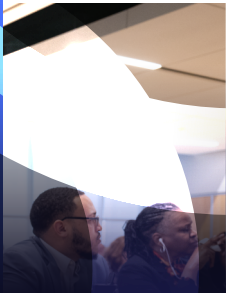


2023

ANNUAL
REPORT



Citizens Police Oversight Commission

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Welcome Letters

EXECUTIVE DIRECTOR TONYA MCCLARY, ESQ.



Dear Neighbors and Partners,

It is my distinct honor to present the 2025 Annual Report for the Citizens Police Oversight Commission (CPOC). This past year has been one of foundational growth, bold initiatives, and a steadfast commitment to the residents of Philadelphia. I am proud to share, throughout the pages of this annual report, the progress we have made in our mission to bring true accountability and transparency to policing in our city.

In 2025, we moved beyond the challenges of our early years to implement systems that provide real-time oversight and community-driven reform. CPOC strengthened accountability through intensive review of police shootings, public meetings, and data-driven reports that shed light on how policing affects our communities. We also deepened our engagement citywide by listening, learning, and building relationships that help bridge the gap between residents and the police.

This year was marked by several critical milestones:

- **Operational Growth:** We welcomed new leadership, including Deputy Executive Director Ewuare Osayande, Esq., and Miguel Garces, who is the first Director of the Data Analytics and Accountability Insights Division.
- **Rigorous Policy Audits:** Our team released vital reports on Body-Worn Camera (BWC) compliance in the 18th and 24th Districts, identifying critical gaps in recording and providing actionable recommendations to improve officer accountability.
- **Deepened Community Engagement:** From prioritizing outreach within Latino and Hispanic communities to hosting town halls for our Deaf and Hard of Hearing residents, we are ensuring that every voice in Philadelphia has a platform to address their policing concerns.
- **CPOC Remembers:** 2025 marked several historic moments that changed the course of history and impacted police oversight nationally and locally. CPOC hosted events that shed a spotlight on those historic moments:
 - 40th anniversary of the MOVE bombing in West Philadelphia on May 13, 1985.
 - 5th anniversary of the murder of George Floyd on May 25, 2020, in Minneapolis, MN.
 - 5th anniversary of the killing of Walter Wallace Jr. on October 26, 2020 in West Philadelphia.

- **Seating of Five New Commissioners:** Following a rigorous multi-month search to fill vacancies on the commission on April 10, 2025, City Council officially confirmed the appointment of five new commissioners.
- **Police Oversight Day:** On June 9, 2025, Philadelphia City Council unanimously passed a resolution recognizing the legacy and continued importance of independent civilian oversight of policing in Philadelphia, proclaiming June 9 as “Civilian Police Oversight Day” in the City of Philadelphia.
- **Placing Philadelphia on the National Stage:** CPOC participated in several events that brought together participants from across the country. We presented on a panel about CPOC’s outreach and community engagement methods at the 31st annual National Association for Civilian Oversight of Law Enforcement (NACOLE) national conference in Minneapolis, MN. We also participated in a panel on mediation practices in police oversight at the 25th annual Association for Conflict Resolution (ACR) national conference in Philadelphia, PA. We also testified at the Maryland Lynching Truth and Reconciliation Commission in Baltimore, MD, regarding systemic issues in policing. The Commission was created by the Maryland General Assembly, and CPOC’s testimony will be recorded permanently in the archives.
- **The Fight for Independent Investigations:** The police employment contract award, denied CPOC the contractual authority to conduct independent investigations into allegations of police misconduct. Despite this, CPOC remained resolute in its stance that independent investigations were denied, but the push for them is not abandoned. This was the first time CPOC testified in support of independent investigations during the police contract process. CPOC came prepared, made the case, and spoke with one voice alongside the community. We provided testimony from national law enforcement experts about CPOC’s ability to conduct independent investigations. Despite all of that, we were not awarded the opportunity to do so. Philadelphia still needs and wants independent investigations that are fair, thorough, and unbiased.

These accomplishments belong to all of us. They reflect our shared belief that transparency, fairness, and respect are essential to public safety and to the future of our city. We want to thank every Philadelphian who has stood with CPOC. Your support, your questions, and your voices continue to shape our work and remind us why independent oversight matters.

Building trust between law enforcement and the public is a generational task. Our focus for 2026 remains clear: we will continue to fight for full independence, expand our staffing, leverage data to advocate for systemic reforms that make Philadelphia safer and fairer for everyone, expand our community partnerships, and continue to make police oversight in Philadelphia stronger and more effective.

Civilian oversight is not a barrier to public safety; it is the cornerstone of it. Thank you for your continued engagement, your advocacy, and your trust in this commission.

In service and justice,



Tonya McClary

Executive Director, Citizens Police Oversight Commission





COMMISSION CHAIR HASSAN BENNETT

As we enter 2026, we reflect on the accomplishments of the Citizens Police Oversight Commission (CPOC) throughout 2025. This past year marked significant growth and progress for the Commission. In April 2025, we honored our commitment to continuity through Commissioner Haakim Peay, who was officially appointed to his second term, while also welcoming five newly appointed commissioners to the body.

Commissioners worked closely with agency leadership to ensure that new members received the onboarding training necessary to effectively fulfill their duties. While 2024 marked the first time a Philadelphia commissioner attended the National Association for Civilian Oversight of Law Enforcement (NACOLE) Conference—represented solely by the Commission Chair—2025 reflected a significant milestone. Four commissioners attended the conference, returning with expanded insight, national perspectives, and enhanced training on best practices in civilian oversight. We also proudly observed our dedicated staff present to the NACOLE community, and we look forward to joining them in future conferences.

In further strengthening the Commission's leadership, the body appointed me, Hassan Bennett, as Chair and Malika Rahman as Vice Chair. We come to oversight from different backgrounds. My lived experience as a wrongfully convicted individual, combined with Vice Chair Rahman's professional background in law enforcement, provides the Commission with a uniquely holistic lens through which to examine policing and accountability. Together, our complementary perspectives have guided the Commission in adhering to legislative mandates, advancing continued research, and forging meaningful relationships with both the community and the Philadelphia Police Department.

As we move forward, commissioners are preparing to assume more active roles within the Commission through the creation of committees to strengthen the agency's overall effectiveness. Commissioners are also planning to increase our direct engagement with residents through town halls, reaffirming our commitment to ensuring that the citizens of Philadelphia have a meaningful voice in the oversight of policing within their communities.

In conclusion, we are proud to serve you as a Commission and look forward to the progress that awaits us in 2026.

Hassan Bennett

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.
- DECEMBER 1969** — **Executive Order No. 3-69** — The Police Advisory Board is dissolved.
- JANUARY 1994** — **Mayor Rendell** establishes the Police Advisory Commission (PAC) by Executive Order to improve police community relations and to investigate individual civilian complaints against police.
- AUGUST 2017** — **Mayor Kenney** signs Executive Order No. 5-17 to refocus the City's dedication to police oversight.
- MAY 25 2020** — **The murder of George Floyd** by a police officer in Minneapolis, Minnesota sparks nationwide protests and calls for police reform.
- JUNE 1 2020** — **PPD deploys tear gas** against protesters on 676, drawing national attention.
- SUMMER 2020** — **Many community groups**, including the PAC, host town halls and forums to discuss what a reimagined oversight agency could look like in Philadelphia.
- JUNE 25 2020** — **Councilmember Curtis Jones, Jr.** proposes an amendment to the Philadelphia Charter to create the Citizens Police Oversight Commission, and to authorize City Council by ordinance to determine the composition, power, and duties of the commission.
- NOVEMBER 3 2020** — **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.

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

MAY 27
2021

JUNE 9
2021

○ **Bill No. 210074** is then signed by Mayor Kenney.

○ **City Council appoints** CPOC's first Commission.

APRIL 28
2022

MAY
2024

○ **Executive Director Tonya McClary** is hired.

○ **The Citizens Police Oversight Commission** provides testimony to City Council during a hearing on the police employment contract.

NOVEMBER 21
2024

MARCH 18 &
APRIL 2
2025

○ **A Selection Panel** hosts town halls to solicit public feedback about five new prospective Citizens Police Oversight Commission commissioners to fill vacancies on the Board.

○ **City Council** confirmed the appointment of five new commissioners, as well as the reappointment of sitting Commissioner Haakim Peay to a second term.

APRIL 10
2025

MAY 12
2025

○ **Deputy Executive Director, Ewuare Osayande** is hired.

The Citizens Police Oversight Commission provides testimony in support of independent misconduct investigations to the Interest Arbitration Panel for the police employment contract.

MAY 20
2025

JUNE 9
2025

Philadelphia City Council unanimously passed a resolution recognizing the legacy and continued importance of independent civilian oversight of policing in Philadelphia, proclaiming June 9 as “*Civilian Police Oversight Day*” in the City of Philadelphia.

The Citizens Police Oversight Commission’s budget is formally separated from the Managing Director’s Office.

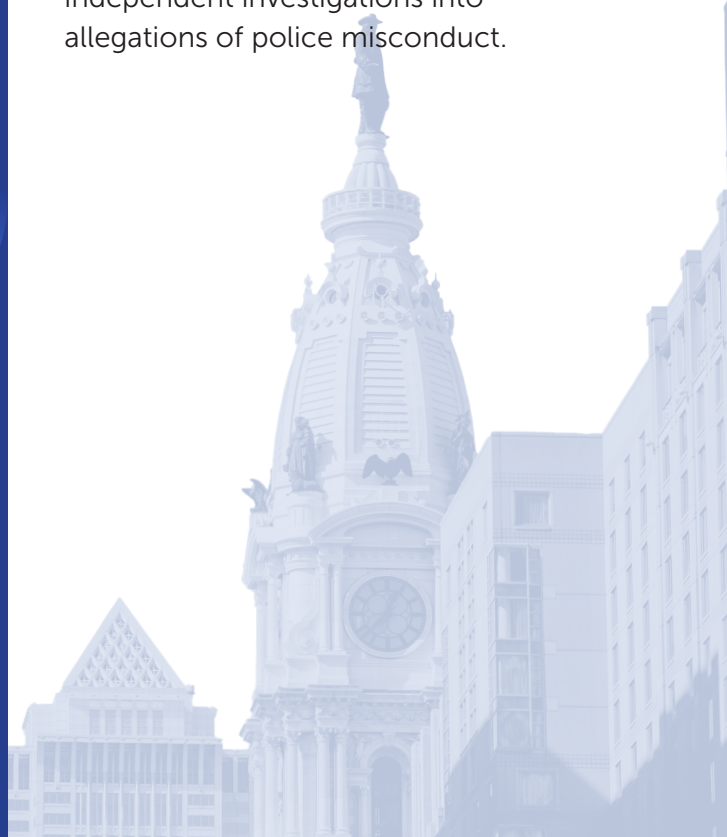
JULY 1
2025

AUGUST 15
2025

The 2-year police employment contract (effective July 1, 2025) award is issued. The arbitration panel did not grant the Citizens Police Oversight Commission the contractual authority to conduct independent investigations into allegations of police misconduct.

The Data Analytics & Accountability Insights Division is created, and the inaugural Director Miguel Garces is hired.

NOVEMBER 24
2025





The 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's work.

Board of Commissioners

COMMISSIONER GOALS

The commission has the following ongoing goals for the agency to achieve.

- **Expand the Citizens Police Oversight Commission's (CPOC) 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. In July 2026, CPOC separated out its budget and began to transition performing other related administrative functions independently.

- **Perform independent investigations of police misconduct.** CPOC's legislation calls for the agency to independently investigate police misconduct. Although written into the legislation, the power to independently investigate police misconduct implicates the police employment contract. CPOC's commissioners have been a force in the community driving public support for this initiative and plan to keep up the momentum through 2026.
- **Engage with key stakeholders to discuss the vision for CPOC moving forward.** Being able to have conversations with Police Commissioner Kevin Bethel, Mayor Chelle 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.
- **Continue to build relationships throughout the police department,** at all levels of leadership.

PUBLIC COMMISSIONER MEETING

CPOC holds public meetings on Zoom twice a month, allowing commissioners to conduct their business and the public to learn about the agency's activities. Each session features an Executive Director report, with updates from the Executive Director and division heads, shared with both commissioners and the public. These meetings are announced in accordance with the Sunshine Act and include time for public comment. All meetings are recorded and uploaded to CPOC's YouTube channel.



NEW COMMISSIONERS

In 2025, Philadelphia City Council appointed five new commissioners to fill vacancies on the Commission. City Council also reappointed Commissioner Haakim Peay to a second term. Learn more about CPOC's new Commissioners:

COMMISSIONER Michelle Enix-Kenney



Michelle Enix-Kenney is a minister, advocate, and community leader with over 20 years of experience advancing justice and empowering underserved communities. Her work spans grassroots organizing, faith-based leadership, and community engagement nationwide. She organized the historic Times Square Prayer Gathering following 9/11 and serves on the Patient and Family Advisory Council at Good Shepherd Penn Partners and the Penn Medicine Experience Leadership Team. A Tuskegee University alumna, Michelle holds degrees in Psychology and Sociology. She is the founder of Excellence By Design Consulting and Emerging Dreams, mentoring youth and emerging leaders while advancing equity, compassion, and community healing.

Gilberto Gonzalez is an award-winning writer, designer, educator, and documentary filmmaker with over 30 years of experience in higher education, media, and community advocacy. A lifelong activist, his work has advanced education, arts, and civic engagement in Philadelphia's Latino community. Formerly a nationally recognized Senior Graphic Designer, his artwork has been exhibited internationally. He helped develop graphic design curricula for the School District of Philadelphia and Taller Puertorriqueño and taught Latino History at the Philadelphia Police Academy. Currently a College Recruiter at Community College of Philadelphia, his outreach has fueled rapid Latino enrollment growth. He is also a radio and television host, voter engagement leader, and social impact strategist.

COMMISSIONER Gilberto Gonzalez



COMMISSION VICE CHAIR

Malika Rahman



Malika Rahman is a public servant, educator, and community leader with extensive experience in criminal justice, law enforcement, and advocacy. She is the founder of Be A Great You, Inc. and an Assistant Criminal Justice Professor at the Community College of Philadelphia, where she empowers students through education and mentorship. A CCP alumna with a master's degree in criminal justice from Saint Joseph's University, Malika brings firsthand law enforcement experience as a former Corrections Officer, Deputy Sheriff Detective, and Philadelphia Police Chaplain. Her work centers on advancing social justice, strengthening community–police relationships, and supporting Philadelphia's urban youth and marginalized communities through education, accountability, and engagement.

COMMISSIONER

Ericka Stewart

Ericka L. Stewart, a resilient social entrepreneur with lived experience overcoming significant trauma, champions equitable community investment. Her work centers on supporting the elderly and at-risk youth in Philadelphia, particularly in her beloved Mount Airy neighborhood. Recognized for her dedication, she received a 2022 Community Champion award from the Mayor's Office and the 2022 Change Maker of the Year award from Uptown Standard Newspaper. In 2023, she was a finalist for the Making Space Program. In 2025, she opened Kidd & Co. gift shop and cafe celebrating Philadelphia's culture and featuring African Diaspora artwork.



