



Citizens Police Oversight Commission

Agency Report

March 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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Public Meeting: Meet the New Commissioner Candidates

On Tuesday, March 18, the Selection Panel hosted a public meeting in-person at the Community College of Philadelphia and streaming online to introduce the new Commissioner candidates and invite public comment and feedback. Thanks to everyone who attended!



Executive Director's Report

UPDATE ON SEATING NEW COMMISSIONERS


Proposed New Commissioners:

- **Michelle Enix-Kenney (12th Police District)** – Consultant and founder of Excellence By Design Consulting, LLC, Michelle Enix-Kenny has 20 years of experience in crafting targeted strategies and driving organizational change across corporate communications, marketing, corporate culture, executive coaching, diversity and inclusion, and leadership training and development. She has worked for Black Entertainment Television (BET) and worked with past clients such as the U.S. Pentagon and the U.S. Department of Agriculture.
 - **Gilberto Gonzalez (26th Police District)** – Gilbert Gonzalez is a Senior Recruiter for the Community College of Philadelphia. A highly skilled college recruiter with a proven ability to build strong relationships and partnerships within diverse communities, Gonzalez also has expertise in mentoring, community development, and fostering culturally inclusive collaborations. As a young person of color, he personally experienced police brutality. However, as an adult, Gonzalez collaborated with law enforcement officers to organize community handball tournaments through Back to Basics and the Father's Day Rally Committee. The goal of those events was to foster meaningful and lasting relationships between the community and the police, creating a foundation of trust and collaboration.
 - **Malika Rahman (8th Police District)** – Malika Rahman is a Criminal Justice Professor and Curriculum Coordinator at the Community College of Philadelphia. Rahman's professional journey has involved substantial community interaction and leadership in criminal justice education, community engagement, and commitment to reform in Philadelphia. She previously worked at the Department of Prisons and the Sheriff's Office. She is a member of the Philadelphia Police Department Chaplains.
 - **LaTanya Whitehead (24th Police District)** – LaTanya Whitehead is a Program Liaison/Manager at Shalom, Inc. in Philadelphia. LaTanya has expertise in developing protocols, evaluating prevention strategies, and maintaining strong community partnerships. With a background in violence prevention, she leads community education efforts and ensures grant deliverables are met. She is driven by a deep commitment to improving police-community relations and advancing police reform initiatives in Philadelphia.
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Executive Director's Report

UPDATE ON SEATING NEW COMMISSIONERS

- **Resolutions for the four recommended candidates were introduced to City Council on Thursday, March 20th on the final passage calendar.**
 - There are five vacancies on the Commission, so the **Selection Panel** will be presenting an additional candidate for consideration to fill the final vacancy. Once this person is named, a public hearing will be held, similar to the one that took place on March 18th, allowing the public to meet the fifth candidate and ask them questions.
 - **Public Hearing** is tentatively scheduled for Wednesday, April 2nd at 5:00 p.m.
 - **City Council confirmation process:** We recently learned that City Council will be limiting the number of Committee of the Whole sessions scheduled while Councilmembers are attending budget hearings, which began this week. The four resolutions for CPOC candidates are being held by their sponsor, Councilmember Jones, until a fifth commissioner candidate has been selected.
 - **Final Confirmation:** Once the selection panelists have confirmed their five selected commissioner candidates, each candidate will go before City Council during a stated meeting, where the public will have the opportunity to provide additional comment. Once public comment is completed, Councilmembers will consider a resolution to finally confirm each of the commissioner candidates. The date of that stated meeting has not yet been determined.
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CPOC February 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/>



**Citizens Police
Oversight Commission**
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CPOC February 2024 Complaint Referral Report

In February 2025, 11 complaints of police misconduct were received by CPOC and referred to the Philadelphia Police Department (PPD) Internal Affairs Division (IAD).

Summaries of the 11 complaints from February 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
2/02/2025	Anonymous	Central	An officer was called to the scene of a car accident. The complainant reported that the officer stood around for 2 hours and did nothing. The officer had a "don't care attitude" when interacting with the individuals involved in the accident as well as highway patrol dispatch employees.
2/03/2025	M - not provided	Central	The complainant called the police to report an incident involving money fraud. The police didn't come to take a report, even after the complainant called back several times. Later, the complainant saw a police vehicle and attempted to speak with the officer to report the situation. The officer did not respond and continued to drive away.
2/04/2025	M - W	East	The complainant called 911 to report noise violations coming from a club nearby and a vehicle parked on their sidewalk. The police never responded.
2/05/2025	Anonymous	North East	The complainant reported that they are being harassed by police.
2/06/2025	F - B/AA	South West	The complainant's child was killed in an accident in the fall. An officer contacted the family and gave them their business card. The child's belongings were not delivered to the family after the accident. Instead, friends of the child had to go to the scene of the accident and retrieve the belongings. The complainant reported there was later a news article with false information about the accident and their child. The complainant was upset that PPD reported inaccurate information to the press.
2/07/2025	Anonymous	Online	The complainant reported an officer bragging about purchasing sex from young women.
2/12/2025	F - NA	Central	The complainant reported that police officers entered and searched their home without providing proper identification or paperwork. The officers said that the landlord gave them permission to enter the home, since the complainant was illegally living there. The door was left broken after the police left the scene.




Summaries of some complaints filed in February

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

The complainant reported that police officers entered and searched their home without providing proper identification or paperwork. The officers said that the landlord gave them permission to enter the home, since the complainant was illegally living there. The door was broken after the police left the scene.

The complainant was attending the Superbowl victory parade and went to use the bathroom. Their backpack was reported as “suspicious” and was picked up by police. The complainant reported arguing with two officers to get their backpack back. Upon getting it back, they discovered their lunch was missing from the bag.

The complainant went to the district to file a police report. The officer at the window told them they could call 911 to file a report. The individual asked why they would do that since they were there in person. The situation escalated and the officer became hostile, yelling at the complainant. The complainant was eventually able to find a supervisor to help them file the police report.

