



Citizens Police Oversight Commission

Agency Report

February 27, 2025




City of
Philadelphia



Citizens Police Oversight Commission

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

CPOC currently:

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

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

UPDATE ON SEATING NEW COMMISSIONERS

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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Executive Director's Report

UPDATE ON SEATING NEW COMMISSIONERS

- **Final Rounds:** The Selection Panel has finished interviewing candidates for the commissioner positions!
 - **Public Town Hall in March:** Once the panel has narrowed down the candidates to the final five, we will host a public town hall in March. At the town hall, residents of Philadelphia can meet the candidates and provide feedback. CPOC will assist in organizing and managing the event. We will share the exact date on our website once it is finalized.
 - **City Council Committee of the Whole Hearing:** Following the town hall, there will be a Committee of the Whole hearing in City Council, where Councilmember Jones and I will present the five Commission candidates. At this hearing, Councilmember Jones will introduce resolutions for the formal nomination of each commissioner.
 - **Final Confirmation:** The final confirmation of the new commissioners will take place the Thursday following the Committee of the Whole hearing.
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CPOC January Complaint Report

CPOC issues a monthly complaint 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/>



CPOC January 2024 Complaint Referral Report

In January 2025, 16 complaints of police misconduct were received by CPOC and referred to the Philadelphia Police Department (PPD) Internal Affairs Division (IAD).

Summaries of the 16 complaints from January 2025 are below. All demographic data is reported by complainants. These complaints only represent complaints submitted directly to CPOC and do not include complaints filed directly with PPD.

These summaries are allegations made by complainants, they do not represent any findings of fact or conclusions.

Date Received	Demographics	Division	Summary
1/01/2025	F – H/L	North East	The complainant's former partner's sibling is a police officer. This police officer has stalked and harassed the complainant. The complainant feels the officer is using their PPD employment status against them, and fears for their safety and their family's safety.
1/03/2025	M – W	North East	The complainant reported that they are being followed by police officers when they are driving. This has happened several times since 2017. Once, an officer took pictures of them and their vehicle while they were stopped.
1/04/2025	Anonymous	Central	The complaint reported that a person was standing alone when an officer walked up to and brushed up against the person. The situation quickly escalated and the person was arrested.
1/10/2025	F – B/AA	South West	The complainant was walking their child to childcare, and saw a dead body in the street, somewhat covered, but the face was still exposed. The incident was also blocking a bus stop. There was a police car at the scene, but the complainant did not see any PPD officers around the scene redirecting foot traffic or attempting to block the deceased's body from public view. The complainant felt that this was a shortcoming on the part of PPD and that more should have been done to protect the public from witnessing the scene.
1/10/2025	M – B/AA	Central	A PPD officer issued the complainant a citation for biking on the sidewalk. The complainant tried to explain to the officer that they were on the sidewalk because there was no bicycle lane and they felt it was dangerous to be in the road with cars who often drive recklessly. The complainant listed cases of cyclists being hit by vehicles in Philadelphia. The complainant felt that both officers were disrespectful and dismissive towards the safety concerns. The complainant noted that while the officers were issuing the ticket, there were other people who cycled past on the sidewalk who were not stopped.




Summaries of some complaints filed in January

These summaries are allegations made by complainants which have not been investigated. They do not represent any findings or conclusions.

The complaint reported that a person was standing alone when an officer walked up to and brushed up against the person. The situation quickly escalated, and the person was arrested.

Officers responded to a call for service for an individual with intellectual disabilities. The complainant reported that officers did not try to stop the individual from harming themselves or others, instead they stood outside the house providing no assistance.

The complainant called 911 for assistance evicting a hostile individual from their home. Officers who responded yelled at them two or three times to shut up and were dismissive. The officers did not help the complainant, ask the complainant any questions, and did not give them a report or report number. The complainant felt the police were blaming them.