COMMISSIONER

LaTanya Whitehead

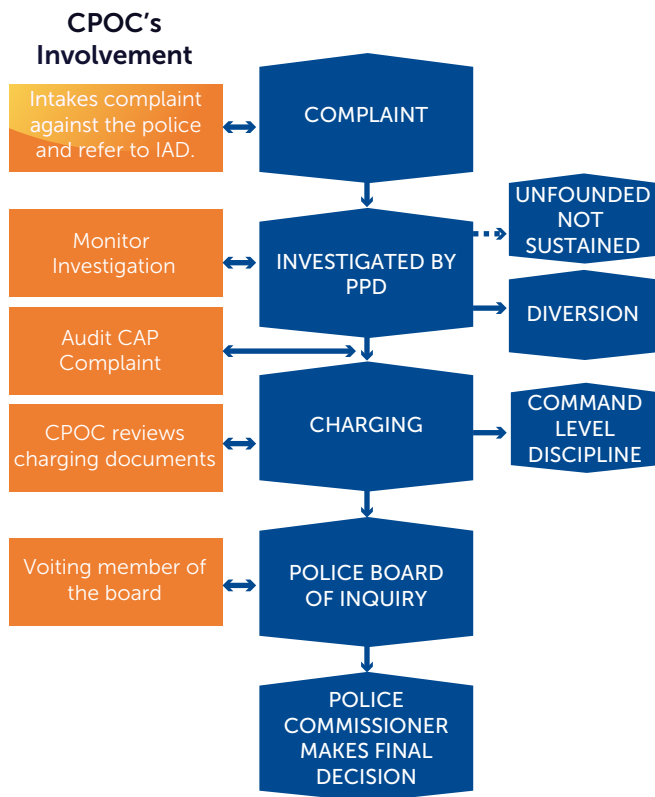


LaTanya Whitehead is a community leader whose work reflects the mission of the Citizens Police Oversight Commission to strengthen trust between law enforcement and communities. A lifelong Philadelphian, Black woman, and mother of two, she brings both personal and professional insight into systemic inequities and public safety. As Program Manager at Shalom, Inc., she leads violence prevention, crisis intervention, and public health initiatives serving K–12 students across the city. LaTanya's experience collaborating with schools, community organizations, and city officials grounds her solutions-focused approach. Committed to accountability, transparency, and communication, she is a bridge-builder dedicated to advancing equity, safety, and meaningful community engagement.

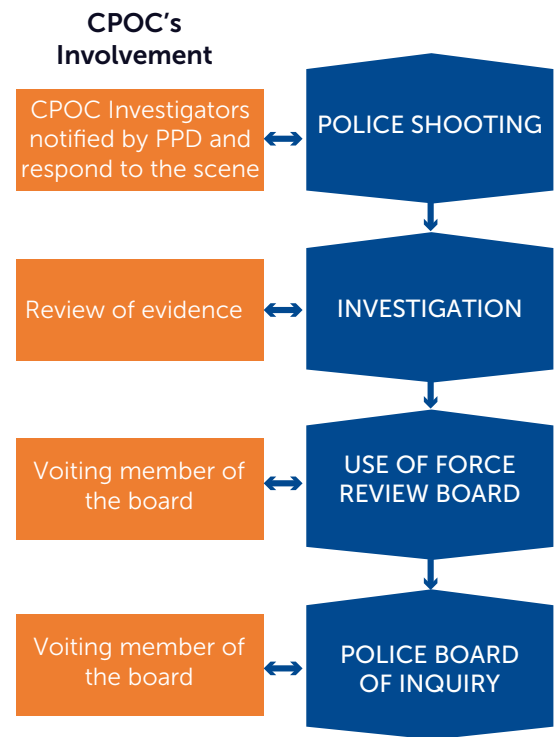
CPOC's Role in Oversight & the Discipline Process

The following flowcharts outline the Citizens Police Oversight Commission (CPOC) oversight responsibilities in police shooting investigations and the procedures for reviewing and addressing complaints against police officers.

COMPLAINTS AGAINST THE POLICE PROCESS

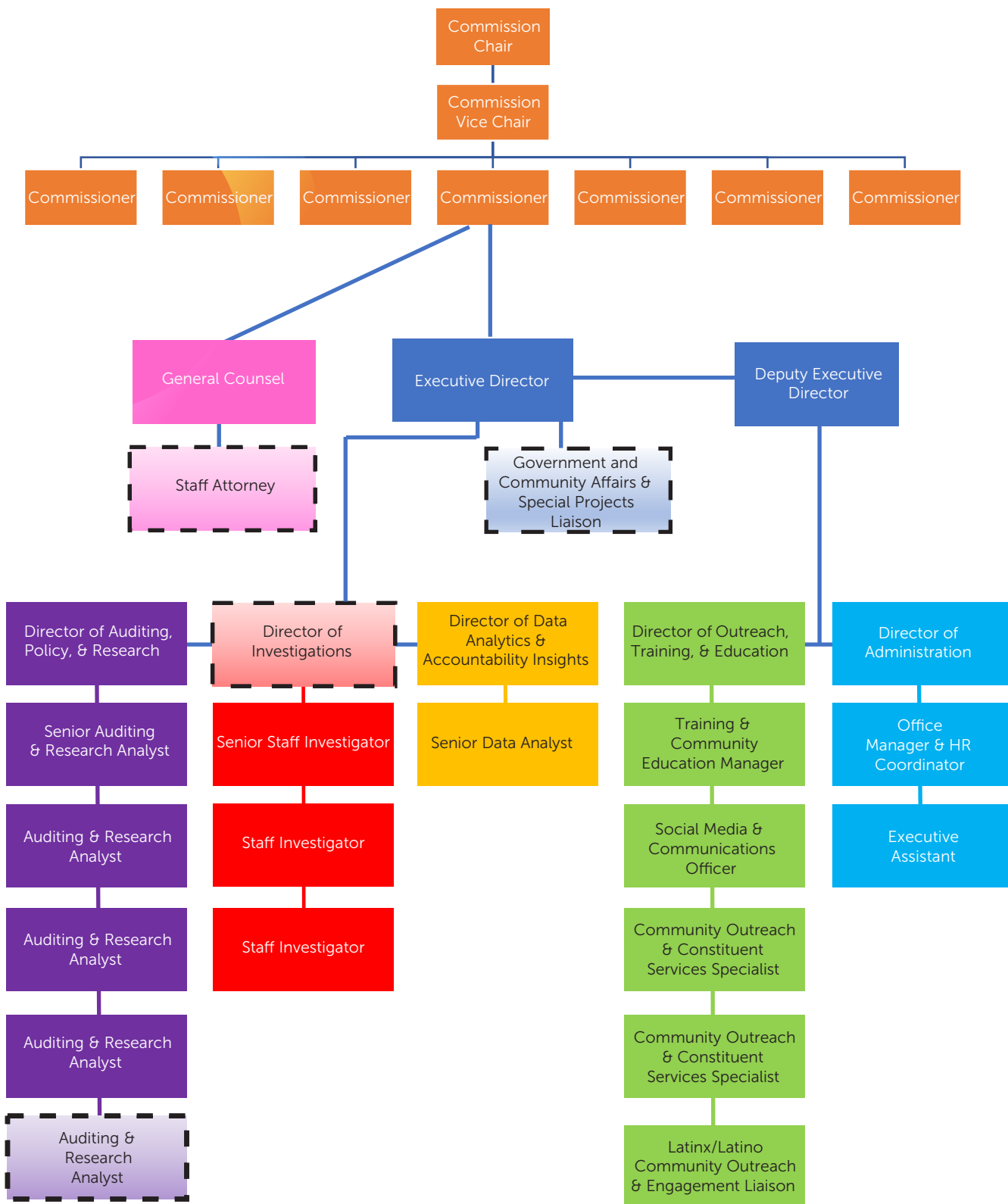


POLICE SHOOTING PROCESS



ORGANIZATION CHART

dotted border indicates position is vacant



The Citizens Police Oversight Commission (CPOC) added five new employees to the agency in 2025.

NEW STAFF HIGHLIGHTS



DEPUTY EXECUTIVE DIRECTOR Ewuare Osayande, Esq.

In 2025, CPOC welcomed its first Deputy Executive Director, Ewuare Osayande, Esq. A civil rights attorney and author, Osayande brings over 30 years of leadership in advancing systemic reform and racial equity. His work aligns closely with CPOC's mission to promote fair, effective, and equitable policing. Osayande's journey in police oversight began as a student organizer after a police killing in his community garnered national attention and shaped his lifelong commitment to community voice, policy reform, and institutional change. Throughout his career, he has worked across grassroots movements, nonprofit organizations, academia, and government to address the root causes of racial injustice.

Prior to joining CPOC, Osayande served as Chief Diversity Officer for the American Friends Service Committee. He has also served as a public policy fellow with the Lawyers' Committee for Civil Rights in Washington, D.C., analyzing federal compliance with national police reform efforts. These experiences inform his leadership at CPOC as the Commission continues to build strong oversight systems that are independent, transparent, and responsive to community concerns.

A former professor and national lecturer, Osayande brings historical insight and policy expertise to the work of civilian oversight. He is the author of several books on race and justice and is the recipient of the 2024 Richard H. Semker Prize in Civil Rights Law. As Deputy Executive Director, Ewuare Osayande advances CPOC's mission to promote accountability and ensure policing that respects the rights and dignity of all Philadelphians.

DIRECTOR OF DATA ANALYTICS AND ACCOUNTABILITY INSIGHTS

Miguel Garces



In November 2025, CPOC appointed its first Director of Data Analytics and Accountability Insights, Miguel Garces. With over 15 years of experience in data integration, technical development, and civic leadership, Miguel strengthens CPOC's efforts to promote transparency, accountability, and community trust in policing. Throughout 2025, the Data Division focused on assisting staff with data projects and generating regular reports, laying a solid foundation for upcoming initiatives.

In 2026, the Data Analytics and Accountability Insights Division will enhance its efforts by standardizing data collection and documentation practices, creating a range of tools to improve data accessibility and usefulness, and starting the process of fulfilling CPOC's legislative requirement to release more data publicly. Data plays a vital role in CPOC's mission because it helps transform the lived experiences of Philadelphians into actionable insights. As the division expands, it will provide the evidence necessary to develop solutions that improve policing results.

STAFF INVESTIGATOR Joao Goncalves



AUDITING & RESEARCH ANALYST Mia McLendon



STAFF INVESTIGATOR Sarah Meo



CPOC DIVISIONS

CPOC is structured into divisions, with each division director reporting to executive leadership.

The Executive Director and General Counsel of CPOC report directly to the Board Of Commissioners, whereas the Deputy Executive Director And Government Liaison & Special Projects Coordinator report to the Executive Director.

Auditing, Policy, & Research Division (APRD):

The Auditing, Policy, & Research Division is 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, Training, & Education Division primarily concentrates on engaging with the communities of Philadelphia to foster connections with residents, promote CPOC's services, and inform the public about significant matters pertaining to policing within the city. They organize town hall meetings, events, and various other initiatives, which are elaborated upon later in this report. Additionally, the division plays a crucial role in our complaint intake processes and specializes in assisting constituents with various concerns.

Investigations Division:

The Investigations Division responds to police shootings and monitors related investigations. It also tracks Internal Affairs (IAD) cases that involve public complaints against the police. Additionally, it supports the Executive Director, who participates in the UFRB, by reviewing and analyzing all Use of Force Review Board (UFRB) cases involving PPD officers using serious force before each hearing. Furthermore, the division performs other investigative tasks as needed. The authorizing legislation of CPOC delineates its authority to independently conduct misconduct investigations outside the jurisdiction of PPD. In the event that CPOC acquires the authority to undertake such investigations, this responsibility will be carried out by our Investigations Division.

Data Analytics and Accountability Insights Division:

The Data Analytics and Accountability Insights Division oversees data collection and analysis throughout the agency to foster innovation, inform policies, and provide the community with data-driven insights. The division takes a strategic approach to data that supports consistent internal analysis, timely public reporting, and coordinated data collaboration with the PPD. High-quality data enables CPOC to turn lived experiences into actionable insights.

Administrative Services Division:

The Administrative Services Division works to ensure that the agency runs efficiently. The 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 legally compliant and carrying out our legislation. The General Counsel advises the Executive Director and Board Of Commissioners on legal matters and contributes to the work of the agency by providing support and expertise to the various projects and initiatives CPOC produces.



Public Services

COMPLAINT INTAKE

Complaints against police can be made with the Citizens Police Oversight Commission (CPOC) over the phone, online, in person, or by downloading the complaint form and mailing it to our office. A CPOC staff member 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. Residents can also make complaints against police directly with IAD or at their local police district. As an independent agency staffed by civilians, CPOC aims to provide complainants with a safe space to voice their complaints.

JOSHUA ANKER

Boards and Commissions Manager, City of Philadelphia Office of the Chief Integrity Officer

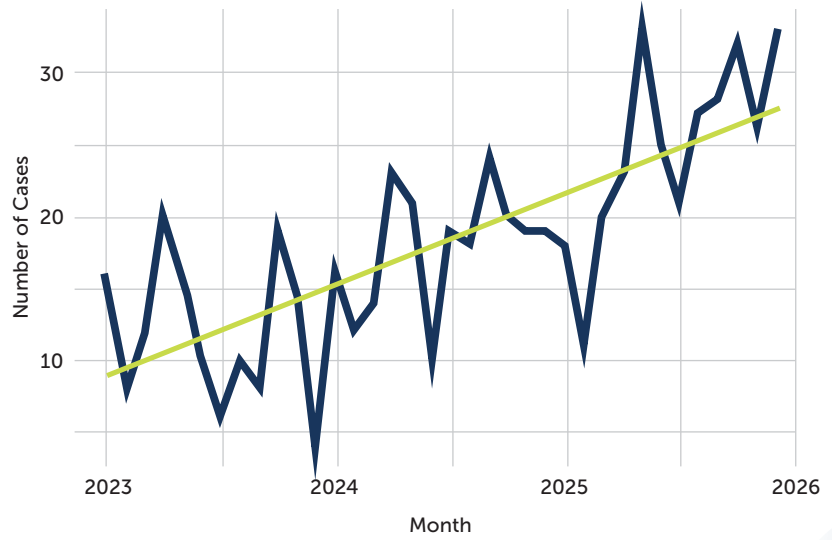
“Integrity Week 2025 provided the Citizens Police Oversight Commission an important platform to engage residents on the principles of accountability and transparency in policing. Their participation in the showcase reinforced the value of bringing resources and education directly to the community, ensuring that integrity and trust remain at the core of public service.”

COMPLAINT DATA

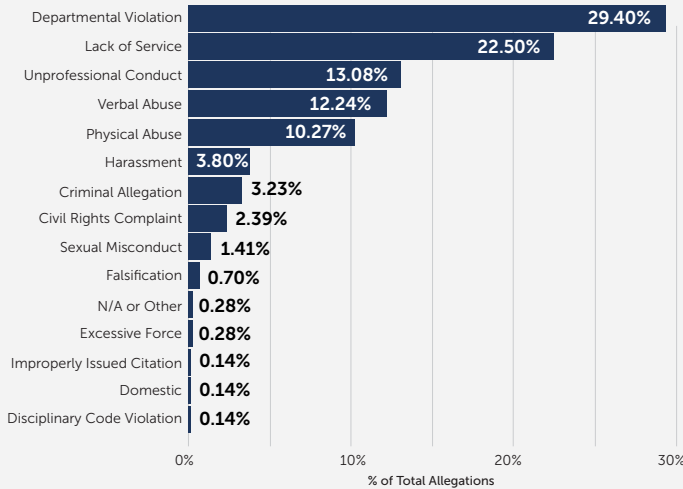
In 2025, the Citizens Police Oversight Commission (CPOC) referred 297 complaints against police to IAD for review. Internal Affairs Division (IAD) received 1,560 complaints in 2025 from emails, the police website, 311 call center, walk-in complaints, and referrals from CPOC. As office capacity expands, 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.

