



Citizens Police Oversight Commission

# Monthly Report

September 3, 2024




City of  
Philadelphia



# Citizens Police Oversight Commission

The mission of the Citizens Police Oversight Commission (CPOC) is to oversee and investigate the conduct, policies, and practices of the Philadelphia Police Department (PPD).


CPOC currently:

- Receives complaints of police misconduct
  - Audits and monitors Internal Affairs investigations and police disciplinary processes
  - Sits and votes on PBI panels at police discipline hearings
  - Conducts oversight of police shootings
  - Analyzes police data
  - Develops policy recommendations and reports
  - Engages in outreach and training
- 



# Executive Director's Report

## UPDATE ON SEATING NEW COMMISSIONERS

- The Commission currently has 4-5 vacant seats.
  - Over the next several months CPOC staff will work with City Council—primarily Councilmember Curtis Jones, Jr.'s office, in an administrative capacity, to fill the vacancies.
  - The call for applications was sent out on August 2nd and the applications were originally due August 23rd. To give the community of Philadelphia more time to submit applications the deadline was extended to September 3, 2024.
  - The application is available online and there is also an option for people to complete a paper copy of the application for submission.
  - The application is available in English, Spanish, Mandarin, Haitian Creole, and Portuguese.
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# Executive Director's Report

## UPDATE ON SEATING NEW COMMISSIONERS (cont.)

### Selection Process:

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

### The Selection Panel appointees are:

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

CPOC will now be issuing a monthly complainant report summarizing the complaints received by CPOC and referred to the Internal Affairs Division (IAD) of PPD.

You can find the report on CPOC's website:  
<https://www.phila.gov/documents/citizens-police-oversight-commission-meeting-agendas-and-minutes/>



**Citizens Police Oversight Commission**  
CITY OF PHILADELPHIA

1515 ARCH STREET  
11<sup>TH</sup> FLOOR  
PHILADELPHIA, PA 19102  
(215)685-0891  
Phila.gov/CPOC  
CPOC@Phila.gov

## CPOC August 2024 Complaint Referral Report

These complaints were received by CPOC in the month of August and have been referred to the Philadelphia Police Department (PPD) Internal Affairs Division (IAD). All demographic data is collected as reported by complainants. These complaints only represent complaints submitted directly to CPOC and do not account for complaints filed directly with PPD.

Date Received	Demographics	PPD District	Summary
8/5/2024	M – B/AA	3rd	Complainant claims he was riding his bike in the bike lane on Washington Ave between 10th & 11th. He was approached by the officer he was told he would be receiving a citation for riding in the wrong direction in the bike lane. The complainant claims he was yelled at aggressively by the officer, who then stepped on his foot and grabbed him, pulling him so hard that his bicep was torn as a result.
8/5/2024	M – B/AA	24th	The complainant attests his former partner came to his house, which violated the PFA, and took his child whom he has custody of. The complainant alleges the detective did not investigate properly and alleges the detective dismissed the case as a "custody matter." The complainant alleges he feels the police did not take his case seriously.
8/7/2024	F – H	15th	The complainant has been harassed and stalked by an unnamed male, she has since relocated to another address for fear of her family's safety. The complainant called 911, and two officers and a supervisor from the 26th district responded. The complaint recalls the supervisor saying there was nothing they could do as the police are "reactive not proactive". The complainant went to the 15th district to follow up on her police report. The officer she spoke with, told her that the police report was incorrectly filed and did not include important details about the harassment and threats she was experiencing.
8/7/2024	M – B/AA	22nd	The complainant attests while traveling on his electric motorcycle a police vehicle with two officers pulled up next to him at a red light. One officer said, "Is that a gun on your hip?" he told the officer "No I do not have a gun on me". The complainant attests the officer then got out of the passenger side of the vehicle "aggressively" and reached near his gun holster also knocking over the motorcycle. The complainant ended up having a panic attack from the incident, but no paramedic was called, or any medical services offered.
8/8/2024	M – W	19th	Complainant called the 19th district to report that his neighbor's dogs had been barking excessively. Complainant reported that officers responded hours later and, because the dogs were no longer barking, failed to do anything except speak with the owners of the dogs. Complainant reported that there have been many




# Summaries of some recent complaints

Complainant claims he was riding his bike in the bike lane on Washington Ave between 10th & 11<sup>th</sup> Streets. He was approached by the officer he was told he would be receiving a citation for riding in the wrong direction in the bike lane. The complainant claims he was yelled at aggressively by the officer, who then stepped on his foot and grabbed him, pulling him so hard that his bicep was torn as a result.

The complainant attests his former partner came to his house, which violated a Protection From Abuse Order (PFA), and took his child, who he has custody of. The complainant alleges the detective did not investigate properly or take his case seriously, instead the detective dismissed the case as a “custody matter.”

The complainant has been harassed and stalked by a man. She has relocated to another address for fear of her family’s safety. The complainant called 911, and two officers and a supervisor from the 26<sup>th</sup> district responded. The complaint recalls the supervisor saying there was nothing they could do as the police are “reactive not proactive.” The complainant went to the 15th district to follow up on her police report. The officer she spoke with, told her that the police report was incorrectly filed and did not include important details about the harassment and threats she was experiencing.

