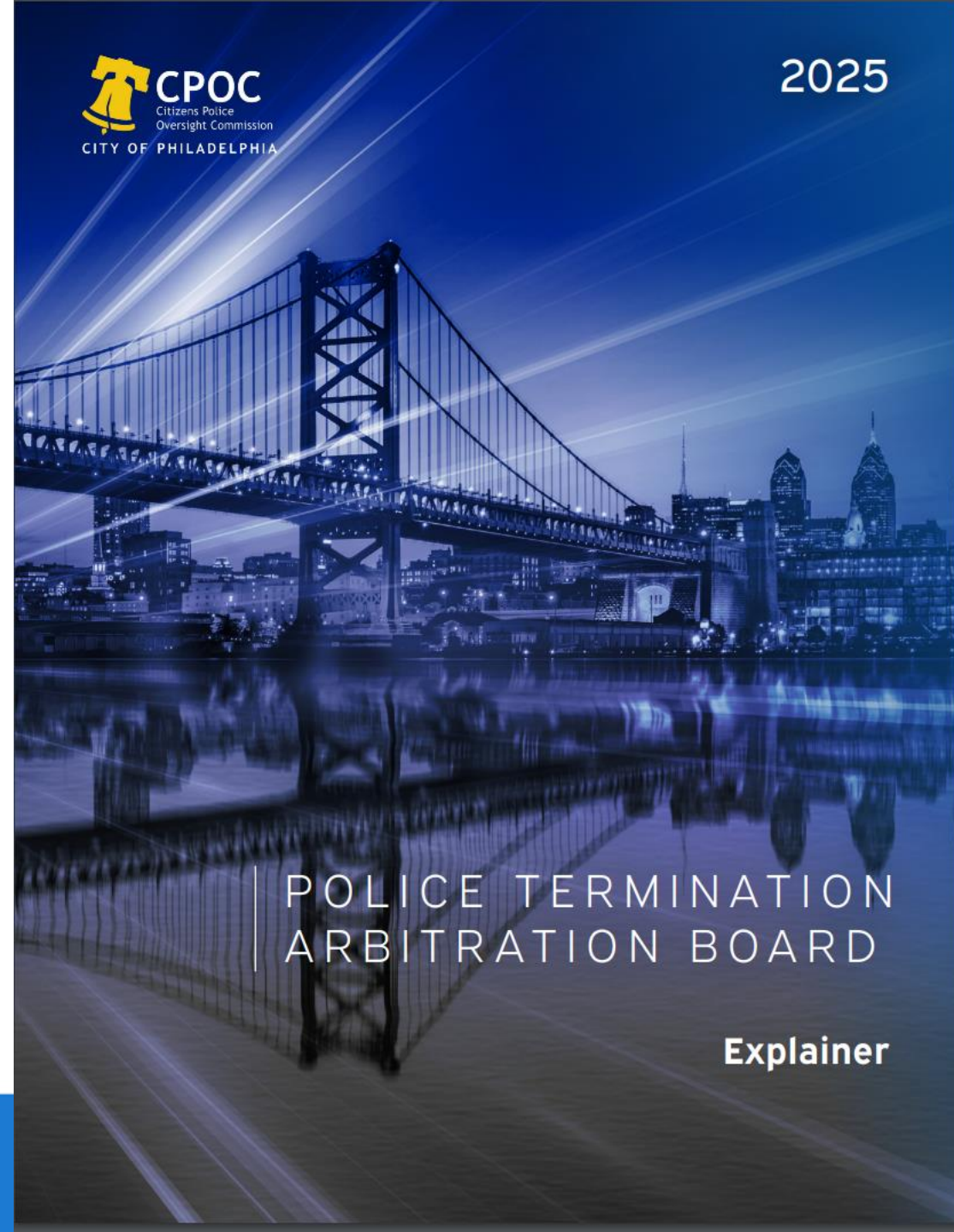
Why Civilian Oversight Is Necessary

- **Protects** human rights
 - **Promotes** constitutional policing
 - **Increases** public confidence and trust in the police
 - **Builds** bridges between law enforcement and the public
 - **Supports** effective policing
 - **Ensures** greater accountability
 - **Enhances** risk management
- 



Report: *Evaluation of Police Termination Arbitration Board*

- **Reinstatement Rates Remain Alarming High:**
The analysis reveals that over 85% of officers fired by the Philadelphia Police Department (PPD) were reinstated in recent years.
- **Undermining Departmental Accountability:** In many cases, reinstated officers were returned to the force despite documented concerns from PPD leadership about their potential impact on public trust and officer morale. Arbitrators are overruling decisions made by the Police Commissioner about who is fit to be a police officer.