CPOC Continues to See a Rise in Complaints

CPOC Complaints Referred to PPD per month, 2023 to 2025

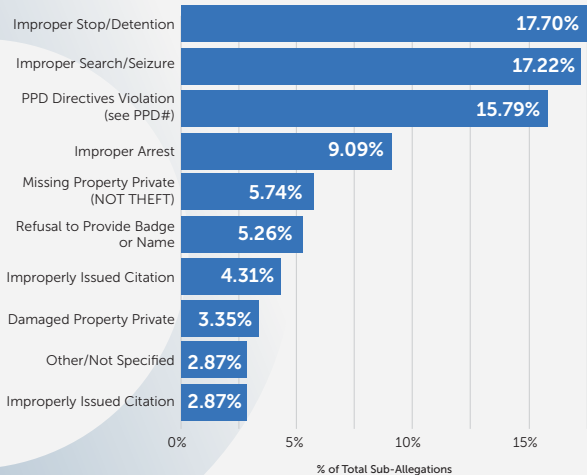


Top Allegations 2025



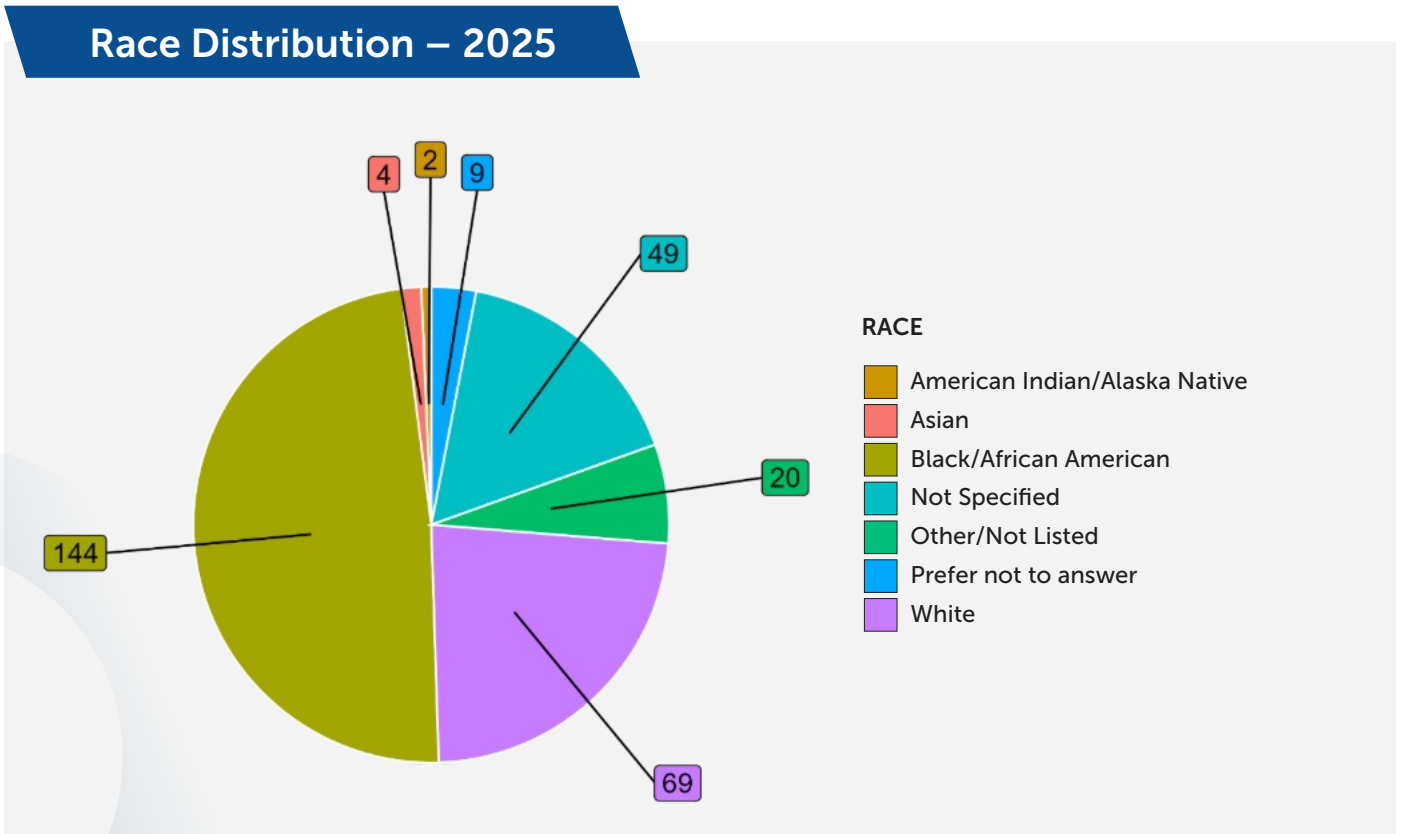
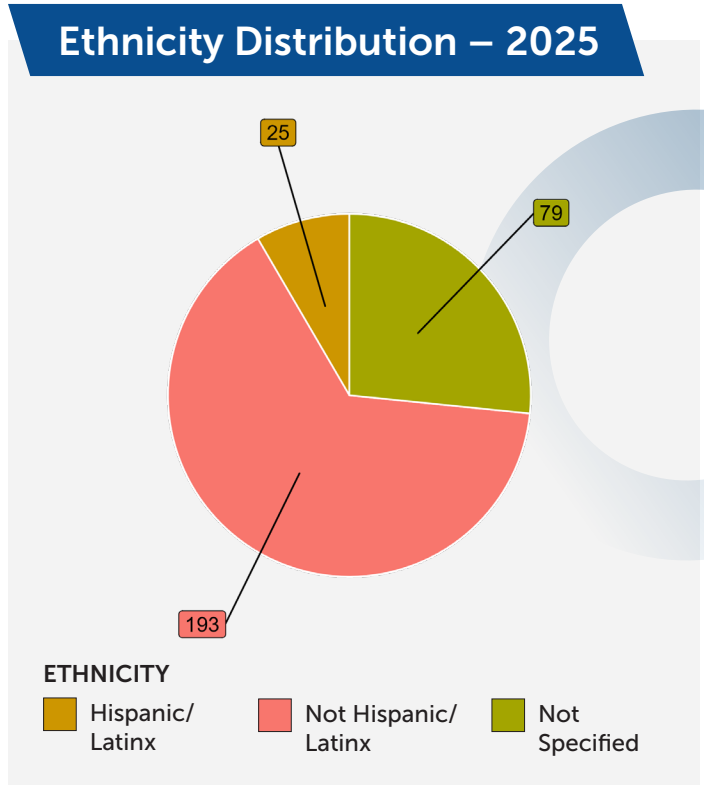
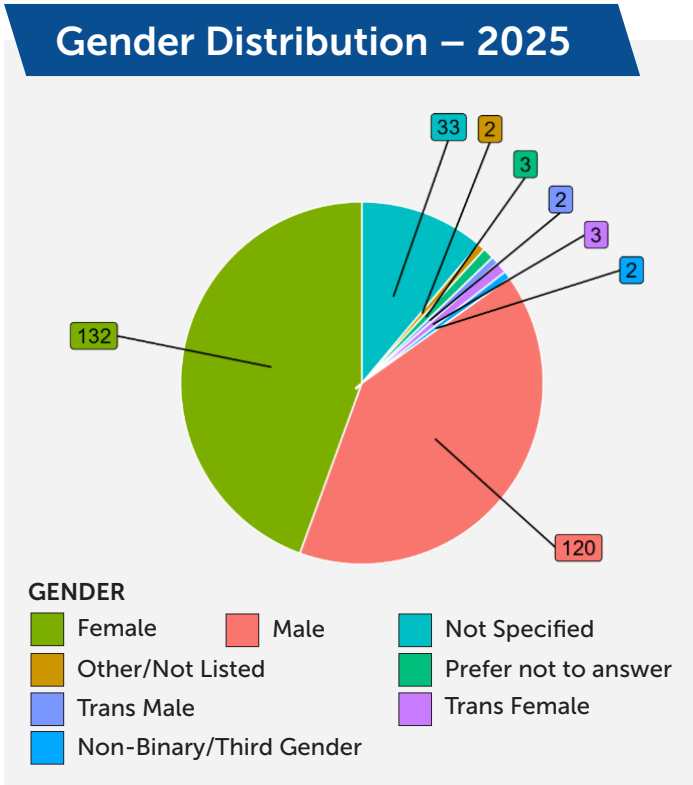
These graphics show the allegations of police misconduct present in the complaints referred by CPOC. CPOC assesses complaints to identify any allegations present and records them in the case management system. A single complaint can have multiple allegations of police misconduct. These allegations can change as the investigation proceeds, depending on what information the investigator learns, so these may not represent the final allegations present in a complaint.

Top 10 Departmental Violations 2025



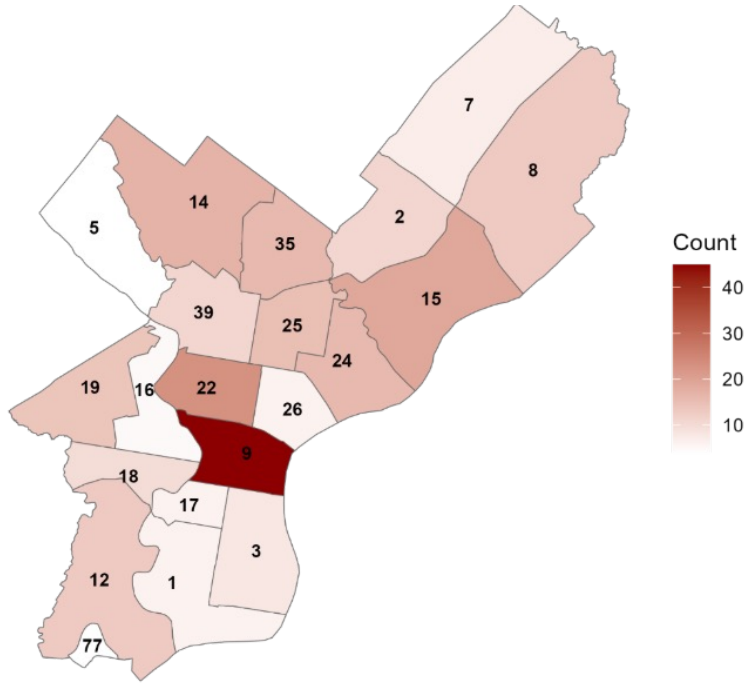
In 2025, the largest percentage of complaint allegations were Departmental Violations (29.40%), followed by Lack of Service (22.50%). Departmental Violations is a category that includes sub-allegations such as improper stop/detention, improper search/seizure, not following a PPD directive, and not providing a name and badge number when requested by a civilian. Both the allegations and sub-allegations are shown in these bar graphs.

These charts break down the self-reported gender, racial, and ethnicity demographics of complainants in complaints received by CPOC and referred to IAD in 2025.

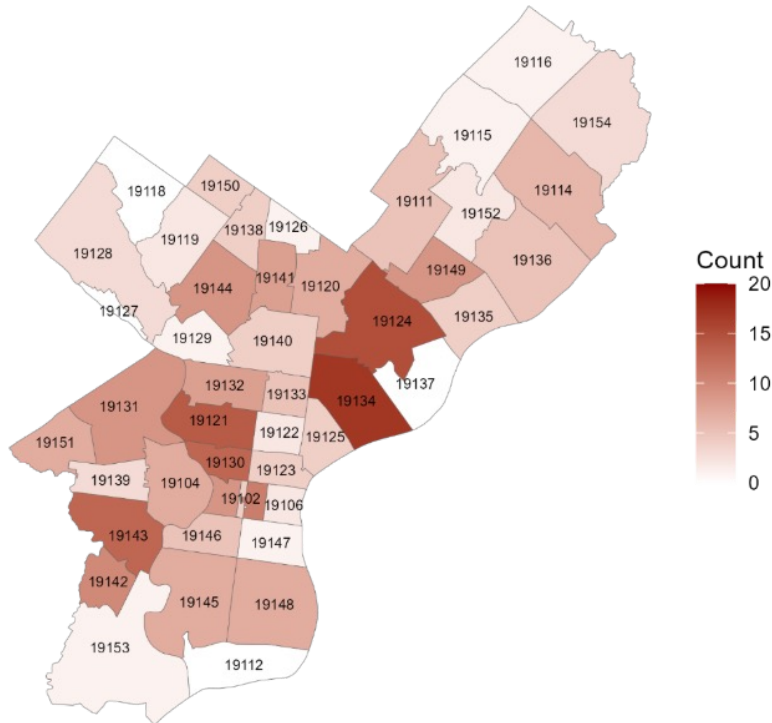


These graphics show the police districts and zip codes of the locations of incidents of police misconduct complaints that were received by CPOC and referred to IAD in 2025.

Number of Complaints per Police District - 2025



Number of Complaints per Zip Code - 2025



CONSTITUENT SERVICES

Like most city agencies, the 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.



CPOC'S DIRECT CONSTITUENT WORK

In August of 2025, a constituent called the CPOC to file a complaint against police based on their experiences with PPD in the aftermath of unknown perpetrators firing gunshots into their home. The constituent expressed during their complaint intake conversation with CPOC staff that they no longer felt safe in their home, and they worried the perpetrators would return and cause further harm to their family. Due to the constituent's experience with gun violence, CPOC staff determined that they could be eligible for relocation assistance through the City of Philadelphia's Office of the Victim Advocate (OVA).

CPOC contact OVA to advocate for the constituent and their family, explaining they were recent victims of gun violence and that relocating would be beneficial to their physical and emotional security. OVA determined that the constituent and their family were eligible for relocation assistance, meaning that the OVA could cover the cost of their first month and last month's rent, security deposit, along with moving expenses. The constituent and their family were concerned at the prospect of finding housing within their budget. CPOC

staff took initiative and researched housing options and compiled a list of landlords and housing agencies that specialized in affordable housing. The constituent was then able to identify potential landlords, tour a few properties, and soon after found a perfect home for their family.

After the constituent, their new landlord, and OVA signed official documentation and the funds were transferred from the OVA to their new landlord, the constituent was able to pick up the keys to their new home in December of 2025. The constituent expressed gratitude to CPOC for supporting them through this process and expressed excitement for what the future holds for their family.



OFFICER COMMENDATIONS

In addition to taking complaints from residents when they have a negative experience with the police, the 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.

JACQUELINE LISS, MPH
**Community School Coordinator-
Frankford HS - Mayor's Office of Education**

“Citizens Police Oversight Commission has grown to be one of my favorite partners to work with. They are always reliable and willing to show up for our students and the greater community. They provide so many resources and share very valuable information in an engaging way. Frankford High School is very lucky to be able to work with them in the past, present, and hopefully more in the future.”

Community Outreach

In 2025, the Outreach Division deepened its connection with communities across Philadelphia by participating in 102 events; including resource fairs, conferences, speaking engagements, presentations, town halls, commissioner meetings, and trainings. For civilian oversight to be meaningful, visibility is essential. Showing up consistently in neighborhoods and community spaces allows us to meet residents where they are, build trust through authentic engagement, and increase understanding of our role in police accountability. Each interaction involved listening, learning, and dialogue, reinforcing our commitment to transparency and community partnership.



The outreach team works with dedication and care to raise awareness of the agency's services while cultivating strong relationships with community partners and colleagues throughout city government. These efforts go beyond sharing information—they are about building bridges, fostering collaboration, and ensuring residents feel supported and empowered to engage with oversight processes. Through every conversation and connection, the division helps center community voices, strengthen partnerships, and translate lived experiences into informed action. This ongoing work reflects the belief that accountability is strongest when it is rooted in trust, presence, and shared responsibility.

LATANYA WHITEHEAD
Program Manager, Shalom, Inc. and CPOC
Commissioner

“

Partnering with the Citizens Police Oversight Commission allowed Shalom, Inc. to connect families with resources while strengthening trust and civic engagement in the community. Civilian oversight plays a critical role in promoting transparency, accountability, and collaboration between residents, city institutions, and community organizations, which ultimately supports safer and healthier neighborhoods for our youth and families.”

