

OFFICE OF THE POLICE OVERSIGHT MONITOR

Monthly Report
April 2025



Office of the Police
Oversight Monitor

LETTER TO THE COMMUNITY

Dear Fort Worth Community,

April has been a month of meaningful connections and growth for our team. As spring breathes new life into our city, we've been planting seeds of transparency, accountability, and community trust throughout Fort Worth.

The future of police oversight took center stage as we interviewed candidates for our intern program. Sitting across from these passionate individuals, we were reminded why this work matters - they represent the next wave of leaders who will carry forward the values of justice and accountability in our community.

"What does OPOM actually do?" This question sparked rich conversation when we visited the Fort Worth Police Department's Citizens Police Academy. Breaking down misconceptions and building understanding, we witnessed firsthand how transparency creates bridges between police and the public we both serve.

These bridges extended into neighborhoods across Fort Worth this month. From the bustling energy of the Citywide Job Fair where we connected with over 2,100 residents, to the colorful celebration of heritage at Cinco in the District, to the intimate conversations during our Community Office Hours at Northside Community Center - each interaction reinforced that effective oversight happens through relationship and presence.

Our mediation program embodies this collaborative spirit. Volunteer mediators gathered not just to plan but to strengthen the bonds that make difficult conversations possible. When they represented us at community events (even snapping that candid moment with Officer Parker!), they demonstrated that accountability and positive police-community relations can go hand-in-hand.

Behind every public-facing moment is thoughtful internal work. Our team gathered around tables to refine our case auditing matrix, challenging each other to ensure our evaluations remain fair and consistent. Our book club discussions have transformed lunch breaks into forums for deeper understanding of the communities we serve.

As we navigate this complex landscape, continuous learning remains our compass. The NACOLE webinar on "Understanding Civilian Oversight's Fast-Changing Legal Landscape" reminded us that this field requires both agility and steadfastness in our commitment to best practices.

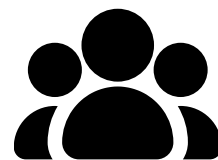
Through it all, our Office Manager has been the heart of our operation, deserving every recognition on Administrative Professionals Day for creating the foundation that makes all this work possible.

As we move into May, we carry forward the conversations, lessons, and connections from April. Our doors, minds, and hearts remain open to you, Fort Worth. Thank you for walking this path of community building and accountability with us.

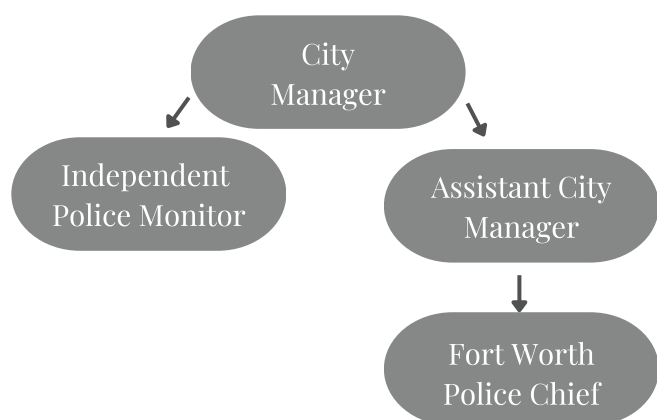
Sincerely,


Independent Police Monitor

WHO WE ARE?



*"Fostering Community Trust
Through Collaboration and Law
Enforcement Accountability and
Transparency."*



In response to a high-profile police incident and protests in 2017, the Fort Worth City Council formed a task force of community leaders. Initially focused on race and culture discussions, it expanded to address disparities in areas like criminal justice, economic development, education, health, housing, and governance. The criminal justice committee concluded its work by advising the city council to establish a monitor for police oversight. In February 2020, Office of the Police Oversight Monitor (OPOM) was established in accordance with city ordinance and commenced operations in March of 2020 to provide oversight and accountability of Fort Worth law enforcement. OPOM reports directly to the City Manager.

WHAT WE DO?



In order to achieve its mission, the OPOM engages in the following primary functions:

- Receives civilian complaints and refers them to Fort Worth Police Department Internal Affairs.
- Audit FWPD training sessions, body-worn camera footage, and use of force reports to ensure adherence to departmental policies.
- Engage with the community regularly to gather input, identify solutions, and improve relations.
- Collect and analyze data related to citizen complaints, uses of force, critical incidents, and other reviews.
- Create a citizen-police mediation program for conflict resolution and improving perceptions.
- Monitor FWPD contact and complaint investigations, identify patterns, and recommend changes.
- Serve as a civilian oversight agency to ensure greater accountability and public trust in the FWPD.
- Provide periodic public reports documenting findings, analysis, and recommendations.
- Review policies and procedures to meet or exceed best practices and address emerging trends.

