



Citizen Police  
Oversight Commission  
CITY OF PHILADELPHIA



# Citizens Police Oversight Commission

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ANNUAL REPORT

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# Welcome Letters

## EXECUTIVE DIRECTOR TONYA MCCLARY, ESQ.



I am honored to present this annual report, which encapsulates the significant and transformative work accomplished by the Citizens Police Oversight Commission (CPOC) in the year 2024. Joining this remarkably innovative, dedicated, and skilled team of staff and Commissioners as the inaugural permanent director in May 2024 has been a profound experience.

2024 was a challenging year for oversight – we saw efforts around the country to eliminate police oversight agencies and/or decrease their power and authority. In Philadelphia, CPOC faced numerous challenges inherent in the dynamic landscape of police oversight, but we remain resolutely committed to building bridges of transparency, fostering accountability, and cultivating trust between the community and law enforcement.

Our tireless efforts have led to substantial progress in our mission, as we strive to enhance public safety and vigorously advocate for the rights and well-being of everyone in our community. Together, we are not merely seeking change; we are diligently shaping a future that is safer, fairer, and filled with opportunities for every Philadelphian.

I want to highlight a few of the many accomplishments CPOC achieved in 2024, which are illuminated in the pages of this report:

- Increasing auditing functions including the ability to do [“real-time” auditing](#) of complaints
- Creating the Auditing, Policy and Research Division, which will enhance CPOC’s abilities to track trends in data, make recommendations to the Philadelphia Police Department (PPD), and improve reporting to the community on discipline issues
- Focusing on training and the development of curriculums on policing topics by the Outreach, Training & Education Division
- Creating a brand new Data Division to help CPOC meet the data reporting requirements in the enabling legislation, and to bring more light into how the police use force and handle misconduct in Philadelphia



- **Reporting** every month on the misconduct complaints received by CPOC, to build community awareness about the issues that people are complaining about.
- Conducting social media campaigns through building our social media presence to provide real-time updates on our activities, solicit community feedback, and share educational resources about citizens' rights
- Collaborating with law enforcement by meeting regularly with police leadership to discuss ongoing concerns, review policies, and work collaboratively to improve policing practices.
- **Organizing advocacy efforts, writing an Op-ed**, and educating the public about CPOC's current work and the need for CPOC to conduct independent investigations of police misconduct, in accordance with our public mandate.
- **Providing testimony** to the City Council at the FOP Contract hearing, to explain that the police contract remains the final barrier to CPOC conducting independent investigations of police misconduct, with the support of many residents and partner advocates.
- **Announcing** that CPOC's call for independent investigations of police misconduct has been added to the City's proposals for the new police contract!

Even with all of these accomplishments, we still face challenges. Resource limitations impact our ability to expand outreach efforts and other crucial functions of the agency. We are not yet able to perform all the work our legislation has tasked us with. We also have a way to go to be a truly independent agency and we cannot do it alone. We need the cooperation and support of the community of Philadelphia, and we need to continue to forge and build collaborative working relationships with PPD and the FOP.

Looking ahead to 2025, it will be a crucial year for CPOC as we fight to be able to conduct independent investigations of police misconduct, grow our staffing levels, enhance data reporting and create new divisions to address the work of the agency in ways that will enhance our serves to the community of Philadelphia. We are also seeking to strengthen partnerships with community organizations, to ensure diverse voices are represented in our efforts and initiatives.

As we conclude our 2024 Annual Report, I THANK YOU - our community, our partners, and the dedicated Board and staff of the Citizens Police Oversight Commission. Together, we will continue to work towards a more equitable and just policing system. Under my leadership, we remain committed to fostering accountability, transparency, and trust between law enforcement and the community members we serve.

**Thank you for your continued support.**



**Tonya McClary**

Executive Director, Citizens Police Oversight Commission





## INTERIM COMMISSION CHAIR HASSAN BENNETT

Greetings to the City of Philadelphia and its remarkable citizens,

My name is Hassan Bennett, and I am honored to serve as the interim chair of the Citizens Police Oversight Commission (CPOC). Philadelphia holds the distinction of being one of the first cities in the United States to establish a civilian oversight agency, and it is a privilege to contribute to the legacy built by many trailblazing activists who went before us.

Before we were seated, the commissioners had the firsthand experience of witnessing the city's struggles and unrest during the uprisings of 2020. We marched the streets of Philadelphia, voices echoing off buildings that make up the Philadelphia skyline from early morning until late into the night. We acted as liaisons between citizens and law enforcement at moments of tension. We advocated for the proposed legislative reforms. Our presence during those critical times solidified our commitment to reform.

In 2020, the people of Philadelphia spoke clearly—over half a million voters cast their ballots in favor of establishing an independent oversight body. We now stand as representatives of the community, striving to build a safer Philadelphia—on the foundation of accountability and transparency.

In 2021, City Council passed legislation to create one of the strongest oversight bodies in the country. When we were appointed to serve this city as CPOC commissioners, we committed to dedicate our time and efforts to the mission of transparency and accountability. As commissioners, our plan is to fully realize this groundbreaking legislation. But we know that change rarely happens overnight. We have been working to build cohesion, learning the history of police oversight and the intricacies of the legislation. We have also worked to understand the challenges this agency must face to make the hybrid oversight model outlined in the law a reality.

In June 2024, we welcomed Tonya McClary—a luminary in the world of civilian oversight—as our new executive director and introduced her to stakeholders and community partners, new and old. Director McClary shares our vision for oversight, speaks with powerful clarity and motivation, and partners with the Commissioners to overcome the obstacles we face in building this new agency.

In 2024, the commission worked to provide more transparency to the community. We clarified that the agency is not yet able to conduct investigations. As the City begins to negotiate a new police contract, we advocated for CPOC’s investigative power to be included in those negotiations. Along with partners and stakeholders, we raised this call in public hearings at City Hall, at town halls and public meetings, and through social media. We will continue this collaborative effort until CPOC can carry out our legislative mandate of conducting independent civilian investigations.

As a new agency, we recognize that building trust takes time. We are committed to fostering a culture of transparency, accountability, and collaboration and to earning the trust of Philadelphians. We will continue working with the community and our stakeholders to fulfill the promise of meaningful police oversight in Philadelphia.

**With hope for the future,**

A handwritten signature in black ink, appearing to read 'Hassan Bennett', with a stylized, flowing script.

**Hassan Bennett**

Interim Commission Chair, Citizens Police Oversight Commission



# Timeline

**OCTOBER**  
1958

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

**Executive Order** ○ **DECEMBER**  
**No. 3-69** –  
1969

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.

**Mayor Kenney** signs ○ **AUGUST**  
Executive Order No. 5-17 to refocus the City's dedication to police oversight.  
2017

**MARCH–MAY**  
2020

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

**The murder of** ○ **MAY 25**  
**George Floyd** by  
2020  
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.

**Many community** ○ **SUMMER**  
**groups**, including the  
2020  
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**

- Over **500,000 residents** of Philadelphia vote YES on the ballot measure to amend the Philadelphia Charter to create the Citizens Police Oversight Commission.

**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**  
TO  
**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.

City Council  
appoints CPOC's  
first Commission.

**APRIL 28**  
**2022**

JULY  
2022

PAC formally transitions into CPOC  
signed by executive order.

Director of  
Investigations  
& Senior Policy  
Analyst are hired.

MARCH  
2023

JUNE  
2023

General Counsel is hired.

6 new staff  
start at CPOC.

WINTER  
2023

APRIL  
2024

2 new staff start at CPOC.

**MAY**  
**2024**

Executive Director Tonya McClary  
is hired.

CPOC provides  
testimony to City  
Council hearing on  
the FOP contract.

NOVEMBER  
2024





# Board of Commissioners

The CPOC Board of Commissioners serve as representatives of the diverse residents of the City of Philadelphia. Their role is to engage with the community on policing issues and to provide guidance and policy direction to the agency in its work.

## COMMISSIONER GOALS

For 2025, the commission has expressed the following goals for the agency to achieve.

- **Expand CPOC's visibility and increase community awareness of our work.** Residents need to know that CPOC exists and what services are available for the agency to be successful in improving community-police relations.
- **Increase CPOC's Independence.** CPOC's authorizing legislation called for the agency to be completely independent, however the transition from the predecessor agency, Police Advisory Commission (PAC), which lived under the Managing Director's Office (MDO), has been slow.
- **Perform independent investigations of police misconduct.** CPOC's legislation also calls for the agency to independently investigate police misconduct; though written into the legislation, the power to independently investigate police misconduct must be bargained for within the police contract. CPOC's commissioners have been a force in the community driving public support for this initiative and plans to keep up the momentum through 2025.
- **Engage with key stakeholders to discuss the vision for CPOC moving forward.** Being able to have conversations with Police Commissioner Kevin Bethel, Mayor Cherelle Parker, and City Council would help to build collaboration and advance CPOC's mission. Collaboration can help strengthen bonds, but also increase understanding when disagreements arise. Simply having a seat at the table can send a powerful message to the community that CPOC is having an impact and is working to improve policing in Philadelphia.

## PUBLIC COMMISSIONER MEETING

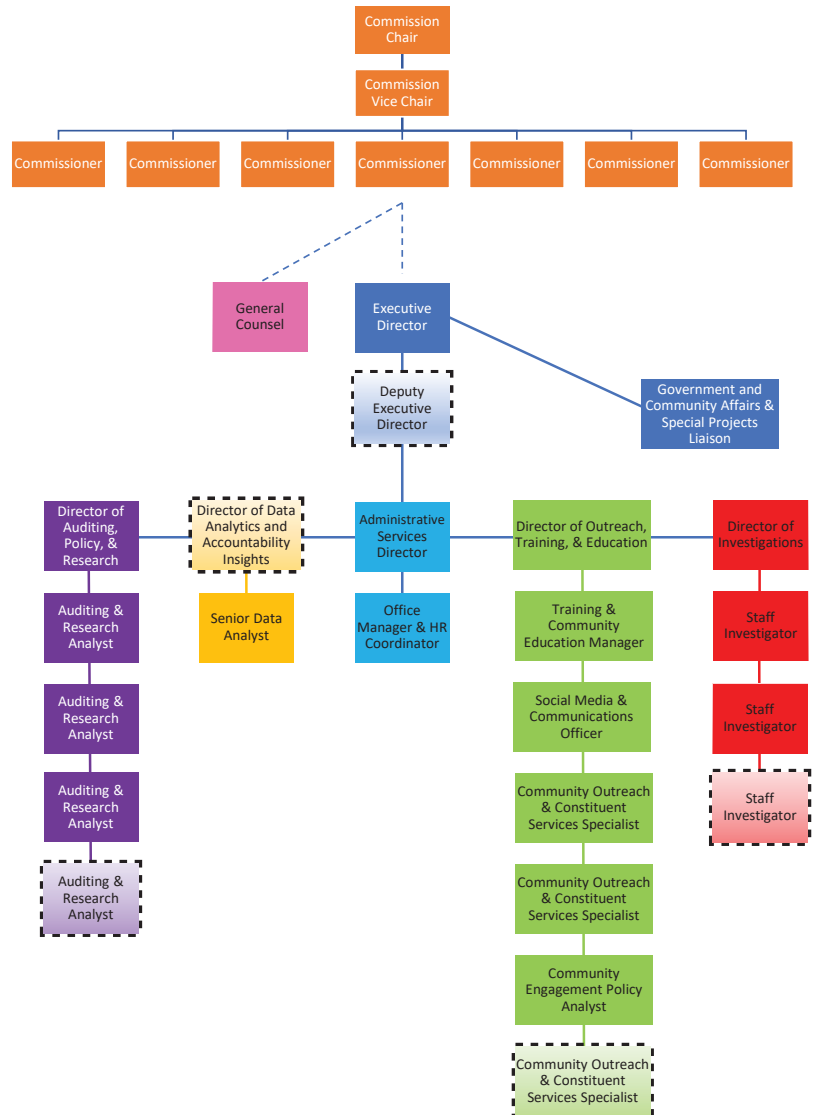
CPOC hosts public meetings on Zoom twice a month for the commissioners to conduct business. Each meeting includes an executive director report, where CPOC's executive director as well as the directors of CPOC's various divisions provide agency updates to the CPOC commissioners and the public. These meetings are advertised pursuant to the Sunshine Act and allow for public comment. All public commission meetings are recorded and uploaded to CPOC's YouTube channel.

## NEW COMMISSIONERS

City Council began the recruitment process for filling the 5 vacant commissioner positions in August of 2024. CPOC was pleased to provide administrative support for the process. The selection process was led by a selection panel composed of three appointees from City Council and two appointees from the Parker Administration. The selection panel is composed of civic and community leaders. The interview process took place through the winter and the new commissioners should be officially confirmed and seated in the second quarter of 2025.

# Org Chart

CPOC operates under a hybrid model of police oversight. Many oversight agencies specialize in one or two specific areas, such as investigations or auditing. CPOC's authorizing legislation laid out much broader capacity and function. The following organization chart shows CPOC's current divisions and focus of work.



## CPOC DIVISIONS

CPOC is organized into divisions, with each division director reporting up to executive leadership. CPOC's executive director and general counsel report to the board of commissioners, while the positions of deputy executive director and government liaison & special projects coordinator report to the executive director.

### **Auditing, Policy, & Research Division:**

Responsible for auditing PPD misconduct investigations, reviewing PPD policies, and researching best practices to inform recommendations and projects. The APRD also assists with complaint intake.

### **Outreach, Training, & Education Division:**

The outreach team's primary focus is getting into the communities of Philadelphia to build connections with residents, advertise CPOC's services, and help educate the public about important issues related to policing in the city. They plan town hall discussions, events, and other initiatives which are described in more detail later in this report. The Outreach, Training, & Education Division is also pivotal in our complaint intake efforts as well as assisting constituents with other concerns.