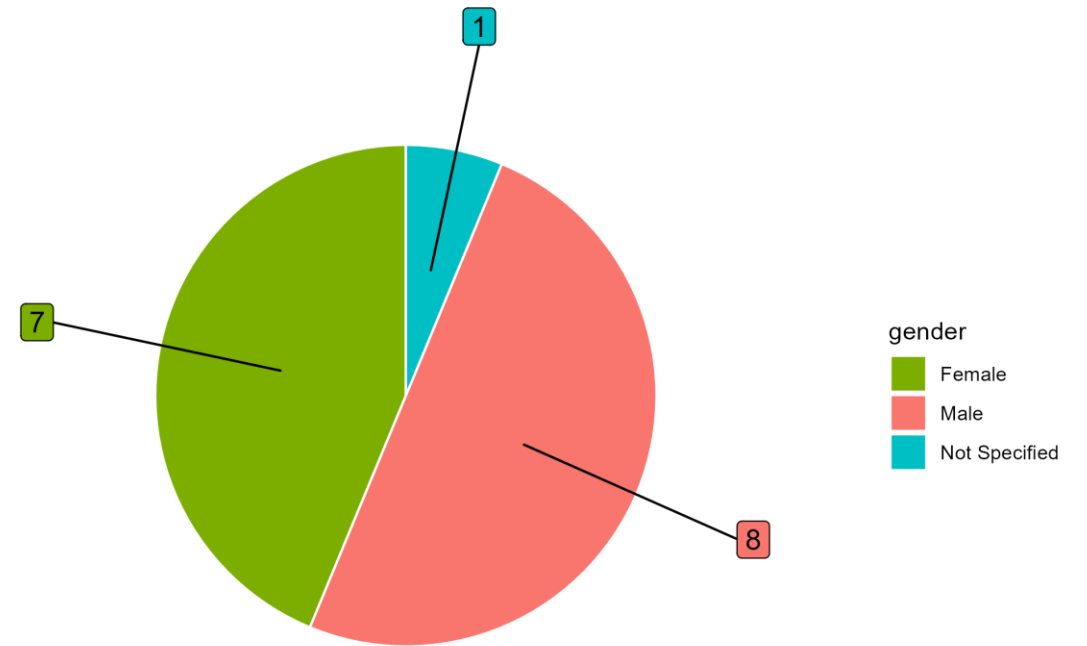
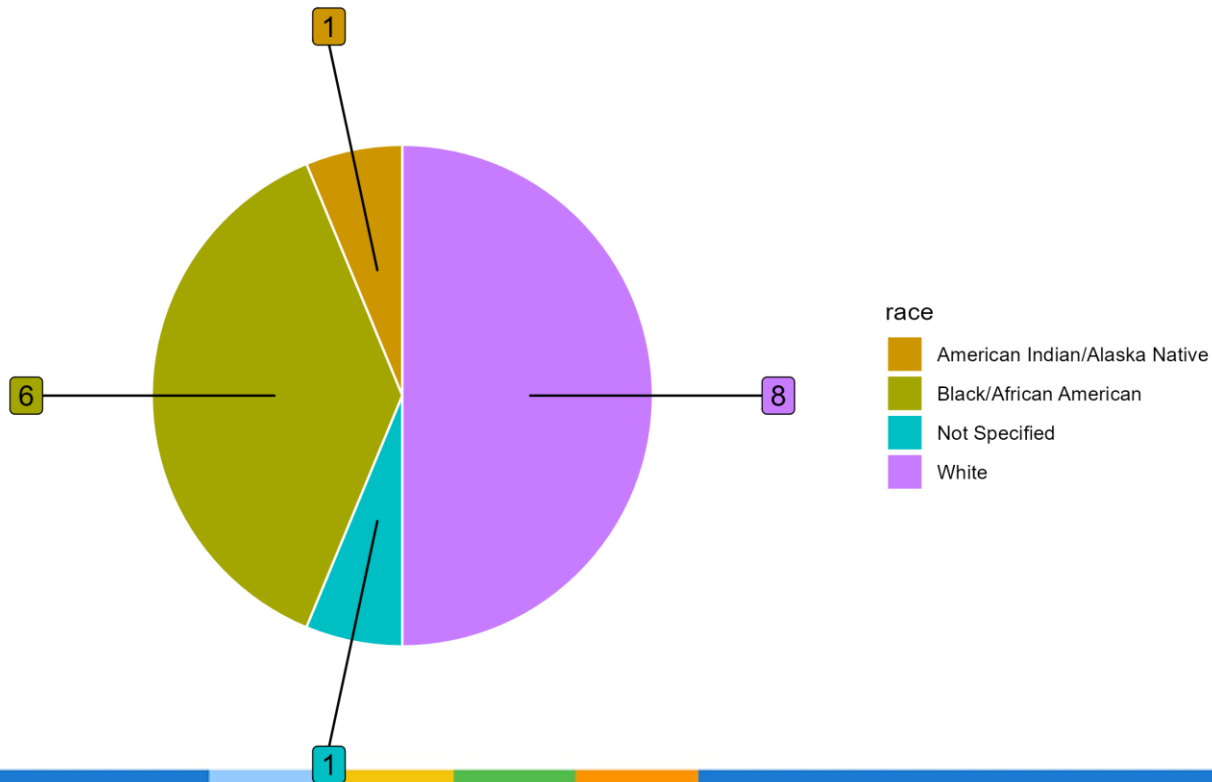
Complaint Data: Demographics

In the month of January 2025, CPOC referred 16 complaints to PPD's Internal Affairs Division (IAD).

These charts show demographic data from 2025 complaints, as reported by complainants.

Race Distribution - YTD

Gender Distribution - January 2025



Complaint Data: Allegations

Percentage of Allegation Types



Most allegations reported by complainants are related to Lack of Service.

A single complaint can have multiple allegations.