MISCONDUCT WORK



What is Misconduct?

Police misconduct is the action or lack thereof of an officer that violates any rule, police procedure, order, verbal or written instruction of the FWPD or is a violation of any city ordinance, state or federal criminal law. Misconduct includes, but is not limited to:

- Use of Force
- Abuse of Authority
- Failure to supervise
- Falsification of records
- Inappropriate language or attitude
- Harassment
- Interference with Constitutional rights
- Neglect of duty
- Discrimination
- Theft
- Retaliation for filing a complaint

**Total complaints
received for 2025**

28

**Total complaints
received this month**

7

Definitions

Complaint - an allegation of misconduct filed against a FWPD officer(s) by a community member. A complaint may concern an action or lack of action taken by an officer(s), an interaction with an officer, or a witnessed interaction with an officer.

Complainant - the individual who files a complaint against a FWPD officer(s). The complainant doesn't need to be personally affected by the incident.

Complaint form - used to file a formal complaint concerning a police encounter via the OPOM online interactive portal.

Formal Complaints - inquiries confirmed as formal complaints and are currently being reviewed. A complaint form has been received.

Inquiry - any and all contacts received by OPOM.

Complaint Process

Receives your complaint/commendation and sends a receipt of acknowledgment.

Reviews and forwards complaint/commendation to FWPD's Internal Affairs for review/Investigation.

Monitors the FWPD compliant investigation. The investigation can take up to 90 days.

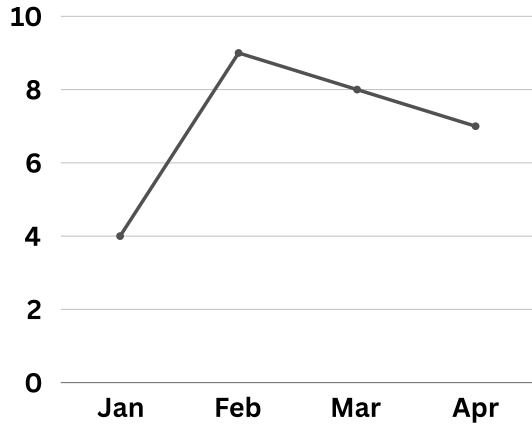
Reviews the complete FWPD complaint investigation and provides feedback and recommendations to the FWPD as appropriate.

Notifies you once OPOM's review of FWPD's investigation is complete.

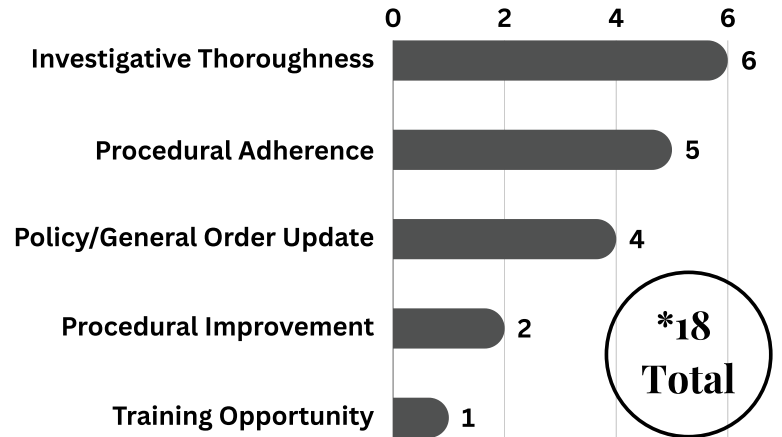


Behind the scenes! We've made internal updates to our case audit matrix, and our team recently completed a training to ensure we're all aligned and ready to go. Continuous improvement in action!