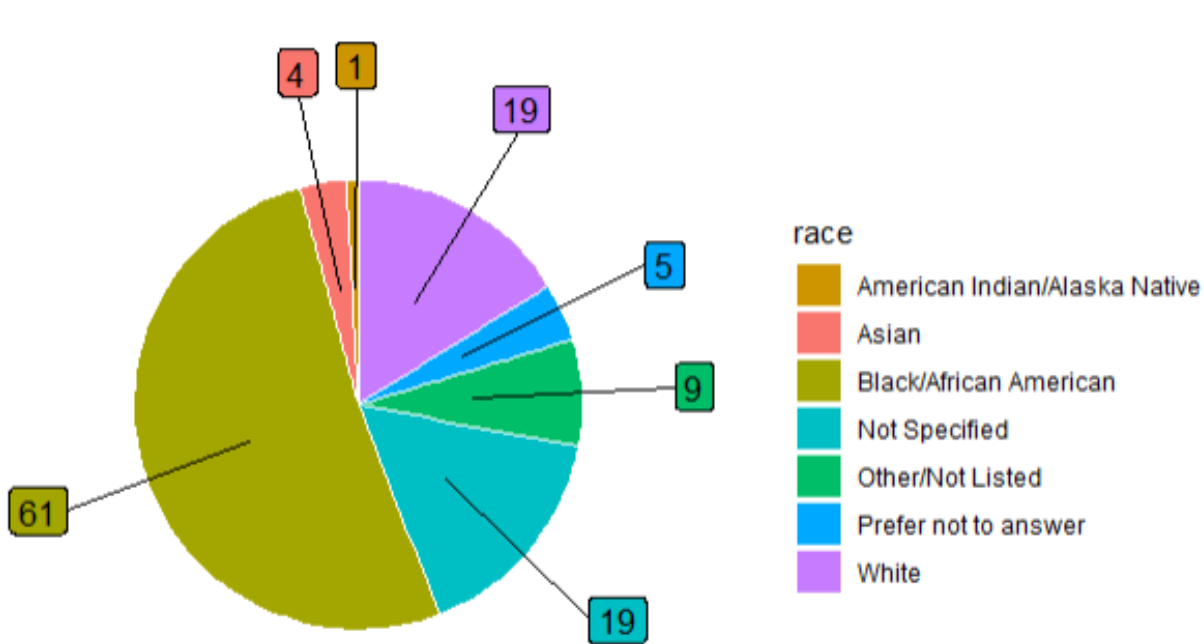


# Complaint Data: Demographics

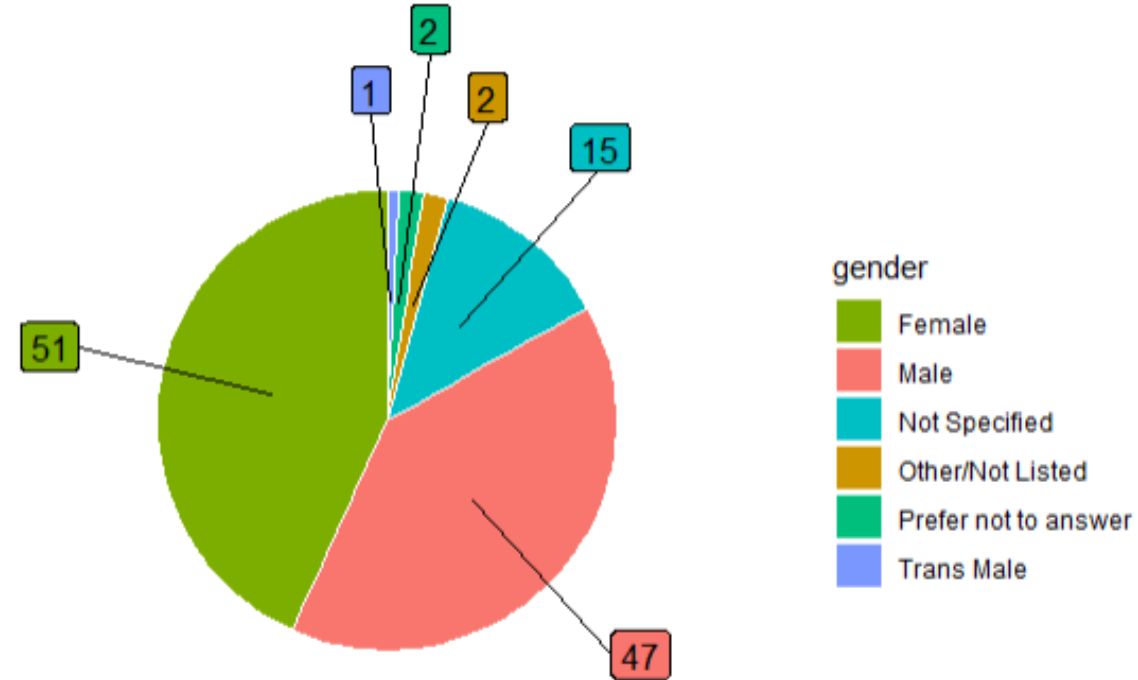
In the month of August 2024, CPOC referred 14 complaints to PPD's Internal Affairs Division (IAD). CPOC has referred a total of 118 complaints so far in 2024.

These charts show demographic data from 2024 complaints, as reported by complainants.

Race Distribution



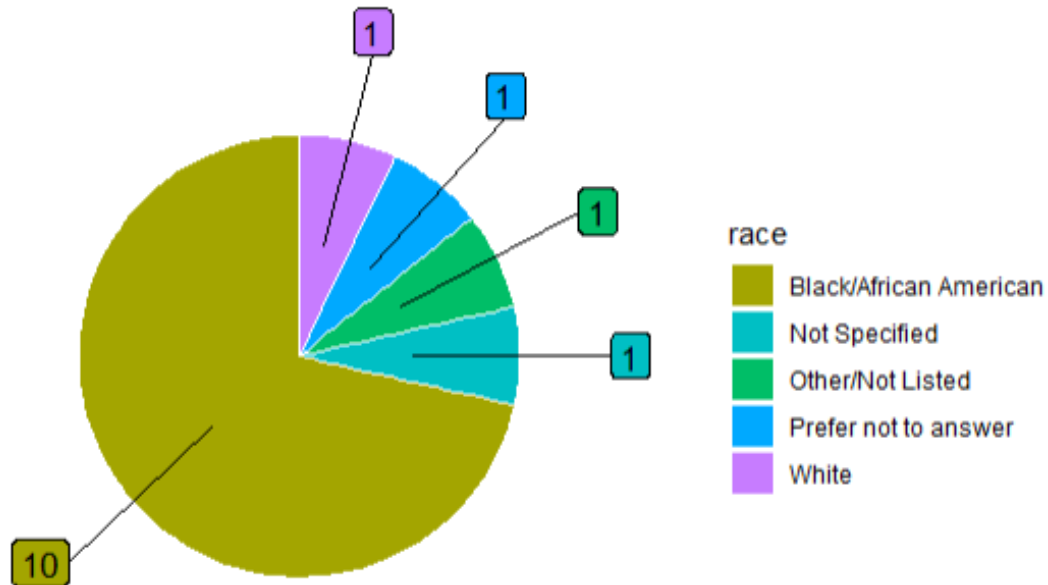
Gender Distribution



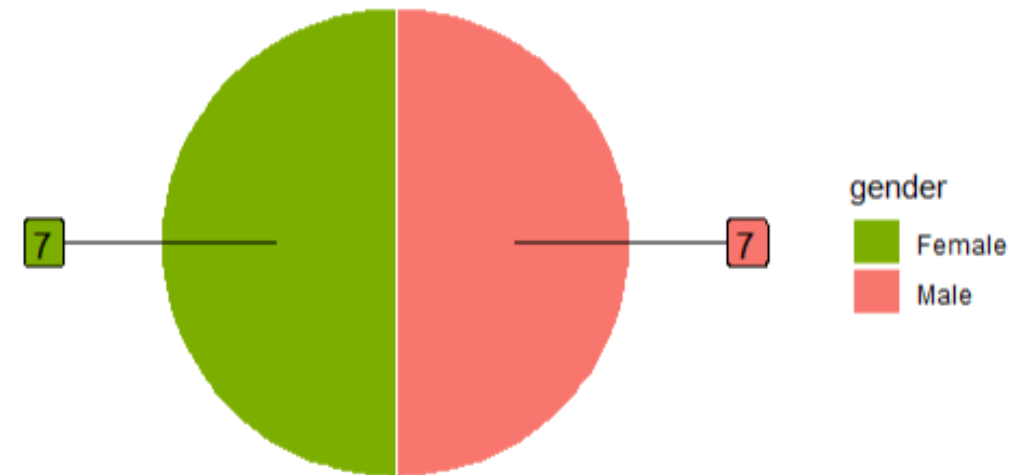
# Complaint Data: Demographics

These charts show demographic data from the 14 complaints received in August 2024, as reported by complainants.