“Departmental violations” which are explained further on the next slide.

Complaint Data: Departmental Violation subcategories

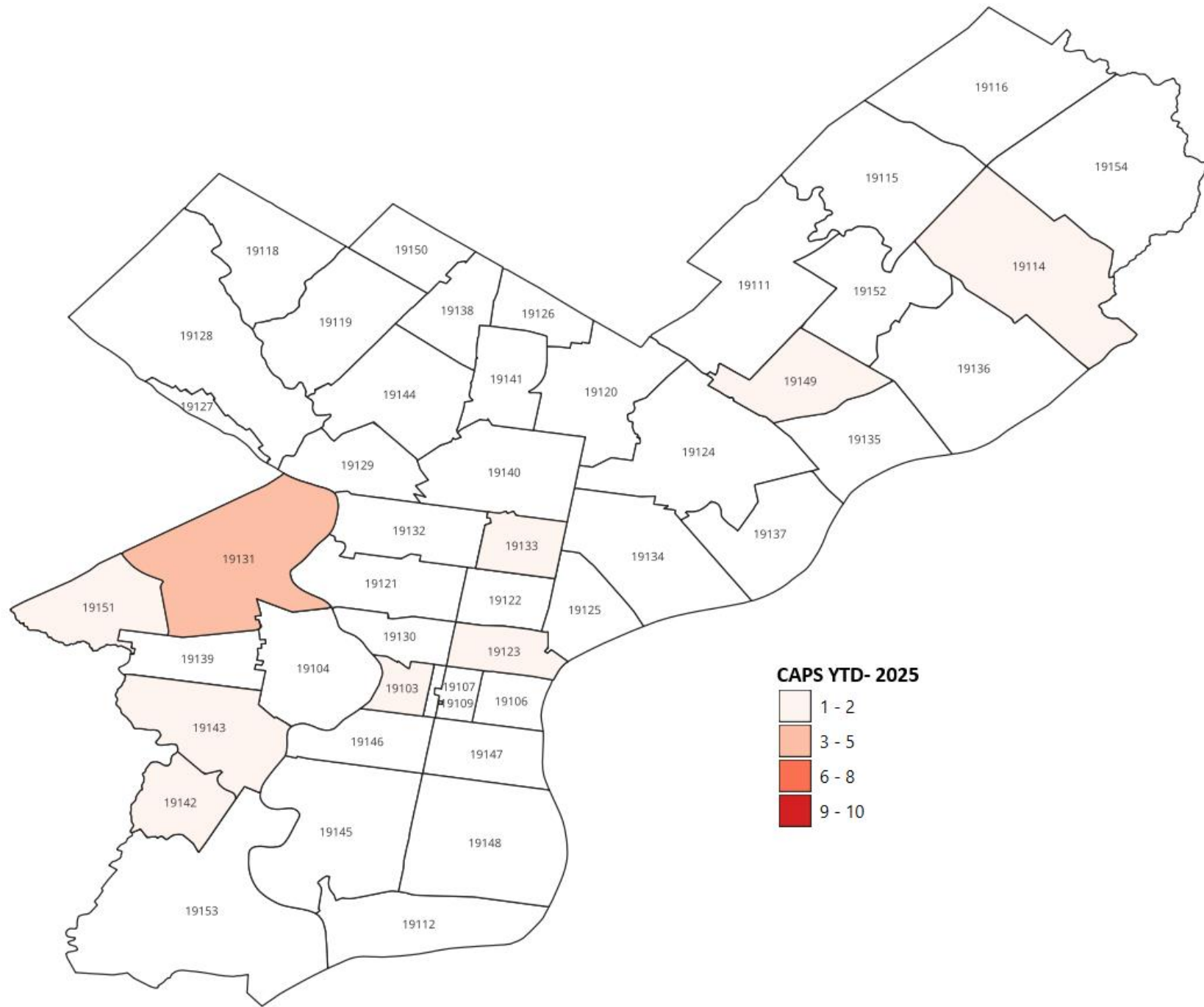
Top 10 Sub Allegation Types

This data shows the breakdown of each sub-category within the Departmental Violation Allegation type.

A single complaint can have multiple misconduct allegations.