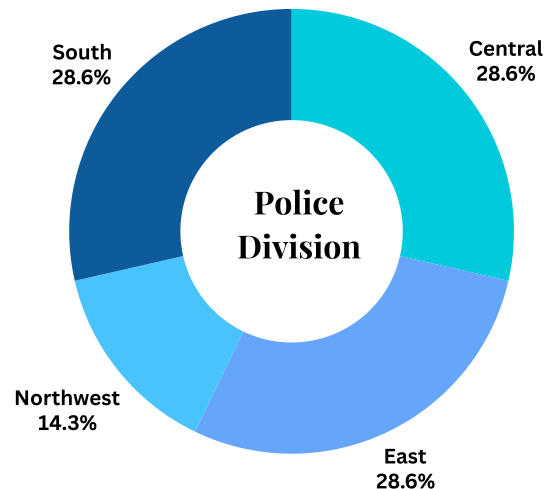
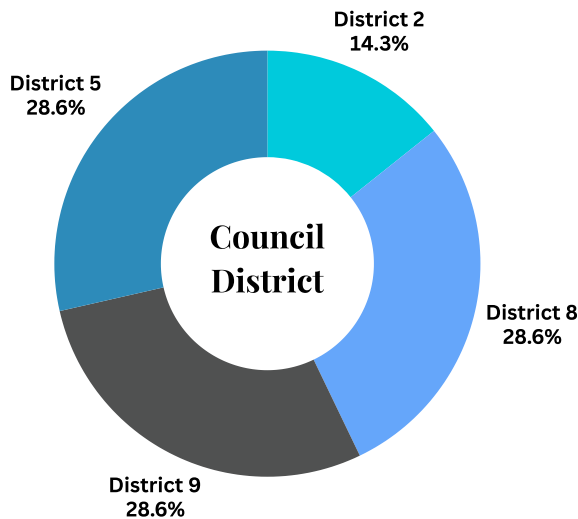
Formal Complaints by Month



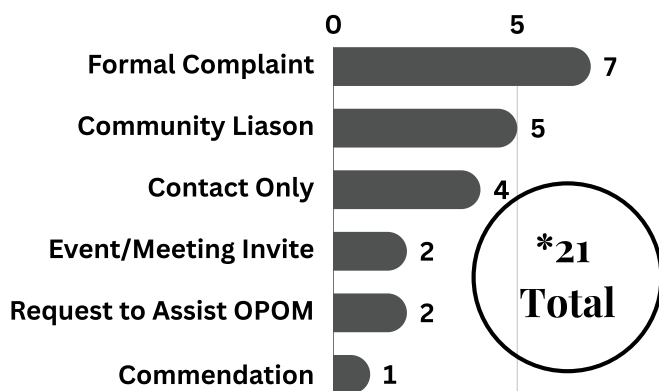
OPOM Recommendations (January 2025 - Present)