Race Distribution - August 2024



Gender Distribution - August 2024





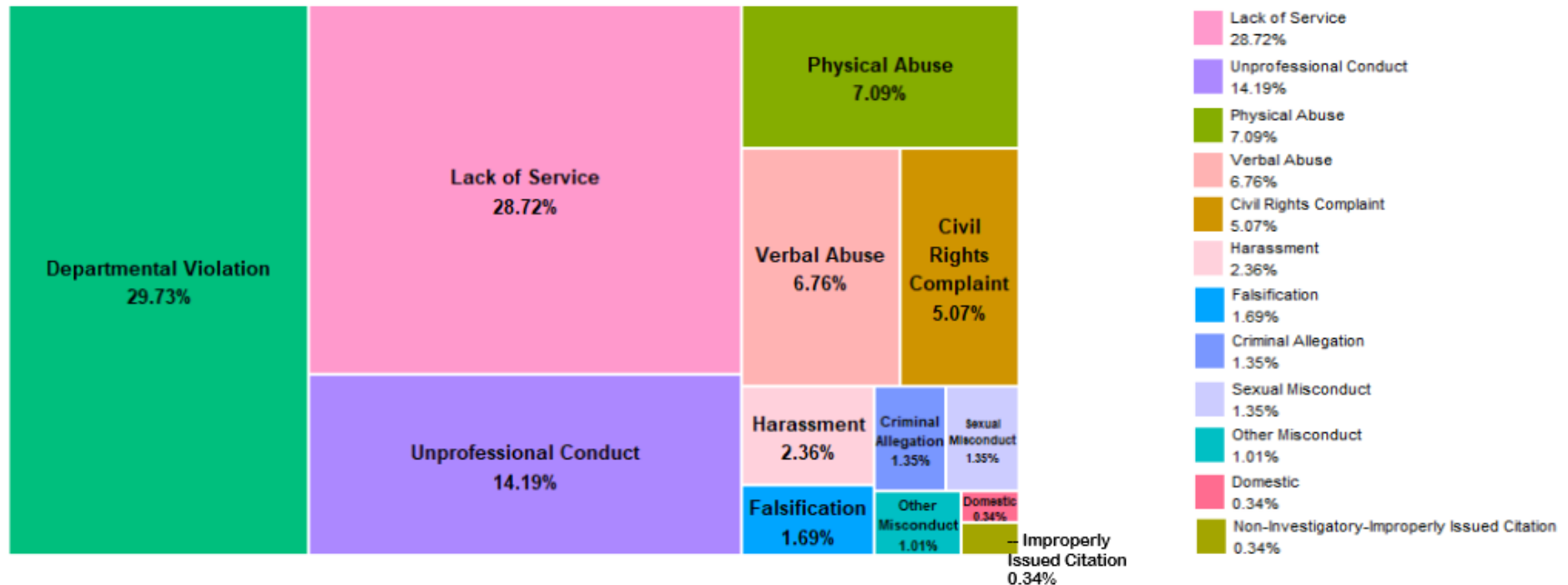
# Complaint Data: Allegations

Percentage of Allegation Types

Most allegations reported by complainants in 2024 to date are related to Lack of Service or Departmental Violations.

A single complaint can have multiple misconduct allegations.

More than a quarter of allegations are “Departmental violations” which are explained further on the next slide.

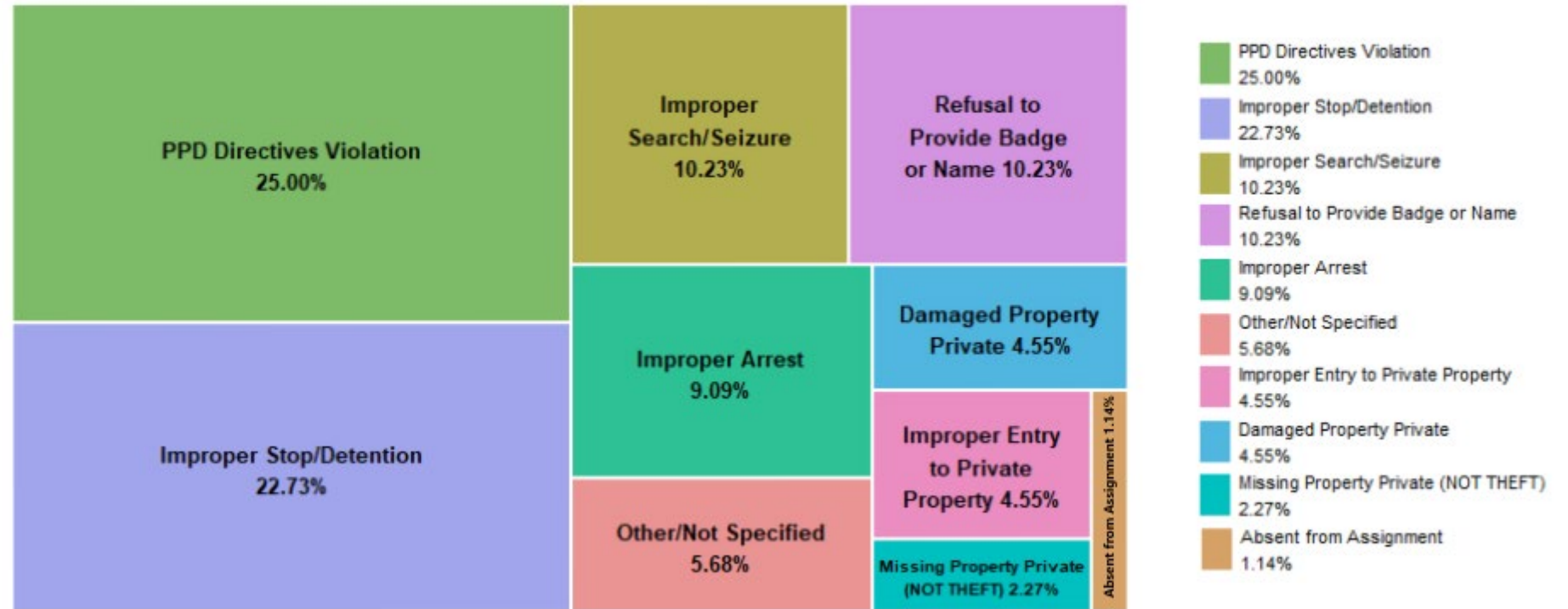


# Complaint Data: Department Violation subcategories

25% of allegations referred to IAD were Departmental Violations. This data shows the breakdown of each sub-category within the Departmental Violation Allegation type.