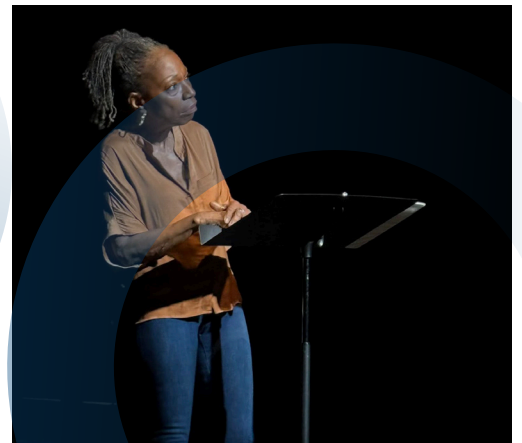
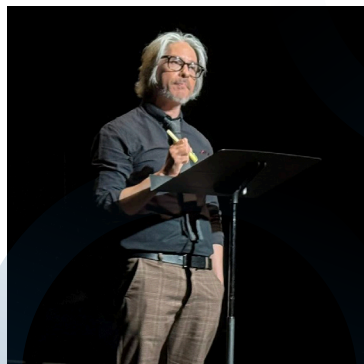
CPOC REMEMBRANCE

The year 2025 marked the fifth anniversary of two tragic police killings that deeply impacted both the nation and the Philadelphia community. It also commemorated the 40th anniversary of the MOVE bombing, when the Philadelphia Police Department dropped a bomb on a house in West Philadelphia, sparking a devastating fire in the neighborhood. In 2020, the police killings of George Floyd and Walter Wallace Jr. prompted widespread calls for accountability and reform. To honor these solemn milestones, the Citizens Police Oversight Commission (CPOC) held events to honor their lives and legacies, encouraging reflection, remembrance, and community education.

THE MOVE BOMBING: IN REMEMBRANCE - 40 YEARS LATER

On May 12, 2025, CPOC organized and hosted, "The MOVE Bombing: In Remembrance - 40 Years Later," to commemorate and learn from the traumatic experiences that led up to and followed the bombing of Osage Avenue in West Philadelphia by the Philadelphia Police Department on May 13, 1985. CPOC was honored to bring together artists, activists and journalists who played an integral role in addressing the communal anguish that still lingers across the city.

Held at the Proscenium Theater at the Drake in Center City, the event featured a conversation with Mike Africa, Jr., a child of MOVE who has gone on to write books and who is featured in an HBO documentary about his family's legacy. Those gathered also heard from veteran journalists Larry Eichel and Linn Washington, Jr., who discussed the problem of police brutality that foreshadowed the bombing and the efforts of the city in the aftermath. Actors Cathy Simpson and J Hernandez of InterAct Theater shared monologues that touched on the themes of police misconduct and bias. Councilmember Jamie Gauthier opened the event with remarks that centered the importance of police oversight in light of this traumatic experience in Philadelphia's history.





GEORGE FLOYD REMEMBRANCE

On May 25, 2020, the murder of George Floyd in Minneapolis changed the world. For 9 minutes and 29 seconds, former Minneapolis police officer, Derek Chauvin knelt on George's neck as he continually stated he could not breathe. Video from bystanders documented the interaction, allowing us all to bear witness. It was impossible to look away. What followed was worldwide anger, mourning and a firm resolve to improve policing. CPOC was created as part of Philadelphia's response to the outcry of the community. The agency is mandated with improving accountability and increasing transparency from the PPD. In May of 2025, CPOC remembered George Floyd by holding a community candle vigil in the North Apron of City Hall. CPOC gathered with community members, Commissioners and Councilwoman Nina Ahmad to honor his life and remember the loss.



WALTER WALLACE REMEMBRANCE

While the world was still reeling and mourning the loss of George Floyd, later in October 2020, Walter Wallace, Jr. was killed by a Philadelphia Police Officer while experiencing a mental health crisis. In the aftermath, Philadelphians not only mourned the use of deadly force, but reignited conversations amongst community members and subject matter experts about how we respond to a person in mental health crisis and whether police officers have the training or experience to handle such incidents. Walter's death caused several changes in how behavioral health crises are handled by PPD and it highlighted the importance of alternative responses.

To mark this anniversary, CPOC organized a vigil and a panel discussion about mental health crisis response. On October 23, 2025, the organization hosted a Community Candlelight Vigil in Cobbs Creek Park where representatives spoke from the Department of Behavioral Health and Intellectual Disability Services, Mothers In Charge, and Pastor Terri Donnell from the Church of the Christian Compassion.





CRISIS, CARE, AND COPS: MENTAL HEALTH CRISIS RESPONSE IN PHILADELPHIA.

On October 24, 2025, CPOC and Temple Law School's Law and Public Policy (LPP) Program hosted an event exploring the emergency response for mental health incidents in Philadelphia: Crisis, Care, and Cops: Mental Health Crisis Response in Philadelphia. Councilmember Jamie Gauthier provided introductory remarks, reflecting on the progress made during the five years since the tragic police killing of Walter Wallace in expanding alternative mobile crisis response.



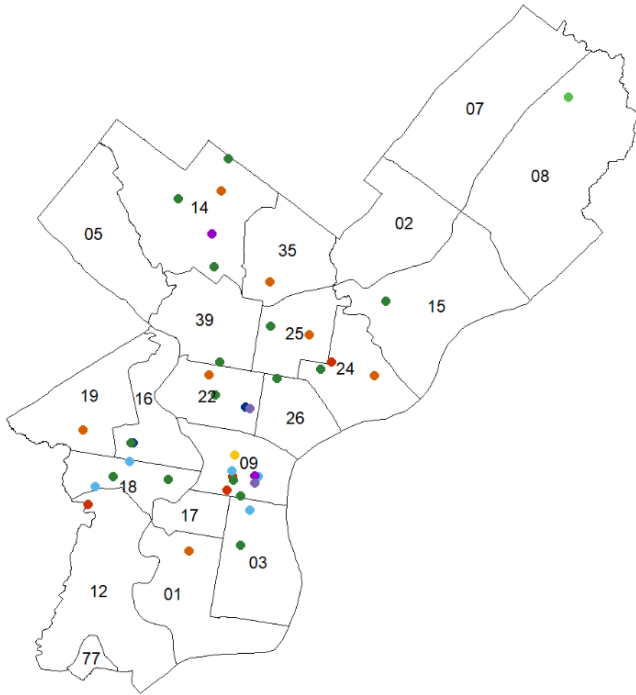
The event also featured the mini documentary, *The Care Team*, created by the Amistad Law Project, which followed two members of a mobile crisis response team as they reflected on what drew them to the work and how they approach the people they meet.



The first panel: Mental Health Crisis Response Today in Philadelphia was moderated by Temple Law student and LPP Scholar, Brooke Hanraty. Panelists were Jessica Bishop, Clinical Director at Broad Street Love; Molly Candon, Assistant Professor in the Center for Mental Health and the Department of Health Care Management at the University of Pennsylvania; Lindsey Eshelman, Director of Residential and Crisis Services at JFK Behavioral Health; and Prince Latif, Mobile Crisis Nurse and Negotiator at Elwyn Inc. The panelists discussed the history and current status of non-police responders, the way that 911 and 988 calls are routed, and the evaluation data showing that the mobile crisis response systems improve health outcomes and save the city a significant amount of money.

The second panel: Imagining and Advocating for a Better Future in Mobile Crisis Response was moderated by Temple Law student and LPP Scholar, Hailey Collins. Panelists were Nikki Grant, Co-Founder and Co-Executive Director of the Amistad Law Project; Max Osborn, Assistant Professor in the Department of Sociology & Criminology at Villanova University; and Claire Ryder, Executive Director of the 4th Branch Institute. The panelists discussed the ongoing advocacy of the Treatment Not Trauma Coalition, the impact of police response on individuals in mental health crisis and responding to common concerns and misconceptions.

COMMUNITY OUTREACH DATA

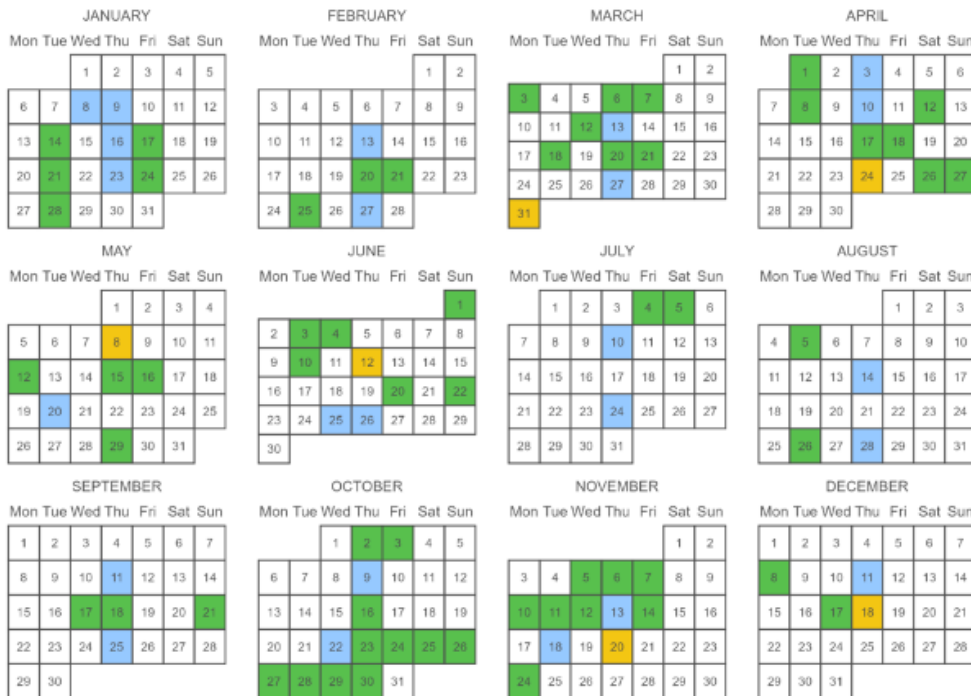


Community Outreach Map

Outreach continually aims to ensure that our 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 72 in-person events have covered much of the city.

- City Department Event
- Community-Organized Event
- Conference
- CPOC-Hosted Community Event
- CPOC Community Meeting
- External Speaking Engagement
- Other
- PPD Event
- PPD Recruit/Civilian Presentation

2025 Community Outreach Calendar



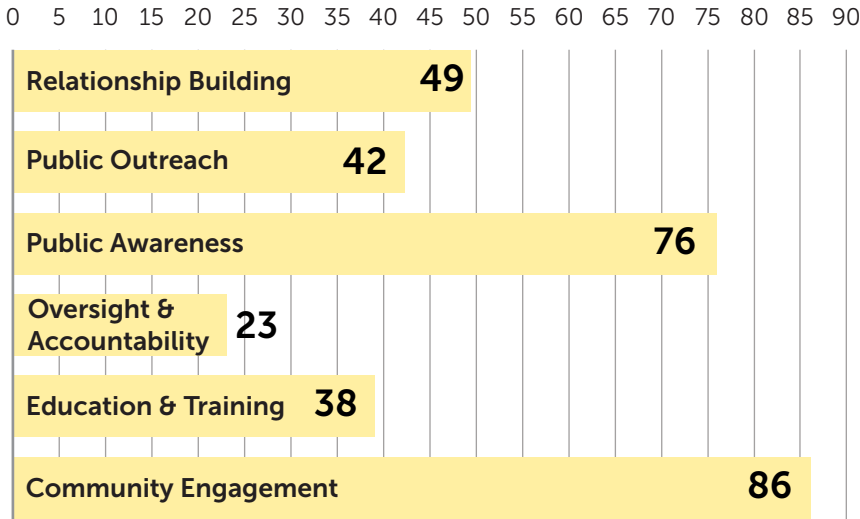
- Both
- In-Person
- Online

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 102 different events.

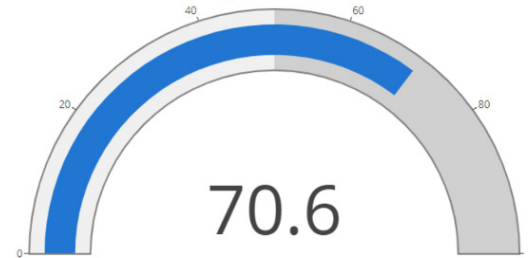
Note: It is common for a single event to accomplish multiple goals. For example, CPOC might attend a community meeting to both raise awareness as well as develop community engagement.

Reasons for Events

Total Number of Reasons 314

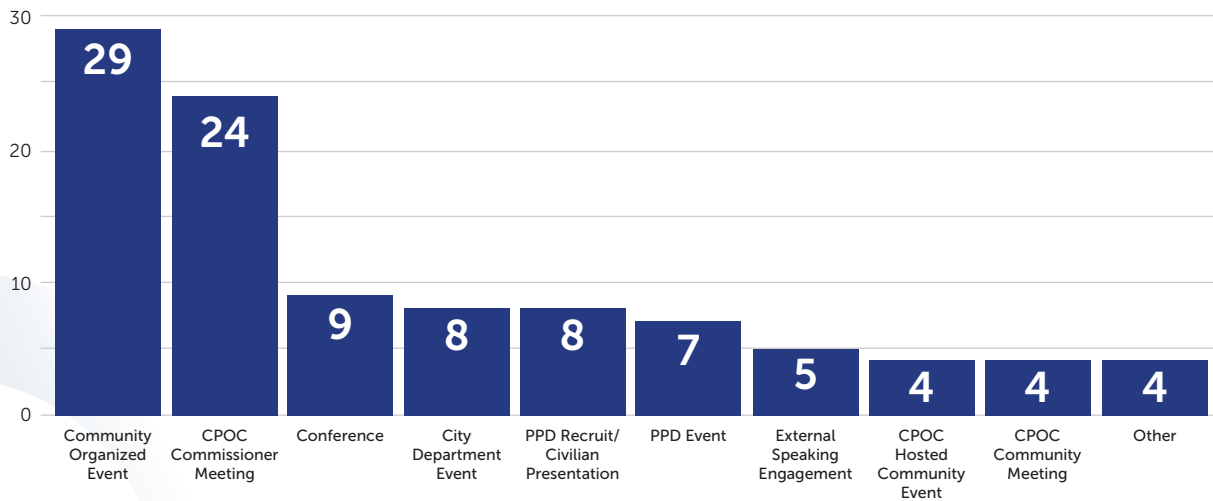


Percentage of In-Person Events



Distribution of Event Types

Total Number of Events 102



Partnerships & Presentations

MACFARLEN MSETEKA
CPOC Mandela Washington Fellow



During my Professional Development Experience (PDE) as a visiting police officer from Malawi, the Citizens Police Oversight Commission underscored the vital importance of institutional checks and balances in law enforcement and showcased the transformative power of community-police collaboration in safeguarding public rights and safety”

MANDELA WASHINGTON FELLOWSHIP

The Mandela Washington Fellowship for Young African Leaders brings nearly 7,800 young leaders from every country in Sub-Saharan Africa to the United States for academic and leadership training. The program includes a Professional Development Experience (PDE) which pairs Fellows with host organizations in the US for three months in the summer. The Citizens Police Oversight Commission (CPOC) has participated for six years, typically hosting a Fellow working in or with law enforcement, or as a first responder interested in learning more about civilian oversight of police.



In 2025, CPOC’s Mandela Washington Fellow was Macfarlen Mseteka, a police officer from Malawi who manages public relations for the Jenda Police District. Macfarlen came to Philadelphia to learn more about how policing operates, the functions of city government, and the similarities between CPOC and the Independent Complaints Commission (the civilian oversight body for the Malawi Police Department).

