

POLICE CONTRACT PUBLIC HEARING AFTER-ACTION REPORT



Citizens Police
Oversight Commission
CITY OF PHILADELPHIA

Introduction

On Thursday, November 21st, 2024, City Council held a public hearing regarding Philadelphia Code § 17-2300, which requires Council to hear testimony prior to negotiations between the City and the Fraternal Order of Police.

Thanks to the hard work of CPOC staff, the support of our community partners and City Council, the City included independent investigations of police misconduct in their proposals for the upcoming Police Employment Contract. Continue reading to learn more about how we arrived at this historical moment!

The hearing marked the first contract negotiation between the City and the FOP since the creation of Citizens Police Oversight Commission (CPOC) - an important opportunity to set precedent for the future of police oversight. We have heard from the community - and we agree - we need to be conducting independent investigations.

Although the Philadelphia Home Rule Charter and Philadelphia Code grant CPOC the right to conduct independent investigations, the City's contract with the FOP remains an obstacle. Under the current contract, the FOP must approve in writing any changes required to fulfill CPOC's legislative mandate.

The hearing was the opportunity to advance towards our mandate. We are immensely grateful for the supporters who showed up to City Council and made it known that Philadelphians want **independent investigations now**. We are thankful for the partners that continue to stand by us as we fight for equitable police reform. This report memorializes and amplifies the voices of those speaking on this crucial opportunity for the future of CPOC.

A Message from CPOC Executive Director, Tonya McClary, Esq.

"More work needs to be done to truly become the Commission that Philadelphians and this Council body envisioned when they voted to create us and give us power."

"The City of Philadelphia deserves transparent and fair investigations that keep all residents, police officers and communities safe. To fulfill that mandate, CPOC must be able to independently investigate by conducting our own interviews and gathering and analyzing relevant evidence of police misconduct."

"Since our creation in 2021, CPOC has made significant progress in its ability to monitor complaints against police made by members of the community, providing an independent civilian check on the discipline process."

[CLICK HERE](#)

Read Tonya's Op-Ed in
the Philadelphia
Inquirer here!



"For many years and through many historical events, Philadelphians have pushed for police reform.

We all remember 2020 and the urgency and nationwide moment of reckoning. Thousands of people took to the streets to demand that police be held accountable when they commit misconduct and abuse their power. Half a million Philadelphians voted to create CPOC in 2020.

The following year, this city created one of the country's most ambitious civilian oversight agencies. This is as urgent now, as it was back then."

Cupcakes in the Caucus Room

On the day of the hearing, CPOC held an informational session in the Caucus Room at City Hall. **Members of the public were encouraged to attend** to meet CPOC staff and learn more about police oversight, the upcoming police contract, and the importance of independent investigations. Thank you to all who attended!



Here's the tea...

Under CPOC's Legislation, Independent Investigations will be...

01

Administrative

Investigations will be administrative, not criminal. The outcomes of the investigations can not be used in a criminal case, but can lead to discipline.

02

Transparent

CPOC will provide the public with data and information in compliance with applicable laws and privacy concerns.

03

Civilianized

Complainants will be interviewed by professionally trained, experienced investigators who are non-police city employees.

04

Mandatory

Police officers will be required to cooperate with CPOC investigations.

05

Objective

CPOC will review all necessary data and documents to reach investigative outcomes.

06

Accountability-Driven

The Police Commissioner will consider and respond to CPOC's findings and discipline recommendations.

CPOC TESTIMONY HIGHLIGHTS

The current FOP contract must be changed in order for CPOC to fulfill its investigatory mandate.

- CPOC **is not** currently conducting independent investigations.
- The current contract expires June 30, 2025.
- If the new contract does not grant CPOC's investigative authority, we will not be able to negotiate again until the next contract.

Independent Investigations uphold our mission by:

- Increasing trust and community participation in the PPD disciplinary process.
- Carrying out more efficient, effective investigations.
- Improving outcomes, like reducing the discipline backlogs and decreasing the number of disciplinary outcomes overturned by outside arbitrators.



“The goal is high-quality, thorough investigations done by well-trained, impartial city employees who are not police officers. Philadelphians have made it clear—CPOC independent investigations would build trust in public safety services and further our collective goals of making this City safer, cleaner and greener.”

- Tonya McClary, CPOC Executive Director

05

CLICK HERE 

[Watch Tonya's testimony](#) which starts at 2:07:53

Witness Testimony Highlights

VOICES OF THE COMMUNITY



We are immensely grateful for the individuals who came forward to testify for the future of CPOC. We also want to recognize others who are not listed but continue to support us and our mission for equitable policing in Philadelphia.