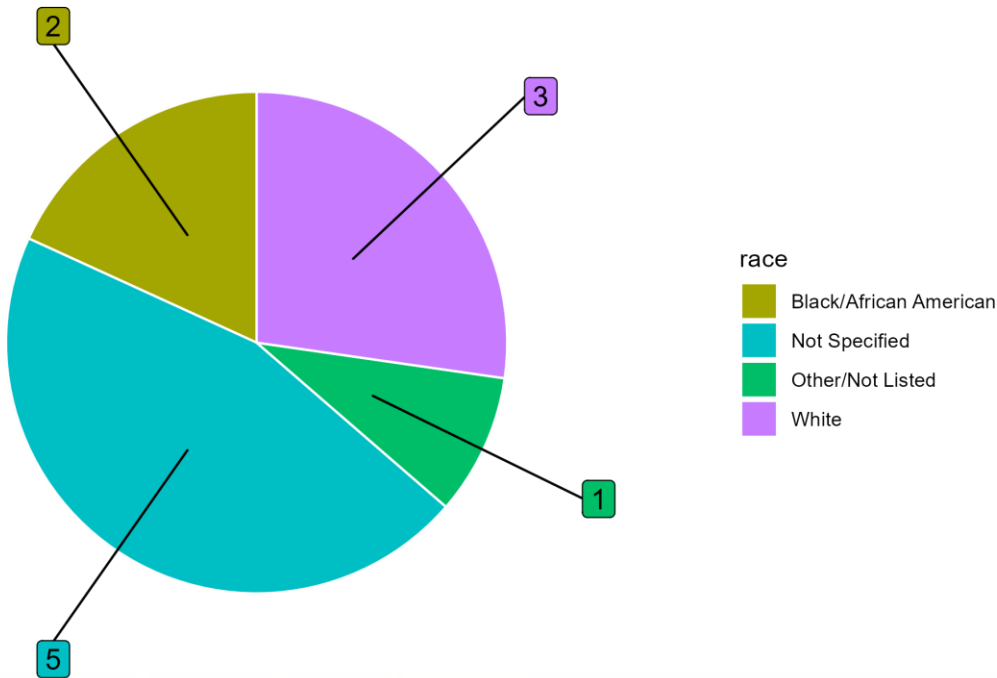


Complaint Data: Demographics (Feb)

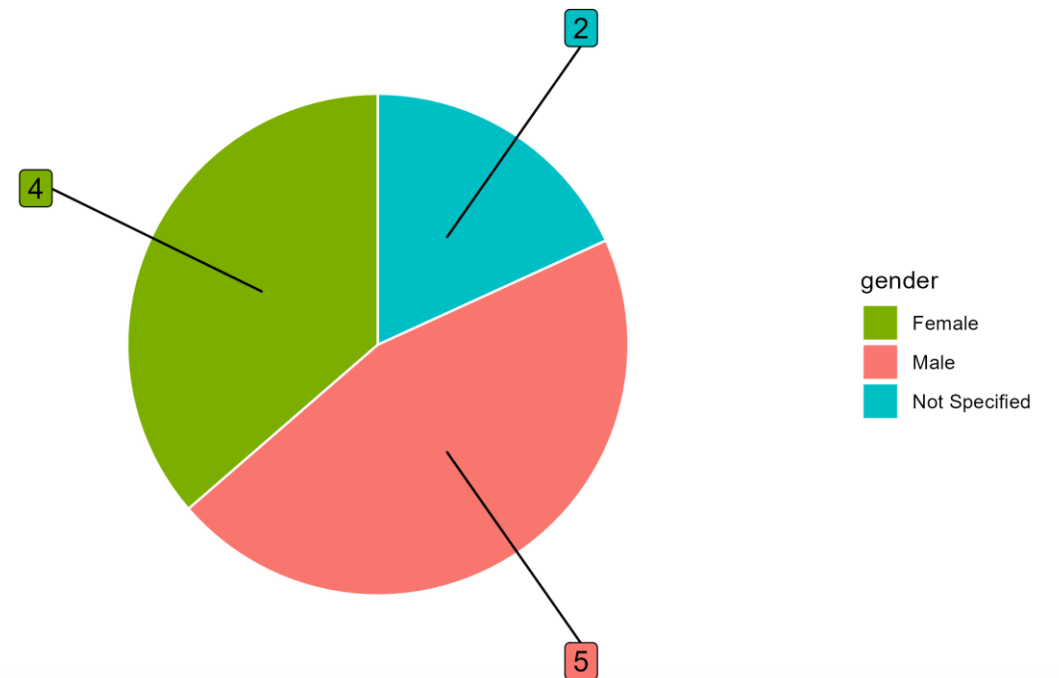
In February 2025, CPOC referred 11 complaints to PPD's Internal Affairs Division (IAD).