When Macfarlen returned home, he brought a wealth of information about officer wellness and community behavioral health crisis response with the intention of developing a similar program for the Malawi PD. In October of 2025, Macfarlen orchestrated a meet and greet with CPOC and the Malawi Civilian Oversight Staff.





PRESENTATION TO PPD RECRUITS

Throughout 2025, CPOC continued its commitment to fostering transparency, accountability, and trust between the Philadelphia Police Department (PPD) and the communities it serves. A huge part of this effort is our presentation to PPD police recruits.

At the heart of the presentation is a discussion of CPOC's mission to provide independent civilian oversight of the PPD, promote fair and effective policing, and enhance public confidence in law enforcement. Recruits are introduced to an overview of CPOC's organizational structure and about the Commission's composition. In addition, the presentation explains how complaints and concerns from the public are received and handled, and provides recruits additional insight on CPOC's data division, past policy recommendations, and their collaboration with other city agencies and stakeholders.

2025 NATIONAL ASSOCIATION FOR CIVILIAN OVERSIGHT OF LAW ENFORCEMENT CONFERENCE

In late October, CPOC's staff and several Commissioners attended the 2025 National Association for Civilian Oversight of Law Enforcement (NACOLE) Conference in Minneapolis. The annual conference brings together oversight professionals from across the country to attend sessions, network, and share insights. This year's theme — "Reckoning and Resilience in the Post-George Floyd Era" — centered on the urgent need for transparency, accountability, and public trust in policing. CPOC's Senior Data Analyst, Allison Teti, and General Counsel, Catherine Twigg, both hosted forums on their respected fields of expertise. In addition, Director of Outreach Taleah Grimmage and Deputy Executive Director Ewuare Osayande, along with the Police Accountability Board from Rochester, NY, did a joint presentation titled, "Turning Challenges into Opportunities."



MARYLAND'S LYNCHING TRUTH AND RECONCILIATION COMMISSION

CPOC participated in Maryland's Lynching Truth and Reconciliation Commission (MLTRC) "Reckoning and Repair: A Public Hearing on Maryland's Legacy of Racial Terror Lynchings," held April 4–5, 2025, at the Reginald F. Lewis Museum of Maryland African American History and Culture. The MLTRC represents the first state-sponsored effort in the United States to investigate, document, and reckon with the history of racial terror lynching within its borders. CPOC's Executive Director, Tonya McClary, attended the symposium and presented on a panel: "Many Voices, One Goal: Diverse Approaches to Criminal Justice Reform," contributing to a cross-sector conversation on fairness, accountability, and pathways toward healing.

While the event centered on Maryland's historical legacy of racial terror lynchings, not only on law enforcement, the themes of truth-telling, reconciliation, and repair are directly tied to the work of civilian oversight today. By participating, CPOC helped engage the public in an honest discussion about how policing and broader justice systems in our nation's history have too often carried harm and trauma—especially for Black communities—and why acknowledging historical truth matters when building legitimacy and community trust in the present.

On December 9, 2025, the MLTRC submitted its final report to the Maryland General Assembly. The report chronicles the stories of 38 documented victims of racial terrorism and offers 84 comprehensive recommendations for repair and reconciliation. CPOC contributed to many of the recommendations on criminal justice reform, particularly in policing. These recommendations are documented in the archives of the Maryland General Assembly.





Auditing, Policy, and Research

In July 2024, the Citizens Police Oversight Commission (CPOC) launched its live auditing process to review PPD Internal Affairs Division (IAD) investigations while they are still in progress. Unlike the traditional auditing process, that took place after a case was closed, live audits allow CPOC to examine investigations in real time. This approach allows auditors to identify potential issues in investigative steps early and provide feedback when changes can still be made. Live auditing helps ensure that investigations are thorough, objective, and consistent with standards established by the Philadelphia Police Department (PPD). By earlier involvement in the process, CPOC can advocate for higher quality outcomes. More than anything, by introducing the live auditing process, CPOC seeks to strengthen accountability and reinforce public confidence in police oversight and the PPD.

As part of the live auditing process, CPOC receives case files directly from IAD for review. These materials include the final report of investigation (called a PC memo), all relevant body-worn camera footage, reports, and other supporting documentation related to the investigation. Auditors review each case using the Sivil platform, which allows them to assess the quality of investigations in key areas such as timeliness, professional standard of care, evidence collection, interviews, investigative conclusions, and whether any allegations were missing. It also allows auditors to track recommendations and document responses in a

standardized way. CPOC aims to complete its review and provide written feedback to IAD within 11 days of receiving a case. Feedback is provided through a formal memo that outlines specific recommendations for improvement in the categories mentioned above.

Live auditing is carried out through a set of audit questions, formulated by CPOC's Auditing, Policy and Research (APR) Division, that guide the review of each IAD investigation. These questions are designed to assess whether investigations follow the procedures outlined in PPD policies and meet professional standards.

NICOLAS O'ROURKE
Councilmember

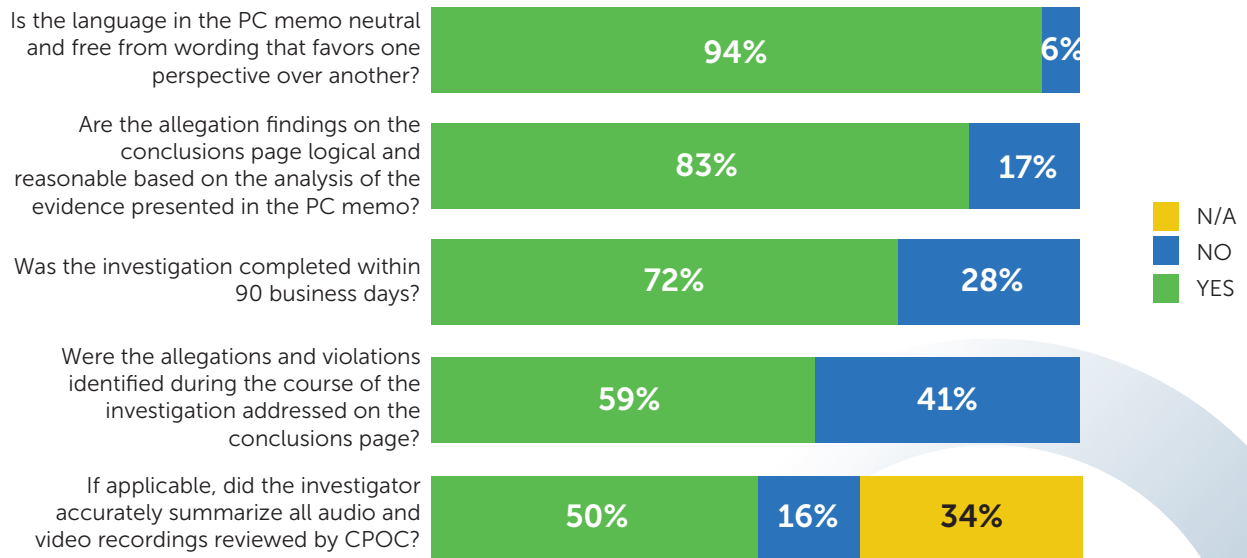
“The Citizens Police Oversight Commission continues to do diligent, cutting-edge work despite a FOP contract that flies in the face of the oversight Philadelphians voted for. I applaud the whole CPOC team for keeping their nose to the grindstone. CPOC's role in establishing and maintaining public trust and transparency is imperative.”

Audit findings, CPOC recommendations, and IAD responses are tracked to understand whether recommendations are accepted and how investigations are updated as a result. CPOC can use this data to inform future audits and support policy recommendations. Over time, this information helps identify patterns, areas for potential procedural changes, or areas where additional training may be needed. The information also helps CPOC have more informed discussions with PPD and IAD leadership about investigative practices. In this way, live auditing contributes to long-term improvements in the police accountability system.

AUDIT DATA

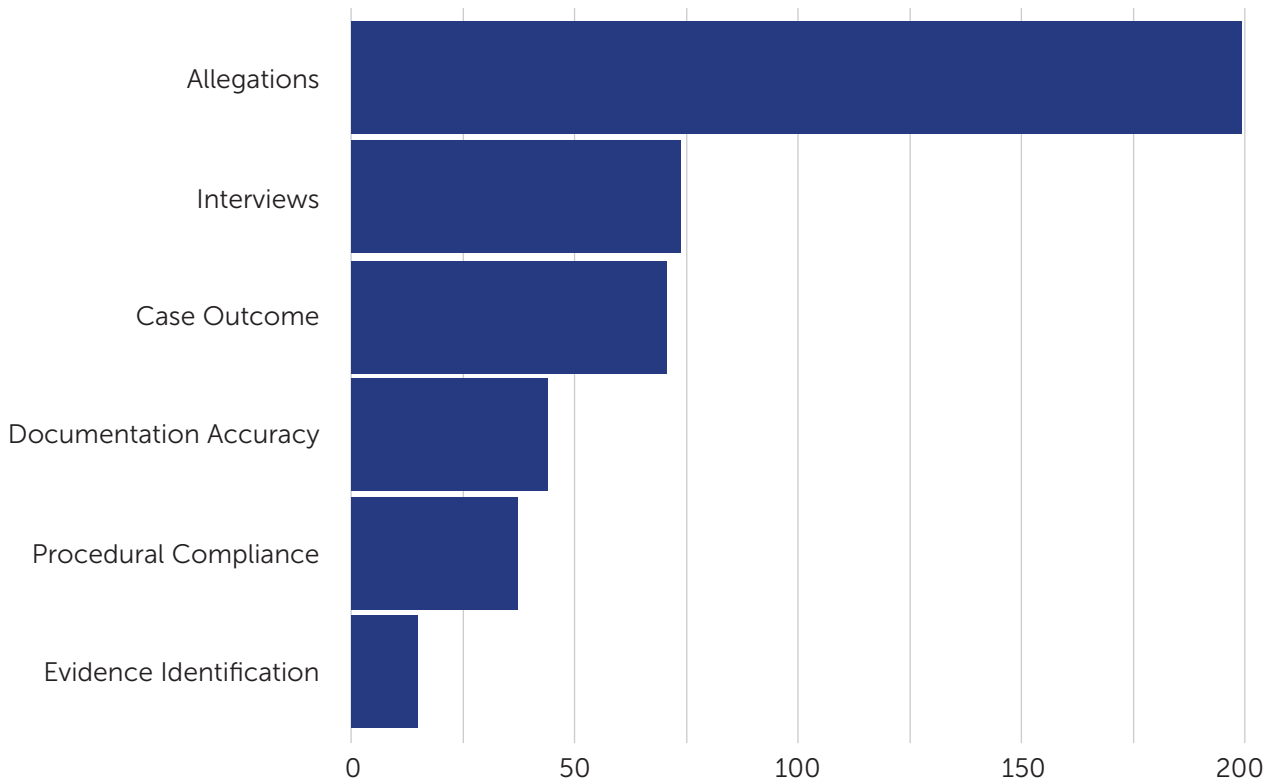
In 2025, the APR team audited 358 investigations completed by IAD. The chart shows five of the aspects of the investigations that auditors check for when assessing each investigation. Auditors found that in 2025, PC memos for the investigations reviewed were generally neutral and did not appear to favor one perspective over another. Allegation findings were often logical when compared to the evidence presented, but not always. The investigations reviewed were completed within 90 business more often than not. There were numerous instances when CPOC auditors found additional allegations and violations present in the case that were not addressed, and there were instances when the investigator did not accurately summarize audio and video evidence, which can impact the outcome of investigations.

Audit Quality for Top Issues



In 2025, the APR team provided 435 recommendations. Recommendations most frequently related to the allegations in the cases, as shown in the chart below. Recommendations related to allegations include listing allegations against the correct officers, adding missing allegations or violations, and changing a finding for an allegation based on the evidence. CPOC does not yet have a full data set to report on that shows how many of these recommendations were accepted by PPD, but this information will be reported when it is received.

Recommendations Made by Issue Type



BODY WORN CAMERA PROJECT

During 2025, CPOC developed a project to assess how body worn cameras (BWCs) are used by PPD. With this project, the APR Division looked at different police districts within the city and examined their compliance with the PPD's BWC policy. Then, CPOC provided feedback to each district so they could take appropriate corrective action. CPOC developed this project to gain understanding of BWC usage within PPD, increase public knowledge, and encourage consistent practices regarding the use of BWCs.

CPOC selected which data points to analyze based on PPD Directive 4.21 related to BWCs. CPOC's Auditing and Research Analysts watched individual BWC videos and completed a survey that included a series of questions. These questions determined if the video was properly categorized, if the video captured the entire incident, and if the video contained any instances of prohibited activity. Additionally, CPOC reviewed hard copies of each incident report related to the videos to check if officers recorded incidents they were supposed to record. In 2025, CPOC released reports documenting findings from audits of the 18th and 24th Districts. CPOC met with leadership from both districts to share findings and results.

Both the 18th and 24th Districts performed very well in correctly categorizing and labeling their incidents. The 18th correctly categorized 100% and 24th District correctly categorized 92% of their videos. CPOC was pleased to see that the officers in these districts

were complying with this procedural guideline overwhelmingly throughout the sample. One area of improvement that CPOC discovered with the 24th District was that only 54% of all the incidents were recorded by each officer that responded and had the ability to record. CPOC was able to share these results with the leadership team and reiterate that, per Directive 4.21, each responding officer should record video.

Results from the 18th District indicated that officers know how to use their cameras, but may not always know when to use them. Just 62% of incidents in the 18th District sample produced videos for instances in which officers were required to record. CPOC was able to break down these incidents and share the information with the 18th District. Additionally, CPOC shared relevant PPD policy excerpts regarding the use of BWC during these particular incidents and district leadership acknowledged some misunderstanding about BWC use in certain circumstances.

The APR Division will continue to perform BWC audits and make the findings public. The initial goal was to audit each of these districts once, provide the results, and then re-audit each district to compare those results. Once the APR Division completes the data collection and reports for the 15th and 22nd Districts, CPOC will take time to thoroughly examine the process internally and will also seek feedback from PPD to determine the best course of action for the second phase of the project.

DIRECTIVE REVIEWS

Over the course of 2025, CPOC was reintegrated into the directive review process. The Research and Planning Unit of PPD is responsible for updating PPD's directives, which are the rules and policies that govern PPD operations. The PPD Research and Planning Unit reviews directives on a rolling basis to ensure they are updated and relevant. The police commissioner can also create and disseminate policy updates via a PC's Memo, which serve as short term policy updates on emergent issues and is often later formally documented as directives.

PPD sent CPOC a total of 13 directives and PC memos for review in 2025. CPOC currently receives these policies when they are in final draft form and sent out to the police union for comments. If CPOC sees any points for clarification or changes that should be made, CPOC can send that feedback to PPD for consideration. CPOC made 4 recommendations and PPD accepted 3.



Disciplinary Diversion Program

In December 2024, PPD leadership invited CPOC to join a working group focused on the development of a disciplinary diversion program for police officers. CPOC joined PPD personnel who are involved in the discipline process to talk through their proposed plan to resolve low level misconduct through remedial training as opposed to discipline. CPOC provided feedback on different aspects of the proposed policy. A stated goal of the program is to decrease the number of cases in the discipline pipeline to ensure that serious misconduct cases are resolved more quickly. This has the potential to increase the efficiency of the discipline process and the Department noted that it could have a positive impact on officer morale. CPOC suggested using data to evaluate whether there is increased efficiency and proposed alternative programs that may still be explored. With the police commissioner's approval, the proposed diversion program was included in the police employment contract negotiations in the spring of 2025. The diversion program was included in the new contract, which was finalized in August 2025, and implementation began soon after.