Report: *Evaluation of Police Termination Arbitration Board*

- **Current PTAB Arbitrators Do Not Meet Requirements:** PTAB must have at least 10 arbitrators, with an equal number appointed by the FOP and the City. At least 40% of the arbitrators must be diverse (women, people of color, LGBTQ+ individuals, or other underrepresented groups). Currently, there are 9 arbitrators—5 FOP-appointed, 3 City-appointed, and 1 jointly appointed—failing to meet the first two requirements, and the diversity requirement is met solely by the City's picks.
- **Lack of Transparency:** The arbitration process remains opaque, lengthy, and confusing. This continues to erode community confidence in the system.

CPOC Government Affairs

City Council

Councilmembers Applaud Mayor Parker
for Negotiating for Independent
Oversight of Police Misconduct



*Minority Whip Councilmember
O'Rourke delivered a letter, signed by
ten Councilmembers, to Mayor Parker,
encouraging her administration to
support CPOC independent
investigations*

PA State Capitol

Harrisburg Legislators Discuss Police
Reform at the Local and State Level




*Governor Shapiro seeks to Legalize Adult Use
Cannabis in Pennsylvania, in part to free up police
and courts who are unnecessarily overburdened
with cannabis-related arrests and adjudications*



Investigations Division: Police Shootings (January 2025)

There was one police shooting at a person and two police shootings at dogs in the month of January 2025. CPOC tracks all police shootings, which includes every time a PPD officer(s) discharges their firearm at a person or an animal (excluding deer).

CPOC maintains a website to update the public on police shootings shortly after they occur: <https://www.phila.gov/documents/list-of-police-shootings-and-incident-summaries-2025/>. The website provides an overview of PPD's procedure, CPOC's role, and details about the police shootings at people.






Investigations Division: Police Shootings (January 2025)

January 12, 2025. Shortly before midnight, police responded to a Target parking lot at the 4000 block of Monument Street, in the Wynnefield Heights neighborhood. Police developed information that there was a car takeover in that area. Participants drove multiple cars away erratically, including a person driving a Camaro who police believed was responsible for organizing the takeover.

At about 2:00 a.m., the Camaro was located, parked on the 900 block of Master Street. Multiple police vehicles surrounded the Camaro to detain it, but the driver maneuvered out of the perimeter. As the Camaro maneuvered, a police officer was hit by the car and fell to the ground. The Camaro began to drive away, and an officer fired one time into the passenger side window, striking the driver in the neck. The driver survived the shooting and has been criminally charged.





Investigations Division: UFRB

CPOC's Executive Director is a voting member of the Use of Force Review Board. UFRB reviews each police shooting and certain Taser incidents to determine if the incident complied with PPD's use of force policy, and to make training/policy recommendations where appropriate.

The Investigations Division analyzes and reviews case materials and makes recommendations to the ED before the UFRB hearing.





Investigations Division: UFRB

PPD held a UFRB hearing on January 7, 2025.

- 9 cases involving firearm discharges
- Board makes recommendations as to whether the discharges complied with PPD policy and/or if there were tactical/training issues.





Investigations Division: Monitoring (January 2025)

Examples of the types of cases currently being monitored:

- Complaints alleging violations of the Fourth Amendment (search and seizure).
- Complaints alleging lack of service.
- Complaints alleging unprofessional conduct.
- Complaints alleging physical abuse.





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, facilitating community education and training 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