### **Investigations Division:**

The Investigations Division currently responds to police shootings, monitors interviews at Internal Affairs (IAD), assists the executive director by reviewing all Use of Force Review Board (UFRB) cases, and conducts other investigative work as needed. CPOC's authorizing legislation lays out the authority for CPOC to conduct misconduct investigations independent of PPD, and the City is negotiating to include this in the upcoming police contract. Should CPOC gain the authority to conduct these investigations, our Investigations Division will be performing this work.

### **Data Analytics and Accountability Insights Division:**

CPOC intends to hire a director of data analytics and accountability insights in 2025 to head this new division. CPOC's senior data analyst currently handles all data requests and reporting for the office and would report to the future director who will help guide the strategy and direction of CPOC's data work.

### **Administrative Services Division:**

The Administrative Services Division works to ensure that the agency runs efficiently. The admin team liaises with other City offices such as the Office of Information Technology, Human Resources, Finance, etc. to facilitate office needs. Office management, procurement, budgets, scheduling, hiring, and performance management are all within the purview of the Administrative Services Division.



### **Government and Community Affairs & Special Projects Liaison:**

Though not a division, our government and community affairs & special projects liaison plays a pivotal role in monitoring legislation and news for pertinent issues relating to CPOC. They also advocate for CPOC in local and state government, often travelling to town halls and political events to make connections and highlight any important takeaways that can help guide CPOC's strategy as an agency.

### **General Counsel:**

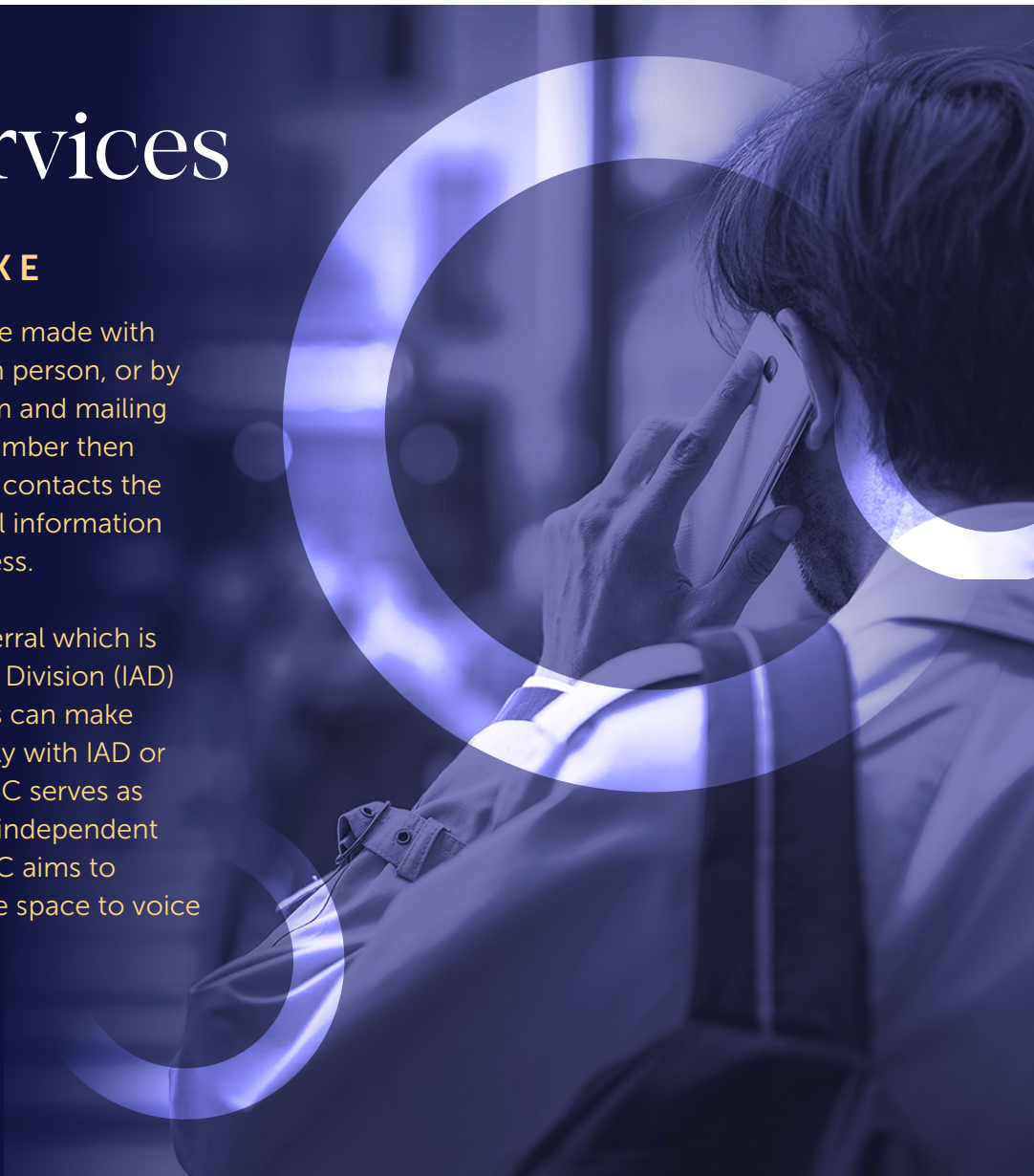
CPOC's general counsel is responsible for ensuring that the agency is protected from a legal standpoint. The general counsel will advise the executive director and board of commissioners on legal matters but also contributes to the work of the agency by providing expertise and input into the various projects and initiatives CPOC produces.

# Public Services

## **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 residents 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.



## COMPLAINT DATA

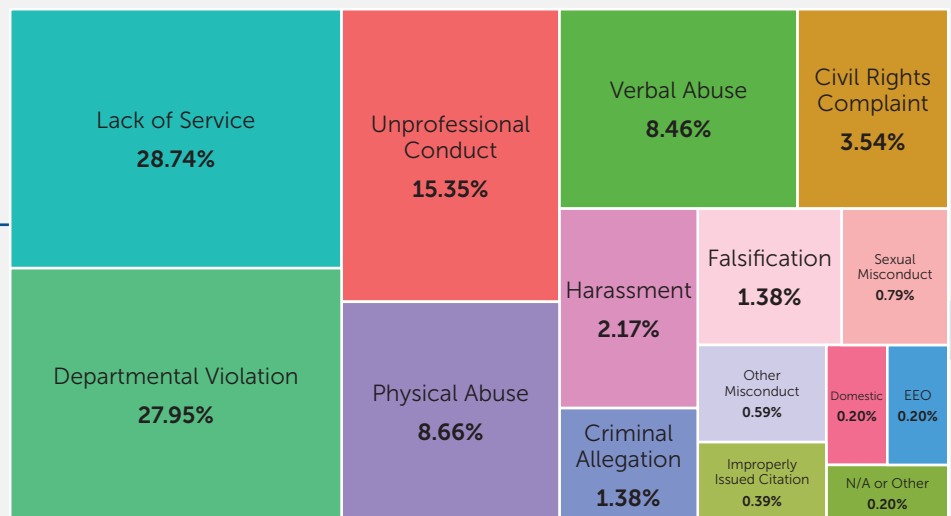
Many complaints against PPD officers are made each year, and most of them are filed directly with the police department; CPOC is the intake point for only a small portion. As office capacity expands, CPOC intends to report on the full data set related to all complaints against police (CAPs), not just those received by CPOC. Currently, CPOC only reports on complaints received by the agency and referred to IAD. In 2024, CPOC referred a total of 215 CAPs to Internal Affairs.

These graphics show the allegations of police misconduct present in the complaints referred by CPOC. CPOC assesses new complaints to identify any allegations present and notes them in the case management system. A single complaint

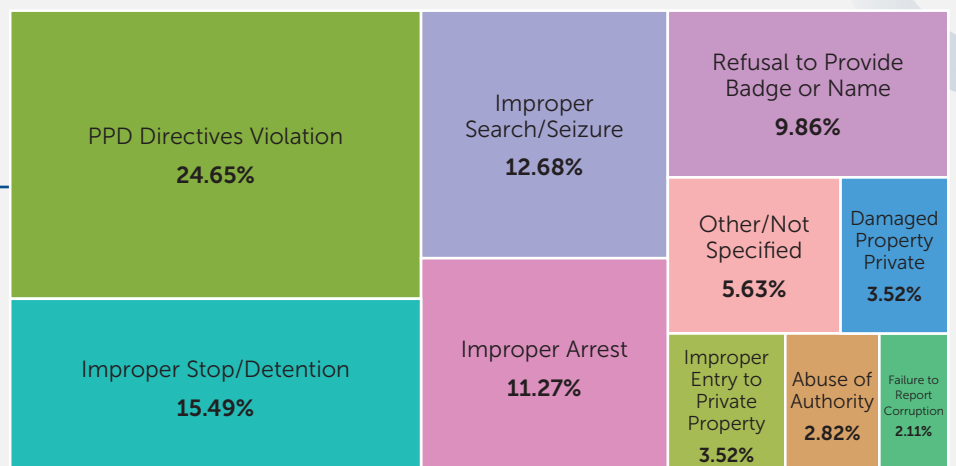
case can have multiple allegations of police misconduct. These allegations can change as the investigation proceeds, depending on what information the investigator learns, so these may not represent the final allegations present in a complaint.

In 2024, the largest percentage of complaint allegations were lack of service (28.7%), followed by departmental violations (28%). **Department violations** is a category that includes sub-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

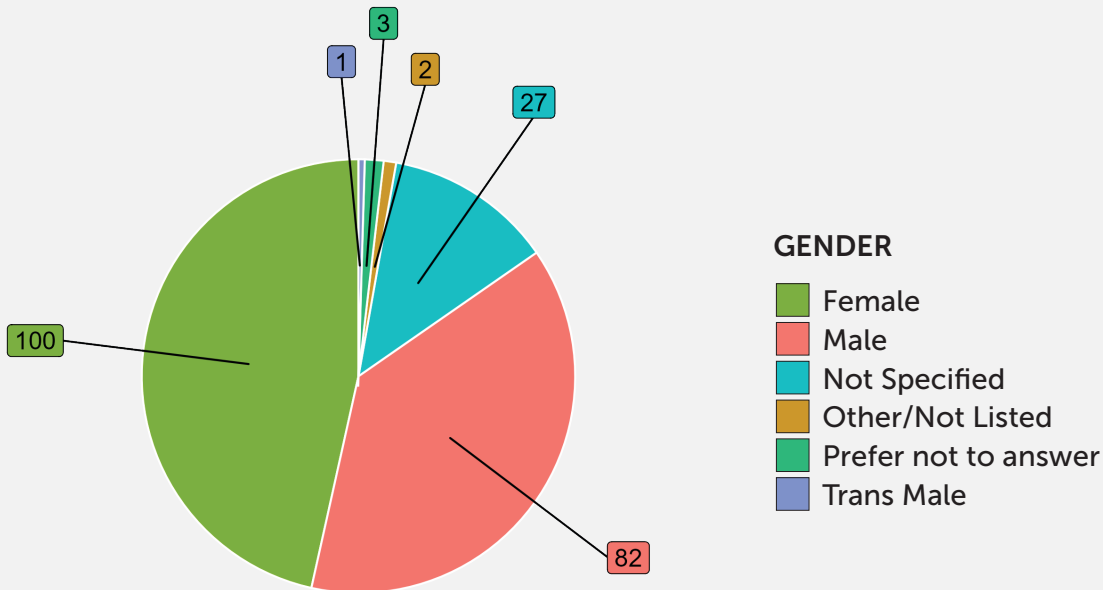


### Top 10 Sub Allegation Types

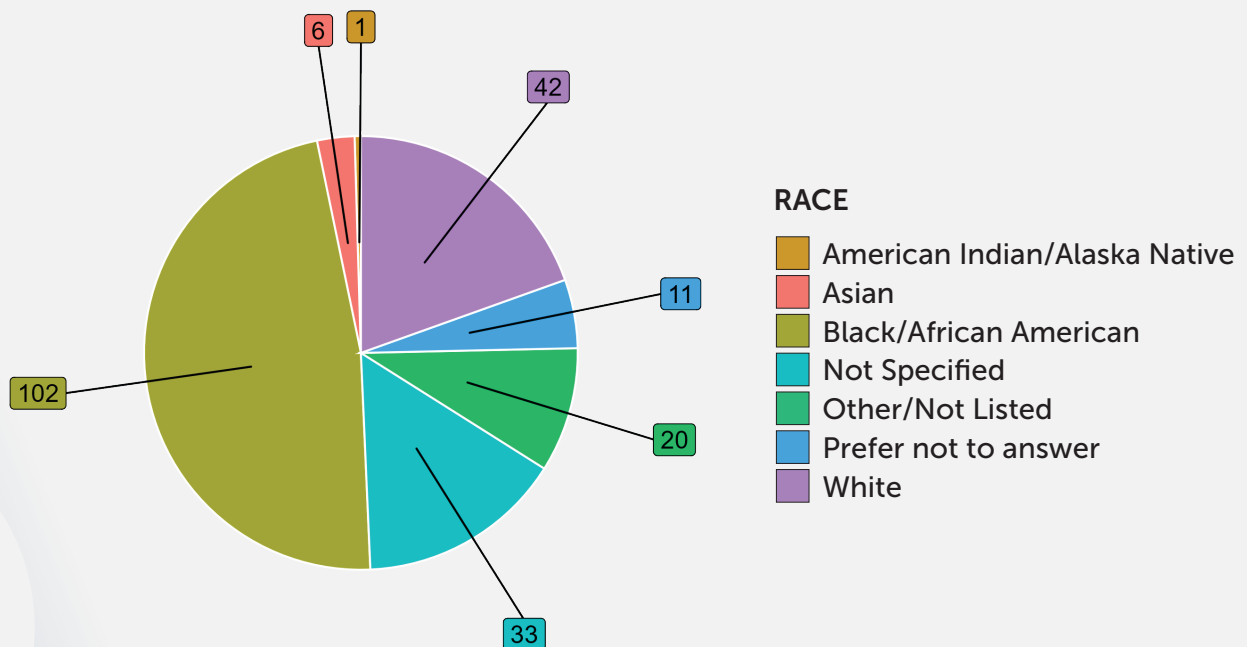


These charts break down the self-reported gender and racial demographics of complainants in complaints received by CPOC and referred to IAD in 2024.