Through the working group and policy development process, CPOC made policy recommendations that helped ensure broad review of cases eligible for diversion so that appropriate cases could still go to discipline based on the totality of the circumstances and established a clear timeline for officers to receive their diversion training.

CPOC continues to actively engage with the disciplinary diversion program, including tracking the implementation and impact of the program to determine if any adjustments to the program would be beneficial. CPOC plans to present more information about the diversion program to the public in 2026.



53%

of recruits said they “strongly agree” the lessons prepared them for their job

POLICE ACADEMY SURVEY PROJECT

Analyzing Police Academy Training Through Cadet Feedback: A Data-Driven Assessment

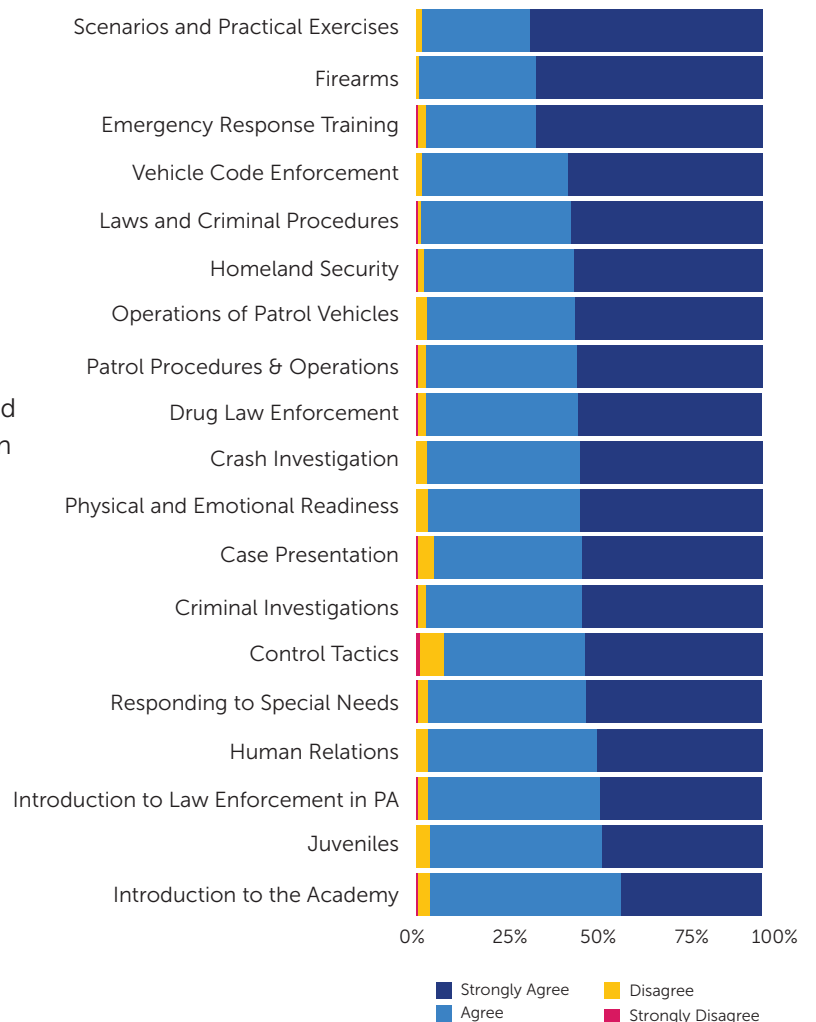
CPOC, in partnership with the Philadelphia Police Department (PPD), launched a collaborative initiative to systematically gather recruit feedback on the Police Academy training experience. CPOC conducted surveys of recruit classes that graduated between March 2024 and March 2025, after nine months of training. The information collected provides a clear, data-informed view of strengths and areas for improvement in instruction and preparation for real-world policing.

Survey Findings

Overall, the data shows that cadets felt the training did prepare them for real-world policing. Across all modules, 53% of recruits said they “strongly agree” the lessons prepared them for their job. The chart below reports data on whether cadets felt each lesson prepared them for their job. The chart is ordered by the lessons that made them feel most prepared (top) down to least prepared (bottom).

Job Preparation by Lesson

Cadets’ agreement that the lesson prepared them for real-world policing



The themes below summarize the primary patterns that emerged from the data. Each theme also includes areas where further review of the academy is warranted.

1. **Reality-Based Training (RBT)** was viewed as the most effective instruction, with scenario-based lessons receiving the strongest preparedness ratings. Cadets noted, however, that concentrating RBT at the end of the academy limited reinforcement of earlier training. **Area for further review:** Examine opportunities to integrate scenario-based training across all modules, rather than concentrating scenarios only at the end of the academy.
2. **Defensive Tactics (DT)** showed the highest disagreement on preparedness. While instructors were often praised, cadets cited outdated techniques and limited resistance-based or dynamic practice. **Area for further review:** Assess control tactics instruction with academy instructors and state partners to evaluate cadet feedback on realism and real-world application within state training requirements.
3. **Physical Training (PT)** was seen as essential to officer safety and professionalism but described as infrequent and unevenly integrated. Cadets noted that downtime, particularly later in training, could have been used to reinforce physical readiness. **Area for further review:** Evaluate the frequency and scheduling of physical training to assess whether it can be scheduled and delivered consistently throughout the academy.
4. **Firearms Training** had the lowest disagreement on preparedness, though cadets raised concerns about limited instructional time and insufficient stress-based or decision-driven practice. **Area for further review:** Examine the structure and time allocation of firearms training to determine whether additional opportunities for dynamic, decision-based practice can be incorporated within existing requirements.
5. **Academy Structure and Length** were frequently described as inefficient, with cadets citing excessive administrative time and recommending greater emphasis on applied skills, PT, and scenario-based training. **Area for further review:** Look for opportunities to better allocate academy time to support applied skill development and reinforce foundational training.

PPD ACADEMY ACTIONS AND UPDATES

Several improvements have already been implemented in response to survey findings, demonstrating a responsive and iterative approach to training improvement:

- Scenario-based training is incorporated across multiple modules throughout the academy (e.g., vehicle stops, radio communications, active shooter response), allowing recruits to apply skills and legal concepts prior to the formal Reality-Based Training phase.
- Reality-Based Training (RBT) continues to be delivered during Module 5 at the end of the academy, with PPD exceeding the state standard by providing two consecutive weeks of RBT instruction.
- Training environments have been expanded beyond the RBT facility to include the driving course, gym, and indoor simulation spaces, supporting skill application across varied operational settings.
- Applied legal simulations are used to assess recruits' understanding of reasonable suspicion, probable cause, and de-escalation in controlled, scenario-based exercises.
- The academy was reduced from 38 weeks to 35 weeks. No state-mandated training hours were removed.

LOOKING AHEAD

This project was developed and implemented in close collaboration with PPD academy leadership. CPOC launched the cadet feedback survey in partnership with Captain Stephen Clark, former Commanding Officer of the Recruit Training Unit, and has continued this work with Captain Joseph Green, the current Commanding Officer, and Dr. Pamela Murray, Executive Director of Training Curriculum & Professional Development. Moving forward, CPOC will continue analyzing cadet feedback, tracking curriculum changes, and working with PPD leadership to ensure survey findings inform concrete, data-driven improvements to academy training.



Investigations Division

MONITORING IAD INVESTIGATIONS

In 2025, CPOC's Investigations Division monitored 21 complex cases involving serious allegations of police misconduct. When the Investigations Division monitors a case, it tracks the investigative process to ensure compliance with applicable policies, procedures, and timelines. Monitoring allows CPOC to observe case progression, identify potential procedural issues, and promote accountability and transparency within the disciplinary system.

RESPONDING TO AND MONITORING PPD SHOOTINGS

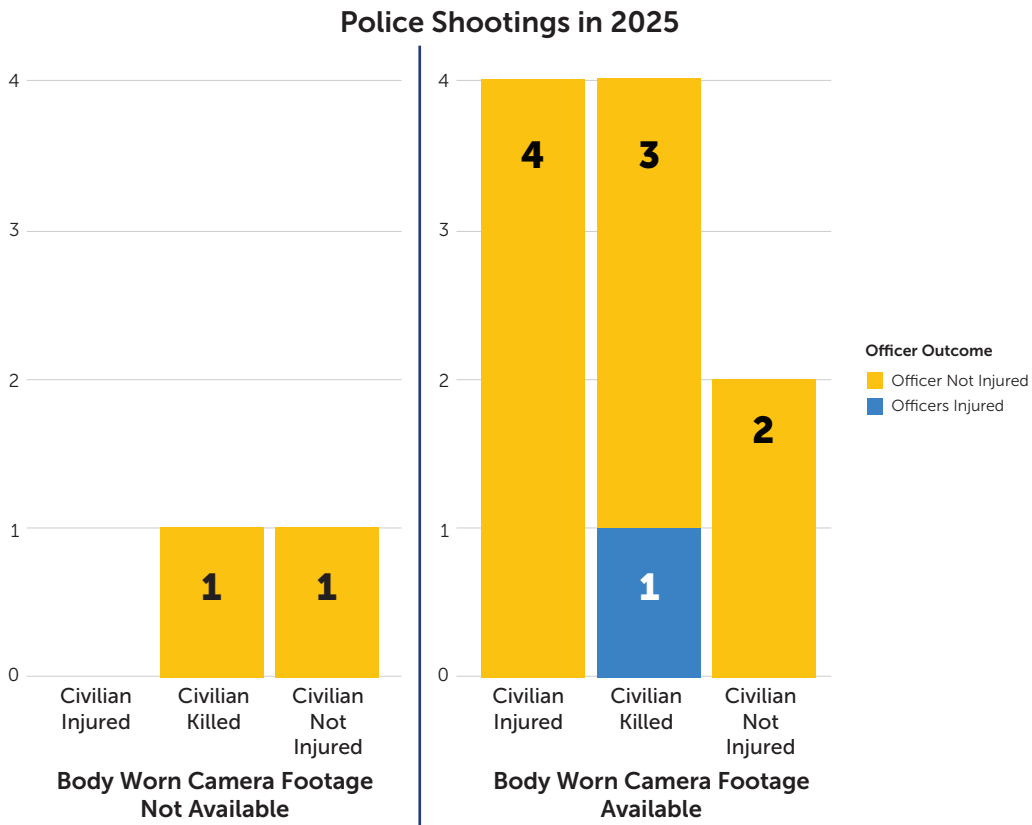
When a Philadelphia Police Department (PPD) officer discharges their firearm in Philadelphia, CPOC is notified of the incident. The Investigations Division team is on-call 24/7 to receive notification of these shootings. For our purposes, "police shootings" include every time that a PPD officer discharges their firearm at a person or dog, whether on or off duty, excluding accidental discharges and officer suicides.

Each time CPOC was notified by PPD of a police shooting of a person in 2025, the Investigations Division responded to the scene 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, CPOC's Investigations Division staff survey the scene and receive a walk-through of the scene from PPD's OISI team. CPOC's 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.

In 2025, there were 12 police shootings involving civilians. These shootings are still being investigated by PPD, so only a brief summary is publicly available. After the full investigation is complete, the case is heard at the Use of Force Review Board (UFRB). Because the investigations take a long time (sometimes up to three years), the information we can provide for 2025 is limited. However, more information is available about the UFRB cases that were heard in 2025 (related to police shootings which occurred during prior years) in the next section.

Out of the 12 police shootings in 2025, body worn camera footage was recorded in 10 cases. One police shooting resulted in an officer injury, four resulted in civilian injuries, and five resulted in civilian deaths. The full breakdown of the data is available below, and more information is available on the CPOC website.



USE OF FORCE REVIEW BOARD

PPD convenes the Use of Force Review Board (UFRB) to review police shootings and certain taser deployments for compliance with the Department's use of force policy and to identify potential training needs. The UFRB is comprised of four Deputy Commissioners and CPOC's Executive Director.

Before the UFRB meets to review a set of cases, CPOC's Investigation Division thoroughly examines each case. The review includes analyzing available body-worn camera footage, surveillance video, scene photographs, witness statements, and other evidence. Based on this review, the Investigation Division informs CPOC's Executive Director and offers recommendations on whether the use of force complies with PPD's policy.

The Director Of Investigations attends the UFRB meeting with the Executive Director, who votes on behalf of the agency. According to PPD policy, the board's deliberations and results are confidential.

JAMIE GAUTHIER Councilmember

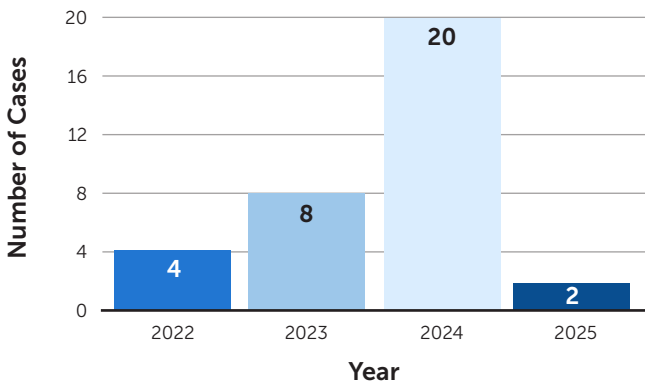
“The Trump Administration is destroying the integrity and independence of federal law enforcement. So now more than ever, Philadelphia needs to double down on building trust between our communities and local police. That's exactly what the Citizens Police Oversight Commission does — and why its mission to achieve accountability and transparency has never been more important.”

POLICE SHOOTINGS REVIEWED BY UFRB:

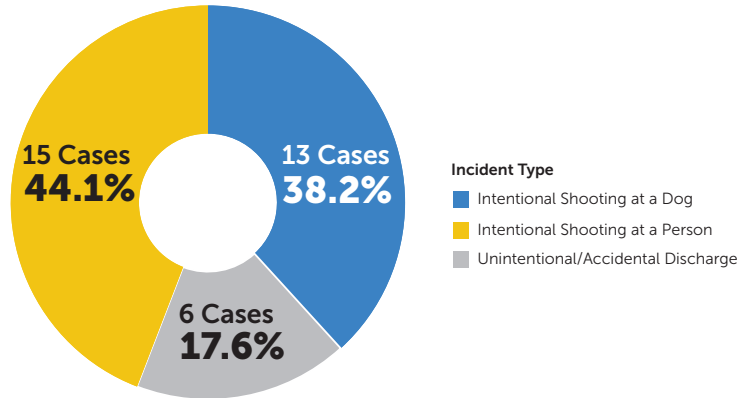
There were 34 police shootings reviewed by UFRB in 2025, which occurred between 2022 to 2025. Of the 34, six were accidental discharges.

The UFRB reviews cases of intentional shootings at people, dogs and deer, in addition to unintentional/accidental discharges and taser deployments. In 2025, there were no cases of taser deployments reviewed by the UFRB.