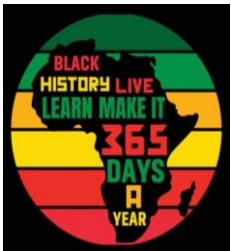


Outreach & Training Division

CPOC CELEBRATES

BLACK HISTORY MONTH

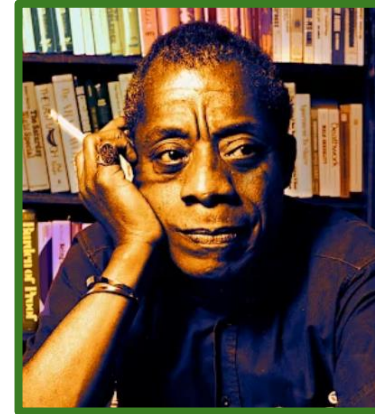
FEBRUARY 2025



**BLACK HISTORY
IS 365 DAYS A YEAR!**

**“Never be limited by other
people’s limited imaginations.”**

- Dr. Mae Jemison



**“It is certain, in any case, that
ignorance, allied with power, is
the most ferocious enemy
justice can have.”**

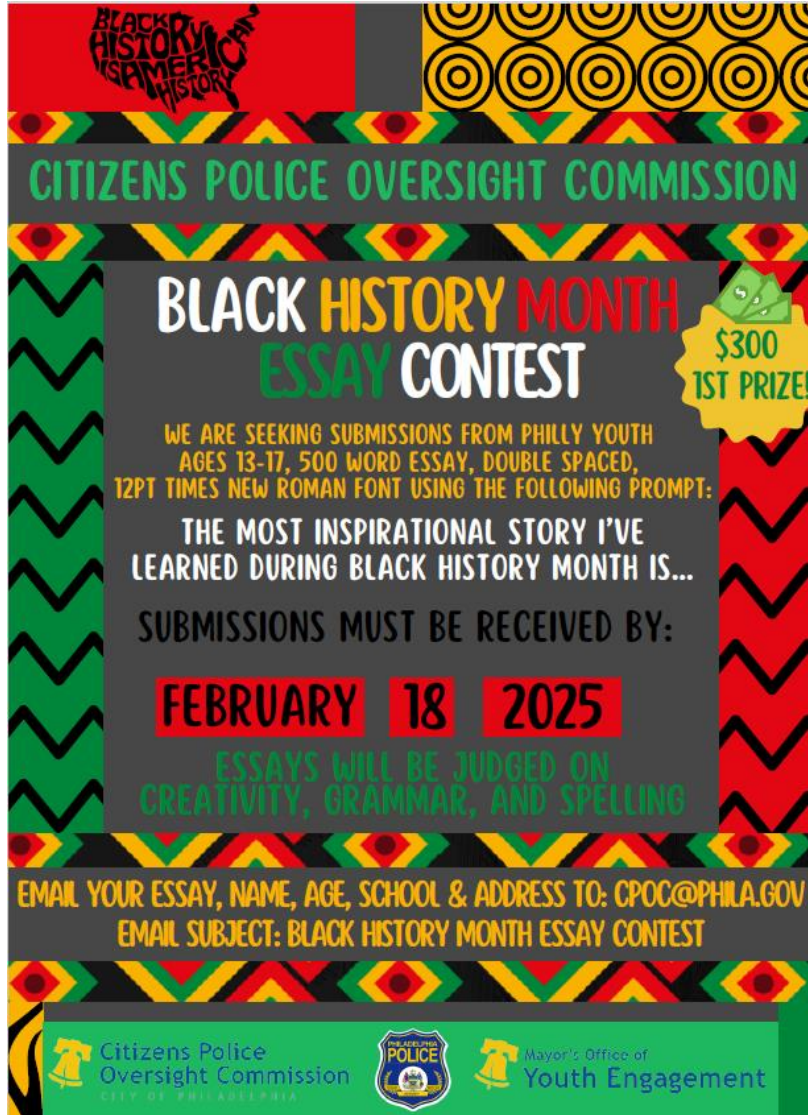
- James Baldwin

**“Ordinary humans can do extraordinary
things. So go ahead, and dream as
enormously and as courageously as you can.
If you are diligent and well-prepared,
relentlessly optimistic, and resolute in
purpose, you will be capable of creating a
brilliant future for yourself.”**

-Hon. Ketanji Brown Jackson



Outreach & Training Division

A colorful poster for the Black History Month Essay Contest. It features a red top section with the text 'BLACK HISTORY IS AMERICAN HISTORY' and a yellow and black patterned border. The main text is in green and white, announcing the contest and submission details. A yellow starburst graphic indicates a \$300 1st prize. The bottom section includes logos for the Citizens Police Oversight Commission and the Mayor's Office of Youth Engagement.

