

**CITIZENS POLICE OVERSIGHT COMMISSION  
FISCAL YEAR 2026 BUDGET TESTIMONY  
NON-TESTIFYING DEPARTMENT**

**INTRODUCTION**

Good morning, President Johnson and Members of City Council. I am Tonya McClary, Executive Director for the Citizens Police Oversight Commission (CPOC). I am pleased to provide testimony on CPOC's Operating Budget for Fiscal Year 2026.

**DEPARTMENT MISSION & PLANS**

**Mission:** The Citizens Police Oversight Commission (CPOC) is tasked with overseeing and investigating the conduct, policies, and practices of the Philadelphia Police Department (PPD). The Commission works to increase the transparency and accountability of PPD, improve police conduct, enhance the quality of internal investigations, and improve the relationship between the community and PPD.

**Plans for Fiscal Year 2026:**

The Citizens Police Oversight Commission (CPOC) is a model among oversight agencies across the country. The Commission's work has already made historic strides increasing the quality of police misconduct investigations, enhancing transparency and accountability of policing, and improving the relationship between the community and the police department.

In 2024, CPOC began real-time audits of Complaints Against Police (CAPs), collected data to identify trends, and made recommendations for improvements to PPD. Auditing analysts reviewed more than 350 allegations of police misconduct made by members of the community. CPOC's Investigations Division complemented this work, by monitoring 28 investigations into CAPs, attending complainant and officer interviews and reviewing evidence. CPOC is proud to report an increase in the quality of IAD misconduct investigations because of these new efforts. Audit data is *vital* to enacting successful reform efforts; our findings inform data-driven policy recommendations made to the police department.

The Commission also continued our strong outreach efforts this year: hosting town hall discussions, organizing community trainings and educating the public on policing issues. Our outreach division hosted and attended 94 events where staff connected with the community, received complaints and commendations of police officers, and engaged with impacted Philadelphians to help guide the Commission's goals and services. CPOC also provided professional training to five new recruit classes at the Police Academy, sharing with each recruit the importance of the history of oversight in Philadelphia and nationwide and leading discussions about the important role police officers play in our communities.

CPOC also continued its important oversight role at the Police Board of Inquiry (PBI) at PPD. In 2024, CPOC staff reviewed 145 CAPs where IAD sustained allegations of police misconduct and made charging recommendations. CPOC staff collaborated with PBI Charging Unit to review the allegations raised in the complaint, the officer's conduct, and the officer's past discipline history to propose a discipline outcome. CPOC staff

## CITIZENS POLICE OVERSIGHT COMMISSION

also participated as a voting member of the panel in every one of the 30 PBI hearings that occurred in 2024, ensuring important disciplinary decisions include community voices when officers have committed misconduct. CPOC staff was also scheduled and present as needed for every one of the additional 163 scheduled hearings, which were canceled or abbreviated due to officers pleading guilty, colloquies, and other scheduling issues.

The Commission has also made tremendous strides in receiving complaints against police, but more support is needed to fulfill the mandate of the CPOC legislation. In 2024, CPOC received and referred 215 complaints against police to IAD, more than a 40% increase from complaints referred in the prior year. However, CPOC's enabling legislation charges CPOC with receiving and directing all complaints made against police, removing this duty from Internal Affairs and police district officers, freeing up resources to perform important policing services to the community.

CPOC has played a vital role working as a liaison between community organizations serving the public and the police, but more work is needed to fulfill the vision of oversight many residents were calling for when they voting to create the Commission. Though CPOC's enabling legislation gives CPOC staff the ability to conduct independent investigations, staff are still required to refer all complaints to IAD for further investigation. Complainants often contact CPOC believing that we will conduct the investigation and are disappointed to learn that will not happen.

CPOC is working to fulfill the public mandate to provide independent, transparent, and fair investigations that keep all residents, police officers and communities safe. The Commission is tasked with warehousing all complaints against police made by the public, and producing high quality, thorough independent investigations to support PPD leadership in their personnel decisions.

**PROPOSED BUDGET OVERVIEW & OTHER BUDGET DRIVERS**

General Fund Financial Summary by Class						
	FY24 Original Appropriations	FY24 Actual Obligations	FY25 Original Appropriations	FY25 Estimated Obligations	FY26 Proposed Appropriations	Difference: FY26 Proposed-FY25 Estimated
Class 100 - Employee Compensation	\$2,203,640	\$1,572,520	\$2,203,640	\$1,702,000	\$3,306,030	\$1,604,030
Class 200 - Purchase of Services	\$808,002	\$157,678	\$808,002	\$592,183	\$808,033	\$215,850
Class 300/400 - Materials, Supplies & Equipment	\$12,000	\$12,289	\$9,000	\$25,497	\$110,000	\$84,503
	<b>\$3,023,642</b>	<b>\$1,742,487</b>	<b>\$3,020,642</b>	<b>\$2,319,680</b>	<b>\$4,224,063</b>	<b>\$1,904,383</b>

**Proposed Funding Request:**

The proposed Fiscal Year 2026 General Fund budget totals \$4,224,063, an increase of \$1,203,421 over Fiscal Year 2025 estimated obligation levels. This increase request is primarily due to CPOC's general program expansion with the hiring of 13 new staff members across all CPOC divisions.