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

Race Distribution - February 2025



Gender Distribution - February 2025

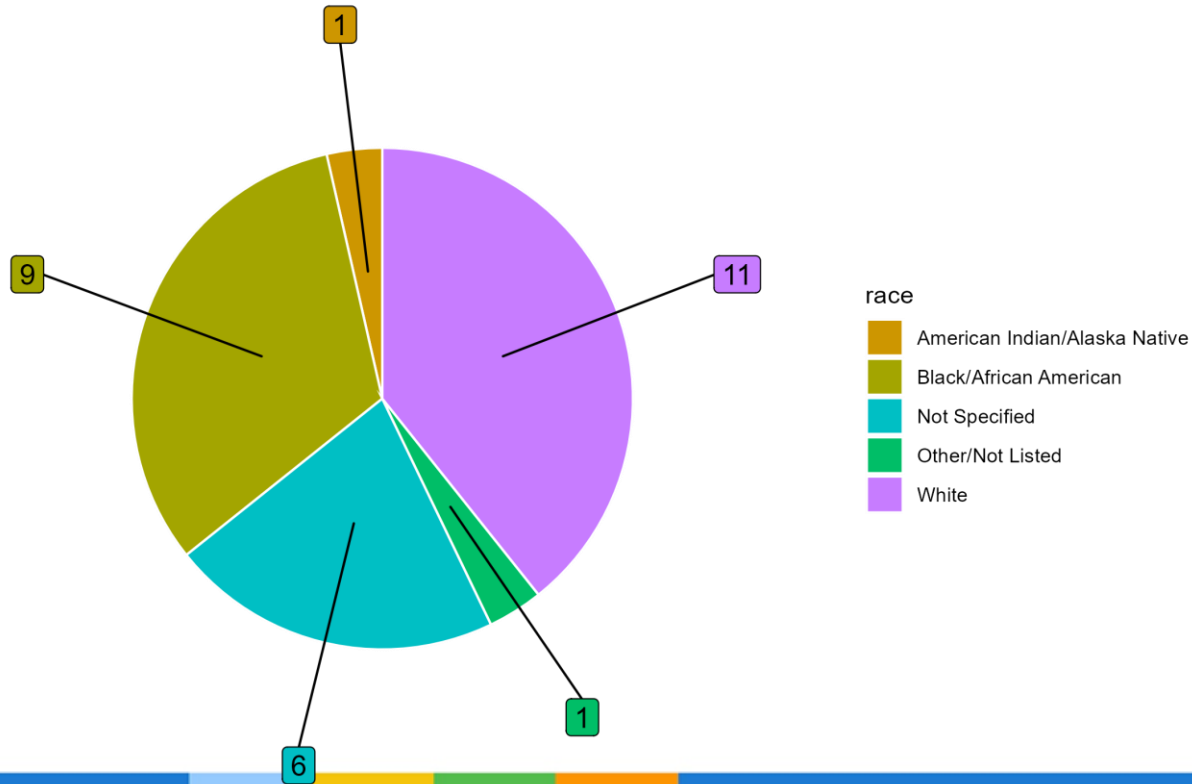


Complaint Data: Demographics (YTD)

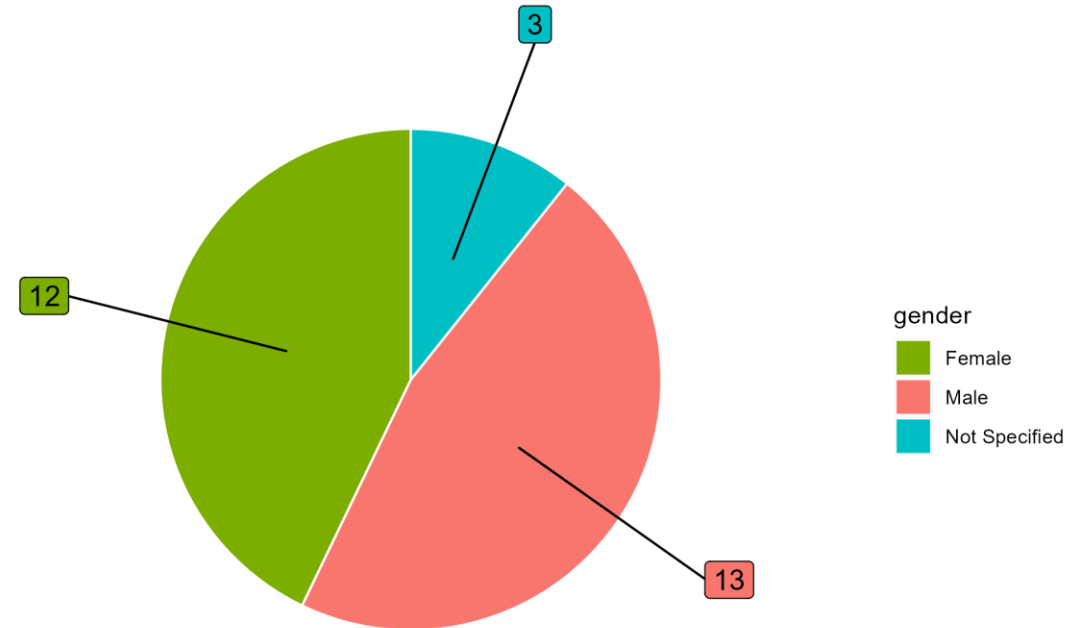
CPOC has referred a total of 28 complaints to PPD's Internal Affairs Division (IAD) in calendar year 2025.

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

Race Distribution - YTD



Gender Distribution - YTD



Complaint Data: Allegations

Percentage of Allegation Types

The most common 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.