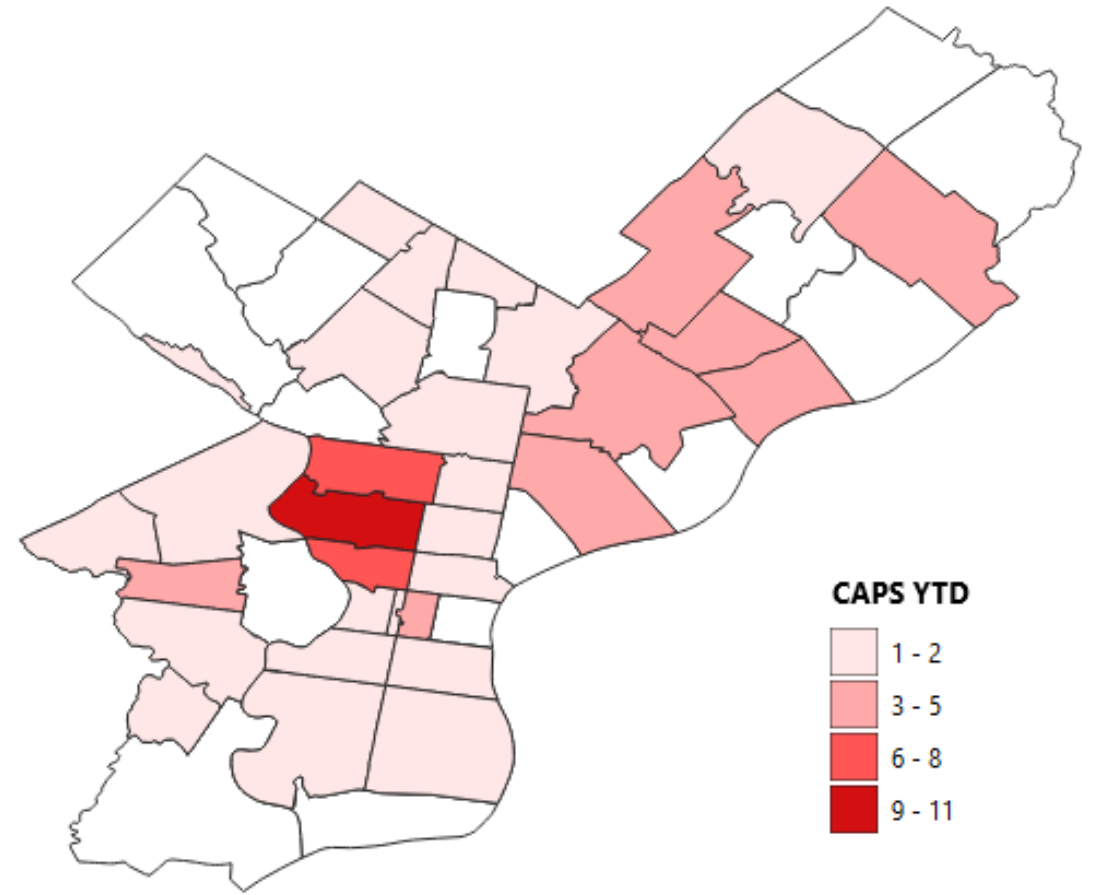
A single complaint can have multiple misconduct allegations.

Top 10 Sub Allegation Types



# Complaint Data: Map

This map shows the breakdown of where complaint incidents happened in 2024 so far, as reported by complainants.



# Policy Unit

The Policy Unit is actively driving progress on all ongoing policy projects and advancing key initiatives.

## Expanding Community Engagement and Strategic Partnerships:

- Engaged with emerging African leaders at the Mandela Washington Fellowship Luncheon on 8/29, highlighting a decade of leadership development and collaboration through the Young African Leaders Initiative (YALI).
- Facilitated meaningful discussions on justice and reform with Mandela Washington Fellow Chirelle at the Eastern State Penitentiary Historic Site, leveraging unique insights from both local and global perspectives.






# Policy Unit

## **Expanding Community Engagement and Strategic Partnerships (Continued)**

- We will be participating in the 2024 Immigrant and Refugee Fair on 9/25, organized by I Belong Philly in partnership with the Nationalities Service Center (NSC), the City of Philadelphia Department of Labor, and more, to forge essential connections for the Language Access Project, which aims to enhance language access and inclusivity in public services.
- Attending the Philadelphia Committee on City Policy's Luncheon on 9/20, where we will welcome PA Rep. Jordan Harris for an insightful discussion on community engagement and policy development.

## **Collaborative Research for Better Outcomes**

- Policy team members have been working alongside the outreach team to better understand the current relationship between PPD and various human service entities. The research group is specifically looking to understand the current needs of groups most impacted by changes in recent PPD enforcement protocols in efforts to improve their relationships with law enforcement.
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# Policy Unit

## Explainers Initiative

The Policy Unit has developed a series of explainers designed to educate the public and raise awareness on key issues. The explainers often provide an overview of the Philadelphia Police Department Directive relating to the topic. Explainers address problems and provide resources to assist with community concerns and challenges. Blog posts and infographics are often created and presented along with the explainers to highlight key information and are used as visual elements.

We have several explainer updates that will be published soon!



### PPD Policy Regarding Resident Citizenship Status

Philadelphia is home to a diverse population of immigrants, which make up approximately 15% of the city's population. Regardless of a person's immigration status, they are entitled to a high quality of life, and the ability to build roots in their community.

As such, the City's leadership has examined their policies and practices to ensure that immigrant communities in Philadelphia have access to all City services. These efforts allowed the City of Philadelphia to receive an official designation as a Certified Welcoming City by Welcoming America, one of only twenty-one cities in the country.<sup>1</sup>

Ensuring access to City services includes those provided by the Philadelphia Police Department (PPD). Immigrants in Philadelphia may need to call the police or encounter PPD members in various circumstances. Regardless of one's immigration status, they should feel safe interacting with PPD members without fear of their information being shared with the US Immigration and Customs Enforcement (ICE).

Many immigrants may have rightful concerns about calling the police or interacting with a police officer in other settings. Concerns such as being deported or being singled out within their community may keep them from calling 911 when they are in danger or need emergency services. These fears further the divide between the public and law enforcement and cause many crimes to go unreported within immigrant communities.


It is important that immigrants in Philadelphia know what to expect when interacting with the PPD. This document serves to educate the public on the policies PPD members operate under when encountering immigrants as victims, witnesses, complainants, suspects, or arrestees.

#### City Policy Regarding Immigration and Customs Enforcement in Philadelphia

In 2016, Mayor Kenney signed Executive Order 5-16, which governs how City agencies will honor detainer requests from ICE. Agencies are limited in the type of information they can share regarding immigrants taken into custody and held by the City of Philadelphia.



# Policy Unit

- **Self Help Evictions Explainer (Illegal Evictions)** – A document which explains self-help evictions and provides an overview of the Philadelphia Police Department’s Policy Directive 3.17 (Prohibition Against Self-Help Eviction Practices: Philadelphia Code 9-1600). The document also includes resources for tenants in Philadelphia.
  - **Protection From Abuse (PFA) Explainer** – A policy and practice explainer regarding PFA highlighting things to know pertaining to the restraining orders.
  - **Domestic Abuse Explainer** – A document which discusses Domestic and Intimate Partner Violence and describes the Philadelphia Police Department’s response to domestic incidents. The document also provides resources for residents who are victims or survivors of abuse.
  - **Vehicular Accidents Explainer** – A document which informs citizens on what to expect when crashes are reported to PPD including the responsibilities of law enforcement. An overview is provided regarding PPD Directive 9.6 (Vehicular Accidents).
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# Auditing & Monitoring Unit

The Auditing unit is continuing to conduct regular audits of Complaints Against Police (CAPS).

CAP audits are systematic reviews of PC memos, which are reports of closed IAD investigations. We review the PC memos to assess the quality, thoroughness, and objectivity of the report and the investigation.

The first auditing report was released in July and we had a great community townhall on 7/23/24!