Charito Morales
Cofounder and Organizer
Philly Boricuas

"The commission [CPOC] must have real authority, not just the power to recommend changes, but the ability to oversee and enforce investigations free from police influence."



Asa Khalif
Community Activist

"We want independent investigations with full transparency, there must be changes in the new contract that will not make it difficult for CPOC."



Anjelica Hendricks
Assistant Professor of Law
University of Pennsylvania

"The residents of the City overwhelmingly voted for independent investigations and entrusted CPOC to do that job, and I ask the City to fight for that."



Sergio Cea
Political Director
Reclaim Philadelphia

"The City and its collective bargaining agreements with the FOP need to prioritize CPOC."



Reverend Mark Tyler
Co-Director
POWER Live Free
Fmr. Pastor
Mother Bethel A.M.E. Church

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



RESPONSE FROM COUNCIL

In January, Minority Whip O'Rourke sent Mayor Parker a letter supporting her commitment to negotiate for independent investigatory power for the Citizens Police Oversight Commission (CPOC) as the city drafts a new contract with the Fraternal Order of Police Lodge 5.

The letter signed by nine other Councilmembers — referenced the importance of CPOC's work, calling the body "essential to addressing generations of eroding trust between the Philadelphia Police Department and the city it serves."



CITY OF PHILADELPHIA CITY COUNCIL

NICOLAS O'ROURKE
COUNCILMEMBER
AT-LARGE

CITY HALL, ROOM 319A
Philadelphia, PA 19107
(215) 686-3452

Mayor Chelle Parker
City Hall, 2nd Floor
Philadelphia, PA 19107
Sent via electronic mail

January 8, 2025

We, the undersigned members of City Council, want to express our sincere gratitude to the Parker Administration for prioritizing a proposal to enshrine the Citizens Police Oversight Commission's (CPOC) independent investigatory power within the Fraternal Order of Police Lodge 5 collective bargaining agreement.

The Citizens Police Oversight Commission's work is essential to addressing generations of eroding trust between the Philadelphia Police Department and the city it serves. Transparency and accountability are vital to reversing this trend, and CPOC has been at the forefront of advancing both goals since its creation. CPOC currently attends hundreds of community events each year, is on scene at every police shooting, and its staff sit as voting members on the Police Board of Inquiry. However, to achieve its mission, CPOC must have the power to conduct fully independent investigations into officers' conduct and departmental policies and practices as outlined under its enabling legislation.

We appreciate the Mayor's continued support for issues related to community safety, from the establishment of the Office of Public Safety to the launch of the City's Neighborhood Resource Centers by the Office of Reentry Partnerships. Yet it remains vital that we pursue every tool at our disposal to create safer neighborhoods, and that starts with providing CPOC with all the tools necessary to fulfill its mandate. We thank you for taking the crucial first step towards that end and look forward to working with you as we continue to restore public confidence in our Police Department.

Sincerely,

Philadelphia City Council

Nicolas O'Rourke
Minority Whip
Councilmember At-Large

Kendra Brooks
Minority Leader
Councilmember At-Large

Nina Ahmad
Councilmember At-Large

Rue Landau
Councilmember At-Large

Curtis Jones
Councilmember, District 4

Quetcy Lozada
Councilmember, District 7

Jamie Gauthier
Councilmember, 3rd District

Mark Squilla
Councilmember, 2nd District

Isaiah Thomas
Majority Whip
Councilmember At-Large

Jeffrey Young
Councilmember, 5th District



NEXT STEPS >>>>>>

We need the city to push for changes in the new police employment contract that will require the Philadelphia Police Department and individual officers to cooperate fully with CPOC independent investigations. We need the next police contract to articulate CPOC's investigative role. Without these changes, CPOC cannot fully realize the increased accountability and transparency in policing that Philadelphians overwhelmingly voted for.

COMPLETED 

Step 1.

Exchange contract terms and issues by December 31, 2024.



Step 2.

Negotiate and try to reach an agreement.



Step 3.

If no agreement is reached, arbitrators will review evidence from both sides and decide on the contract terms.



Step 4.

Terms and agreements will be in effect until the next contract.



Let's finish what we started.

Contact your City Council member and share your support of CPOC and police oversight!

Check in with us over the next few months to see our progress!

Acknowledgements

CPOC's Community Partners, Stakeholders and City Residents
Philadelphia City Council
CPOC Staff & Commissioners
City of Philadelphia Office of The Mayor

**We thank you for your
continued support in our
efforts to promote equitable
policing in Philadelphia!**



**Citizens Police
Oversight Commission**
CITY OF PHILADELPHIA



(215) 685-0891



cpoc@phila.gov



1515 Arch Street
15th Floor
Philadelphia PA



www.phila.gov/cpoc