



Citizens Police Oversight Commission Agency Report

July 10, 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
- 



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
- 




Executive Director's Report



In June, CPOC teamed up with NACOLE (National Association for Civilian Oversight of Law Enforcement) to do training for the staff and commission.

NACOLE Executive Director Cameron McElhiney and Director of Training and Education Tina Barr travelled to Philadelphia and conducted two all-day trainings with the staff and commission.





Commission Members: two (2) hours of virtual training and six-and-a-half (6.5) hours of in-person training on the following topics:

- Civilian Oversight: Its History and Guiding Principles
- Role of the Commission in Civilian Oversight of Law Enforcement
- Group Dynamics and Processes
- Identifying and Addressing Challenges and Opportunities as a Commission
- Community Outreach and Engagement
- Understanding Data
- Transparency and Recommended Reporting Practices

CPOC Staff: six (6) hours of in-person training on the following topics:

- Role and Responsibilities of the Civilian Oversight Entity and Its Commission Members
- Statutory Mandates and the Realities of the Work
- Group Dynamics and Processes
- Recognizing and Addressing Organizational Trauma

Future Training: NACOLE will be conducting further training for CPOC staff leadership.

- Leadership Training: Managing and Leading a Team
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Investigations Division: Police Shootings (June 2025)

There were no people shot by police in June 2025. There have been six police shootings at people thus far this year.

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: Use of Force Update

Not legal advice

- Police use of force is limited by the Fourth Amendment.
 - Force must be *objectively reasonable* from the perspective of a *reasonable officer at the scene*.
 - SCOTUS recently decided *Barnes v. Felix*, which arose from a traffic stop for unpaid tolls.
 - The Court held that all facts and circumstances surrounding the use of force must be considered, not just the “moment of the threat” that immediately leads to the shooting.
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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



**JULY IS
CELLPHONE COURTESY
MONTH**

IN PENNSYLVANIA

**DON'T TEXT & DRIVE!
&
EFFECTIVE 6/5/2025**

***YOU CANNOT USE ANY HANDHELD
DEVICES WHILE DRIVING, EVEN IF YOU
ARE TEMPORARILY STOPPED IN
TRAFFIC!**

***THIS IS
ALSO KNOWN AS
"PAUL MILLER'S LAW"**



**MORE INFO ON
DISTRACTED
DRIVING RULES
CAN BE FOUND
HERE:**



The Official Website of the Pennsylvania General Assembly
Created in 1776, the State Capitol is the heart of the Commonwealth. Please visit [pahouse.com](http://www.pahouse.com)



Distracted Driving

75 Pa.C.S. § 3316

<https://www.pa.gov/agencies/penndot/traveling-in-pa/safety/traffic-safety-driver-topics/distracted-driving.html>

Outreach & Training Division

COUNCIL ON SOCIAL WORK EDUCATION WEBINAR



POWERFUL ALLIES: HOW SOCIAL WORK & CIVILIAN OVERSIGHT CAN FOSTER COMMUNITY TRUST



Tonya McClary, Esq.
Executive Director
Citizens Police
Oversight Commission

Taleah-Renee Grimage
Director of Outreach &
Constituent Services
Citizens Police
Oversight Commission

Wednesday
June 25, 2025
1PM-2PM
Webinar Presentation

**RECORDING OF
WEBINAR WILL
BE POSTED
ONLINE ON THE
CSWE WEBSITE**

Civilian Oversight of Police and Social Work

How Social Workers can provide much needed guidance

Social Work and Civilian Police Oversight both work to improve the lives and experiences of community members.

When working in the field of Police Oversight, employees often engage with community members who have varied lived experiences based on race, age, culture, socio-economic status and country of origin.

Oversight agencies oversee and work with Police Departments who struggle to address crisis with mental health, substance abuse and unhoused community members. Social workers can add insight and guidance on best practices and ways to prioritize community needs.

Social Workers often have experience with trauma informed practices, and can not only help advise Police Departments, but ensure oversight agencies are engaging with vulnerable populations in a trauma informed way; especially community members who have experienced police misconduct.

Social Workers Can Become An Integral Part in Civilian Police Oversight By:

- 1 Assist with service to constituents who have concerns that may not rise to the level of complaint and require resources for unhoused residents, undocumented community members, justice involved residents, youth in need of educational resources.
- 2 Work alongside oversight staff when taking complaints of Police Misconduct and make referrals for individuals in crisis, or requiring behavioral health support.
- 3 Train oversight staff and members of law enforcement on social work profession and ways to incorporate it
- 4 Use trauma-informed expertise to work with Police Departments on community engagement and policy creation



Who Works in Civilian Police Oversight?