- We reviewed CPOC's complaint intake/referral process and IAD investigations/outcomes
  - We presented the findings on CAPs received between March and June 2022.
  - Full video is available on our YouTube site
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# Auditing & Monitoring Unit

## Update to auditing:

Audits in real time! Pilot program began 7/2/24.

This allows civilian oversight staff to review investigations while they are still open and give feedback about things we think could be improved.

We use the same series of questions to assess each case so that our reviews are consistent

This is still a workflow process that is being developed as we go.

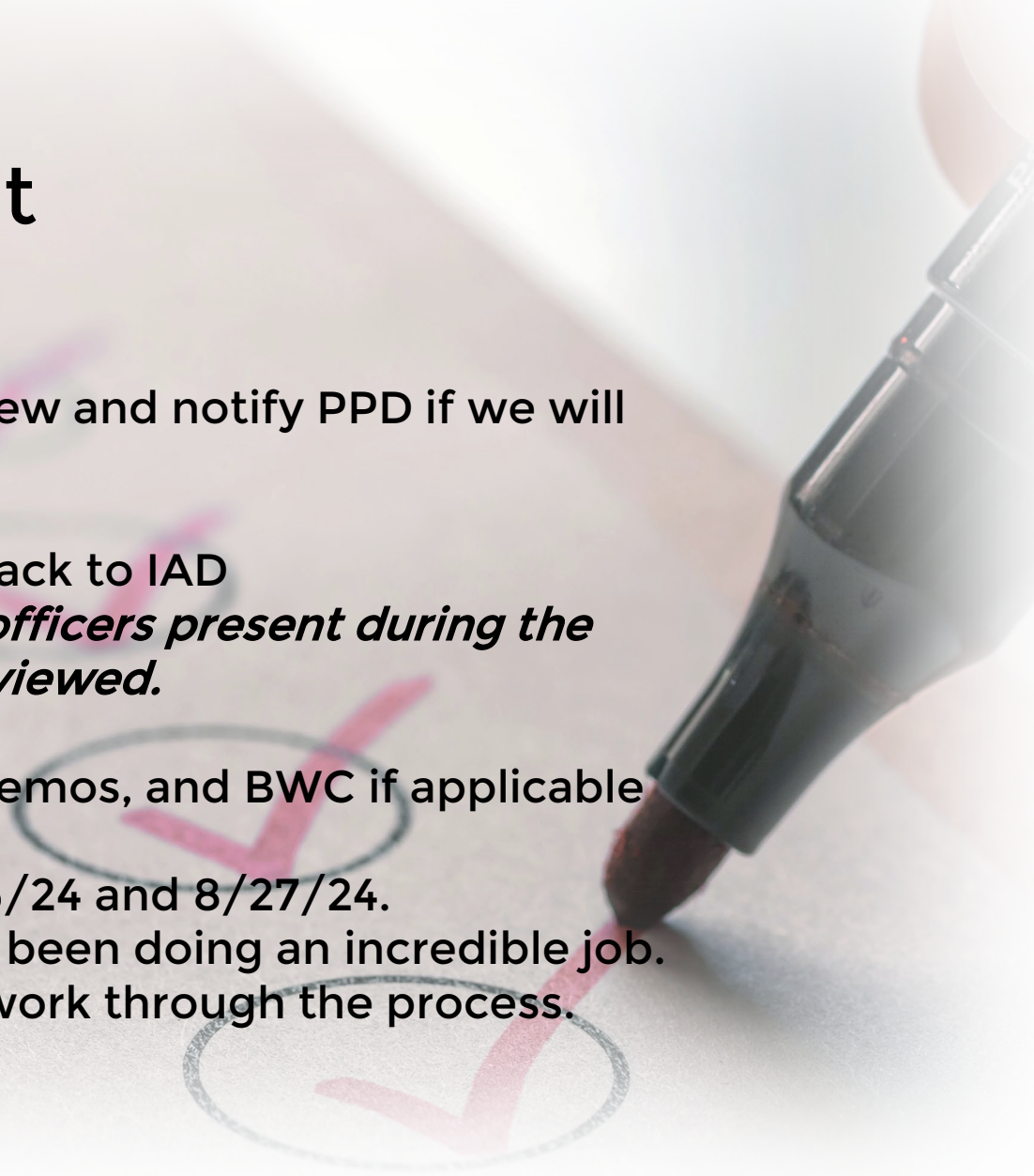


This new auditing program is:

- Unprecedented
- Impactful
- Cooperative
- In development



# Auditing & Monitoring Unit

- Began receiving files on 7/2/24
  - Our team has 10 business days to complete our review and notify PPD if we will provide feedback
  - We send specific recommendations for each case back to IAD
    - Example: *The investigator should interview all officers present during the incident, or explain why officers were not interviewed.*
  - Reviews Includes all case file materials, interview memos, and BWC if applicable
  - We completed 36 reviews and memos between 8/6/24 and 8/27/24.
    - This is A LOT of work and the auditing team has been doing an incredible job.
    - This has been the main focus of the unit as we work through the process.
- 

# Auditing & Monitoring Unit – 36 audits

- 5 out of 36 cases were not completed within 90 days
- Those 5 all had reasonable explanations for the delay in investigations
- This aligns with the 80+% 90-day compliance day rate reported by PPD recently.



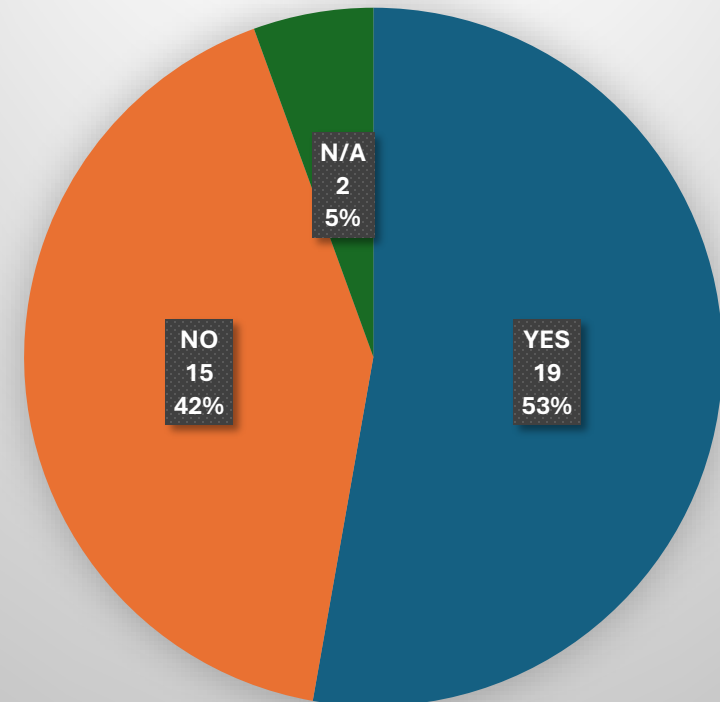
# Auditing & Monitoring Unit – 36 audits

IAD policy states that investigators must make the following contact attempts:

- E-mail
- at least one documented telephone call
- a 75-48 written message delivered by a uniformed officer (if in Philadelphia)
- IAD form letters sent by certified and 1st class U.S. Mail

Sometimes the PC memo states that only some of these attempts were made. In other instances, the PC memo does not clearly state whether all potential witnesses were identified and/or contacted.