### Gender Distribution – 2024



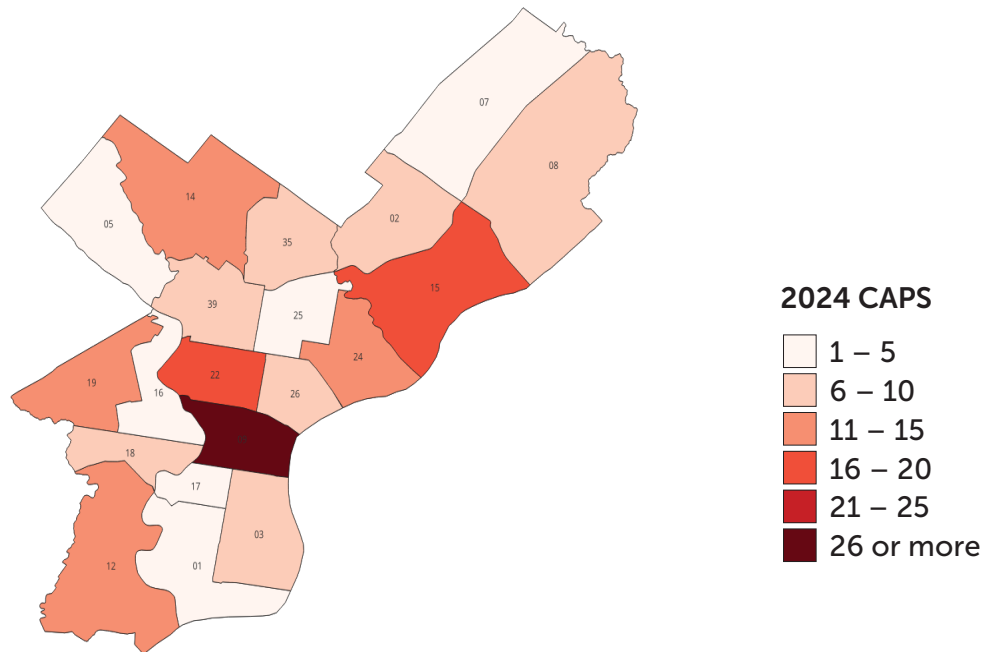
### Race Distribution – 2024



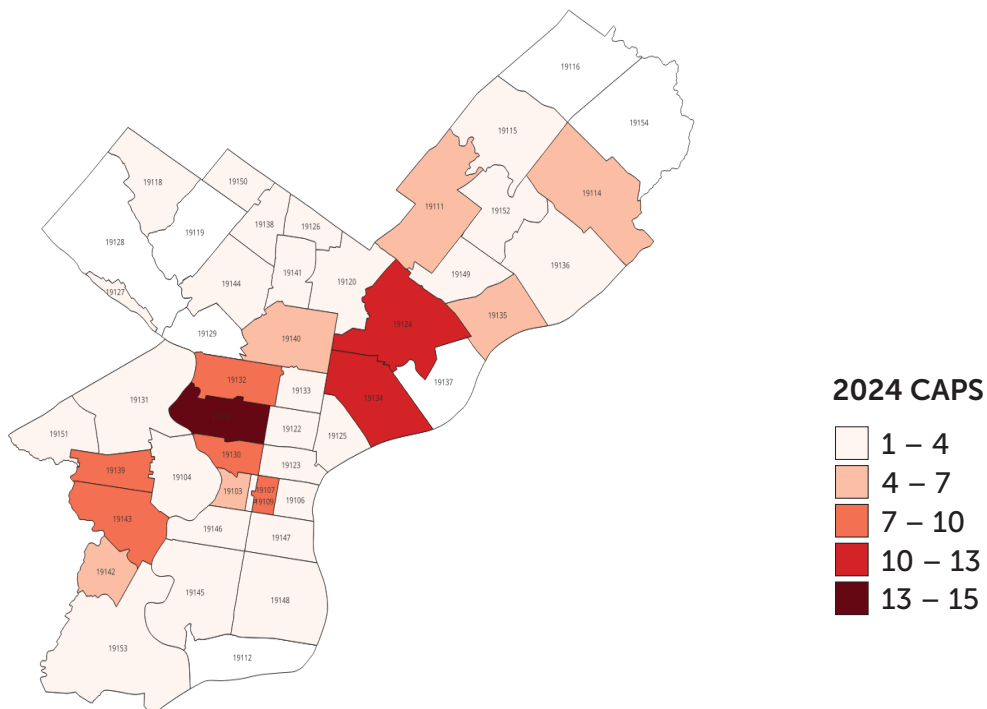


These graphics show the police districts and zip codes of the locations of incidents of police misconduct complaints that were received by CPOC and referred to IAD in 2024.

### Locations of Incidents of Police Misconduct by Police District



### Locations of Incidents of Police Misconduct by Zip Code



## CONSTITUENT SERVICES

Like most City agencies, CPOC receives calls from constituents seeking assistance with a myriad of issues, including but not limited to enforcing noise complaints, mediating neighborhood disputes, 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.

Although we are primarily focused on matters concerning PPD, CPOC strives to provide the best quality service to anyone seeking assistance. By helping residents navigate problems outside of our normal purview, we aim to build trust in the community, and ensure that communities across Philadelphia remain safe, healthy, and prosperous.



In 2024, CPOC made several changes to our constituent services process to help us to better assist the community's needs:

- **Our team utilizes proprietary case management software, providing us with more powerful and efficient tools to track and manage constituent service requests we receive.**
- **New protocols were created to ensure that all case files are up to date, accurate, and available to all staff members providing constituent service functions. This allows us to provide the same quality service to our constituents, regardless of staff availability and location.**
- **The Outreach, Training, & Education Division has worked diligently to make connections with other City departments, external agencies and community partners to ensure we are able to provide our constituents with a warm hand-off to other organizations when necessary.**

## OFFICER COMMENDATIONS

In addition to taking complaints from residents when they have a negative experience with the police, CPOC also provides 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 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 gift bag. Our commendation process helps to highlight positive examples of police conduct.



# Community Outreach

CPOC has focused our outreach work on creating various community initiatives and events. We have held engaging town hall discussions, organized community training and education on policing issues, and have supported the work of many stakeholders, community organizations, and local agencies throughout various police districts. One of CPOC's goals in connecting and engaging with the community is to use the lived experiences shared by community residents as a guide for the agency.



SOCIAL MEDIA &  
COMMUNICATIONS  
OFFICER  
**JODIE EICHEL**

Social media is one of the most effective ways to increase awareness of CPOC's mission, community role, and available resources. In 2024, we added the role of social media & communications officer to our team to expand our digital presence, ensure consistent posting, monitor social media channels, manage public relations, and serve as the primary media contact for the agency.

## Social media highlights from 2024 include:

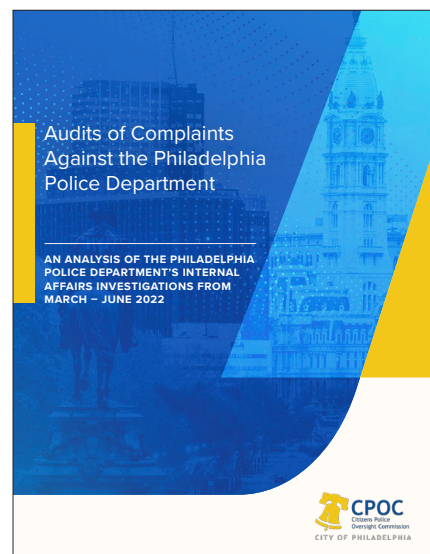
- An estimated 319% increase in Facebook and Instagram reach from 2023.
- Social media campaigns spotlighting human trafficking, domestic violence, pride month, and educational resources.
- Two live-streamed community events through Facebook and Instagram.
  - *Kensington and Right to Drive* events detailed later in this report.
- A successful social media campaign promoting CPOC's call for independent investigations.



## MEDIA MENTIONS

The media is a powerful tool for promoting transparency, accountability, and public engagement – all of which are key for the success of a police oversight agency. CPOC has embraced the opportunity to speak with members of the media to tell our story:

- Public statements on important events, including the hiring of our executive director, commissioner updates, police shootings, and other notable incidents.
- Over 20 media interviews across TV, print, digital, and radio platforms.
- Executive Director Tonya McClary wrote an op-ed, published in the Philadelphia Inquirer, about the need for CPOC to be given full authority to conduct independent investigations relating to police misconduct.
- Director McClary had multiple discussions with NBC10's Claudia Vargas, providing updates on the status of the commission selection process.
- Director of Auditing, Policy, and Research, Janine Zajac, was featured on KYW Radio news segments talking about the Audits of Complaints Against the PPD Report.





“Life’s most persistent and urgent question is:

What are you doing for others?”

— Rev. Dr. Martin Luther King, Jr.

## EVENTS

### MLK Day of Service

Every January, CPOC observes MLK Day of Service. In 2024, CPOC partnered with the 19th Police District to provide some cheer, fun, and prizes at a local senior citizens home’s Youth-Senior Game Day. We played BINGO, served snacks, and listened to live music from residents.

## Meet The Moderators

### BLACK HER-STORY IN LAW ENFORCEMENT & OVERSIGHT PANEL

**February 20, 2024  
6-8PM on Zoom  
Zoom ID: 814 5582 9830  
Passcode: 540537**



**Taleah-Renee Grimage**  
Director of Outreach  
Citizens Police  
Oversight Commission



**Jill Fitchard**  
Executive Director  
Nashville Community  
Review Board

 **Citizens Police  
Oversight Commission**  
CITY OF PHILADELPHIA



## Black History Month & Women’s History Month

In both February and March, CPOC’s outreach team hosted virtual town hall discussions with the community that aimed to educate, inform and inspire. February’s town hall was titled: Black HERStory in Law Enforcement & Oversight. The discussion featured Black women from Philadelphia, Albany, New York, Atlanta, Georgia, and Nashville working in law enforcement and civilian oversight. The discussion included what led these women to their career choice, how we can inspire more Black women to work in policing and oversight, challenges facing Black women in leadership, what they love most about their career, and the importance of Black women being represented and having a seat at the table. Our panelists spoke openly and honestly about their experiences and how, although they come from different worlds, they had much in common. We were extremely grateful for their participation, especially co-moderator Jill Fitchard, executive director of the Nashville Community Review Board.



In March, CPOC held our first ever Iconic Philly Women Awards. We received nominations of women who consistently go above and beyond to serve the community. The nominees perform vital work in victim's advocacy, community organizing, criminal justice, policing, mental health, and civil rights. Our virtual discussion gave us an opportunity to hear from each of our nominees and learn more about their work. Each one received an award certificate, a gift bag, and a special CPOC Philly Iconic Woman mug as a small thank you for all the amazing work they do each day.



## Kensington

For many years, the Kensington section of Philadelphia has garnered a lot of attention locally and nationally due to the significant impact of the opioid epidemic. In 2024, the Parker Administration began its "Cleaner, Greener, Safer City" initiative, which included plans to address many of the concerns in Kensington.

To learn more about residents' concerns and perspectives, CPOC held a community meeting at the CORE at Esperanza Health Center to talk about crime, policing, and quality of life issues. This event was very well attended by residents,

and three City Council members were either in attendance or represented by their staff. This event included several local organizations and City of Philadelphia departments.

While some community members were excited to see the proposed changes implemented, many others expressed concerns about whether the changes were trauma-informed and designed to create sustainable outcomes. Additionally, there were concerns regarding the care of the unhoused population and the availability of resources for individuals in active addiction.



### Meet CPOC's New Executive Director

After an extensive search, CPOC welcomed our new executive director, Tonya McClary, Esq., a seasoned oversight professional who has led oversight agencies in New Orleans, LA and Dallas, TX. To introduce her to Philadelphia residents, CPOC hosted a meet and greet at City Hall in the Mayor's Reception Room. This event allowed community members to learn more about Director McClary and her background, to ask questions about her vision for CPOC, and how she plans to lead this agency into its next phase. Attendees also heard from various community members who spoke about their experiences with policing in this city and their enthusiasm for CPOC to continue its work. Reverend Mark Tyler, of POWER Life Free and Mother Bethel AME Church, moderated the discussion.

### Right to Drive

In August, CPOC hosted a panel discussion in the Roxborough/Manayunk neighborhood titled: *The Right to Drive: A Discussion on Traffic Stops, Profiling and Policing*. Traffic stops are an important policing issue that raise questions about why they happen, who's affected, who's stopped most often, and how these stops can turn deadly for people of color. We were honored to have a discussion with three panelists: Valerie Castille, mother of Philando Castile and the founder of the Philando Castille Relief Foundation; Jaquelyn Carter, inventor of the Not Reaching Pouch, a device that affixes to a car vent and can hold driving documents to prevent drivers from reaching during a traffic stop; and Councilmember Isaiah Thomas, At Large Majority Whip and creator and champion of Philadelphia's Driving Equality Bill.