The world of Civilian Oversight of Police includes individuals from all walks of life and a myriad of professional backgrounds. At any Oversight agency in the US you will likely find:



Policy Analysts
Investigators
Former Members of Law Enforcement
Attorneys
Social Workers



FINDING THE
RIGHT CAREER
INVOLVES
ALIGNING YOUR
PASSIONS, SKILLS
AND VALUES WITH
YOUR WORK



LET'S GET INTERACTIVE!
DROP YOUR ANSWERS
IN THE CHAT!
What made you choose a
career in Social Work?

Community Organizers
Constituent Services Professionals
Legislative Aides/Political Consultants or Strategists
Data and Research Experts

The Council on Social Work Education (CSWE) is the national association representing social work education in the United States. Its members include more than 900 accredited baccalaureate and master's degree social work programs and their affiliated social work educators, students, and staff, as well as practitioners and agencies dedicated to advancing quality social work education. CSWE provides opportunities for leadership and professional development so that social workers are empowered to play a central role in achieving the profession's goals of social and economic justice.

HOW SUCCESSFUL HAS CPOC BEEN?



SOME OF THE OVERSIGHT
"WINS" IN PHILLY ARE:

- Civilian Presence in the Charging Unit at the Police Internal Affairs Division. When Officers are formally charged with misconduct offenses, CPOC is there to lend a civilian perspective and ensure charges are applied appropriately.
- CPOC staff rotate as members of the Police Board of Inquiry, a panel of 3 members that hear allegations of Police Misconduct and make disciplinary recommendations to the Police Commissioner.
- CPOC Gives a 2-Hour Presentation to Police Recruit Classes Prior to Graduation from the Police Academy.
- Police-Community Mediation Program provides both the PPD Officer and Community with an opportunity to meet with a mediator to discuss complaints that involve verbal abuse or lack of service.



CURRENT CHALLENGES
PHILLY OVERSIGHT FACES:

- CPOC is currently fighting to conduct independent investigations of police misconduct, per the authority given to us in our legislation. However, although we have the authority, we must work with the Fraternal Order of Police Union to bargain the terms.
- Our Police-Community Mediation Program is live, but we have had challenges getting Officers and Community Members to buy-in and participate, despite the benefit to both parties.
- MONEY, MONEY, MONEY.
CPOC is growing and increasing our footprint in the City, however we need more funding to be more effective, hire more staff and have a bigger presence in the many diverse communities in our city. We'd like to eventually have our budget tied to PPD's budget, so when they get an increase, we do too.

GOOD
NEWS

OUR OUTREACH PRESENTATION PROPOSAL
HAS BEEN ACCEPTED BY NACOLE

NACOLE
National Association for Civilian Oversight of Law Enforcement



**Citizens Police
Oversight Commission**
CITY OF PHILADELPHIA

2025

NACOLE PRESENTATION PROPOSAL

Turning Difficulty Into Opportunity:
Tips On Navigating
Challenging Community Discussions



2025 Annual NACOLE Conference

***Reckoning & Resilience in the Post-
George Floyd Era***

**October 26 - 30, 2025
Minneapolis, MN**



CPOC's Executive Director Tonya McClary & Director of Outreach Taleah Grimmage will be presenting as the upcoming NACOLE 2025 Conference in Minneapolis!

The presentation, titled: Turning Difficulty Into Opportunity: Tips on Navigating Challenging Community Discussions will empower and encourage Oversight professionals to lean in, to tough moments and feel comfortable having conversations that may be difficult or invoke strong reactions from the community.

Outreach & Training Division

2025 JUNETEENTH CELEBRATION IN MALCOLM X PARK



The Philadelphia Juneteenth Parade and Festival, started by the Pennsylvania Juneteenth Initiative, is the largest annual celebration in the nation attended by thousands where we join together to have fun, embrace our history and continue the tradition of Kujichagulia (self-determination).



Juneteenth is the oldest celebration commemorating the ending of slavery in the United States. It was on June 19th, 1865 (two and a half years after the Emancipation Proclamation was in effect) that the Union soldiers landed at Galveston, Texas with news that the war had ended and that the enslaved were now free.

Pennsylvania now recognizes Juneteenth, as a state holiday. In 2019, Governor Tom Wolf signed legislation designating June 19 each year as Juneteenth National Freedom Day in Pennsylvania.

ENDANGERED KIND COMMUNITY BLOCK PARTY



**JUSTICE FOR EDDIE!
COMMUNITY ENGAGEMENT EVENT
AT TALLER PUERTORRIQUEÑO**

JUSTICE FOR EDDIE!