The proposed budget includes:

- \$3,306,030 in Class 100, a \$1,020,000 increase over FY25. This funding will be used to hire 13 new staff: 3 in our Investigations Division, 2 in our Auditing, Policy, and Research Division; 3 for the Outreach Division; 2 for a new Complaint Intake Division, and an additional Deputy Executive Director, a Staff Attorney, and an Executive Assistant to help manage and support of the large staff expansion.
- \$808,033 in Class 200, a \$31,000 increase over FY25. This funding will be used for seminars & trainings for new staff, promotional materials and translation services for our Outreach Division's expanded programing in our targeted language communities, and legal services to assist our investigation and legal team with their expanding work product.
- \$122,000 in Class 300/400, a \$110,000 increase over FY25. This funding will be used primarily for two new vehicles, one for our Investigation Division, in which staff is on-call 24 hours a day to respond to Officer Involved Shootings, as well as monitoring and investigative work; and one for our Outreach Division to be used to attend more events and programing all over the city, which requires significant supplies and travel. The remaining funds are designated for supplies and technology for the 13 new staff members. The majority of these funds would be for one-time purchases.

## CITIZENS POLICE OVERSIGHT COMMISSION

### STAFFING LEVELS

The department is requesting 39 budgeted positions for FY26, an increase of 13 positions over FY25.

The increase is attributed to the expansion of CPOC's programing to provide more services to the community. This funding will be used to hire 13 new staff: 3 in our Investigations Division, 2 in our Auditing, Policy, and Research Division; 3 for the Outreach Division; 2 for a new Complaint Intake Division, and an additional Deputy Executive Director, a Staff Attorney, and an Executive Assistant to help manage and support of the large staff expansion.

Employment Levels (as of November 2024)			
	FY25 Budgeted	Filled as of November 2024	FY26 Proposed
Number of Full-Time Positions	26	19	39
Number of Exempt Positions	26	19	39
Number of Executive Positions (deputy level and above)	2	1	3
Average Salary of All Full-Time Positions	\$90,585	\$86,310	\$86,325
Median Salary of All Full-Time Positions	\$80,000	\$75,168	\$80,000

### NEW HIRES

CPOC was not able to hire during the reporting period but has submitted PERs to fill vacancies.

## CITIZENS POLICE OVERSIGHT COMMISSION

### **PROGRAM BASED BUDGETING:**

**Program Name:** Citizens Police Oversight Commission

**Program Number:** 34

**FY26 Proposed General Fund:** \$4,224,063

**Program Description:** The Citizens Police Oversight Commission (CPOC) is the official civilian oversight agency of the Philadelphia Police Department (PPD). CPOC's responsibilities include police reform, investigative efforts, data reporting, and the pursuit of accountability, transparency, and legitimacy of PPD. CPOC also performs intake and referral of complaints of police misconduct, hosts community outreach events, and provides constituent services. The goal of CPOC's work is to rebuild community trust and help restore the strained relationship between the community and the police.

### **FY26 Strategic Goals:**

- **Investigations Division:** CPOC hopes to pursue civilianized independent investigations of police misconduct. Independent investigations ensure that police officers follow the Police Department's policies and are held to professional standards. CPOC aims to conduct the types of investigations its authorizing legislation prescribes, which would forge a major path toward rebuilding trust in the community.
- **Auditing, Policy, and Research Division:** The newly created Auditing, Policy, and Research Division of CPOC uses data, information, and research to review PPD policies and practices. These reviews are targeted in nature and responsive to trends or themes identified through CPOC's work, current events, or community concerns. CPOC will continue to bolster this newly created division, so all aspects of its work are shared publicly with stakeholders when possible and in accordance with CPOC's authorizing legislation.
- **Public Data Reporting:** Data reporting is a major way to build community trust and show narratives of how reform is improving residents' lives. With more staff in the Data Strategies and Analytics Division and support from PPD, CPOC will be better suited to have more public data that will allow for increased transparency.

# CITIZENS POLICE OVERSIGHT COMMISSION

## FY26 Performance Measures:

Measure	FY24 Actual	FY25 Target	FY26 Target
Public Engagement: Number of public meetings, forums, speaking engagements, and any other public actions sponsored or hosted by CPOC	134	60	80*
Percentage of complaints against police forwarded to the Police Department's Internal Affairs Division (IAD) within 5 business days of receipt	92%	90%	90%
Number of policy, practice, or custom review(s)/report(s)/opinion(s) issued by CPOC	21	25	20

*\*FY25 wraps up CPOC's third fiscal year as a new agency and our first year with a permanent Executive Director. FY24 had a record-breaking year for events. Previously 78 in FY23, hitting 134 in FY24. While exciting, CPOC leadership received feedback that this overextended the staff. With a permanent Executive Director, the Commission has refocused outreach efforts to be more intentional with personnel resources. At proposed funding levels, we hope to come more in line with FY23 actual, with a goal of 80 events in FY26. This budget requests an increase to support hiring additional Bilingual Outreach and Constituent Services personnel, which would be required to meet FY24's record-breaking year for events in a way that is sustainable for existing staff resources.*

CITIZENS POLICE OVERSIGHT COMMISSION

**OTHER BUDGETARY IMPACTS**

**Federal and State (Where Applicable)**

N/A

CITIZENS POLICE OVERSIGHT COMMISSION

**CONTRACTING EXPERIENCE**

N/A