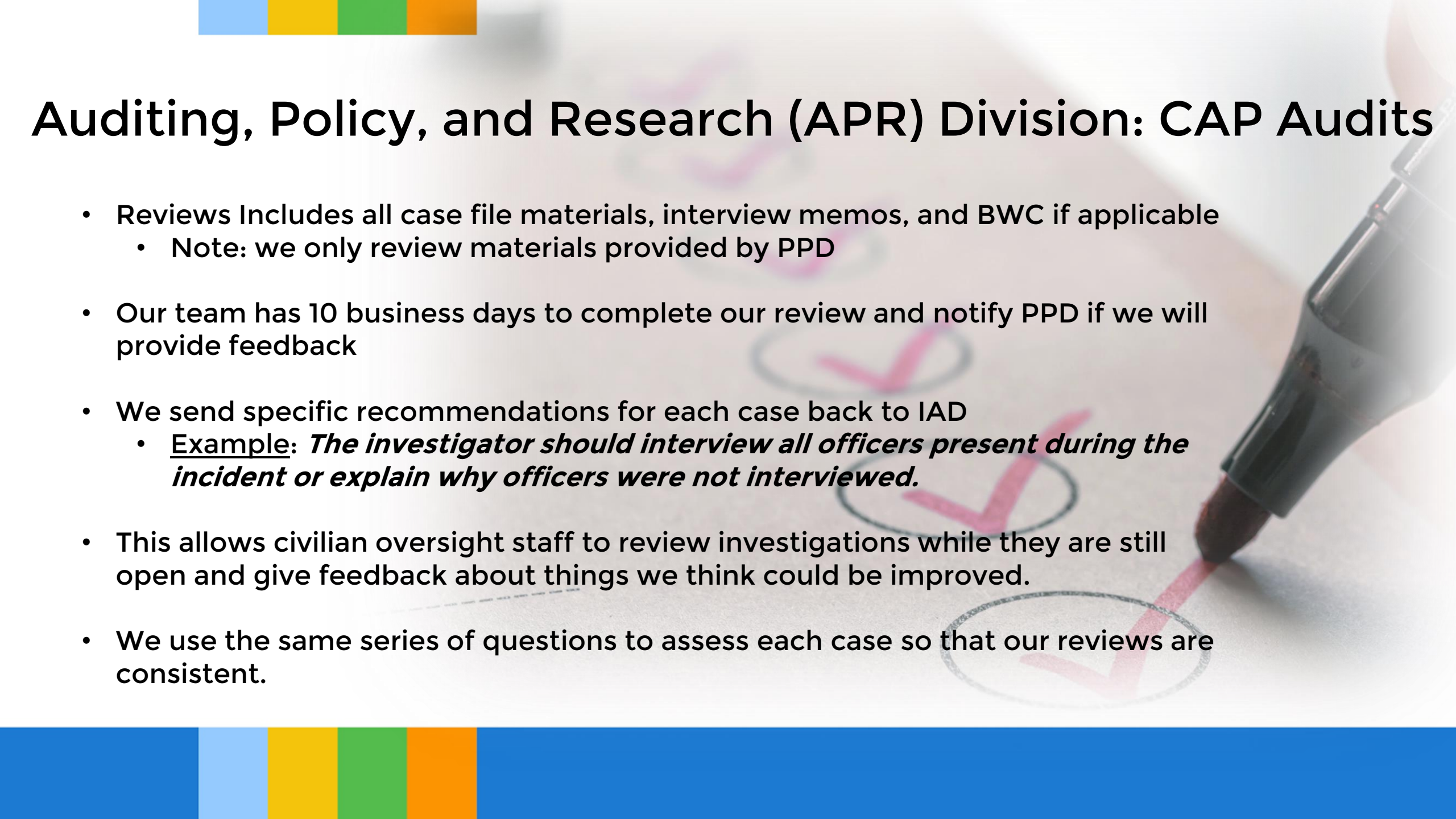


Complaint data (YTD) by zip code






Auditing, Policy, and Research (APR) Division: CAP Audits

- Reviews Includes all case file materials, interview memos, and BWC if applicable
 - Note: we only review materials provided by PPD
 - 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.*
 - 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.
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APR Division: January