On July 6, 2016, Philando Castile, a 32-year-old African-American man, was fatally shot during a traffic stop in the Minneapolis-St. Paul metropolitan area of Minnesota. He was in the car with his girlfriend and her 4-year-old daughter. The incident was captured on video and was posted on social media, quickly garnering international attention. The officer who shot Philando was charged with second-degree manslaughter and two counts of dangerous discharge of a firearm. He was acquitted on all charges and fired by the City of St. Anthony Police Department. Wrongful death suits brought by Philando's girlfriend and family were settled for \$5.8 million. After his death, Philando's mother, Valerie Castile, created the Philando Castille Relief Foundation to assist victims of gun violence.



The event opened with a reception followed by a rousing welcome to the attendees from our executive director. We were joined by Sherriff Rochelle Bilal, Abu Edwards from the Mayor's Office of Black Male Engagement, William Garcia of the Office of Latino Engagement, and Celena Morrison of the Office of LGBTQ+ Affairs. The event also featured a spoken word performance by local artist, Tequila Chante, written specifically for this event. CPOC partnered with Zarinah Lomax, founder of The Apologues, to gift a portrait of Philando Castille to his mother. All attendees were provided with a Not Reaching Pouch. Community members who would like their own Not Reaching Pouch (available in English and Spanish) can contact our office.

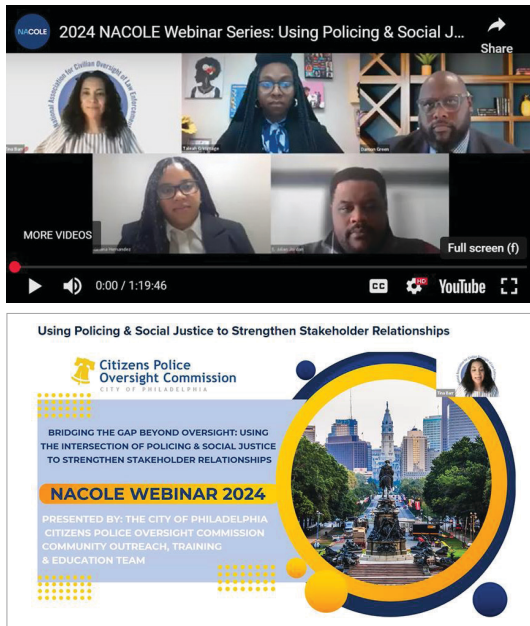


## Hispanic Heritage Month

In September, CPOC hosted a community celebration in honor of Hispanic Heritage Month in the Kensington neighborhood. Our celebration featured Spanish interpretation, community resources, delicious food from Cantina la Martina, and performances from Daniel de Jesus and Suzette Ortiz (Esperanza Arts Center), Nuuxakun, Palante Dance Company, and Raices Culturales. William Garcia from the Mayor's Office of Latino Engagement and Director McClary spent some time talking about the experiences of many in the Hispanic and Latino communities in the city.







## NACOLE Webinar

CPOC is a member of the National Association for the Civilian Oversight of Law Enforcement (NACOLE), a non-profit organization that works to create a community of support for independent, civilian oversight entities. Each year NACOLE hosts a conference that brings together oversight professionals across the nation to discuss issues relevant to oversight work. In addition to the in-person conference, NACOLE also hosts a virtual conference to provide agencies with an opportunity to learn from one another via webinars and trainings. In 2024, CPOC hosted a webinar titled: *Bridging the Gap Beyond Oversight: Using the Intersection of Policing and Social Justice to Strengthen Stakeholder Relationships*, which was attended by over 95 participants. The webinar presented the “CPOC Model of Outreach & Engagement” which encourages agencies to

think outside the box, and occasionally outside of their mission and scope, to build relationships and be more present in the community. By getting to know the credible messengers already existing in the community, oversight agencies can build rapport, trust, and partner with groups already working in community organizing. In addition, oversight agencies should bolster relationships by supporting initiatives and events hosted by others that may have nothing to do with policing. This approach can advance oversight work because many social issues intersect. Education, poverty, food insecurity, and the unhoused are issues that can be affected by or affect how communities are policed. This model has allowed CPOC to build a greater presence within the community as well as build trust with law enforcement, leading to several partnerships with the Philadelphia Police Department.

## POLICE CONTRACT HEARING

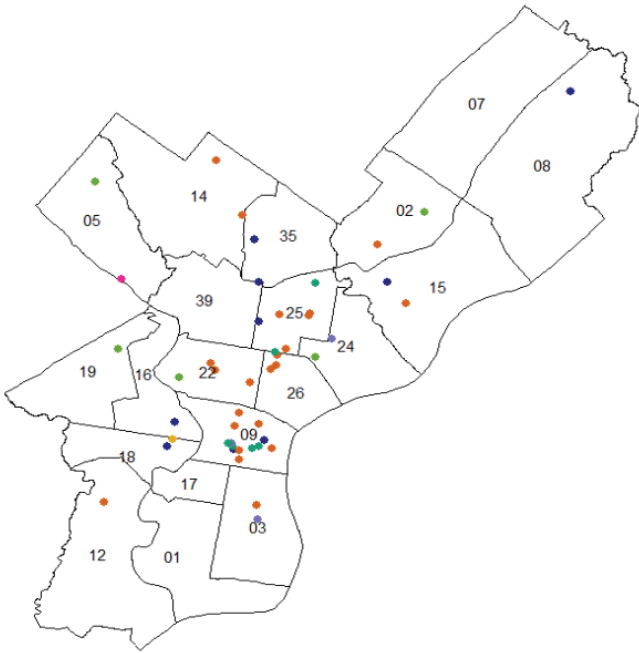
In November of 2024, Executive Director Tonya McClary testified before City Council to urge the City to include CPOC’s conditions calling for independent investigations of police misconduct to be added to the draft proposals for the upcoming police employment contract negotiations. CPOC organized a reception in parallel with the hearing, with informational posters and staff available in the Mayor’s Reception Room to speak with attendees, answer questions, and explain why it is crucial for CPOC to gain the power to conduct independent investigations. With support from City Council,

community stakeholders like Reclaim, Philly Boricuas, POWER Live Free, and community members who have filed complaints through CPOC and support our mission, CPOC’s ability to perform independent investigations was added to the draft proposals.





# COMMUNITY OUTREACH DATA



## Community Outreach Map

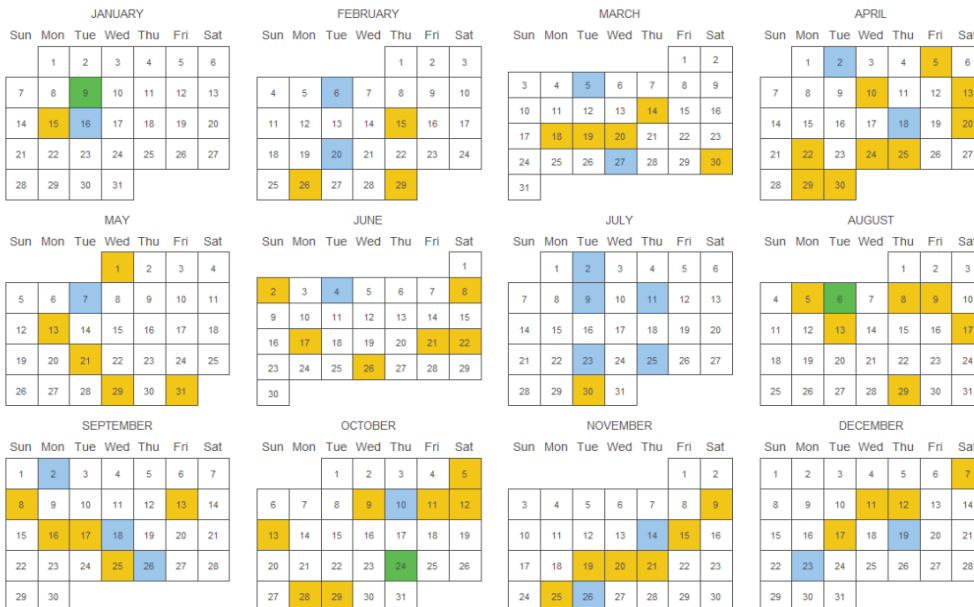
Outreach continually aims to ensure that out public engagement spans across the city in order to reach as many of our city’s diverse communities and populations. So far this year, CPOC’s 67 in-person events have covered much of the city.

*Note: Data Last Updated on 12/23/2024*

- City Department Event
- Community-Organized Event
- CPOC-Hosted Community Event
- CPOC Townhall or Community Meeting
- Other
- PPD Event
- Protest Monitoring

## Community Outreach Calendar

2024

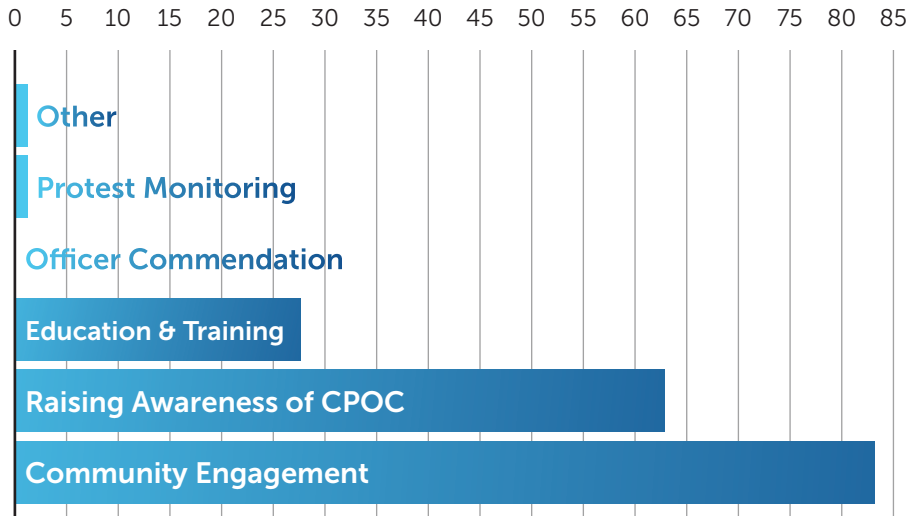


- In-Person
- In-Person & Virtual
- Virtual

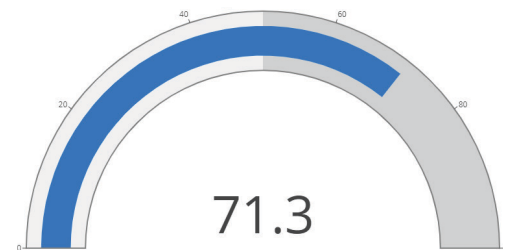
**CPOC's Outreach Team strives to provide a variety of services and functions to our constituents. So far this year, the Outreach Team has participated in 94 different events.**

*Note: It is common for a single event to accomplish multiple goals. For example, CPOC might attend a community meeting to both raise awareness as well as develop community engagement.*