Did the investigator make required attempts to contact all civilians?



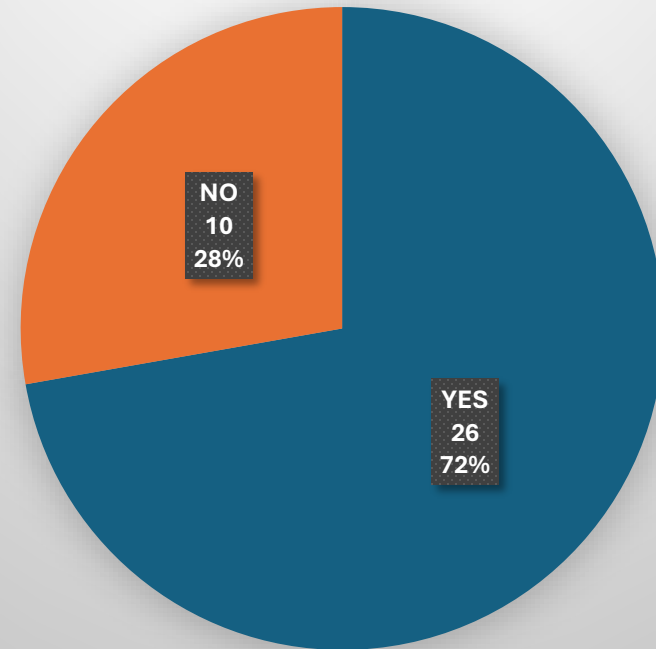
# Auditing & Monitoring Unit – 36 audits

In most (72%) of the cases reviewed, the allegation findings were logical and reasonable.

When they were not (28%), we prepared memos to recommend changes.

Sometimes this was because a “not sustained” finding was used, but there was enough evidence to determine what happened and whether an officer’s actions were in policy.

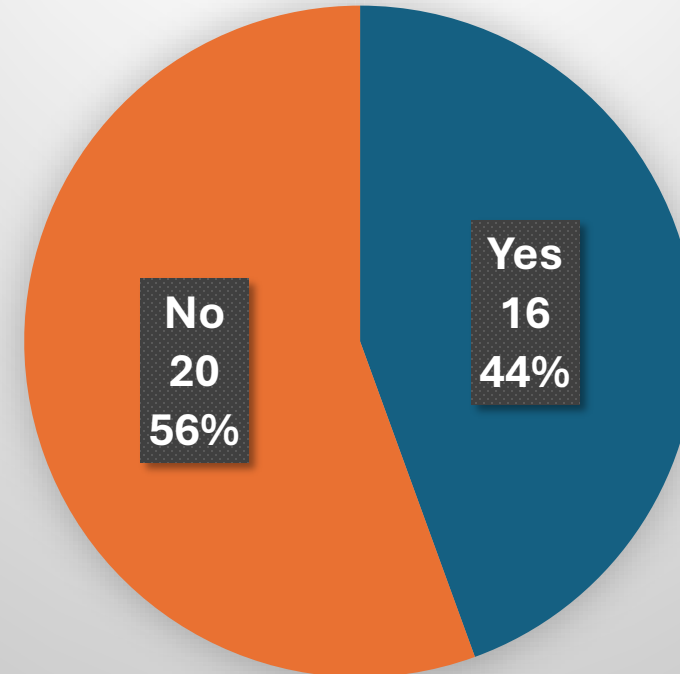
Are the allegation findings on the conclusions page logical and reasonable based on the analysis and evidence?



# Auditing & Monitoring Unit – 36 audits

- Looking to see that every allegation the complainant made in their initial complaint and/or interview is addressed and given a finding.
- Audits also check for administrative violations not alleged by the complainant
- Consistent with last month:
  - ◀ In July, out of 20 cases reviewed: 11 (55%) did not address all allegations, 9 did (45%)

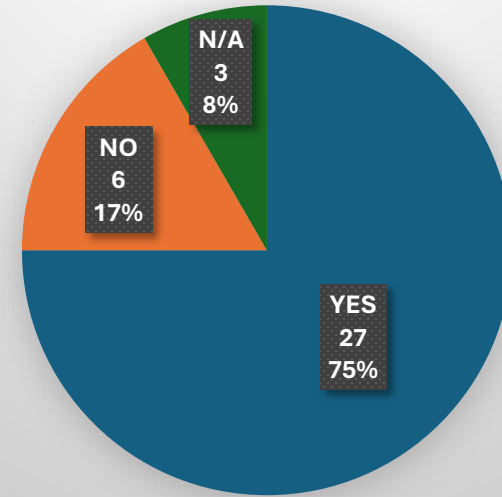
Were all allegations addressed on the conclusions page?



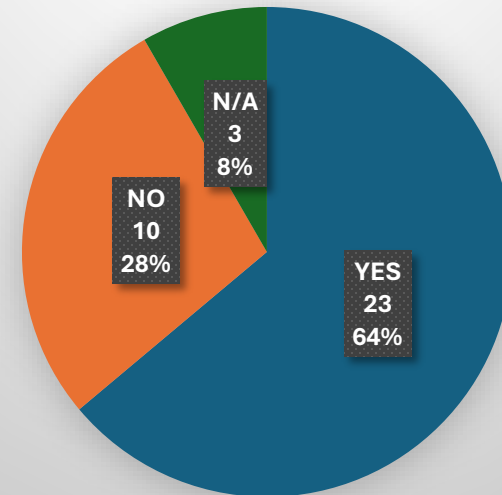
## (Continued)

- Even though all allegations may not be addressed on conclusions page, we noted that investigators typically (75% of cases) ask about all allegations in interviews.
- However, some officer interviews lack proper follow-up questions to clarify what occurred or their role in the allegation.
  - Ex. “Were you rude to the complainant?” technically addresses the allegation, but without follow-up questions, it does not clarify anything.

Do officer interviews address all allegations made by complainant?



Did the investigator ask appropriate follow-up questions in officer interviews?



# Auditing & Monitoring Unit – 36 audits

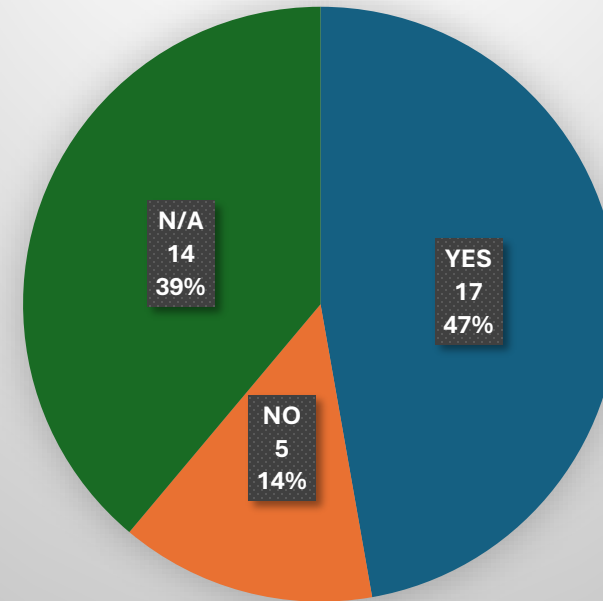
With access to BWC video, auditors can review and determine if investigator accurately summarized the video in the final report.