**HELP US WRITE A
COMMUNITY IMPACT
STATEMENT!**

COMMUNITY MEETING
SATURDAY JULY 5 @ 1PM
TALLER PUERTORRIQUEÑO

EDDIE IRIZARRY WAS MURDERED BY
PHILADELPHIA POLICE OFFICER MARK DIAL IN
2023. LAST MONTH, DIAL WAS CONVICTED OF
VOLUNTARY MANSLAUGHTER AND OTHER
CHARGES. JOIN US TO WRITE A COMMUNITY
IMPACT STATEMENT AHEAD OF HIS SENTENCING!

OUR COMMUNITY IMPACT STATEMENT WILL BE
SUBMITTED TO THE JUDGE TO ENCOURAGE FAIR
SENTENCING AND TO DEMONSTRATE THE IMMENSE
LOSS AND IMPACT THAT CONTINUED POLICE
VIOLENCE HAS ON OUR PEOPLE.

PLEASE JOIN US TO MAKE YOUR VOICE HEARD!
WANT TO CONTRIBUTE BUT CAN'T MAKE IT? SEND
YOUR THOUGHTS TO
CONTACT@PHILLYLIBERATIONCENTER.ORG



MEET OUR 2025
MANDELA WASHINGTON FELLOW!
MACFARLEN MSETEKA FROM MALAWI



Macfarlane Mseteka is a Public Relations Police Officer for the Jenda Police Station where he manages communications and partnerships with various stakeholders in the community. He is actively involved in media relations, community engagement, producing various publications, including quarterly crime reports to provide accurate and timely information to the public. Macfarlen will be with CPOC from July 30th –August 27th



MANDELA WASHINGTON
FELLOWSHIP
FOR YOUNG AFRICAN LEADERS



The Mandela Washington Fellowship for Young African Leaders is the flagship program of the U.S. Government's Young African Leaders Initiative (YALI). Established in 2014, the Fellowship has brought nearly 7,200 young leaders from every country in Sub-Saharan Africa to the United States for academic and leadership training. The Fellows, between the ages of 25 and 35, are accomplished innovators and leaders in their communities and countries.



SOME OF OUR PREVIOUS FELLOWS



CHIRELLE LAU TEE-
POLICE OFFICER & PSYCHOLOGIST- SEYCHELLES



NGUNDAMBIRIKO KATIRE
PSYCHOLOGIST FOR FIRST RESPONDERS- NAMIBIA



SOPHIE RAHARINOELY- POLICE OFFICER- MADAGASGAR

Outreach & Training Division

**WANT TO LEARN MORE ABOUT
PPD POLICIES & PROCEDURES?
CONSIDER APPLYING TO ATTEND THE CIVILIAN POLICE ACADEMY**



The overall purpose of the **CPA** is to produce informed graduates who will return to their neighborhoods with a more positive view of how the police function and assist them in recognizing the various problems facing today's urban police officer.

The Philadelphia Police Department's **Civilian Police Academy's motto is:**
**"UNDERSTANDING THROUGH EDUCATION
AND TRAINING"** where an atmosphere of community spirit is the key to improving the quality of life in Philadelphia.

History and Principles of Law Enforcement	Laws of Arrest and High-Risk Car Stops
Controlled Substances and Gangs	***Safe Operations of Police Vehicles
***Reality Based Training (RBT)	Crime Scene Investigation
***Urban Disorder Management	The Training and Uses of Police K-9 Teams
Arrest and Search Warrants	Crime Prevention and Fear Reduction
Special Needs & Mental Illness	Radio Procedures
Active Bystandership of Law Enforcement (The "ABLE" Program)	Citizens Police Oversight Commission (CPOC)

**10 WEDNESDAY EVENINGS FROM 6:30PM-9:30PM
CLASSES STARTING IN SEPTEMBER!
FOR MORE INFO: CONTACT CPL FABRIZIO AT THE POLICE ACADEMY OR CPOC!**



UPCOMING EVENTS & COMMUNITY TIPS

JULY 24TH- 2ND MONTHLY
COMMISSIONER'S MEETING

Fireworks & Noise
Complaints

Residents should call 9-1-1 to report:

- High-explosive fireworks
- Fireworks close to occupied properties
- Late-night noise violations
- Fireworks sales on the street
- Make sure to notate the location



Citizens Police
Oversight Commission
CITY OF PHILADELPHIA

CPOC TIPS



POLICE BOARD OF INQUIRY

JULY 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.

JULY 7	@	10 AM
JULY 15	@	10 AM
JULY 17	@	10 AM
JULY 29	@	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 PBI 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.



File a Police Misconduct
Complaint
Relating to a Protest



Fill out a
complaint form
on our website
phila.gov/cpoc



Call our office
M-F 9 am - 5 pm
(215) 685-0891



Send an email to
cpoc@phila.gov

Email & Website Options Available 24/7



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