2025 UFRB Incident Distribution by Year



2025 UFRB Incident Distribution by Type

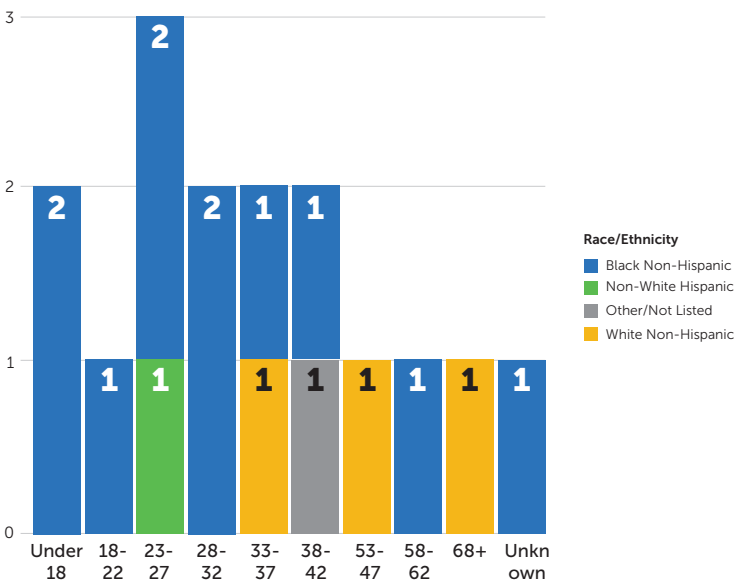


POLICE SHOOTINGS AT PEOPLE:

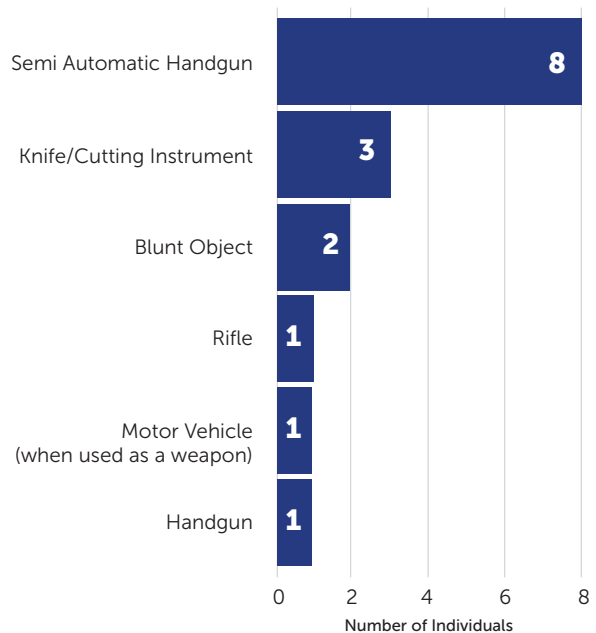
This section only includes intentional police shootings at people (subjects). There were 16 police shootings that were reviewed by UFRB in 2025. The subjects' demographic information, injuries, and weapons possessed at the time of the shooting are detailed below.

Demographics of Subjects

Race, Ethnicity, and Age of People Shot by Police in UFRB Cases

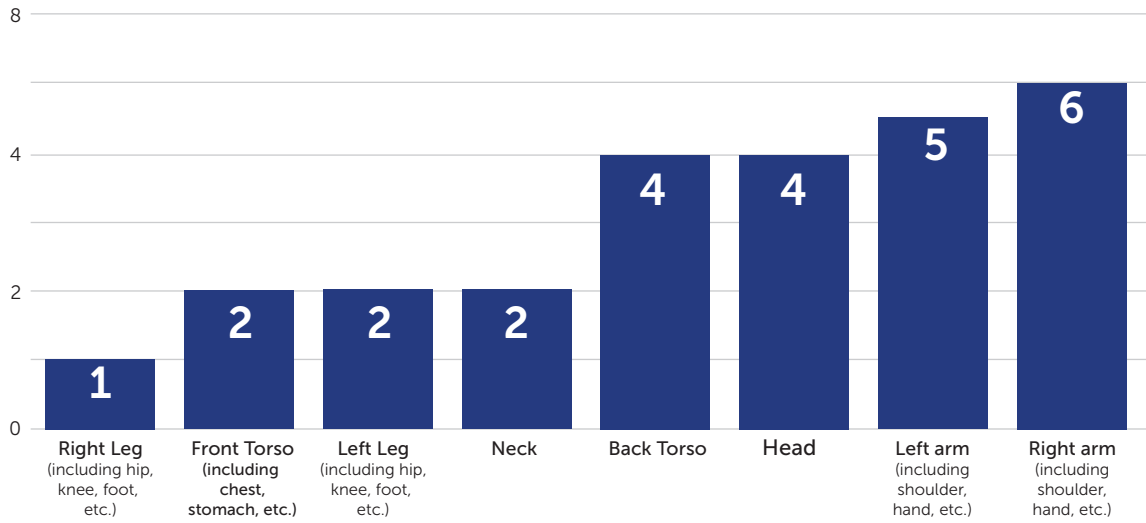


Weapons Possessed by Subject



Injury Locations of Subject

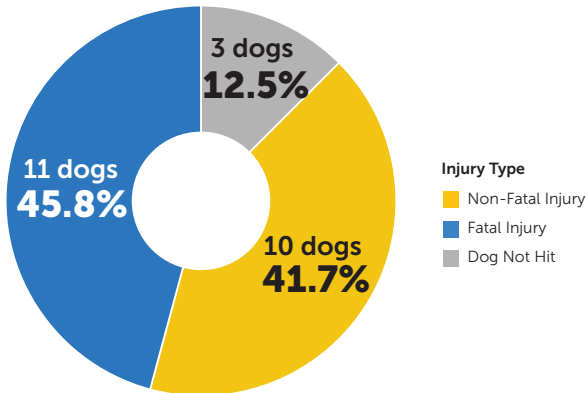
NOTE: Total injuries do not equal the number of individuals, as one person may have sustained injuries in multiple areas.



POLICE SHOOTINGS AT DOGS:

In the cases reviewed by UFRB in 2025, there were shots fired at 24 dogs.

Number of Dogs Injured

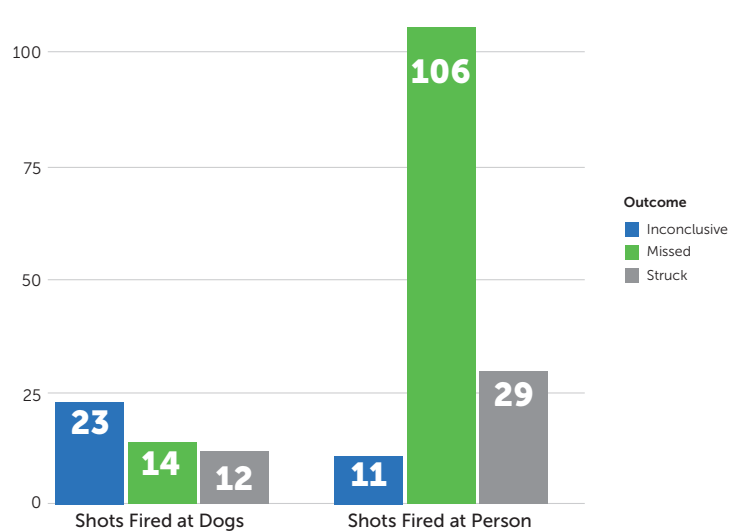


SHOTS FIRED BY OUTCOME:

This graphic below shows the total number of shots fired by officers in intentional shootings, broken down by those that struck a dog or person, missed their target, or were inconclusive. Inconclusive means the number of shots that struck a dog or person is unknown. This is caused by the subject of the shooting fleeing the scene or sustaining injuries that could not be measured in video footage or the medical examiner’s report. However, the investigation always shows with certainty the number of shots fired by the officer.

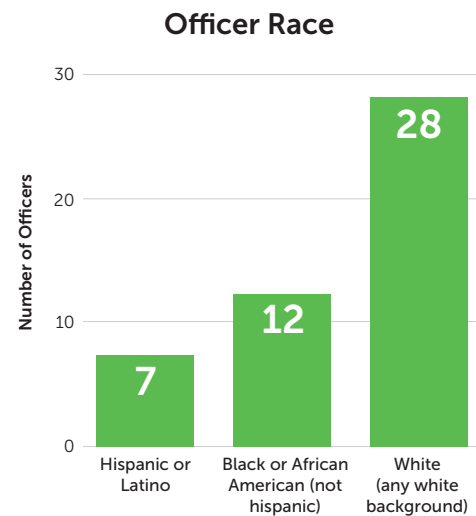
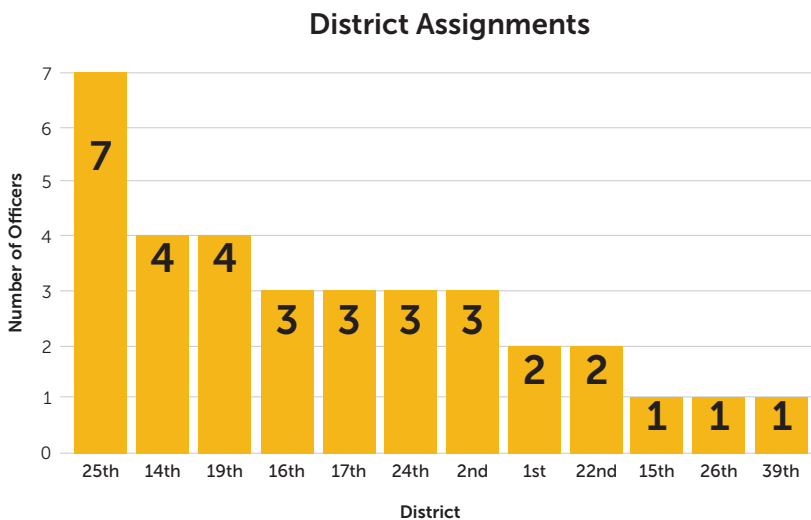
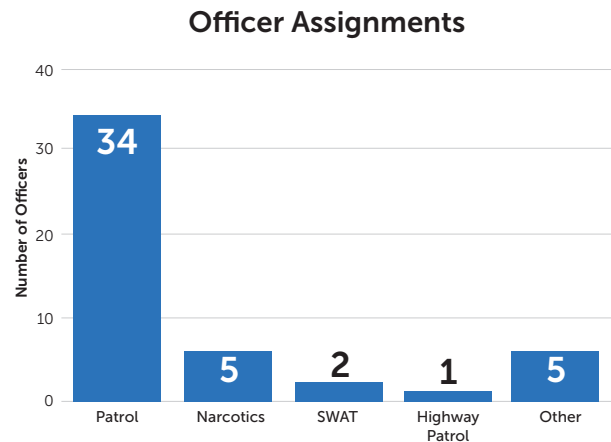
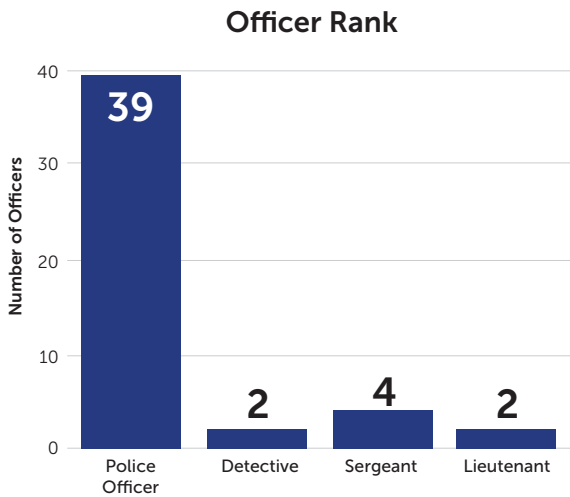
Shots Fired by Outcome

NOTE: Only includes intentional shootings



OFFICERS INVOLVED IN SHOOTINGS:

A total of 46 officers were involved in the cases reviewed by UFRB in 2025. This includes intentional and unintentional shootings. The graphics below show the officers' rank, unit assignments, districts, race/ethnicity, age/gender, and tenure at PPD at the time of the incident. The graphics below show results for 47 officers because one officer was involved in two incidents.

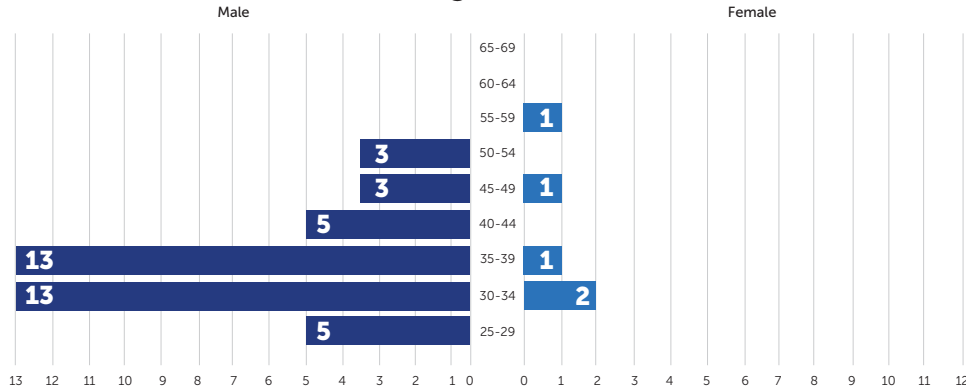


Note: PPD tracks race and ethnicity data using broad categories, without distinguishing between Hispanic and non-Hispanic individuals within racial groups. For example, PPD personnel data includes categories such as Black or African American (not Hispanic or Latino), Hispanic or Latino, and White - any White background. However, this classification does not differentiate between Hispanic individuals of different racial backgrounds, such as Hispanic Black or Hispanic White.

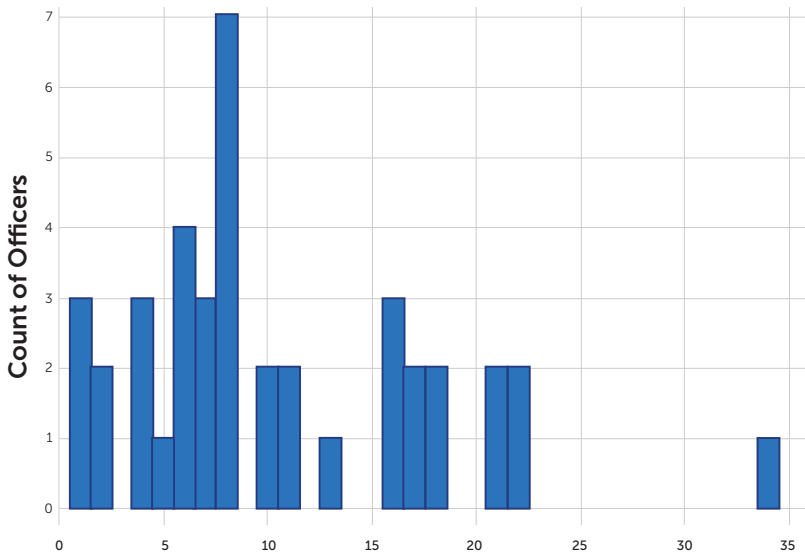
In contrast, CPOC categorizes race and ethnicity more specifically, distinguishing between Hispanic Black and Hispanic White to provide a more detailed understanding of racial and ethnic identities. This distinction helps to capture more granular demographic information, acknowledging the intersection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

Officer Age and Gender

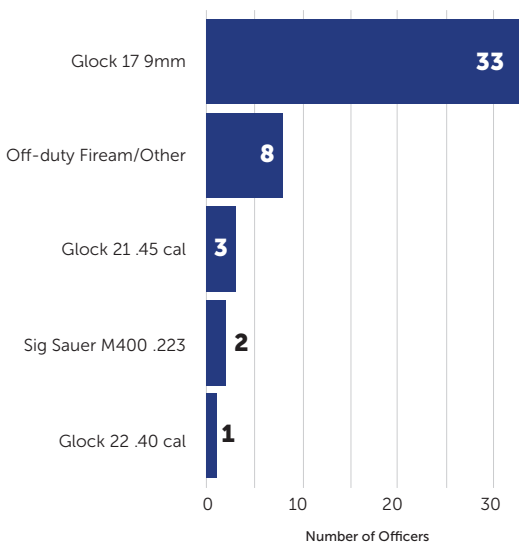


Officer Tenure at Time of Incident

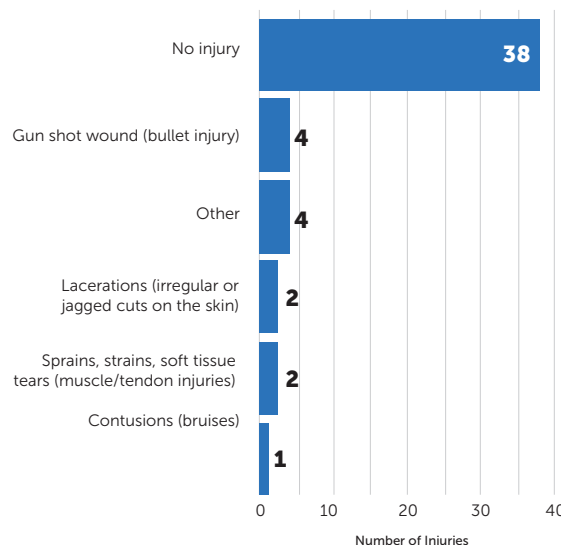


Note: Tenure was calculated based on tenure at the time of the incident. This measures how long an officer had served before the specific event occurred. It is calculated as the difference between the officer’s appointment year and the year of the incident, extracted from case records. This metric provides 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.