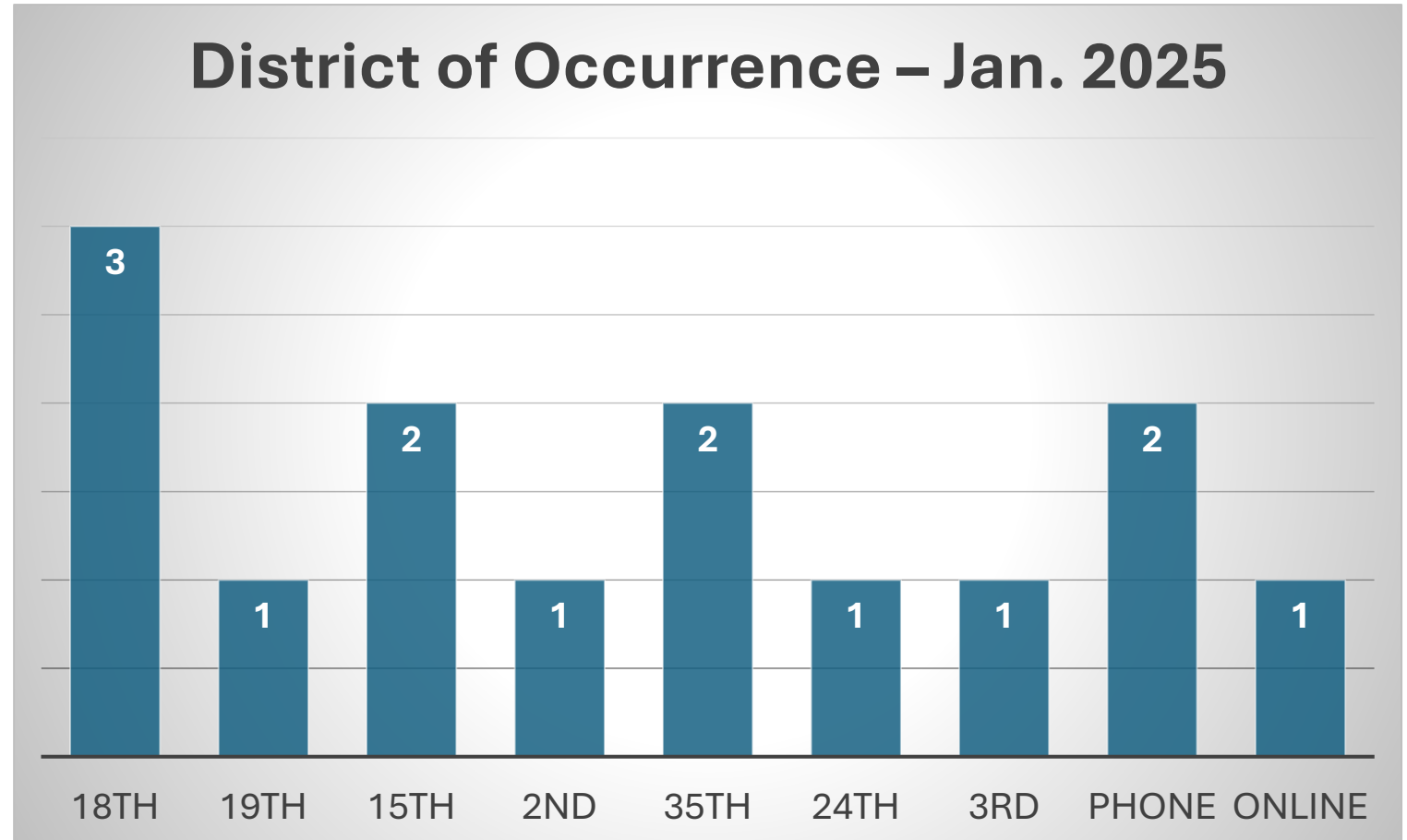
- CPOC restarted audits on January 14, 2025.
 - While there are a steady stream of cases coming in, this report will cover the 14 cases which we both received and reviewed by their due dates during the month of January.
 - The 14 cases reviewed in January did not contain any divisional cases, all were full IAD investigations.
 - The following slides present some descriptive data about the audits we conducted, as well as information about the recommendations we made
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APR Division: January Audits - District

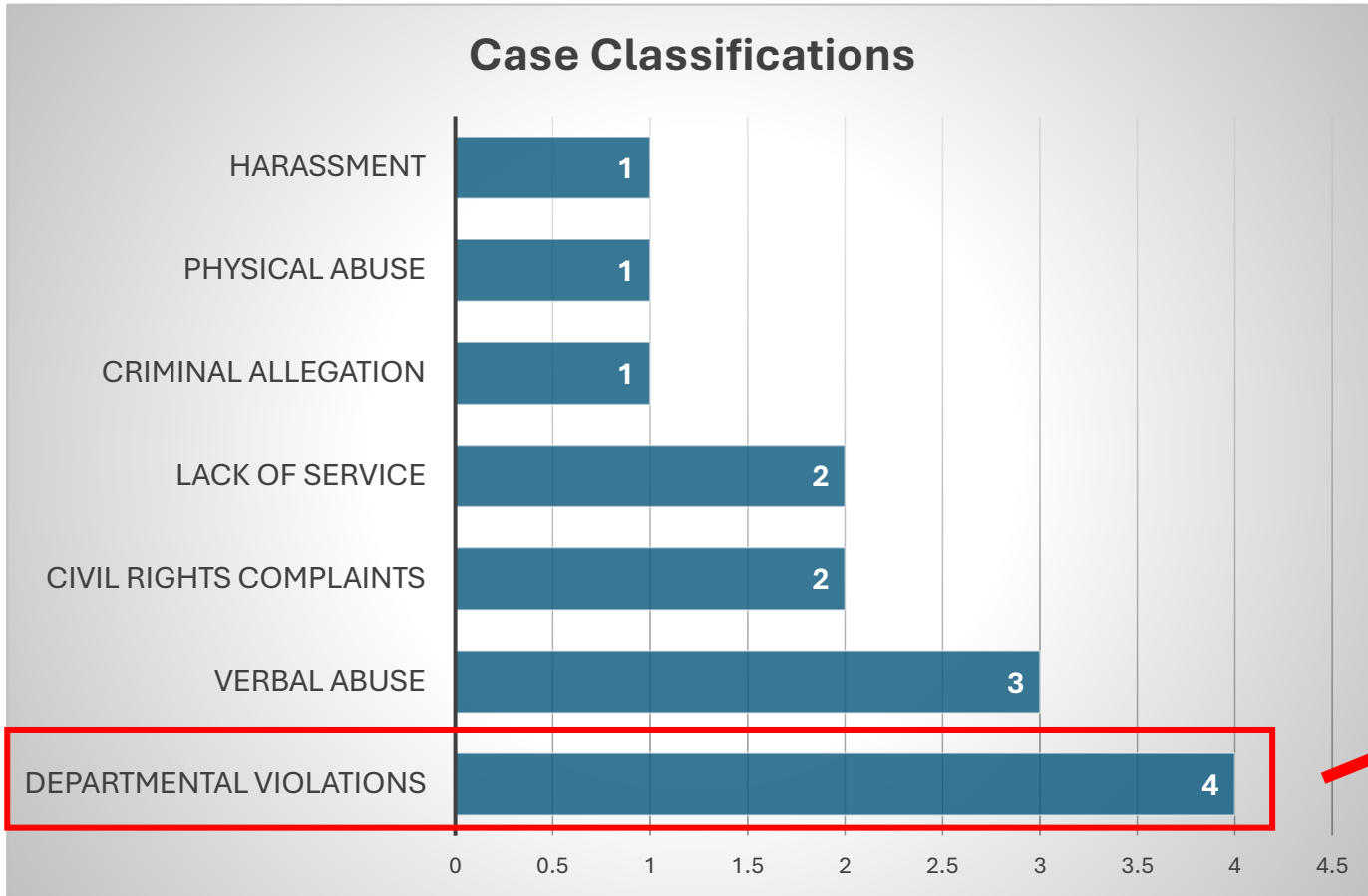
Audits by the district where the incident/complaint occurred are in the graph:

For comparison, the most common districts from the audits we did from July-December 2024 were:

- 9th - 14 cases
- 22nd - 11 cases
- 14th - 10 cases
- 39th - 9 cases
- 35th - 9 cases



APR Division: January Audits - Case Classification



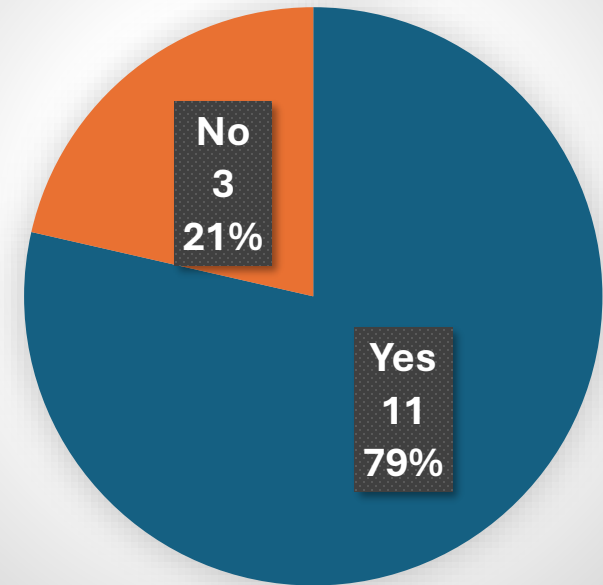
- These classifications are broad and can cover a wide range of conduct, especially Departmental Violations.
- Relevant for data reporting, and determining how the case will be handled

Improperly Issued Citation
Improper Stop/Detention
Sleeping on Duty
Improper Search/Seizure

APR Division: January Audits – 90 Days

- About 80% of the cases we reviewed in January were completed by IAD within the 90 business day guidelines
- This statistic is consistent with what IAD reports as their 90-day compliance rate
- Of the 3 that were not completed within 90 business days, all 3 had clear and reasonable explanations for the delay.

Was the investigation completed within 90 business days?

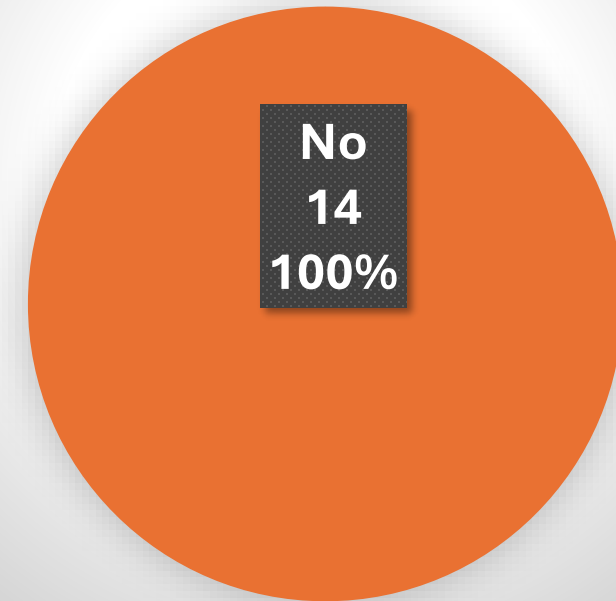


APR Division: January Audits

Does any language in the PC memo come across as not neutral or as favoring one perspective over another?