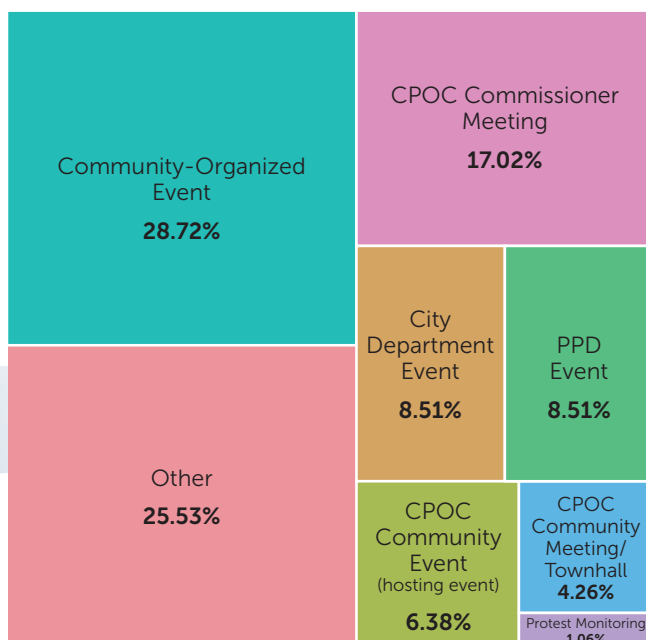
### Reasons for Events



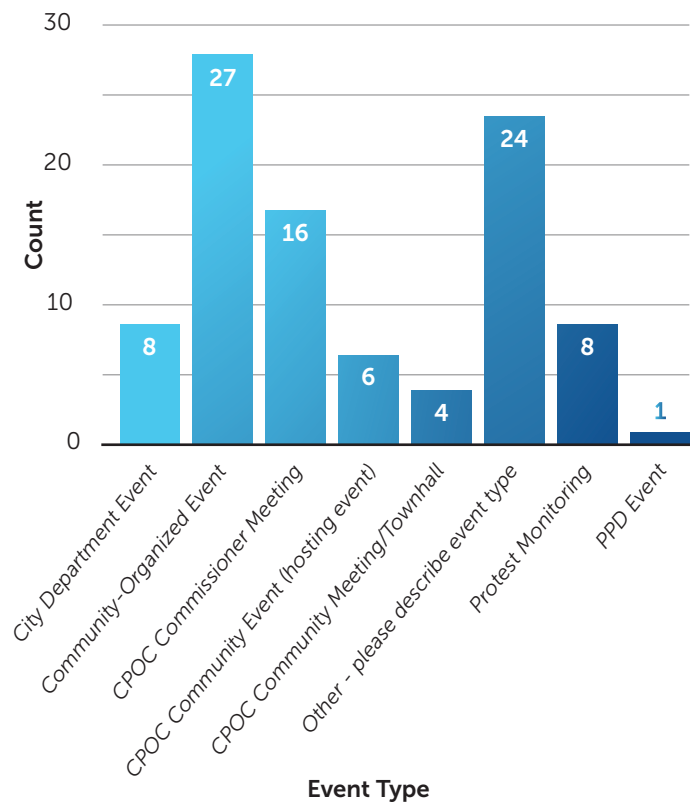
### Percentage of In-Person Events



### Event Types



### Distribution of Event Types



## CIVILIAN POLICE OVERSIGHT:

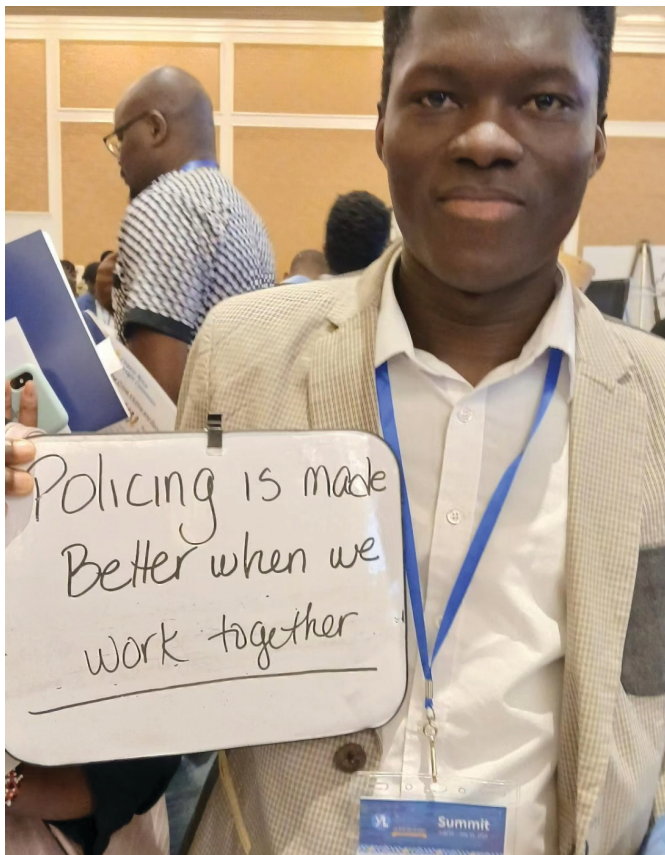
- Protects human rights
- Promotes constitutional policing
- Increases public confidence and trust in the police
- Builds bridges between law enforcement and the public
- Supports effective policing
- Ensures greater accountability
- Enhances risk management

CPOC

# Programs and Partnerships

## INTERAGENCY CIVIL RIGHTS TASKFORCE

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 task force 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.



## MANDELA WASHINGTON FELLOWSHIP

For five years, CPOC has participated in the Mandela Washington Fellowship for Young African Leaders. The Mandela Washington Fellowship is sponsored by the U.S. Government's Young African Leadership Institute (YALI) and International Research & Exchanges Board (IREX), a global institution committed to supporting individuals as they create change in their communities and build person-to-person bridges across nations. Since 2014, YALI and IREX have selected over 6,500 African leaders from every country in Sub-Saharan Africa to participate in the program. Participants spend several months in the U.S. at various colleges and universities learning about leadership and development and then spend time at a professional placement.





In 2024, CPOC was honored to attend the Mandela Washington Fellowship summit in Washington, D.C., to share our mission of civilian police oversight with attendees and learn about how policing functions in different African countries. After the summit, CPOC welcomed our 2024 fellow, Chirelle Lau Tee, to Philadelphia. Chirelle is a forensic psychologist and police officer in charge of the investigative psychology unit for the Seychelles Police Department. We introduced her to leaders and experts in her field, provided training and education about policing and City government in Philadelphia, and immersed her in our local culture, cuisine and sports.



## PPD PARTNERSHIPS

### Civilian Police Academy

CPOC presents a civilian police oversight lecture to many in the community as a regular component of the Philadelphia Police Department's Civilian Police Academy (CPA) curriculum. Our facilitators spend time teaching each class about the importance of civilian police oversight, the various ways they can get involved with CPOC, the role of our commissioners, and how we can all promote transparency and accountability in policing.

In December 2024, CPOC was invited to present a civilian police oversight lecture to a CPA class hosted by the Norristown Police Department. This lecture was similar to the standard version given in Philadelphia, with additional information and discussion on how CPOC transitioned from

its predecessor agency, the Police Advisory Commission, and the subsequent changes in our oversight authority. In addition, presenters discussed the value of NACOLE (National Association for Civilian Oversight of Law Enforcement) membership and how various cities across the country have started civilian police oversight commissions or boards, ranging from very small offices to larger agencies with multiple divisions and many staff members.



## Police Recruit Classes

Through a partnership with the Philadelphia Police Department, CPOC gives an oversight lecture and presentation to each police recruit class before they graduate from the police academy and are given their district assignments.

The two-hour presentation begins with a discussion about the reasons why the recruits chose to enter a career in law enforcement. Our facilitators then take the opportunity to discuss the history of police oversight in Philadelphia, how CPOC was created and its current functions, dispel myths about civilian police oversight, and talk about the further ways the new officers can

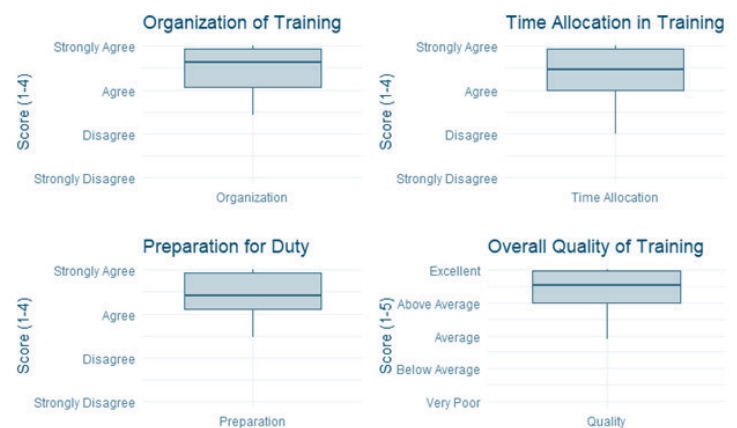
get involved with CPOC, its mission, and the broader community. The presentation concludes with a screening of the docu-series Navajo Police: Class 57. The film is about new police recruits going through the police academy in the Navajo Nation and the different challenges and rewards that come from it. The film screening, and short discussion afterwards, provides the recruits with the opportunity to discuss how many of the concerns and challenges that both officers and residents face are not unique to Philadelphia and will take a commitment to creativity, strong communication, and open-mindedness from everyone to address.



## Police Academy Project

CPOC has collaborated with PPD Captain Stephen Clark to develop a comprehensive survey administered to recruits upon completing their academy training. The survey assessed the organization and delivery of lessons, time allocation, teaching quality, and how effectively the training prepared recruits for their roles. Recruits also provided recommendations for improving the program.

CPOC analyzed feedback from 198 surveys across five academy classes, revealing a strong foundation in core training areas and consistently high ratings across modules.





### *Key Recruit Recommendations*

Recruits were given the opportunity to provide written feedback in the survey as well, with recurring themes including:

- **More Reality-Based Training (RBT):**  
Recruits overwhelmingly requested more RBT throughout the academy, rather than only at the end.
- **Increased Physical Training (PT):**  
Many suggested increasing both the frequency and intensity of PT.
- **Expanded Defensive Tactics (DT) Training:**  
Calls for updated techniques and more real-life application, emphasizing the need for practical, scenario-driven instruction.

### *Enhancing Feedback Collection for 2025*

To further strengthen this initiative, CPOC has expanded its survey for the 2025 data collection cycle. A new feedback section was introduced to specifically evaluate the CPOC presentation on civilian oversight, assessing its clarity, effectiveness, and impact on recruits' understanding of police accountability. Additionally, an open-ended response section now allows recruits to suggest ways CPOC can better support their training. These insights will guide ongoing efforts to refine the curriculum and align training with the demands of policing in Philadelphia.

This project underscores CPOC's commitment to fostering professional, effective training by leveraging direct recruit feedback to improve academy programs. CPOC will continue working closely with PPD and the academy to address key recommendations and strengthen recruit preparedness.

### **PPD Trainings**

CPOC's staff participated in the following trainings led by PPD in 2024. By participating in these police-specific trainings, CPOC's staff were able to gain new insights and hope to foster future cooperation with the Department.

#### — **Reality-Based Training:**

Reality-Based Training is an academy module for PPD recruits and PPD officers returning for in-service training. Simulations of real-life scenarios are acted out for trainees to put their use-of-force training to the test. By participating in reality-based training, CPOC staff gained valuable perspectives to use in the agency's work.

#### — **CJIS Training:**

CJIS (Criminal Justice Information Services) is the largest division of the FBI and has set federal standards for storing sensitive criminal justice data. A group of CPOC staff attended CJIS training facilitated by PPD in 2024 to learn about how CJIS data must be handled and protected.

#### — **Investigation Training:**

CPOC's Investigations Division participated in a two-day course designed to teach law enforcement/prosecutors/administrative/oversight personnel how to properly and thoroughly investigate a police shooting ("officer-involved shooting" or OIS). The training covered aspects of both administrative and criminal investigations – including use of force principles, the dynamics of human performance during high-stress incidents, interviewing strategies, and analyses of physical evidence.

# Auditing, Policy, and Research

## FIRST AUDIT REPORT: AUDITS OF COMPLAINTS AGAINST THE PHILADELPHIA POLICE DEPARTMENT

On July 16th, the Auditing, Policy, and Research Division (APRD) released its first auditing report, *Audits of Complaints Against the Philadelphia Police Department*, analyzing the investigations into complaints against police conducted by PPD's Internal Affairs Division (IAD). The analysis detailed in the report was based on 250 audits of Police Commissioner Memos (PC memos), which are the reports of investigation written by IAD investigators for each complaint against police. PC memos include the background of the complaint against police, summaries of interviews, a description of any body-worn camera (BWC) or surveillance footage, and investigative findings.

The overarching goal of this report was to inform the public about the trends observed in the PC memos received by CPOC between March 2022 and June 2022. Although the audit report did not make any official recommendations to PPD, it does call attention to the strengths of the IAD investigative process and pinpoint possible areas for improvement.

The report has sections devoted to elaborating on the key takeaways from the data compiled on each component of an audit. Some key data takeaways:

- The 24th, 25th, 18th, and 15th police districts respectively had the highest number of misconduct allegations reviewed in the sample.
- The most common allegations were related to *departmental violations, lack of service, unprofessional conduct, and physical abuse*.
- 91.6% of the investigative findings were logical, based on the evidence.
- In 20% of cases reviewed there were missing allegations, meaning that not all the allegations discovered through the investigation were ultimately addressed.

- Regarding timeliness, only 25% of the investigations in the sample were completed within PPD's 90-day guideline. Delays to investigations can occur for a variety of reasons including PPD officers being injured on duty (IOD), difficulty contacting complainants or key witnesses, or the investigation being re-assigned to a new investigator.
- In 19.8% of cases, the IAD investigator did not make the proper contact attempts to involved civilians, meaning that important details related to the investigation could have been missing from the final PC memo.

The audit report allowed CPOC to bring transparency to some aspects of how PPD investigates complaints against police. This report was a milestone in solidifying CPOC's auditing function and laid the foundation for CPOC's current complaint auditing process, outlined below.

## COMPLAINT AUDITS IN 2024

The APRD continued to audit complaint investigations in 2024. CPOC uses a series of yes or no questions to consistently assess the quality, thoroughness, and objectivity of each case. Each audit also collects data about the type of alleged misconduct present, the officers involved, where the incident occurred, and the timeline of the investigation.

The APRD completed a total of 358 complaint audits in 2024.

- Of the 358 cases, 31 were complaints where an officer was accused of low-level misconduct that could be handled by their supervisor. The rest were full investigations completed by IAD.
- 10 districts accounted for the highest volume of complaints and investigations reviewed. The 35th District had the highest number at 31, and the 26th District had the lowest number with 4.

- The most common classification of the cases reviewed was *departmental violations* (ex. failure to activate their body-worn camera, improper stop, etc.) which accounted for 26% (96 cases)
- The second most common complaint classification was *lack of service* (ex. an officer not responding in a timely manner or not taking proper action) which accounted for 24% (86 cases).

The APRD will release a detailed report in 2025 to reveal the full results of audits conducted in 2024.