This can help when assessing things like tone – a civilian perspective can be different from that law enforcement.

The summaries of video impact the outcome of the case, so accuracy is crucial.

Auditors can also determine if other violations are captured on video that should be addressed.

Did the investigator accurately summarize all video recordings?

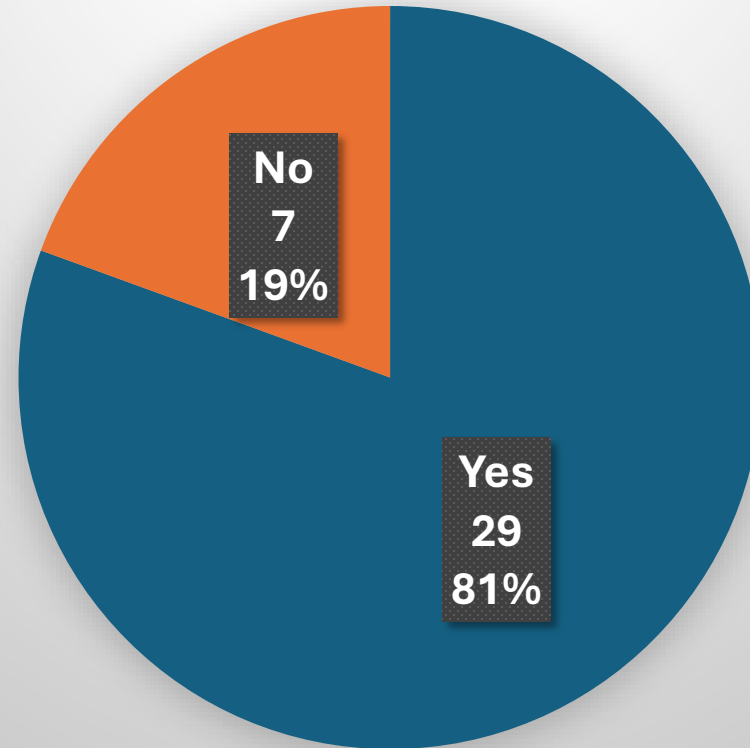




# Auditing & Monitoring Unit – 36 audits

- Of the 36 cases reviewed since the last CPOC meeting, we had feedback for 29 cases.
- ◀ In July, out of 20 cases reviewed:
  - 10 (50%) needed feedback
  - 10 (50%) did not
- Feedback memos go to IAD and to the office of the Deputy Commissioner over IAD.
- Memos go to investigators so they can update the files.

Did CPOC Review Result in feedback?





# Auditing & Monitoring Unit

## Goals of the file reviews:

- Report on our work to the public and to the PPD
- Collect data on our case recommendations and if they are impactful
- Use data to generate process recommendations to IAD based on trends

Developing smart data collection and reporting takes time and troubleshooting, so this will continue to be in development but in the meantime, we will keep reviewing files and making recommendations for individual cases.





# Investigation Unit: Police Shootings (August 2024)

There were no police shootings of people in the month of August 2024. In 2024 so far, there have been nine police shootings. This total includes every time a PPD officer(s) discharges their firearm at a person.

The Investigations Unit has developed a website to update the public on police shootings shortly after they occur:

<https://www.phila.gov/documents/list-of-police-shootings-and-incident-summaries-2024/>.






# Investigation Unit: Monitoring

The Investigations Unit monitors active civilian complaints.


Monitoring includes:

- Reviewing the complaint material
  - Discussing the investigation with IAD investigators
  - Reviewing body-worn camera footage and other video evidence
  - Attending and participating in IAD-led interviews
  - Providing subsequent analysis after the IAD investigation is complete
- 



# Investigation Unit: Monitoring

Examples of the types of cases being monitored:

- Complainant alleged that police entered and searched his residence without permission or justification. The police activity was allegedly captured on the complainant's surveillance camera.
  - Complainant alleged that officers did not appear at court proceedings for a car theft case. Complainant alleged that the failure to appear resulted in the case being dismissed.
  - Complainant alleged he was approached on the street by patrol officers and asked if he had any weapons. According to the complainant, the officer gripped the complainant aggressively and searched him. Complainant claimed the officer grabbed his private area during the search.
  - Complainant alleged police conducted a traffic stop of his vehicle, and that the officers improperly searched the vehicle and used excessive force during the stop.
- 



# Outreach & Training Unit

The Outreach & Training Unit is tasked with handling incoming complaints, providing constituent services to city residents who need resources and connection with other city services, community education and training of staff, as well as engaging with the many diverse communities of our city. We create content and manage all social media pages for the agency, and we accept and respond to media inquiries.

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



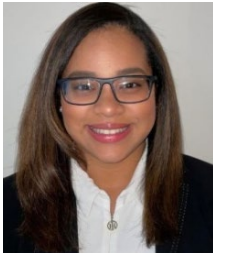
**TALEAH GRIMMAGE**  
Director of Outreach & Constituent Services

**JULIAN JORDAN**  
Community Outreach & Constituent  
Services Specialist



**DAMON GREEN**  
Training & Outreach Manager

**GIRIANA HERNANDEZ**  
Bilingual Community Outreach &  
Constituent Services Specialist



**JODIE EICHEL**  
Social Media &  
Communications Officer



# Outreach & Training Unit

## CPOC HOSTED OUR 2024 MANDELA WASHINGTON FELLOW CHIRELLE LAU TEE



For the month of August, CPOC Hosted Chirelle Lau Tee, a Police Officer and Forensic Psychologist from Seychelles!

In addition to learning about Civilian Oversight and Community-Police Relations, Chirelle met with and learned from professionals at:

- **The Office of Police Commissioner Kevin Bethel**
  - **The Medical Examiner's Office**
- **WOAR Philadelphia Center Against Sexual Violence & Special Victims Unit**
  - **PPD Homicide Unit**
  - **Mental Health Court**
- **PPD Crime Scene and Forensic Science Unit**
  - **PPD Police Training Center**
- **PPD Behavioral Health & Crisis Response Team**
- **PPD Employee Assistance & Peer Counselor Team**
- **Children's Hospital of Philadelphia Center for Autism Research**
  - **Norristown Police Department**

# Outreach & Training Unit

## CPOC OUTREACH GAVE OVERSIGHT LECTURE TO PPD RECRUIT CLASS # 403



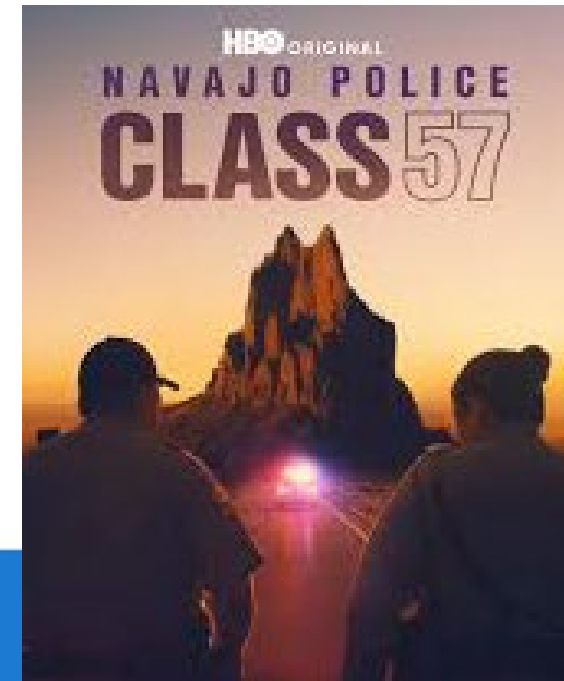
Before each PPD recruit class graduates, CPOC Outreach Team gives an Oversight lecture to the recruits before they receive their district assignments and begin their tours of service.