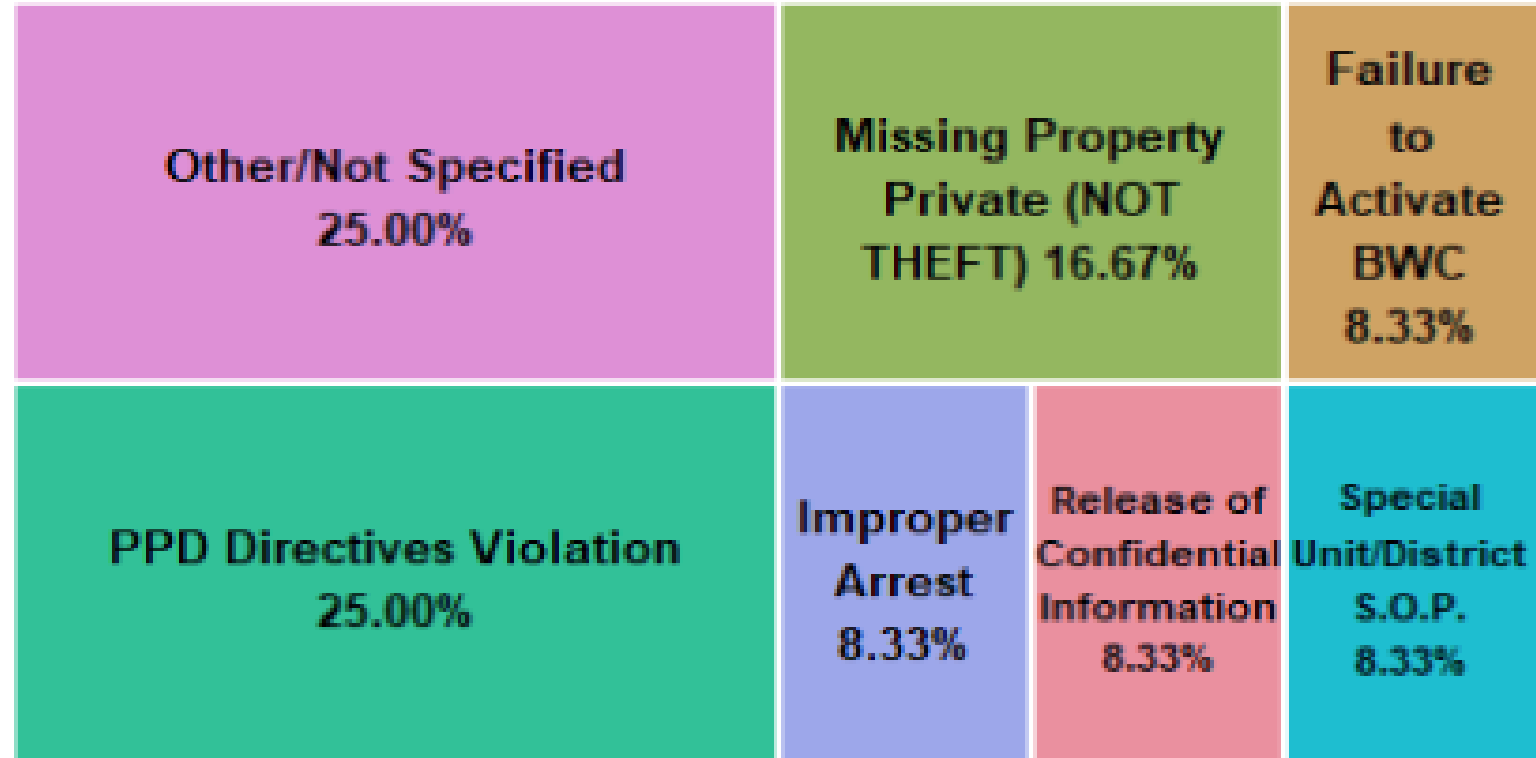


Complaint Data: Departmental Violation subcategories

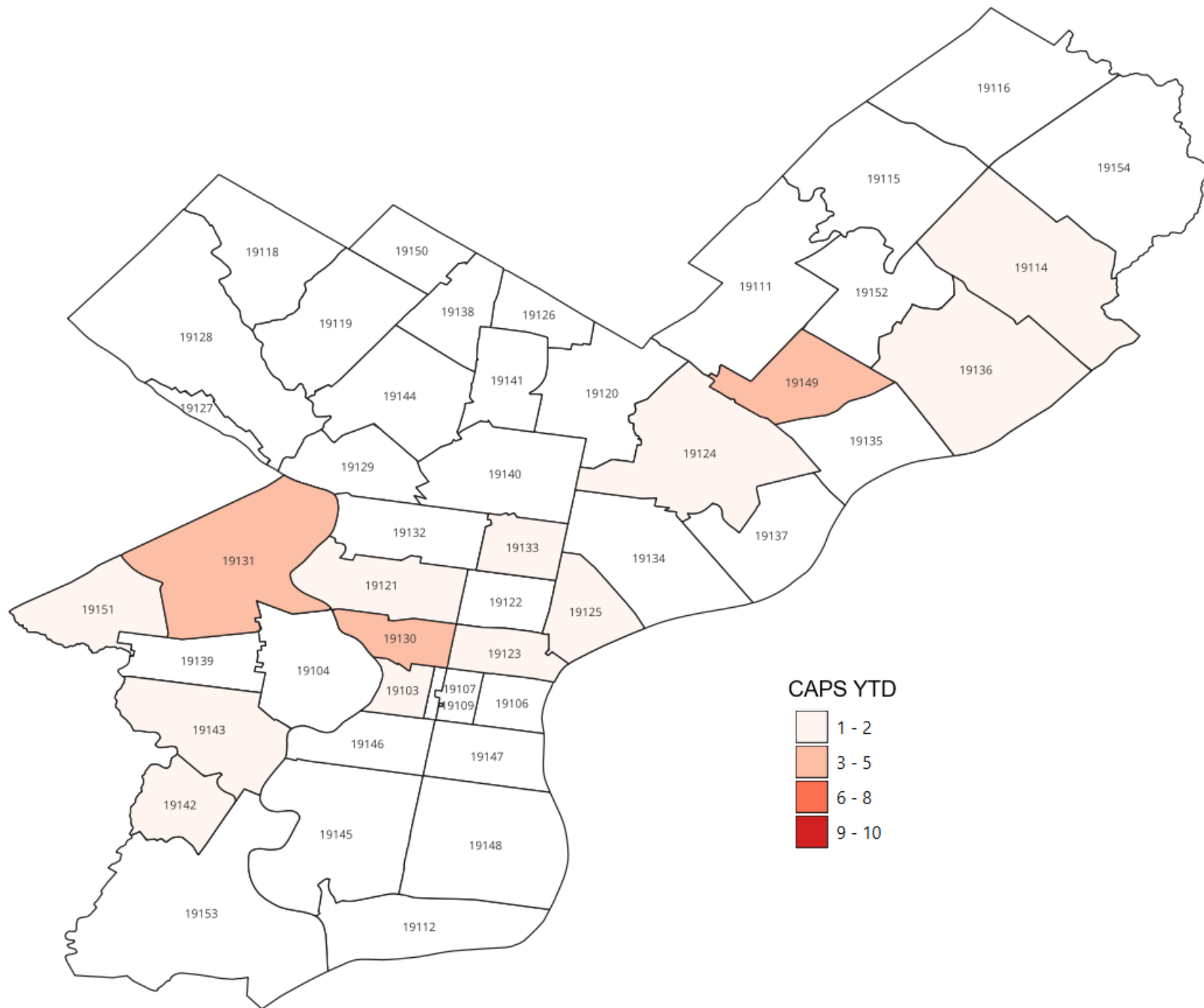
Top 10 Sub Allegation Types

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

A single complaint can have multiple misconduct allegations.