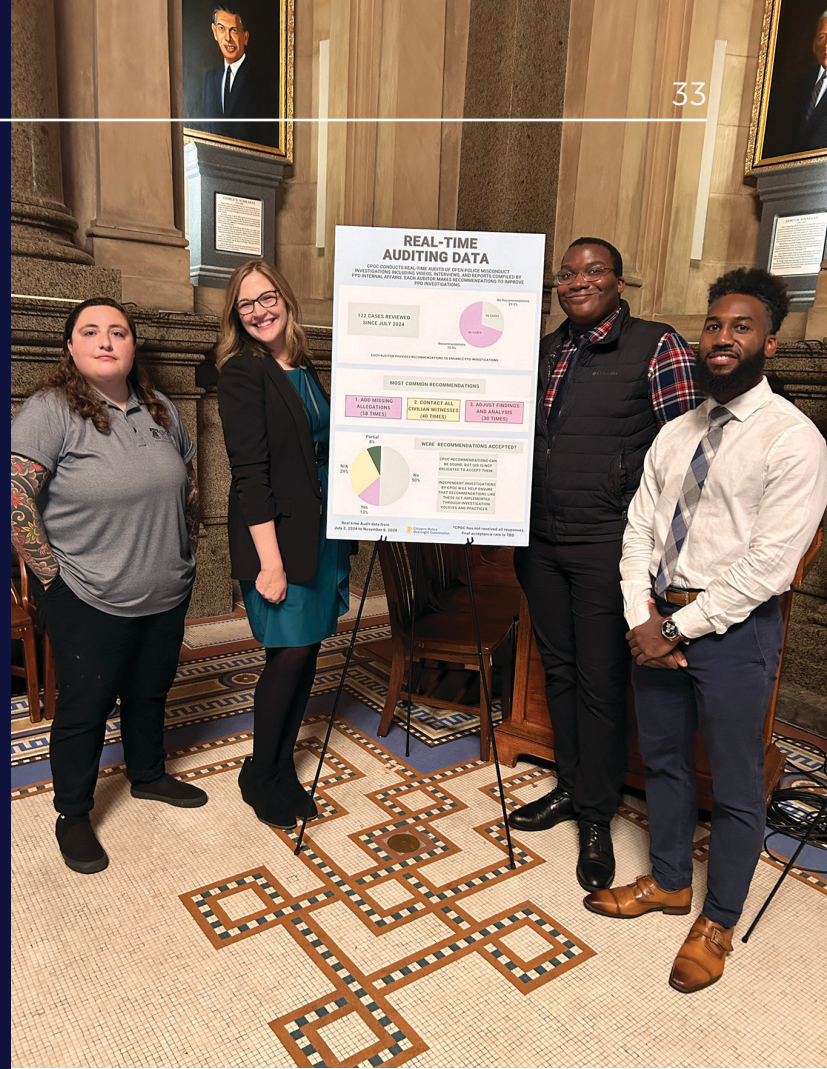


## UPDATES TO CPOC'S AUDITING PROCESS: LIVE AUDITS

In July of 2024, the Auditing, Policy, and Research Division began receiving completed investigations of complaints against police before they were finalized, allowing civilian oversight staff to review investigations while they are still open and provide feedback on the investigation so any errors can be corrected. CPOC has 10 business days to complete the review and provide recommendations to PPD for the investigation.

The creation of this process was a major development for the oversight of complaint investigations. The goal of these audits is to include a civilian perspective in the investigative process and promote consistency throughout all IAD investigations.

Of the 358 audits completed in 2024, 124 were live audits. The live audit process allows for CPOC to make recommendations to the IAD investigator who completed the case. Recommendations are intended to promote consistency across all investigations, so that complainants and officers alike are treated fairly within the investigation and discipline process. Often, CPOC agrees with the outcome of the case, but the report is missing an explanation for why certain investigative steps did not occur or why a certain finding is appropriate.



**Of the 124 live audits conducted, CPOC had feedback for 79 cases (63%), with a total of 229 individual recommendations.**

The 2024 auditing report will include detailed information about the recommendations that CPOC made to PPD related to these audits and will include recommendations to PPD about IAD operations if needed.

## BODY-WORN CAMERA STUDY

CPOC staff spent many hours in 2024 participating in an observational study to examine body-worn camera footage of vehicle stops conducted by PPD officers, analyzing the quality of service of policing in Philadelphia. The study began in 2022 with Dr. Eric Dlugolenski, of Central Connecticut State University, and Captain Kelly Robbins, of the Philadelphia Police Department. Using rule-based scoring protocols, CPOC staff reviewed over 350 vehicle stops and scored them for instances of the following four principal elements of procedural justice:

### **Participation:**

the civilian had the opportunity to provide their perspective

### **Neutrality:**

the officer acted impartially and objectively

### **Dignity and Respect:**

the civilian was treated with respect

### **Trustworthy Motives:**

the officer did not appear to have ulterior motives

The study confirmed this method can accurately measure the quality of service provided by PPD officers and can be used to anticipate outcomes in a civilian's attitude toward the officers conducting these investigations. Initial analysis indicates that while PPD is performing adequately in some aspects of procedural justice, there remains considerable room for improvement. Additional analysis of study results is still being conducted and will be published in the near future.

This study resulted in several additional potential projects and research topics, but most importantly shows that collaboration between police departments and civilian oversight agencies can produce innovative, rigorous, and fruitful work.

Procedural justice in individual policing encounters is important because the individual's experience with an officer can impact the trust and legitimacy that they place in all officers who police their communities.







# Investigations

## RESPONDING TO AND MONITORING PPD 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 of these shootings. For our purposes, “police shootings” include every time that a PPD officer discharges their firearm at a person or dog, whether on or off duty, excluding accidental discharges and officer suicides.

When CPOC was notified by PPD of a police shooting of a person in 2024, the Investigations Division responded in real time. The purpose of the real-time response is to monitor the investigation undertaken by PPD’s Officer-Involved Shooting Investigation (OISI) team in real-time. Upon responding to the scene, members of the Investigations Division survey the scene and receive a walk-through of the scene from OISI. The Investigations Division subsequently receives and analyzes body-worn camera footage, surveillance video, crime scene photographs, and other evidence shared by OISI. Based on that material, the Investigations Division develops internal, confidential briefings for the executive director.

## MONITORING IAD INVESTIGATIONS

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## USE OF FORCE REVIEW BOARD

PPD reviews police shootings and certain taser deployments for compliance with the Department's use of force policy and to identify potential training needs. Those reviews are conducted by PPD's Use of Force Review Board (UFRB), which is comprised of four deputy commissioners and CPOC's executive director.

Before the UFRB meets to deliberate on a set of cases, the Investigation Division intensively reviews each case. The review involves analysis of available body-worn camera footage, surveillance video, scene photographs, witness

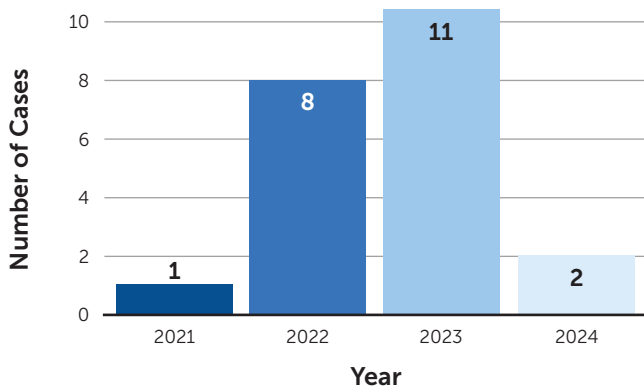
statements, and other evidentiary materials. Based on the review, the Investigation Division briefs CPOC's executive director and provides recommendations on whether the use of force fell within PPD's policy.

Following the briefing period, the director of investigations attends UFRB with the executive director, who casts a vote on behalf of the agency. Under PPD policy, the results reached by the UFRB are confidential, as are the contents of the board's deliberations.

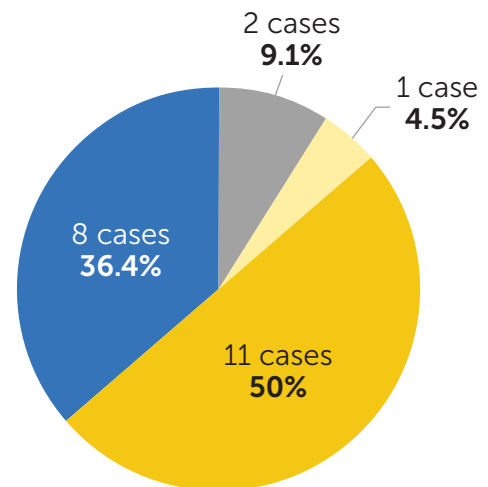
## UFRB DATA

UFRB reviews cases which may have occurred one or more years prior. Below is a breakdown of cases reviewed in 2024, broken down by year.

2024 UFRB Incident Distribution by Year



2024 UFRB Incident Distribution by Type

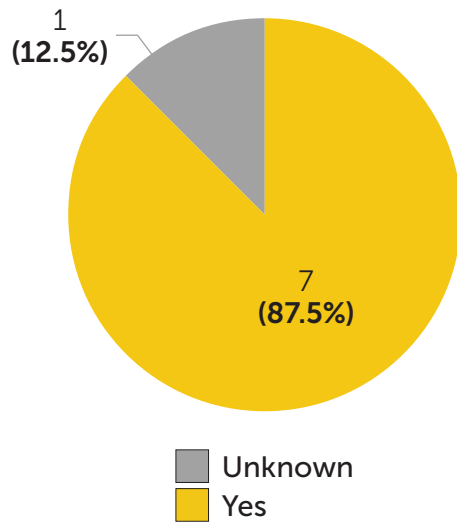


### INCIDENT TYPE

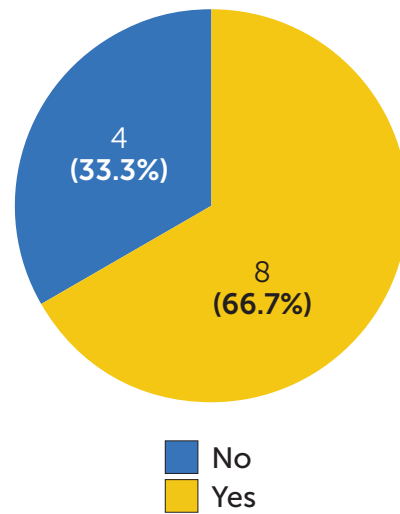
- Intentional Shooting At A Dog
- Intentional Shooting At A Person
- Intentional Taser Deployment At A Person
- Unintentional/Accidental Discharge

The following graphs show, out of the above intentional discharges, whether the officer hit their intended target and whether there were fatalities.

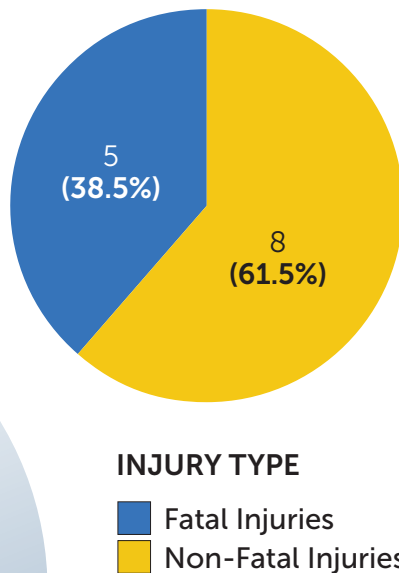
**2024 UFRB Incident Distribution:  
Dog Struck by Officers**



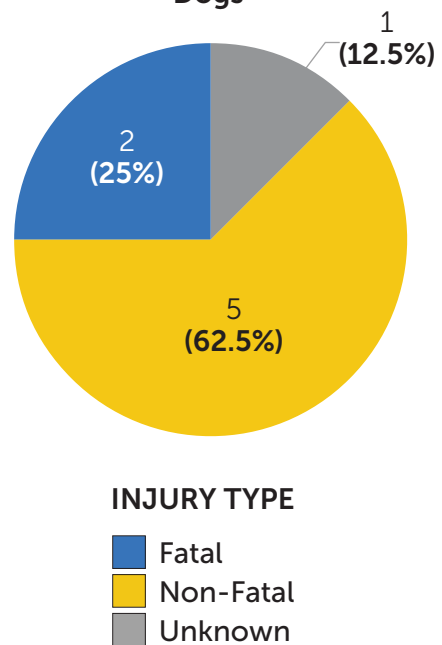
**2024 UFRB Incident Distribution:  
Person Struck by Officers**



**2024 UFRB Fatal Injury Distribution:  
Humans**



**2024 UFRB Fatal Injury Distribution:  
Dogs**



In some police shooting incidents involving dogs, the exact number of times a dog was struck or missed can be inconclusive. This can occur due to factors such as the dog's movement or escape from the scene, unclear evidence, or multiple officers being involved. Additionally, inconsistencies in reporting or lack of sufficient video footage can contribute to the uncertainty. While the total number of shots fired is always recorded through firearm discharge data, two cases involving dogs in this year's data had inconclusive struck and missed totals.

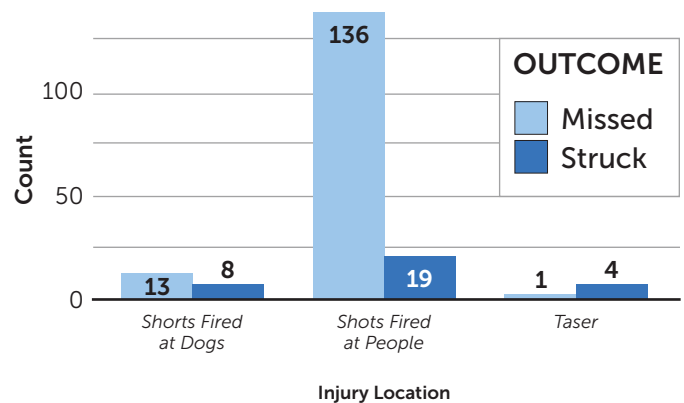
In police shooting incidents involving people, a total of 157 shots were fired, including both intentional and unintentional discharges. Of these, 19 shots are confirmed to have struck a person, based on medical and casualty survey data, which reliably records how many times a person was shot.

However, determining how many shots hit or missed a person can be challenging. In some cases, multiple officers are involved, making it difficult to attribute each shot to a specific officer. As a result, the exact number of shots fired by each officer may not always be clear.

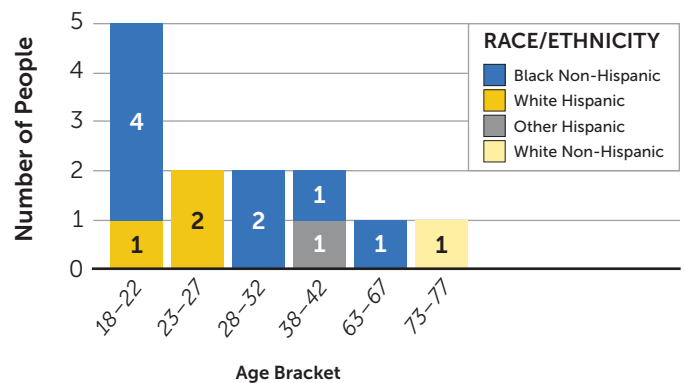
Out of the 157 shots fired at people, 138 were recorded as missed. Although it is challenging to assign each shot to an individual officer, the total number of shots fired is accurately recorded based on firearm discharge data, and medical records confirm the number of injuries.