BLACK HISTORY IS AMERICAN HISTORY

CITIZENS POLICE OVERSIGHT COMMISSION

**BLACK HISTORY MONTH
ESSAY CONTEST**

WE ARE SEEKING SUBMISSIONS FROM PHILLY YOUTH
AGES 13-17, 500 WORD ESSAY, DOUBLE SPACED,
12PT TIMES NEW ROMAN FONT USING THE FOLLOWING PROMPT:

**THE MOST INSPIRATIONAL STORY I'VE
LEARNED DURING BLACK HISTORY MONTH IS...**

SUBMISSIONS MUST BE RECEIVED BY:

FEBRUARY 18 2025

ESSAYS WILL BE JUDGED ON
CREATIVITY, GRAMMAR, AND SPELLING

EMAIL YOUR ESSAY, NAME, AGE, SCHOOL & ADDRESS TO: CPOC@PHILA.GOV
EMAIL SUBJECT: BLACK HISTORY MONTH ESSAY CONTEST

Citizens Police Oversight Commission
CITY OF PHILADELPHIA

PHILADELPHIA POLICE

Mayor's Office of Youth Engagement

SPREAD THE WORD ABOUT CPOC'S BLACK HISTORY MONTH ESSAY CONTEST!

Open to ALL Philly Youth Ages 13-17
Essays must be submitted by 2/18/25

500 Words

\$300 First Prize

Judges for Essay Contest:

Melanie DeBouse- CPOC Commissioner

Mike Tooley- CPOC Auditing & Research Analyst

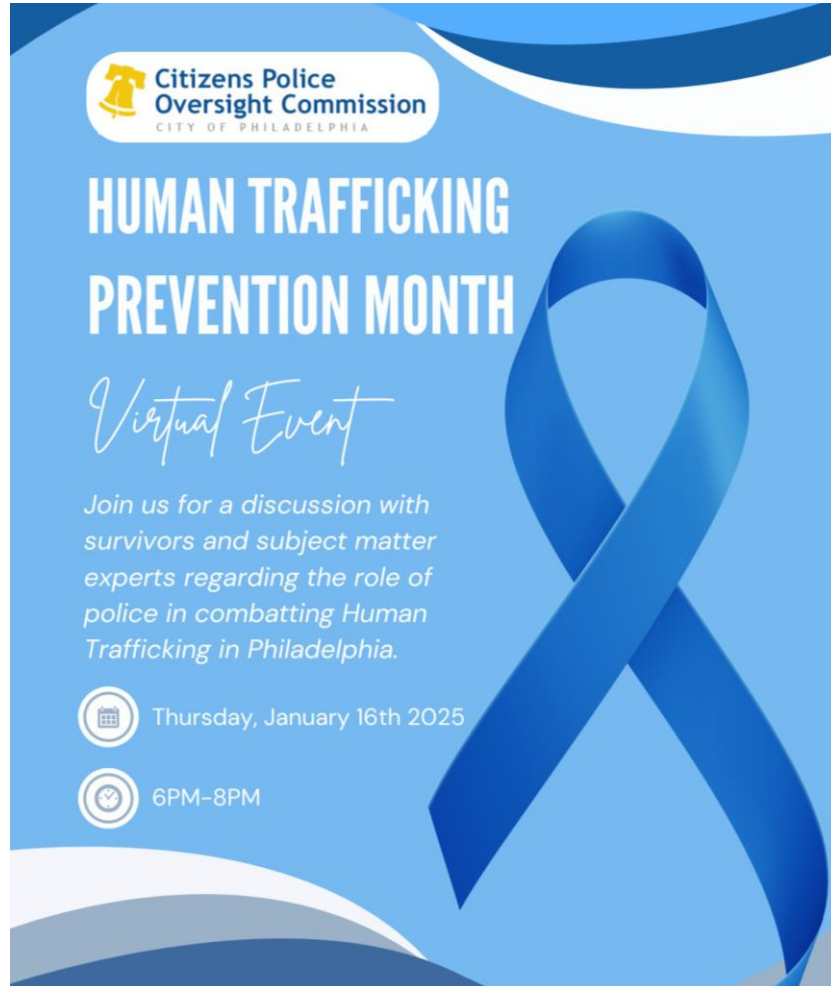
Myesha Massey- PPD Deputy Commissioner for
Community Partnerships

Shania Bennett- Mayor's Office of Youth
Engagement Executive Director

**ESSAY PRIZE TO BE AWARDED AT A COMMUNITY
MOVIE NIGHT AND AWARDS CEREMONY ON
FEBRUARY 25TH - 6PM**

**Lucien Blackwell Community Center
761 N 47th St, Philadelphia, PA 19139**

ICYMI: OUR HUMAN TRAFFICKING VIRTUAL TOWNHALL WAS A SUCCESS!