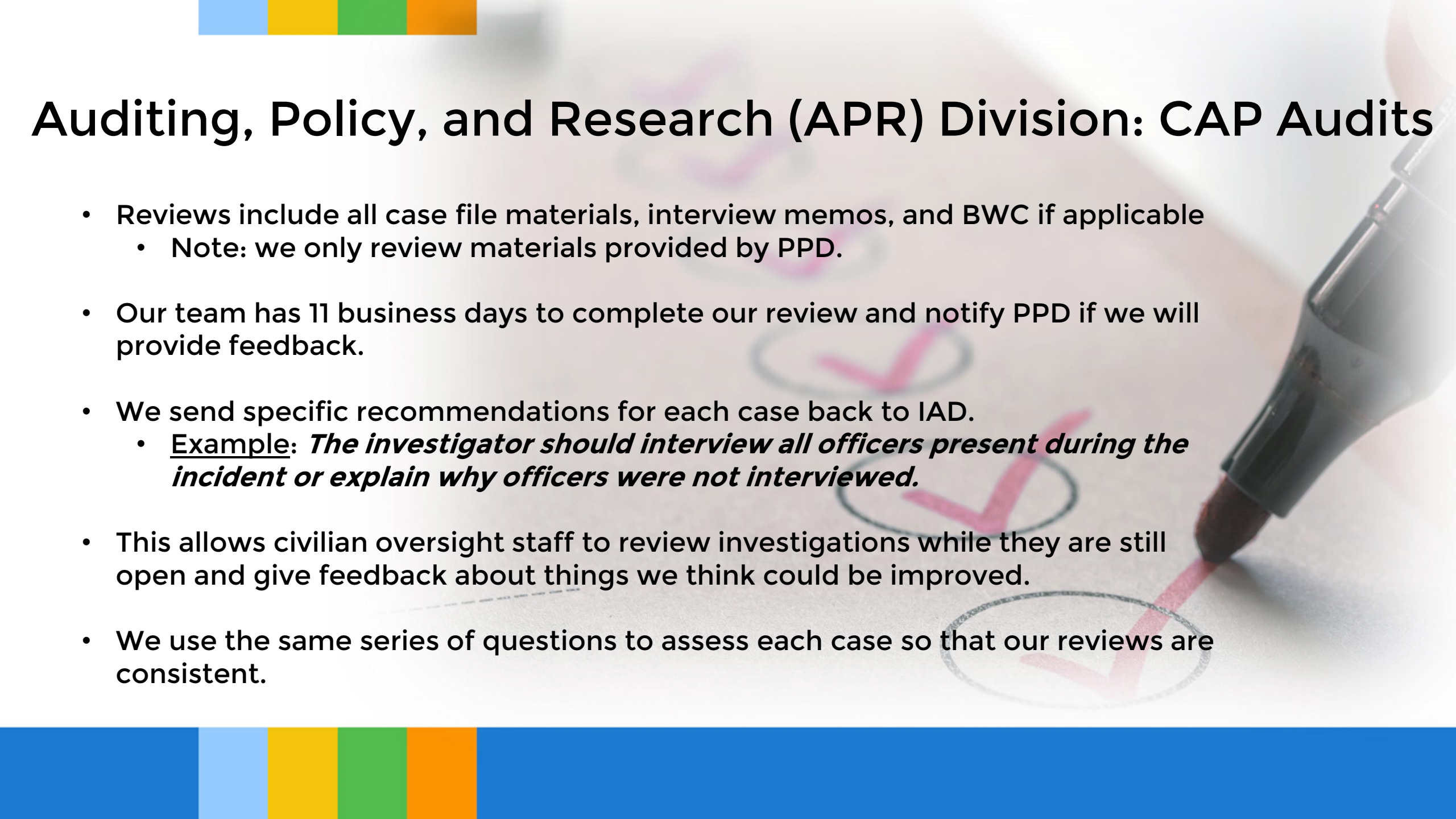


Complaint data (YTD) by zip code






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

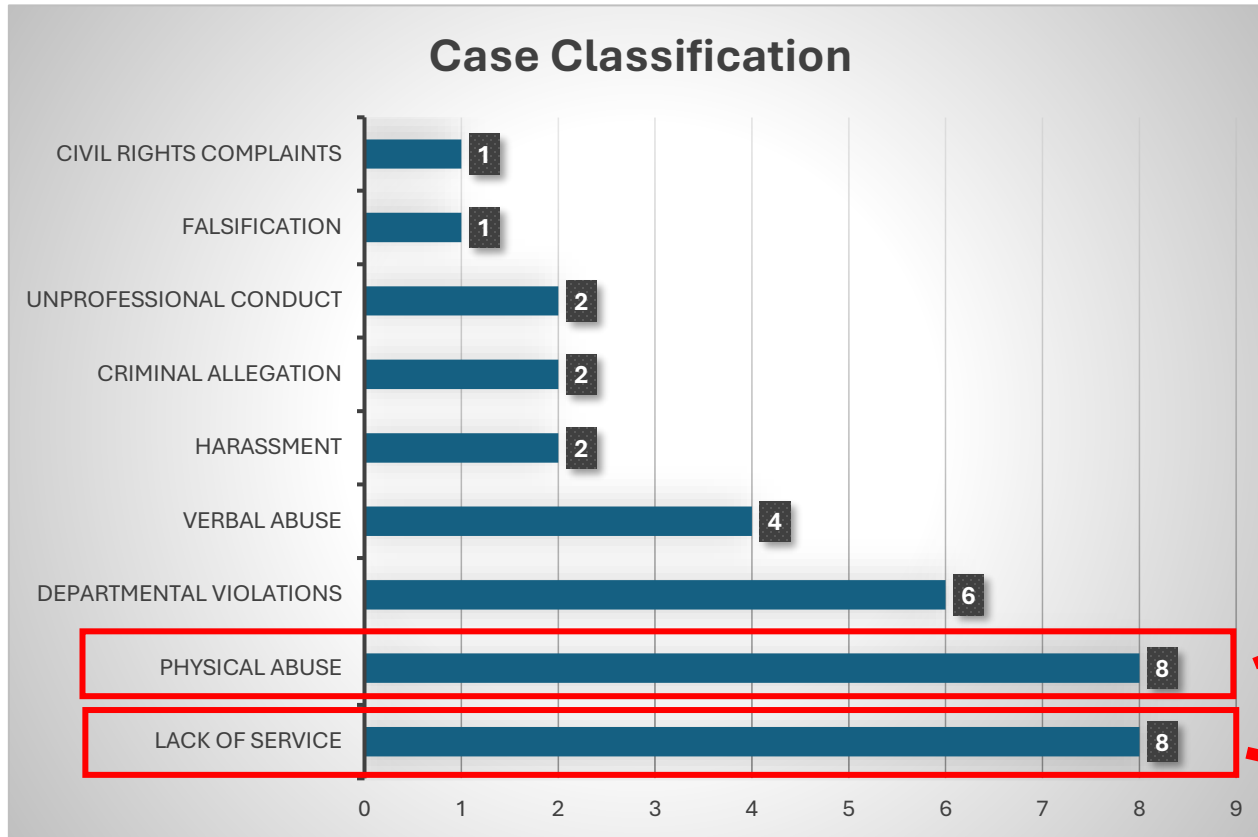
- Reviews include all case file materials, interview memos, and BWC if applicable
 - Note: we only review materials provided by PPD.
 - Our team has 11 business days to complete our review and notify PPD if we will provide feedback.
 - We send specific recommendations for each case back to IAD.
 - Example: *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: February