#### 2024 UFRB Shooting and Taser Incident Breakdown (2024)

*Note: Totals do not include accidental discharges*

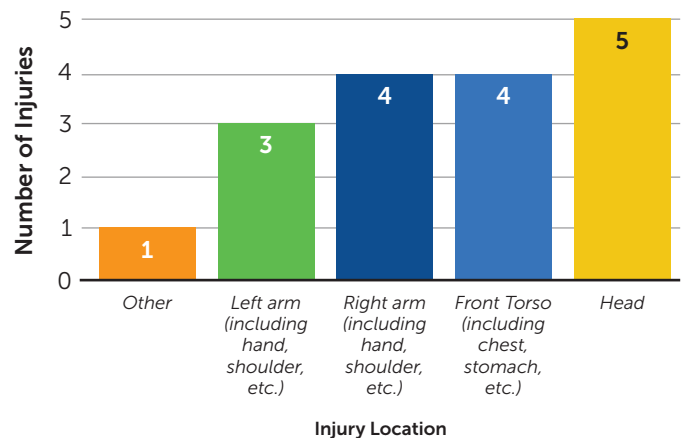


#### 2024 UFRB Demographic Distribution: Race, Ethnicity, and Age of People Struck by Police in UFRB Cases

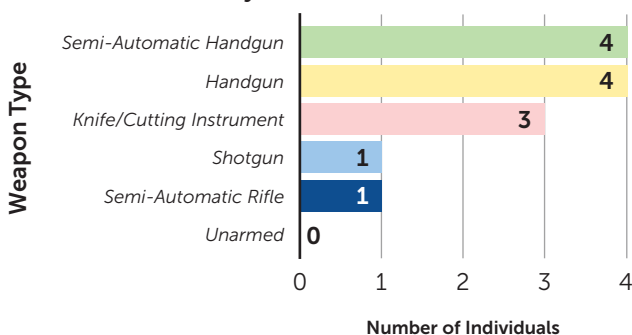


#### 2024 UFRB Distribution: Injury Locations in Police Shootings and Critical Incidents

*Note: The chart represents injury locations for individuals involved in police shootings and critical incidents, not police officers. Total injuries do not equal the number of individuals, as one person may have sustained injuries in multiple areas.*



#### 2024 UFRB Distribution: Weapons Possessed by Individuals

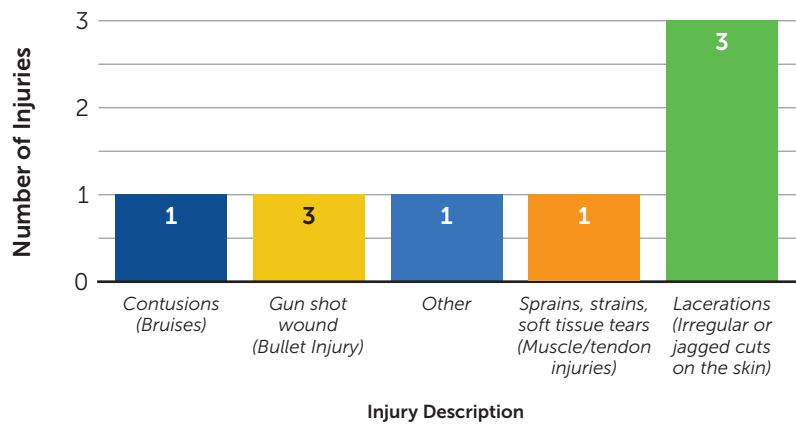




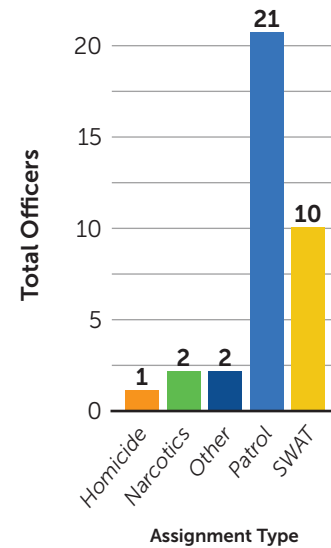
In 2024, a total of 36 officers were involved in use of force and other critical incidents (UFRB cases). Of these officers, 6 were injured, which represents 16.67% of the total officers involved in these incidents. Additionally, regarding their duty status at the time of the incidents, 33 officers were on duty, and 3 officers were off duty. This data provides insight into the involvement and safety of officers in these critical incidents, reflecting both their status during the event and the number of injuries sustained.

#### 2024 UFRB Distribution: Injury Types for Police Officers Involved in Shootings and Critical Incidents

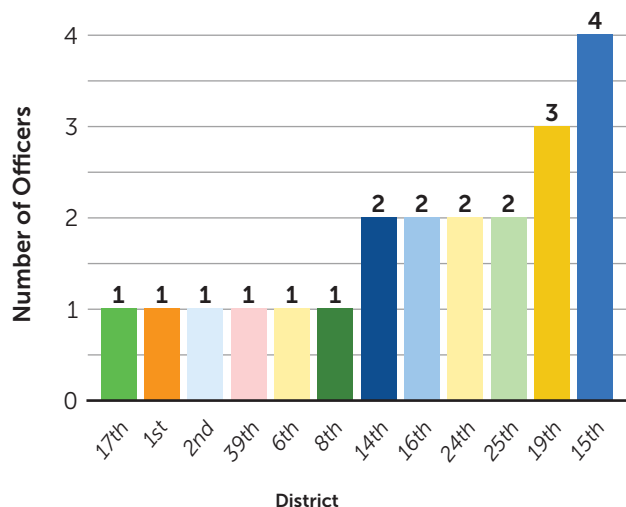
Note: Total injuries may not match the number of officers, as one officer may have sustained multiple injuries during these incidents.



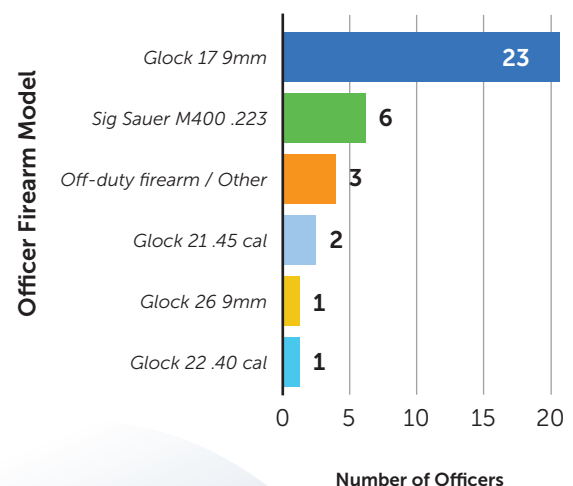
#### 2024 UFRB: Officer Assignment Distribution



#### 2024 UFRB: District Assignment Distribution



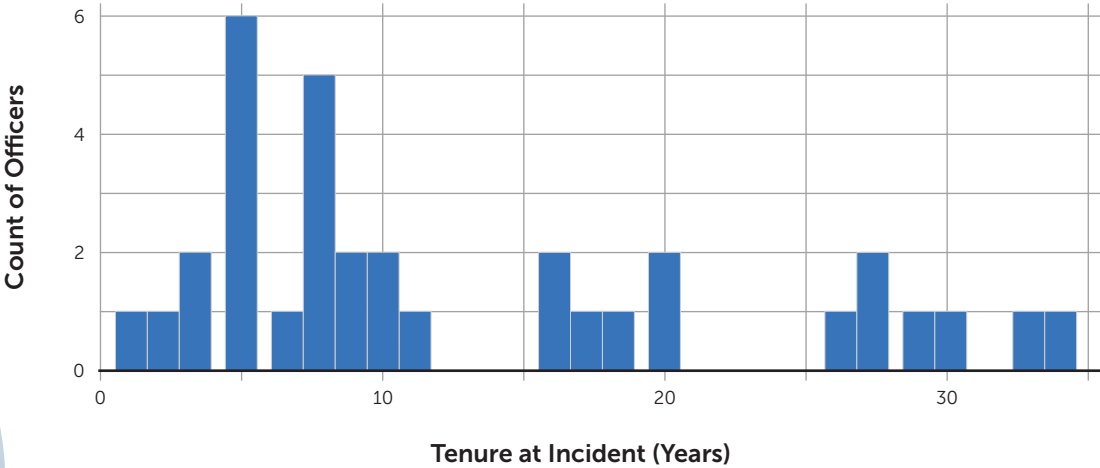
#### 2024 UFRB: Officer Firearm Model Distribution



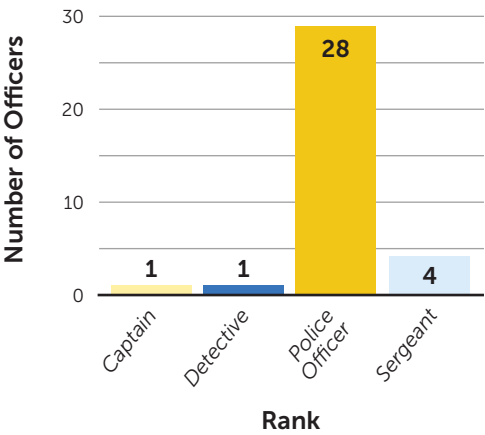
PPD roster data was utilized for demographic information, which includes officer details such as rank, age, race, and other attributes.

Tenure was calculated based on tenure at the time of the incident. This measures how long an officer had served before the specific event occurred. It is calculated as the difference between the officer’s appointment year and the year of the incident, extracted from case records. This metric provides insight into the experience levels of officers involved in incidents, helping to identify trends in tenure distribution. The accompanying histogram visualizes these patterns, offering a clearer understanding of how officer experience may relate to decision-making and case outcomes.

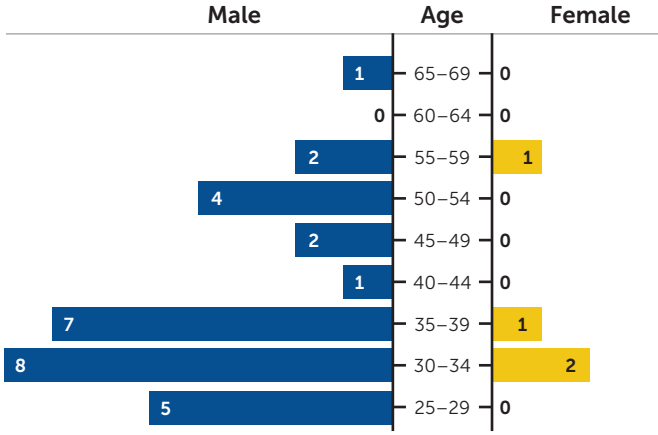
UFRB: Distribution of Officer Tenure at Time of Incident



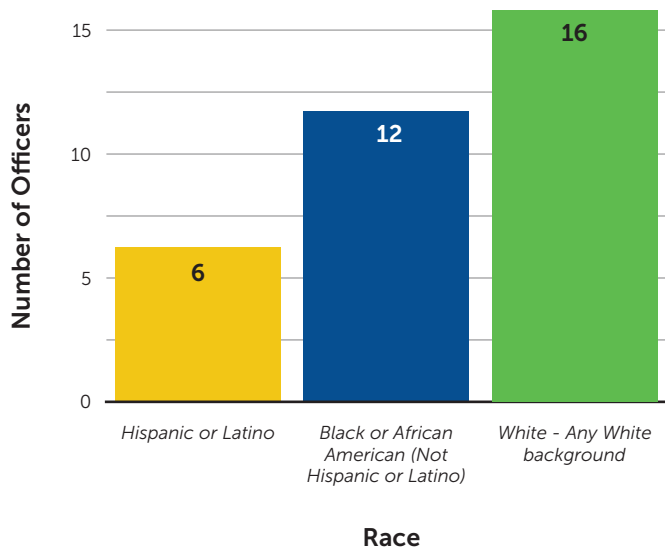
2024 UFRB: Officer Rank Distribution



2024 UFRB: Officer Age Distribution by Gender



### 2024 UFRB: Officer Race Distribution



PPD tracks race and ethnicity data using broad categories, without distinguishing between Hispanic and non-Hispanic individuals within racial groups. For example, PPD personnel data includes categories such as *Black or*

*African American (not Hispanic or Latino), Hispanic or Latino, and White - any White background.* However, this classification does not differentiate between Hispanic individuals of different racial backgrounds, such as *Hispanic Black or Hispanic White.*

In contrast, CPOC categorizes race and ethnicity more specifically, distinguishing between *Hispanic Black* and *Hispanic White* to provide a more detailed understanding of racial and ethnic identities. This distinction helps to capture more granular demographic information, acknowledging the intersection of race and ethnicity that is often overlooked in broader categorizations.

This difference in data tracking methods means that comparisons between the PPD and CPOC data must be approached with care, as the two entities use distinct categories and definitions for race and ethnicity.

## ADVOCATING FOR INDEPENDENT MISCONDUCT INVESTIGATIONS

CPOC's legislation plainly directs the agency to conduct independent investigations of allegations of police misconduct. ("The Commission shall conduct investigations into such complaints as it determines in its discretion..."). Yet CPOC's ability to conduct such investigations has been forestalled by the binding contract between the Fraternal Order of Police (FOP) and the City of Philadelphia. In the contract, the City agreed to a provision that prohibits PPD from making any disciplinary "changes necessary to effectuate the Citizen Police Oversight Commission legislation enacted by City Council," without the written

consent of the police union. Changes to PPD's disciplinary procedures are a prerequisite to CPOC conducting independent investigations. In keeping with other police unions nationwide, PPD's police union has opposed oversight reforms. No group volunteers for stricter supervision of its members.