Officer Firearm Models



Officer Injury Descriptions



The visuals below show the firearms used by officers during the incidents and the injuries sustained by officers. Nine out of 47 officers (19%) sustained injuries in these incidents. Some officers sustained more than one type of injury.

PPD Discipline Process

When the Internal Affairs Division (IAD) investigates a complaint against police and determines that the officer(s) engaged in misconduct, they send the case to the PBI Charging Unit which determines the appropriate discipline charges for each sustained allegation.

Before a charging decision is made, the allegations raised in the complaint and the officer's conduct are reviewed by the PBI Charging Unit to propose a discipline outcome, in light of any discipline history. CPOC then reviews this recommendation and the investigative file. CPOC consults with the PBI Charging Unit captain and the PBI department advocate, as necessary, to try to resolve different perspectives on the charges or to request additional investigation by IAD, when needed.

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.

In 2025, CPOC reviewed:



From January 2025 to December 2025, CPOC staff reviewed 153 total complaints against police made by community members. The outcomes involved 244 individual PPD personnel. A total of 297 sustained allegations of misconduct were reviewed.

POLICE BOARD OF INQUIRY (PBI) HEARINGS

Process

Since January 2022, CPOC staff have been involved in the Philadelphia Police Department (PPD) discipline process by sitting and voting on the 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 attends the hearing 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 PPD Department Advocate prosecutes the case and the officer has legal representation (commonly a police union lawyer). Each side makes final statements to the panel, after which the panel meets privately to discuss the hearing.

Each panelist completes a separate verdict sheet to document whether they think misconduct occurred. 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 discuss their perspectives, but do not have to agree on an outcome. The verdict

sheets are later presented to the police commissioner, who makes the final determination on the officer’s discipline.

Some hearing panels that CPOC sits on are for Complaints Against Police (CAPs) submitted by members of the public. These CAP hearings are open to the public. CPOC also sits on hearing panels for internal investigations. These are investigations of police misconduct initiated by the police department, which are not open to the public. CPOC advertises the dates of public hearings on our social media, website, and on the agendas of our bi-monthly public commissioner meetings.

PBI HEARINGS DATA:

In 2025, CPOC monitored 196 scheduled PBI hearing dates across 154 individual cases. Because some hearings are rescheduled, a single case may have more than one scheduled hearing date. Of the 196 scheduled hearing dates, 174 (88%) did not take place as originally scheduled, while 22 (11%) proceeded as planned. Below is a breakdown of the reasons why PBI hearings did not proceed as scheduled.

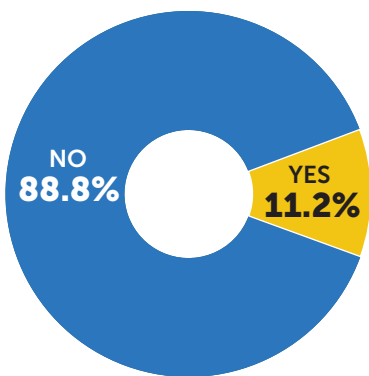
UNDERSTANDING WHY PBI HEARINGS DON’T OCCUR:

There are several reasons why a scheduled PBI hearing may not take place. Prior to a PBI hearing, an officer can plead guilty to the sustained allegations of misconduct. In that case, a colloquy is held instead of a hearing. A

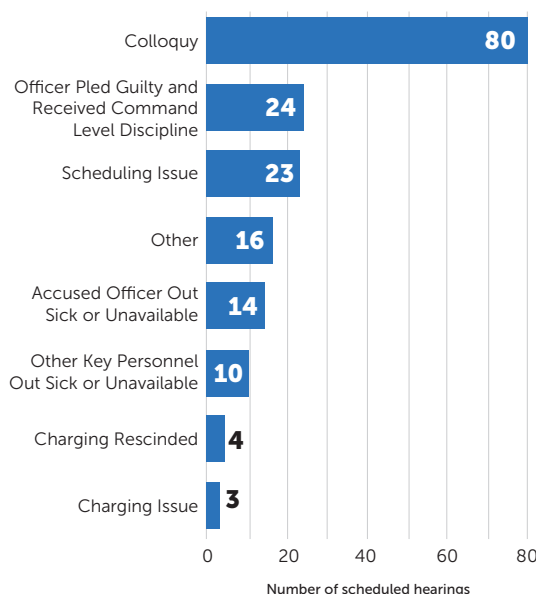
colloquy is a formal on-the-record proceeding in which the officer confirms the guilty plea. In some cases where the charges are considered lower level, the officer pleads guilty before the hearing begins, eliminating the need for the proceeding. Hearings may also be postponed or canceled due to scheduling conflicts, illness, or other unavailability of the officer or key personnel. In certain cases, there may be changes to the charges. Charges may be rescinded or amended, if an incorrect charge was initially filed or additional charges are added, which may require rescheduling the hearing.

Additionally, some cancellations are the result of scheduling 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, and gain valuable insight into the disciplinary hearing process.

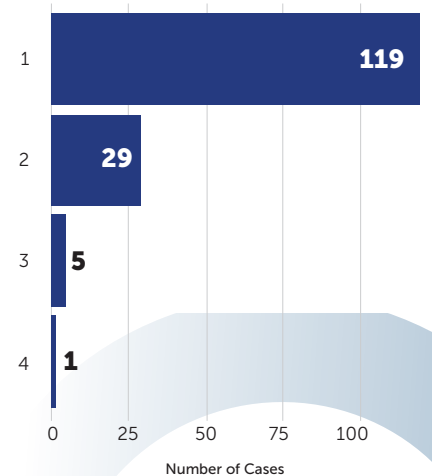
Did the PBI Hearing Occur as Scheduled?



Reasons Hearings Did Not Occur



Number of Scheduled Hearings per PBI Case (2025)



Legal

LEGAL SETTLEMENTS AND JUDGMENTS PAID FOR PPD MISCONDUCT

In FY2025 (July 1, 2024 – June 30, 2025), 58 lawsuits against the Philadelphia Police Department (PPD) involving claims of intentional police misconduct were resolved by settlement or judgments. The City of Philadelphia paid a total of \$22,540,998 in FY2025, which represents a decrease from FY2024, when the total was \$28,288,646.

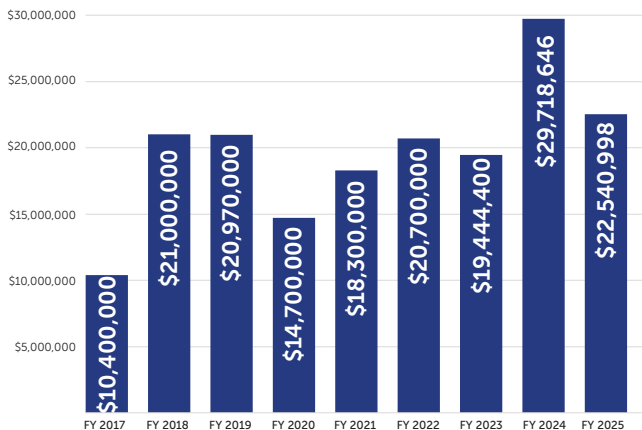
The annual settlement totals are the latest figures available. Revisions are possible when the Law Department reviews and reconciles this data. Data from FY17-FY22 was reported by the City Controller report, Review and Analysis of the Philadelphia Police Department and Other Related Police Spending, October 2022.

The FY2025 settlements represent incidents of police misconduct over several decades: the underlying events in these cases occurred between 1985 and 2024. The cases were filed between 2011 and 2025.

Five cases related to the death of a person, one of which was a child. Four of the five were fatally shot by police between 2016 and 2022, and one person died by suicide in police custody. These cases, ranging from nearly \$700,000 to \$3 million, totaled \$5,877,500.

Otherwise, the largest settlement amounts in the data involved wrongful convictions for murder which led to people being incarcerated for years for crimes they did not commit. Four of these cases—which were based on police misconduct such as fabricating evidence, physical abuse, and coerced false confessions—settled for \$7.875 million, \$4.2 million, \$1.955 million; and \$800,000. Three other wrongful conviction claims settled for \$210,000; \$200,000, and \$180,000.

Legal Settlements Paid



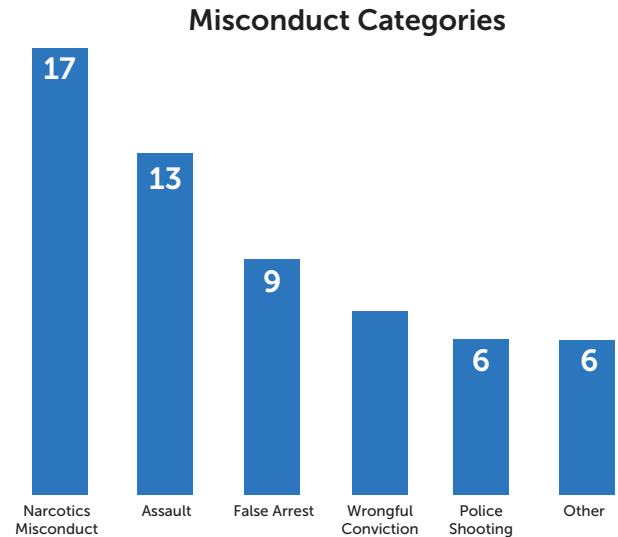
Continuing a trend from FY24, the largest category of cases in FY25 was misconduct by officers from the Narcotics Strike Force, which includes 17 cases, totaling \$356,500. The misconduct described in these cases spread over two decades: from 2003 until 2023. Many plaintiffs had been waiting for these cases to be resolved for many years, during which time, more information was publicly revealed about pervasive, criminal misconduct in the Narcotics Strike Force. The more recent cases involved PPD officers providing false evidence, which was subsequently exposed by surveillance video and as a result, people's charges were dismissed.

In FY25, unlike FY24, there were no settlements related to first amendment cases, off-duty incidents, or vehicle pursuits.

WHAT IS THIS DATA?

This data was provided to CPOC by the Law Department and case details were obtained from available public court records. Case information is based on documents filed by the parties in relation to the lawsuit, not on any other criminal or administrative records.

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.



CURTIS JONES, JR
Councilmember



Civilian oversight is not new to Philadelphia—but it is newly empowered,” said Councilmember Curtis Jones, Jr. “This day is about recognizing how far we’ve come and recommitting to a future where independent oversight is essential to public safety, transparency, and justice.”

Advocacy & Government Affairs

ADVOCACY IN HARRISBURG

In 2024, Executive Director Tonya McClary established a Government and Community Affairs Liaison role within the agency. This position serves as the primary bridge between the Citizens Police Oversight Commission (CPOC) and external stakeholders, including elected officials, government bodies, residents, and community organizations.

In 2025, a nationwide pattern emerged in which state legislatures passed laws limiting local civilian boards’ authority to investigate or supervise police misconduct. As this trend grew, it became clear that the role should extend beyond Philadelphia to track legislative and regulatory changes at the local, state, and federal levels and to evaluate their effects on CPOC and police oversight initiatives in Pennsylvania.

In 2025, Laila Khalil, the Government and Community Affairs Liaison, began spending time in Harrisburg, PA, to observe state-level efforts affecting policing. These initiatives included tracking funding for police agencies statewide and arbitration reform.

CIVILIAN POLICE OVERSIGHT DAY

On June 5, 2025, Philadelphia City Council unanimously passed a resolution recognizing the legacy and continued importance of independent civilian oversight of policing in Philadelphia and proclaiming June 9 as “Civilian Police Oversight Day” in the City of Philadelphia.

The resolution honors decades of advocacy and community-driven efforts to build stronger, more accountable systems of public safety in Philadelphia. It also acknowledges the historical and ongoing role of civilian oversight bodies in improving police-community relations and ensuring public trust in the city’s public safety infrastructure.

The resolution traces this history, including pivotal moments such as the police killings of George Floyd and Walter Wallace Jr., as well as the City’s own response to protestors in 2020, which led to significant settlements and demands for change. In naming June 9— the official date of CPOC’s establishment—as “Civilian Police Oversight Day,” City Council is marking a permanent commitment to transparency, accountability, and community-led public safety.

Philadelphia City Council’s approval of Police Oversight Day reflects the City’s recognition of the vital role independent oversight plays and reaffirms the public mandate to promote transparency, accountability, and trust in policing.

CURTIS JONES, JR Councilmember

“We’ve come a long way, moving from a ballot question to impactful commission. The future is bright.”

INDEPENDENT INVESTIGATIONS ADVOCACY

Although CPOC was tasked with conducting independent investigations of police misconduct through our enabling legislation, Philadelphia City Code, §21-1200, the police employment contract remains an obstacle to this function. The police employment contract is negotiated between the City of Philadelphia and the Fraternal Order of Police (FOP), Lodge 5.

On November 21, 2024, CPOC kicked off our advocacy by attending a City Council hearing about the new police employment contract which would start July 1, 2025. CPOC’s Executive Director Tonya McClary provided testimony on the importance of including independent investigations in the next police contract. City Council members, partners and community members all spoke on the need for CPOC to carry out this public mandate.

Our first goal was accomplished on December 31, 2024, when the City included CPOC investigations in their proposed terms, which were exchanged with the FOP. In contrast, the FOP proposed rolling back several transparency and accountability measures.

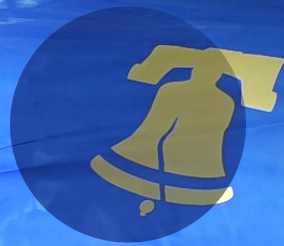
CPOC provided testimony to the Interest Arbitration Panel on May 20, 2025. General Counsel Catherine Twigg elicited testimony from Executive Director Tonya McClary, Director of Investigations Nicholas Kato, and Director of Auditing, Policy and Research Janine

Zajac. CPOC provided data about the need to improve legitimacy and trust in police, CPOC’s established track record of collaboration and excellence with the Department, and a plan for the careful, coordinated rollout of CPOC investigations. CPOC also provided two expert witnesses: Sydney Roberts, Senior Vice President of Law Enforcement Consulting at Jensen Hughes and Chief Theron Bowman, a national expert in policing and member of several federal monitoring teams. These former law enforcement leaders provided expert opinion on the value of civilian oversight for professional police departments.

The police employment contract for July 1st, 2025 – June 30th, 2027 was released on August 15th. The Interest Arbitration panel did not explicitly award CPOC contractual authority to conduct independent investigations and did not make any other substantive discipline reforms. While CPOC was not excluded from any of our current roles, it was a disappointing outcome.

FUTURE ADVOCACY

Independent investigations are central to CPOC’s mandate from Philadelphians. CPOC will continue to report to the public, listen to both civilians and officers, and fight for an oversight system that is independent, transparent, and worthy of the people’s trust.



Citizens Police Oversight Commission

CITY OF PHILADELPHIA



**Citizen Police
Oversight Commission**
CITY OF PHILADELPHIA

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