- This report will cover the 34 cases we reviewed by their due dates during the month of February.
 - Received 48 cases from IAD and completed 34 reviews (70%)
 - The 34 cases reviewed in February contained only 1 divisional case, the rest were full IAD investigations.
 - The slides will cover some data points I don't typically report on just so everyone can see the variety of info we collect and some possible uses for it.
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APR Division: January Audits – Case Classification



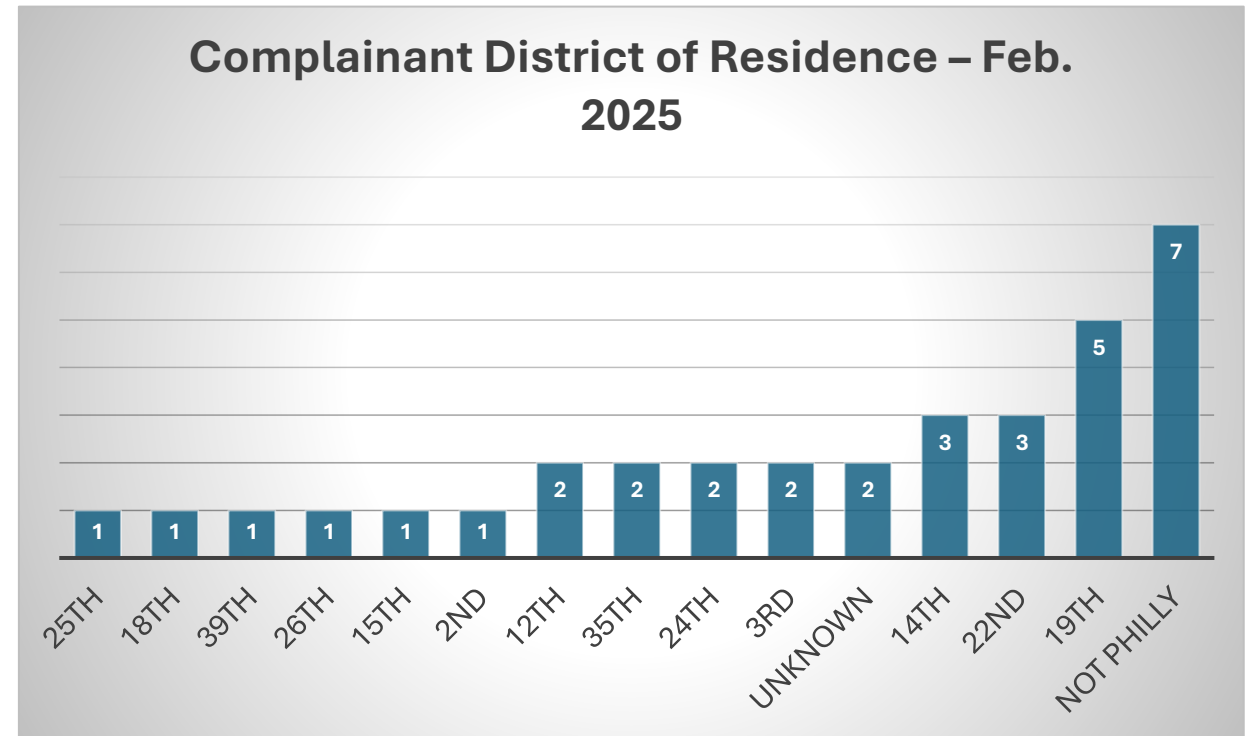
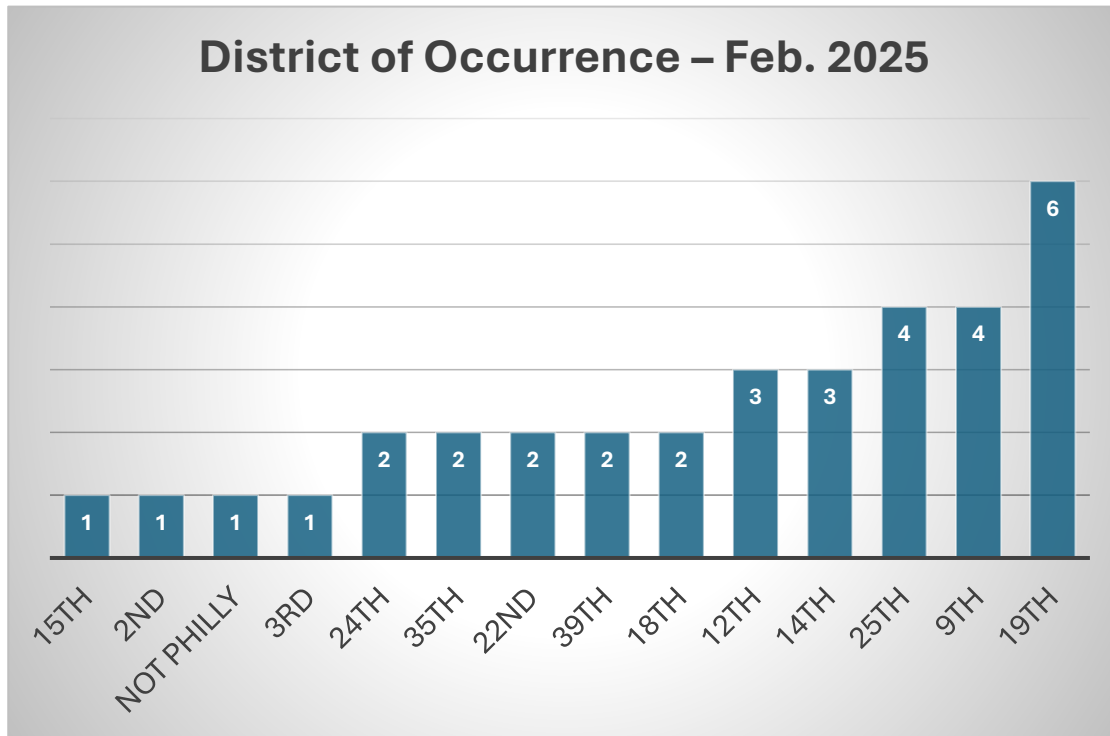
- Last month, Departmental Violations was highest.
- Physical Abuse cases typically aren't the highest
- Relevant for data reporting, and can determine how the case will be handled (full investigation vs. divisional)