No occurrences of language that felt biased or not neutral, which is always encouraging.

Does any language in the PC memo come across as not neutral?

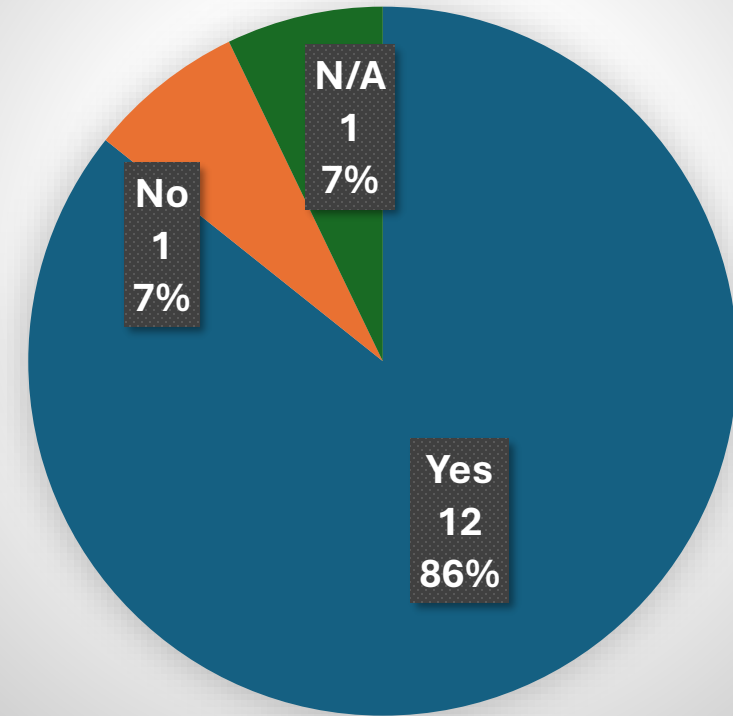


APR Division: January Audits

- Only one case had an example of an allegation finding that was not logical/reasonable – we recommended changing a finding from “exonerated” to “unfounded.”
- Why does this matter? Accuracy and consistency! IAD has clear definitions for their findings:

3. **UNFOUNDED:** *AS AN INVESTIGATIVE FINDING:* The investigation revealed that the incident/infraction alleged did not occur. *AS A DISPOSITION:* All investigative findings were *UNFOUNDED*.
4. **EXONERATED:** *AS AN INVESTIGATIVE FINDING:* The investigation revealed through a preponderance of the evidence that the officer acted properly. The act(s) alleged did take place but were lawful, proper, and in accordance with Departmental policy. *AS A DISPOSITION:* All investigative findings were *EXONERATED*.

Are the allegation findings logical and reasonable?

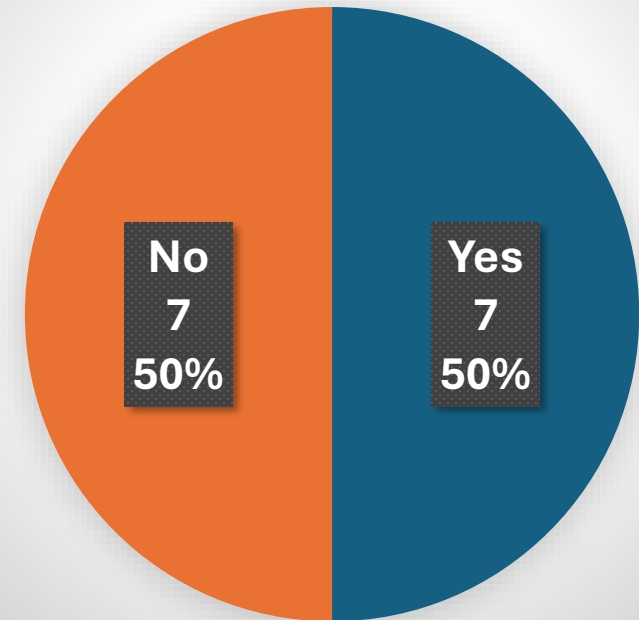


APR Division: January Audits

- Half of the cases had additional allegations or violations that needed to be addressed
- We pay extra attention to BWC footage
- Every violation present should be resolved, even “minor” ones.