For these reasons, the Investigations Division has been instrumental in advocating for revisions to the police contract, which is expected to be negotiated in 2025. Advocacy efforts included drafting a pilot investigations proposal and bringing it to critical stakeholders in the City, assisting with CPOC's advocacy efforts before City Council, and informing the community about the contractual obstacles to conducting investigations.

# Charging Reviews

## PBI CHARGING REVIEWS AT A GLANCE

For Complaints Against Police (CAPs) made by citizens\* for which investigations were completed and received by the PBI Charging Unit between 01/2024 through 12/2024



\*The PBI Charging Unit also reviews sustained allegations of misconduct related to internal investigations, which arise from supervisors reporting misconduct, administrative issues, or conflicts between officers. CPOC does not review discipline charges for internal investigations.

When a community member files a complaint against police, the complaint is referred to Internal Affairs (IAD) for investigation. The assigned investigator examines the complaint to collect relevant evidence, including interviews with the complainant and officers, daily attendance reports, body-worn camera footage, radio logs, patrol logs, and other pertinent information.

After reviewing the evidence, the IAD investigator and the chain of command at IAD will issue findings to determine if the alleged misconduct occurred. IAD then forwards the case to the PBI (Police Board of Inquiry) Charging Unit which will determine the appropriate discipline charges for each sustained allegation.

Before a charging decision is made, the allegations raised in the complaint, the officer's conduct, and the officer's past discipline history are reviewed by

both the PBI Charging Unit and CPOC to propose a discipline outcome. If there is disagreement about which charges are appropriate, the PBI Charging Unit captain consults with the CPOC staff member and the PBI department advocate to try to resolve it. If the misconduct warrants a discipline charge, the PBI Charging Unit will put together the disciplinary package and forward the package to the officer's commanding officer.

Between January 2024 to December 2024, a CPOC staff member reviewed 145 total complaints against police made by community members. The outcomes involved 193 unique individual PPD personnel. A total of 274 sustained allegations of misconduct were reviewed.



# PBI Hearings

## PROCESS

Since January 2022, CPOC staff have been involved in the PPD discipline process by sitting on the Police Board of Inquiry (PBI) disciplinary hearing panels. In each disciplinary hearing, a panel of two PPD members and one CPOC staff member make recommendations to the police commissioner regarding individual cases and discipline. This allows for a civilian perspective to be included and ensures that important disciplinary issues have a civilian voice weighing in on possible discipline for officers who have committed misconduct.

A CPOC staff member is assigned to each scheduled PBI hearing panel and they report to the PBI hearing room at PPD headquarters. The hearing consists of panelists reviewing relevant case material, listening to witness testimonies, and viewing evidence like body-worn camera footage. The prosecutor and the officer's representation (commonly an FOP lawyer) make final statements to the panel, after which the panel meets privately to discuss the hearing.

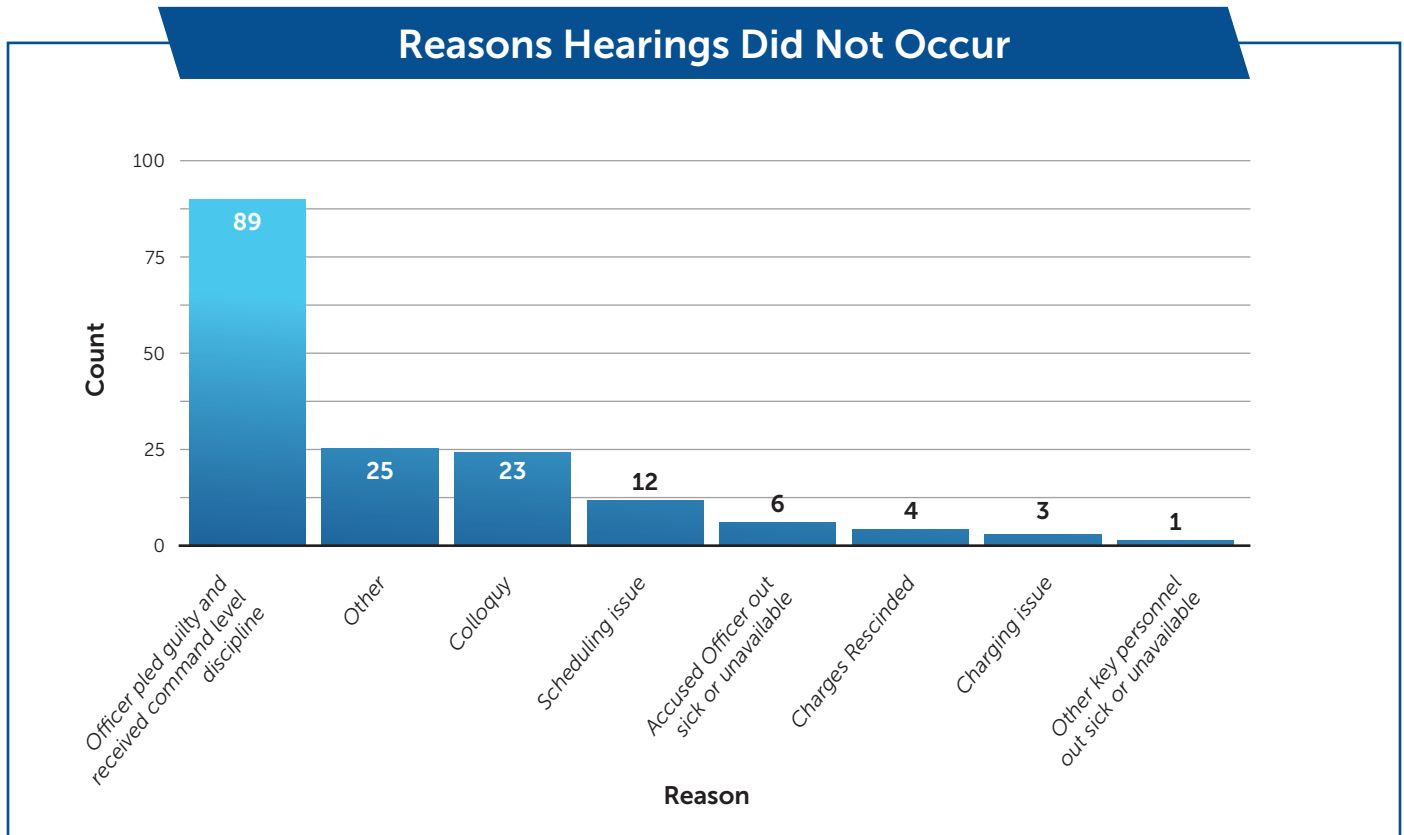
Each panelist completes a separate verdict sheet to document their reasoning regarding two points: 1) if a PPD policy existed related to

the alleged misconduct, and 2) if the officer violated said policy. If panelists believe an officer violated a PPD policy, they each write a detailed explanation for this decision and they each make a discipline recommendation based on an established range of discipline for that misconduct. The panelists do not have to all agree. The verdict sheets are later presented to the police commissioner to review, who then makes the final determination on the officer's discipline.

Some hearing panels that CPOC sits on are for complaints against police submitted by members of the public, referred to as CAPs. These CAP hearings are open to the public. CPOC advertises the dates of these hearings on our social media and on the agendas of our bi-monthly public commissioner meetings.

## PBI HEARING OUTCOMES

In 2024, 30 PBI hearings occurred as scheduled and 163 hearings did not. Below is a breakdown of the reasons why PBI hearings did not proceed as scheduled.



### Understanding Why PBI Hearings Don't Occur

There are several reasons why a scheduled PBI hearing may not take place. In most cases, this happens because the officer pleads guilty before the hearing begins, eliminating the need for a full proceeding. Other common reasons include scheduling conflicts, procedural adjustments, or unforeseen circumstances, such as the unavailability of the accused officer or key personnel.

Additionally, some cancellations are the result of procedural swaps, where a different case replaces the originally scheduled hearing before the session starts. In these situations, a hearing still takes place that day, but it is not the one

initially planned. It's also important to note that a single case may be scheduled multiple times. If a hearing is rescheduled more than once, each instance is still recorded as a hearing that did not occur. Tracking this data allows us to identify trends in PBI hearing scheduling, recognize patterns in cancellations, and gain valuable insight into the disciplinary hearing process.



# Legal

## PPD MISCONDUCT LAWSUIT SETTLEMENT DATA

In FY2024 (July 1, 2023 – June 30, 2024), 66 lawsuits against PPD involving claims of intentional police misconduct were resolved by settlement or judgments. Limitations of the dataset are described below. The payments totaled \$28,423,530 paid by the City of Philadelphia in FY24. The underlying events in these cases occurred between 2001 and 2022, while the cases were filed between 2014 and 2023.

Twenty of these cases involved convictions which were overturned due to proven police misconduct. These cases represented the bulk of the City's payments – a total of \$25.8 million in FY24. A plaintiff reported a specific physical injury in only one of these cases.

The majority of these cases (23) relate to the officers involved in the Narcotics Field Unit. Two cases involved PPD eliciting false confessions, one case involved sex for lies, and one case involved perjury.

The remaining 39 cases represented \$2.5 million in payments. They relate to more recent events (2015 or more recently.) There were 37 cases

involving on-duty police interactions and two involving off-duty officers. Twenty-three cases occurred in public places, 10 involved vehicle stops, and 6 occurred in a person's home. Plaintiffs reported specific physical injuries in 30 of these cases, two of which resulted in death. Among the cases, CPOC identified some sub-categories including: first amendment activity (4 cases, totaling \$442,500); off-duty incidents (2 cases, totaling \$47,500); and a PPD vehicle pursuit causing a pedestrian fatality (1 case, totaling \$575,000).

### Data limitations:

This data was provided to CPOC by the Law Department and case details were obtained from available public court records. Case details are based on documents filed by the parties in relation to the lawsuit, not on any other criminal or administrative records. As such, CPOC is unable to report on other important categories of information, such as officer and civilian demographics.



This data includes settled cases and judgments. It therefore excludes cases which are still open, cases which have been dismissed or concluded without the City making a payment.

The data only represents intentional torts, handled by the Law Department's Civil Rights Unit. This does not include PPD lawsuits or legal actions involving other torts, vehicle collisions, minor property damage, special & affirmative litigation, or labor & employment.

CPOC has communicated initial requests and recommendations to the Law Department for improvements to tracking and analyzing data. Law has taken these recommendations under advisement and is in the process of building and implementing a new case management system which is anticipated to launch within the next year.



## AMICUS BRIEF

In November 2024, CPOC filed an amicus brief with the Pennsylvania Supreme Court about the grievance arbitration system for police officer discipline in Pennsylvania. Currently police officers often get their jobs back or their discipline reduced, even when the arbitrators find evidence that the officer engaged in the serious misconduct they were found responsible for.

The Pennsylvania Supreme Court had previously interpreted Act 111, the state law that requires binding arbitration, to mean that the arbitrator's decision is final and courts cannot overturn it. CPOC, along with our partners, the Center for Policing Equity and Mark Wynn, urged the court to revisit this interpretation. Because police officers are public servants with significant power, reinstating or reducing an officer's discipline significantly undermines public trust and public safety. When the police commissioner makes the difficult decision to fire an officer who is no longer fit to serve, reinstating those officers harms the public and their fellow officers.

The court is likely to reach a decision in this case sometime in 2025.



# SUPPORT FOR CPOC

## SUPPORT FROM CITY COUNCIL



COUNCILMEMBER CURTIS JONES JR.  
**4th District**

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As chair of City Council's Public Safety Committee, one of the pieces of legislation that was passed and put on the ballot was to make the Citizens Police Oversight Commission an independent agency. That was a legislative change that was put on the ballot and more than 500,000 people voted for it. I'm proud of that legislation. CPOC has a staff and commissioners that, ten toes down, believes in what they're doing. And I'm excited to continue to support the commission's work to expand transparency and accountability of law enforcement and fulfill the vision of the voters."

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COUNCILMEMBER JAMIE R. GAUTHIER  
**3rd District**

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The creation of the Citizens Police Oversight Commission was a bold step forward in promoting accountability and fostering trust between Philadelphia's communities and law enforcement. CPOC's dedication to addressing police misconduct and advocating for transparency is exactly what the residents of our city demanded when they voted for this commission. I will continue to support CPOC's efforts to create a safer, more equitable Philadelphia."



## COUNCILMEMBER NICOLAS O'ROURKE **At-Large, Minority Whip**

Philadelphia is home to the nation's longest experiment in police oversight, which means we are the clearest example of what a profound challenge oversight is for urban democracy. The Citizens Police Oversight Commission's work — documenting, witnessing, reporting, connecting with communities, and more — is essential to clearing the hurdles of the past and improving the lives of residents today. With a funded, supported CPOC, Philly can be the first to attempt police oversight and first to get it right."

## SUPPORT FROM THE COMMUNITY



## PHILLIP LOCKETT **Philadelphia Community Member**

I believe in CPOC. I wouldn't be here if it wasn't for them. I'm... the sixth generation of the same family on the same block. And if it wasn't for CPOC, I wouldn't be here today. And with the little bit of teeth that they gave them, they worked wonders. They made the police department do their job."



## REVEREND MARK TYLER **Co-Director, LIVE FREE Philly**

We can never forget the great cost that has been paid for CPOC to happen ... This is not a Philadelphia problem. This is a systemic problem in this country wherever Black people find themselves, and we cannot retreat in this moment."



**Citizen Police  
Oversight Commission**  
CITY OF PHILADELPHIA

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