Forcibly Pushed/Slammed	5
Forcibly Pulled/Dragged	1
Taser/CED/ECW	1
Punched	1

Failure to Provide Service/Take Police Action	4
Delayed Response	2
Failure to Prepare/Accurately Complete Report	1
Failure to Arrest	1

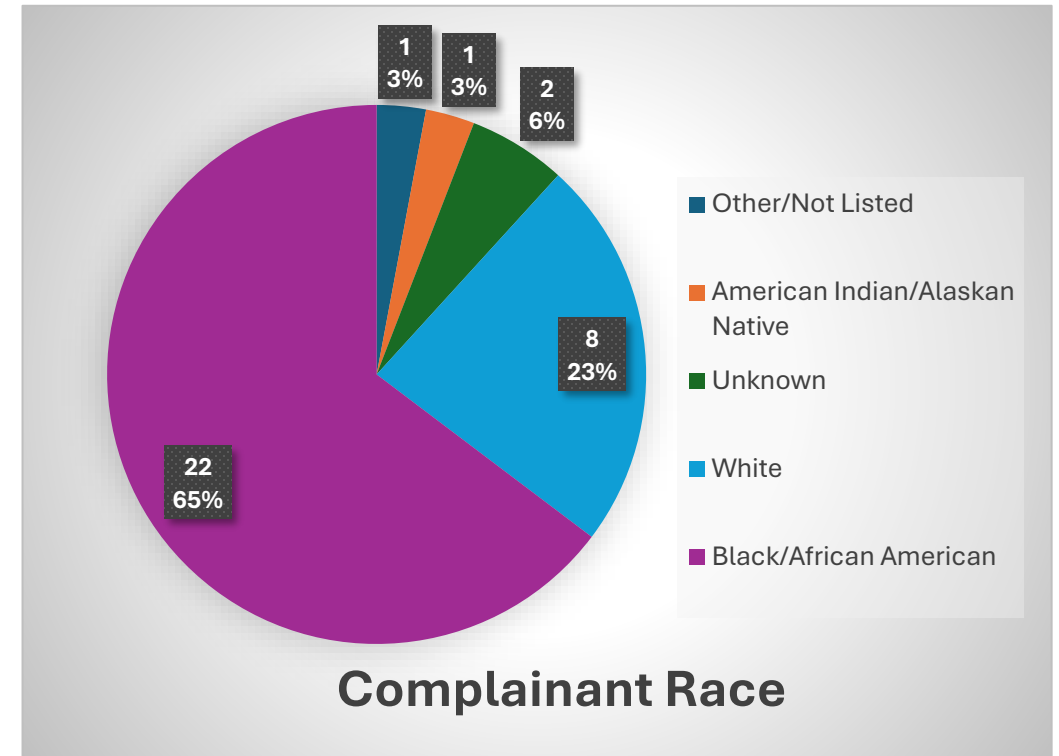
APR Division: February Audits - District

Data from February shows that district of occurrence and district of complainant residence do not align. The most frequent district of residence wasn't a district at all - individuals who do not reside in Philly had the highest volume.



APR Division: February Audits – Demographics

- Of the 34 cases reviewed, the majority of complainants (65%) identified as Black/African American.
- Interesting to note that for CPOC’s February complaints, the majority of complainants had race listed as “not specified” (5 of 11), and fewer (2 of 11) identified as Black/African American.
- Comparing these points within CPOC data may help us understand what communities may not be familiar with CPOC.



APR Division: February Audits - 90 Days

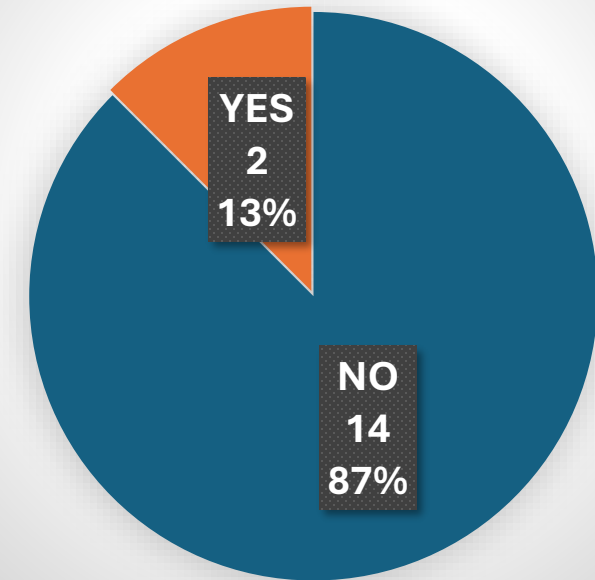
- Roughly 50% of the cases we reviewed in February were completed by IAD within the 90 business day guidelines
 - The 90-day compliance rate in January was 80%
 - The 90-day compliance rate for all live audits in 2024 was 82%
 - February's stat here was unusual, so we used the data to dig a little deeper



APR Division: February Audits - 90 Days

- Of the 16 that were not completed within 90 business days, our team felt that just 2 had clear explanations for the delay.
- This was also a surprising stat this month!
 - Extreme example of years passing (2021 to 2024) between final investigative step and closure.
 - Another example of a similar 6-month gap
 - This is raising some questions about what checks are in place to track open cases at IAD - and is a point for further research.