The poster features a large blue ribbon graphic on the right side. On the left, the text reads: 'Citizens Police Oversight Commission CITY OF PHILADELPHIA' with a logo of a bell. Below this is 'HUMAN TRAFFICKING PREVENTION MONTH' in large white letters, followed by 'Virtual Event' in a script font. A paragraph invites participation: 'Join us for a discussion with survivors and subject matter experts regarding the role of police in combatting Human Trafficking in Philadelphia.' At the bottom, it specifies the date and time: 'Thursday, January 16th 2025' and '6PM-8PM' with corresponding icons.

Citizens Police Oversight Commission
CITY OF PHILADELPHIA

HUMAN TRAFFICKING PREVENTION MONTH

Virtual Event

Join us for a discussion with survivors and subject matter experts regarding the role of police in combatting Human Trafficking in Philadelphia.

Thursday, January 16th 2025
6PM-8PM

Special thanks to our panel:



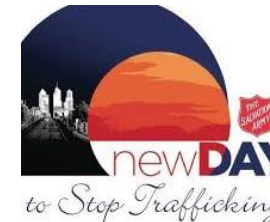
SHEA M. RHODES, ESQ.
Co-Founder and Director
Institute to Address Commercial Sexual
Exploitation at Charles Widger School of Law



DR. SAKINAH LOVE
CEO & Founder of
Redeemed For A Cause
Outreach



ELIZABETH STEIN
Survivor Mentor
Child Policy Associate
for Project PROTECT
Support Center for Child
Advocates



**NEW DAY TO STOP
TRAFFICKING**
Nonprofit Serving Those
Impacted by Human
Trafficking



Our video is available to watch on
CPOC YouTube Channel

Outreach & Training Division

CAPTAIN'S TOWNHALL PRESENTATIONS



JANUARY 14TH
CPOC @
1ST POLICE
DISTRICT TOWNHALL
CAPT. KELLY ROBBINS
-SOUTH



JANUARY 21ST
CPOC @
14TH POLICE DISTRICT
TOWNHALL
CAPT. STUART MCCOLLUM
NORTHWEST

JANUARY 21ST
35TH POLICE DISTRICT
CAPT. WALTER BURKS
NORTHWEST



OUR ENGAGEMENT EFFORTS
ARE NOT EXCLUSIVE TO THESE
DISTRICTS! WE WILL CONTINUE
TO WORK WITH
ALL COMMUNITY MEMBERS



JANUARY 28TH
22ND POLICE DISTRICT
CAPTAIN MICHAEL GOODSON
CENTRAL

Outreach & Training Division

OVERSIGHT LECTURE GIVEN TO RECRUIT CLASS #407



Before each PPD recruit class graduates, the Outreach Team gives an Oversight lecture to the recruits before they receive their district assignments and begin their tours of service. This 2 Hour course provides an opportunity for recruits to learn and discuss:

- **Oversight 101: Dispelling Myths and Rumors**
 - Why recruits chose careers in law enforcement
 - CPOC History in Philadelphia
 - CPOC Role in Disciplinary Process
 - Officer Wellness & Mental Health
- The importance of recruiting officers who look like the communities they serve

The CPOC Outreach Team also screens the Max Documentary *Navajo Class 57* with recruits and discusses:

- Similarities in Recruit Experiences Nationally
- How Police Departments Attract and Retain Officers
- Ways to improve Community Police Relations

Outreach & Training Division

COMING SOON!
STAY TUNED FOR MORE INFO!