Missing Allegation/Violation	Count
Departmental Violation - Directives Violation	3
Departmental Violation - Improper Entry To Private Property	1
Departmental Violation - Damaged Property Private	1
Verbal Abuse - Intimidating/Threatening Language	1
Departmental Violation - Failure To Activate BWC	1
Departmental Violation - Improper Stop/Detention	1
Civil Rights Complaint - Discriminatory Action	1
Total missing allegations	9

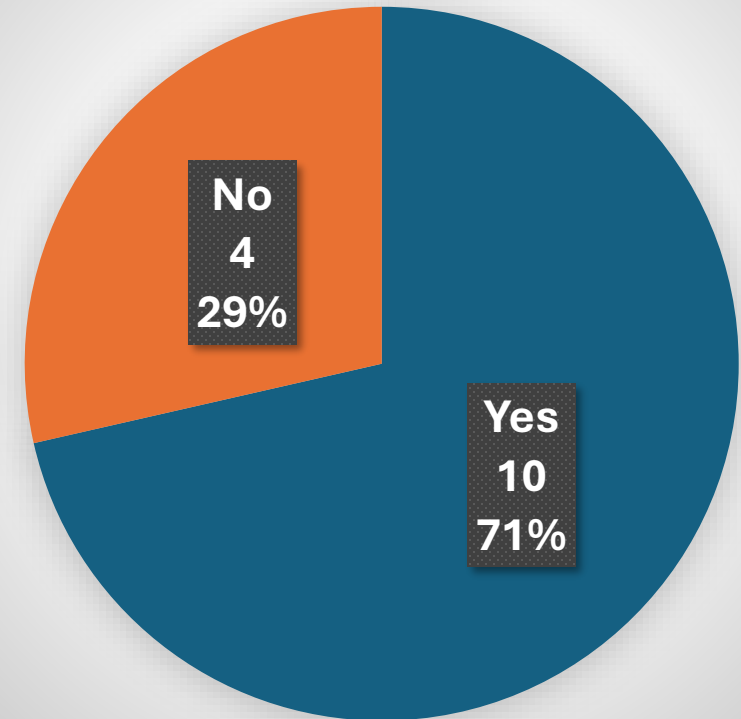
Were all allegations/violations addressed?



APR Division: January Audits

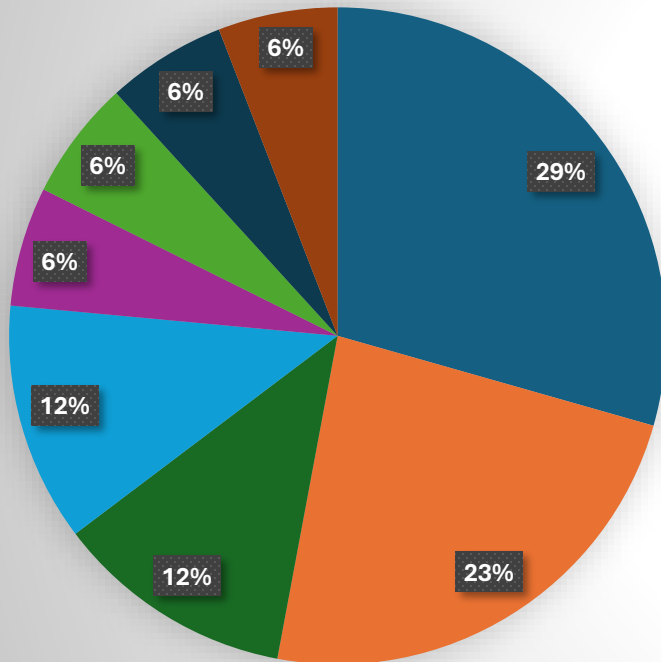
- Of the 14 cases we audited, we had feedback for 10 (71%) and drafted memos for all of them.
- We have not received responses on these yet, so we don't know if CPOC's recommendations have been accepted.

Did CPOC have feedback?



APR Division: January Audits

CPOC Recommendations - 17 total



- Contact all witnesses/make all attempts - 5
- Add missing CAP allegation(s) - 4
- Add missing admin violation(s) - 2
- Interview all officers - 2
- Adjust analysis/findings to match evidence - 1
- Other recommendation - 1
- Neighborhood survey issue - 1
- List allegations against correct officers - 1




APR Division: Looking ahead

Audit process:

- We are in the process of collecting responses from PPD for all the case audits we did in 2024 so we can produce results in a full report.
- Sorting through the data, and verifying everything is accurate is taking time, but we are proud of all this work and want to share it as soon as we can.
- We received 47 cases to audit with February due dates for our reviews – this is a lot! We will not be able to audit 100% of these case, so we plan to audit about 80%.

In development:

- We are trying to get re-established within PPD's directive review process
 - Looking toward developing a process to track all CPOC policy recommendations over time.
 - BWC audit project
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Citizens Police Oversight Commission

Thank you for coming

Questions or comments?

Please raise your hand, type your question in
the chat, or contact us:

cpoc@phila.gov or (215) 685-0891



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