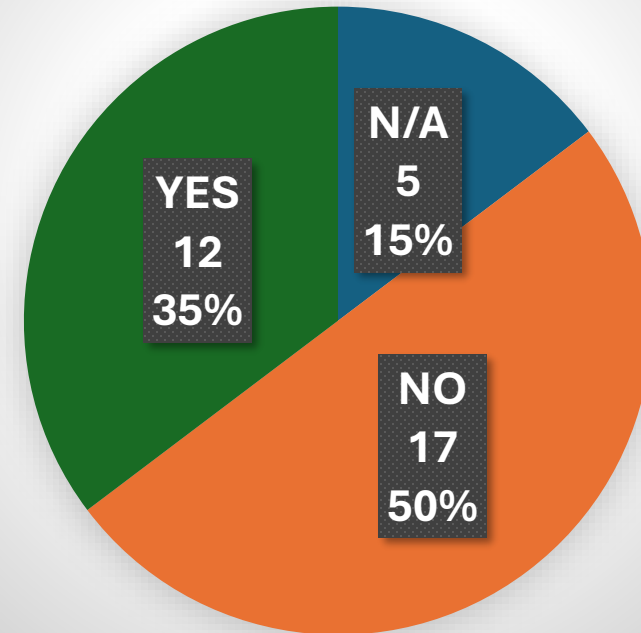
If not, was there a clear explanation?



APR Division: February Audits - allegations

- 5 cases did not have BWC footage available.
- In half of the cases that had BWC footage available, all allegations/violations present in the video were accounted for.
- In 12 cases (35%), CPOC's review of footage revealed additional allegations/violations that need to be addressed
- This includes additional BWC violations
 - 60-second buffer period

Did video footage add allegations?

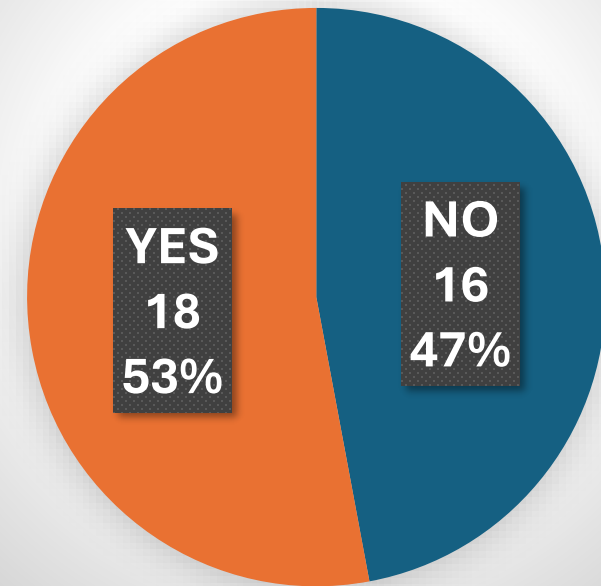


APR Division: February Audits - allegations

- About half of the cases had additional allegations or violations that needed to be addressed
 - Total of 29 missing allegations - examples below
 - Last month was 50/50
 - Typically comes from video review or from complainant
- Every violation present should be resolved, even “minor” ones.

Missing Allegation/Violation	Count
Departmental Violation - Failure To Activate BWC	7
Departmental Violation - Directives Violation	5
Other Misconduct - Unspecified [^]	2
Physical Abuse - Taser/CED/ECW	1
Physical Abuse - Forcibly Pulled/Dragged	1
Criminal Allegation - Threats (not domestic)	1

Were all allegations/violations addressed?

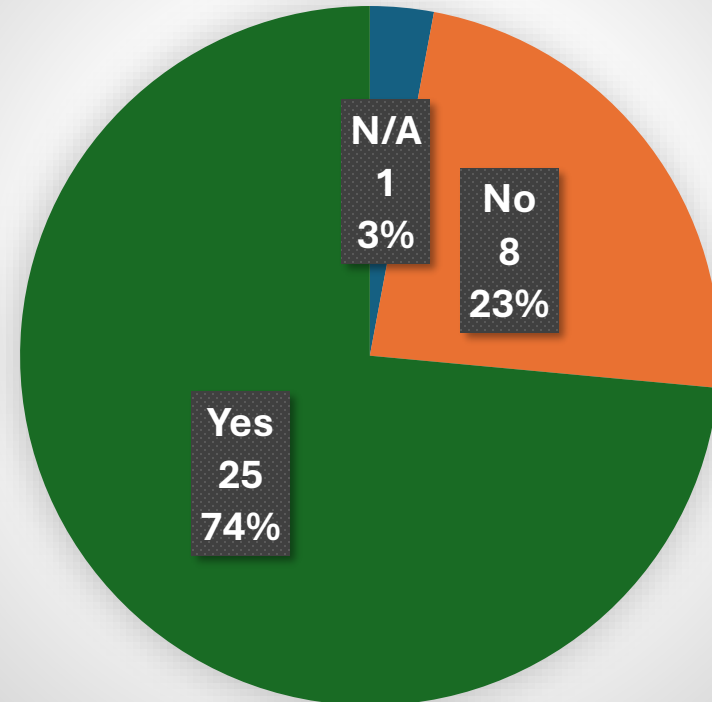


Ex.: Rec to change lack of service allegation to other misconduct - unspecified due to seriousness of the situation

APR Division: February Audits - Feedback

- Of the 33 full investigations we audited, we had feedback for 25 (75%) and drafted memos for all of them.
 - This is on par with last month - we had feedback for 71%.
 - 2024 in total was about 64%
 - We are noticing clear explanations in memos that were not there before

Did CPOC have feedback?





APR Division: February Audits - Officers

In the 34 cases we audited (33 full investigations and 1 divisional) there were:

- 86 officers involved with allegations/findings against them.
- 3 officers appeared in more than 1 case
 - 2 of them appear to be partners, and together they were involved in two complaints related to school dismissal

We know that school let out times are unique and present unique challenges - and may be likely to produce CAPs

Keeping an eye on this data point could steer CPOC toward policy work or explainers.

- Ex: what is PPD's policy around school dismissals? Is there any work CPOC can do here?
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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.
- HUGE shoutout to the team - these audits are extremely intensive and time consuming, BWC footage can be extensive.

In development:

- We are trying to get re-established within PPD's directive review process
 - We are looking toward developing a process to track all CPOC policy recommendations over time.
 - The BWC audit project is underway!
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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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