**Citizens Police
Oversight Commission**
CITY OF PHILADELPHIA

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

NOMINATE

Iconic Philly Women in your community advocating for

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



A FEW OF OUR HONOREES FROM LAST YEAR:

Citizens Police Oversight Commission
CITY OF PHILADELPHIA

ICONIC PHILLY WOMAN 2024



Ronnessa Edwards
(She/Her)

Pennsylvania
Human Relations
Commission



Citizens Police Oversight Commission
CITY OF PHILADELPHIA

ICONIC PHILLY WOMAN 2024



Rosa Vera Smith
(She/Her)

Christian Legal
Clinics of
Philadelphia



Citizens Police Oversight Commission
CITY OF PHILADELPHIA

ICONIC PHILLY WOMAN 2024



Atiya Goldsmith
(She/Her)

Goldsmith
Wellness
Solutions



Citizens Police Oversight Commission
CITY OF PHILADELPHIA

ICONIC PHILLY WOMAN 2024



Jaycie Hricak
(She/Her)

Central Division
Victim Services



Citizens Police Oversight Commission
CITY OF PHILADELPHIA

ICONIC PHILLY WOMAN 2024



Ashley Gilmore
(She/Her)

City Council,
Office of the
President



NOMINATIONS FOR 2025 CAN BE SENT TO:
CPOC@PHILA.GOV
SUBJECT LINE: 2025 ICONIC WOMEN

UPCOMING EVENTS & IMPORTANT DATES

FEBRUARY 18TH- BLACK HISTORY MONTH ESSAY CONTEST SUBMISSION DEADLINE

FEBRUARY 25TH- COMMUNITY MOVIE NIGHT & ESSAY AWARDS CEREMONY

FEBRUARY 26TH- COMMISSIONER MEETING

MARCH TBD - CPOC ICONIC WOMEN AWARDS



POLICE BOARD OF INQUIRY

FEBRUARY 2025 CAP HEARINGS

Each hearing relates to an individual complaint of misconduct (complaint against the police or CAP) made by a member of the public

FEBRUARY 11 @ 10 AM

FEBRUARY 26 @ 10 AM

FEBRUARY 27 @ 10 AM

Civilians Who Wish To Attend Should:

1. Enter through the Broad Street Entrance
2. Tell security that they are there for a PBI Hearing
3. Security will contact PBI who will give permission on access
4. If admitted for a CAP PBI Hearing, civilians will be escorted to Room M:013 by a BPI Officer

Philadelphia Police HQ - 400 North Broad Street, Phila, PA 19103



Call 215-686-3281 in advanced to confirm hearings are going on as scheduled.

Media Coverage from January 2025

PHILADELPHIA (KYW Newsradio) — A report from the Citizens Police Oversight Commission found that officers fired for misconduct are allowed back on the job 85% of the time through the city's arbitration process.



Philadelphia police leadership has long had a problem with arbitrators overturning discipline for officers accused of misconduct. After the [racial justice protests of 2020](#), the city negotiated a new process specifically for officers who get fired: The Police Termination Arbitration Board (PTAB).

PHILADELPHIA

Philly FOP seeks to restore secrecy around police shootings and disciplinary records in upcoming contract



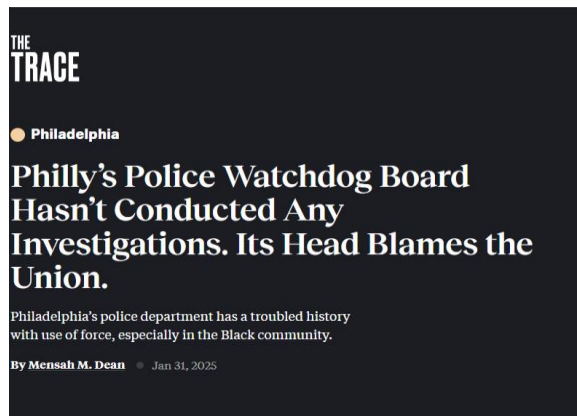
Roosevelt Poplar, president of the Philadelphia Fraternal Order of Police, speaks during a news conference in 2023 introducing then-new Police Commissioner Kevin Bethel. Jose F. Moreno / Staff Photographer

CRIME & JUSTICE

Despite reforms, 85% of fired Philly cops are reinstated through arbitration



Philadelphia Police Commissioner Kevin Bethel speaks with reporters in April 2024. The department has strengthened its Internal Affairs processes in order to build... Read more Heather Khalifa / Staff Photographer



“It has an obvious impact on the public, but I don’t think people understand the impact it has in the police department,” McClary said. “It has a ripple effect.”

“We’re also on the eve of the new contract so we need to be able to say, should this reform be changed or not, right now,” Twigg said.

Media by the numbers:

- 8 total CPOC mentions through various publications.
- 4 of the 8, CPOC was a focal point.



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 or (215) 685-0891



City of
Philadelphia