This 2 Hour course provides an opportunity for recruits to learn and discuss:

- **Oversight 101: Dispelling Myths and Rumors**
- **Why recruits chose careers in law enforcement**
  - **CPOC History in Philadelphia**
  - **CPOC Role in Disciplinary Process**

CPOC Outreach Team also watches the Max Documentary Navajo Class 57 with recruits and later discusses:

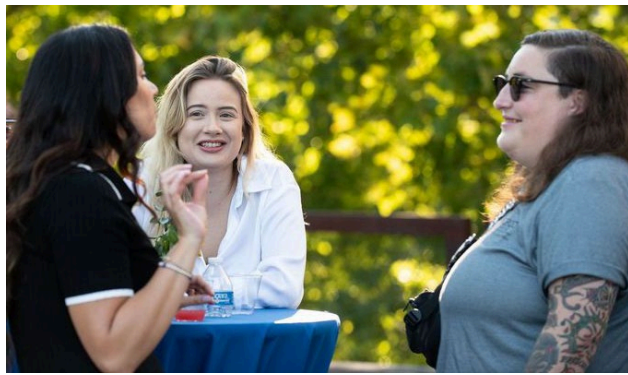
- **Similarities seen in Recruit Experiences Nationally**
- **How Police Departments Attract and Retain Officers**
  - **Ways to improve Community Police Relations**





# Outreach & Training Unit

## CPOC OUTREACH TEAM HELD OUR AMAZING "RIGHT TO DRIVE" COMMUNITY TOWNHALL



CPOC had an amazing discussion on Policing & Traffic Stops. This event featured Valerie Castile and Jacquelyn Carter as well as Philly's own Councilmember Isiah Thomas. Teresa Lundy from TML Communications moderated the discussion.

The event included a spoken word performance and community reflections from our partners in the Mayor's Offices of LGBT Affairs, Latino Engagement and Black Male Engagement. We also provided all attendees with a "Not Reaching Pouch". Please reach out to CPOC if you'd like a pouch.





**STATE REP. BURGOS  
197<sup>TH</sup> DISTRICT COMMUNITY DAY**



**OUTREACH TEAM GAVE COMPLAINT INTAKE TRAINING TO  
CENTRAL DIVISION VICTIM SERVICES**

**TRAINING INCLUDED:**

- Filing Police Complaints w/ CPOC
- What to Expect During Internal Affairs Division Interview
- Community Mediation Program
- Police Board of Inquiry



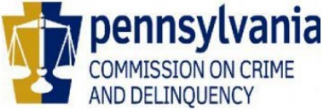
**OUTREACH TEAM ORGANIZED STAFF TRAINING  
FROM PA OFFICE OF VICTIM SERVICES ON**

**VICTIMS COMPENSATION ASSISTANCE PROGRAM (VCAP)**

The Victims Compensation Assistance Program helps victims and their families through the emotional and physical aftermath of a crime by easing the financial impact placed upon them by the crime.

**VCAP provides reimbursement for:**

- Medical Expenses, Loss of Support
- Counseling, Stolen Cash Benefits
- Loss of Earnings, Relocation Expenses
- Funeral Expenses, Crime-Scene Cleanup



## UPCOMING OUTREACH EVENTS

SEPT 3RD- DEADLINE TO APPLY TO BECOME A CPOC COMMISSIONER

SEPT 7TH- SOCKS FOR THE STREETS RESOURCE FAIR

SEPT 8TH- FERIA DEL BARRIO CELEBRATION

SEPT 13TH- COUNCILMEMBER O'ROURKE JUSTICE IMPACTED RESOURCE FAIR

SEPT 17TH -MONTHLY TOWNHALL IN HONOR OF HISPANIC HERITAGE MONTH

SEPT 18TH- PPD CIVILIAN POLICE ACADEMY BEGINS (APPLICATIONS ARE BEING ACCEPTED NOW!)



Socks For The Streets & 8th PDAC



### COMMUNITY RESOURCE FAIR

"Come out and join us for our Northeast Community Resource Fair! Connect with local organizations, discover valuable resources, and enjoy a day of community fun and support."

**DATE**  
Sept 7, 2024

**TIME**  
10AM TILL 2PM

**Location**  
Christ the King School  
3205 Chesterfield Rd,  
Philadelphia, PA 19114

**CONTACT INFORMATION**  
8THDISTPDAC@GMAIL.COM  
SOCKSFORTHESTREETS@GMAIL.COM  
215-939-2569



Celebrating in Community

# 40<sup>th</sup> FERIA DEL BARRIO 2024

Music • Art • Dancing • Food • Culture

**SEPTEMBER 8  
12PM - 4:30PM**

**FREE ENTRY**

AT TALLER PUERTORRIQUEÑO | 2600 N 5TH ST  
NORTH FIFTH STREET BETWEEN HUNTINGDON AND LEHIGH



FERIDELBARRIO.ORG

## WORKING FAMILIES JUSTICE-IMPACTED COMMUNITY RESOURCE FAIR

**FRIDAY, SEPTEMBER 13<sup>TH</sup> | 10:00 AM - 2:00 PM**

HONICKMAN LEARNING CENTER COMCAST TECHNOLOGY LABS  
1936 W. JUDDSON STREET, PHILADELPHIA, PA 19121

Second-chances and even more opportunities to get connected, be empowered and thrive in Philly!

Join us for our exciting inaugural community resource fair for justice-impacted individuals and their families! Find awesome opportunities for second chances with help from city services and legal resources.

Connect with:

- Employment Opportunities
- Community Organizations
- City Services



**NICOLAS O'ROURKE** HOME  
COUNCILMEMBER AT-LARGE, MINORITY WHIP



Citizens Police Oversight Commission  
CITY OF PHILADELPHIA



## CPOC CELEBRATES: HISPANIC HERITAGE MONTH



**9.  
17.  
24**

**6PM - 8PM**

Join us for an engaging evening on 9/17 to learn about CPOC's initiatives and celebrate Hispanic Heritage Month alongside the vibrant Kensington Community.

- Informational Session about CPOC
- Food & Refreshments Will Be Provided
- Enjoy Special Performances
- Spanish Interpretation Will Be Available!

**Free Food & Drinks**

**Location: The Core Building**  
3222 H Street, Phila, PA 19134  
(Near Kensington & Allegheny)



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