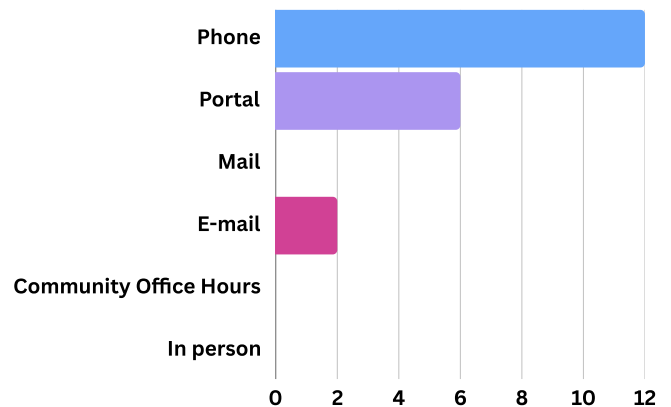
April Formal Complaints by Location



April Inquiries Defined

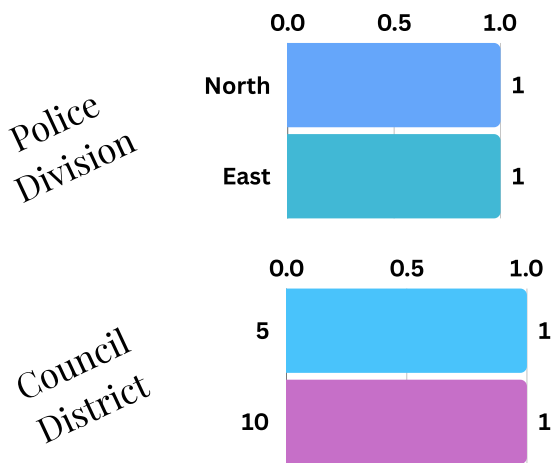


April Inquiries Contact Methods



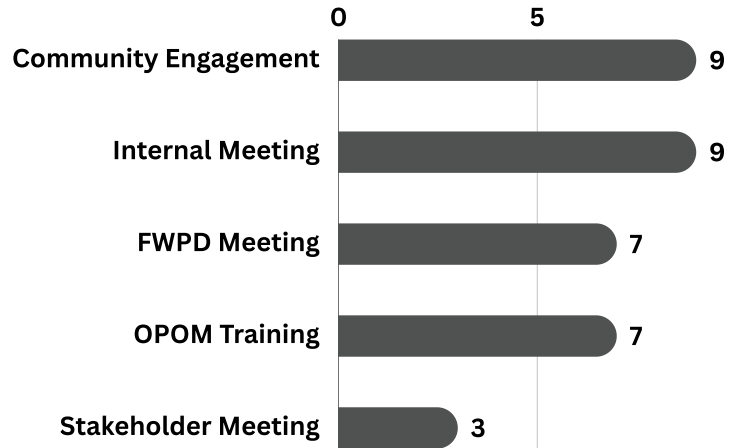
*Data shown above is based on complaints received directly by OPOM

2025 YTD Commendations

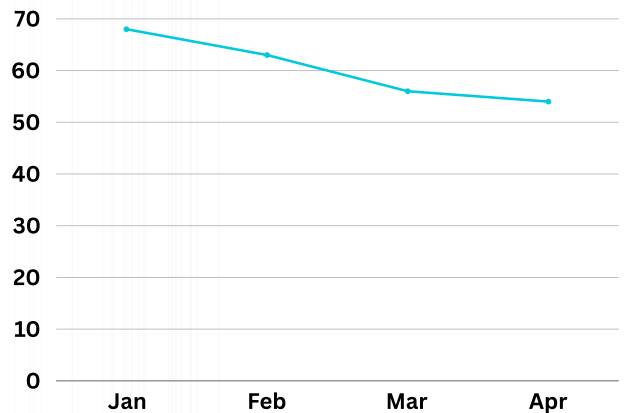


Complaints can also be received directly by FWPD Internal Affairs. After Internal Affairs conducts their investigations, they send the completed reports to OPOM. OPOM's role is to review these investigations to ensure they are comprehensive, thorough, and unbiased. This is to maintain accountability and fairness in the process.

April Activity Tracking



IA Complaints Received by OPOM



April Top Formal Complaints Allegations

- Emergency Vehicle Operation
- Body Worn Camera
- Police Pursuit Violation

*Based on complaints received from IA

Book Club Moments



Thought-provoking reads and meaningful conversations are bringing us closer and sparking important dialogue along the way.

COMMUNITY OUTREACH



Your insights, questions, and feedback are essential in shaping a more transparent and accountable law enforcement system. We want to hear from you!

Invite Us to Your Community Events:

Have a gathering, town hall, or community event coming up? We'd love to be a part of it! Our team is available to attend and participate, sharing information about our office, answering questions, and fostering open dialogue.

Share Your Feedback:

Your thoughts matter. Whether you have questions, concerns, or suggestions, we want to hear them. Reach out to us to share your experiences, offer feedback, or discuss any aspect of police-community relations.

How to Connect:

For event invitations, presentations, or general inquiries, feel free to contact us at 817.392.6518. Your proactive engagement strengthens the bond between our office and the community we serve.

Types of Events

Tabling Events

Neighborhood Meetings

Community Conversations

Police Roll Calls

Educational Presentations



✦✦ Special thanks to our
Office Manager for holding
us together like glue. ✦✦

Over 2,100 people attended the **Citywide Job Fair**! It was an incredible day of connection, opportunity, and community. We were proud to be part of it!

We had a great time at **Cinco in the District**!

It was a vibrant celebration of Mexican American heritage, filled with culture, community, and connection.



COMMUNITY OUTREACH

April
2025



COMMUNITY-POLICE MEDIATION

Our volunteers are hard at work!

What is Mediation?

Community-Police Mediation is a voluntary process that brings together professionally trained community mediators to facilitate a dialogue between community members and law enforcement. It provides a space for open, two-way dialogue, allowing both parties to express their concerns, perceptions, and expectations in a confidential and non-judgmental way. It aims to address conflicts, build understanding, and improve relations between the police and the community they serve. **The goal is to foster a more positive and collaborative relationship between the police and the community.**

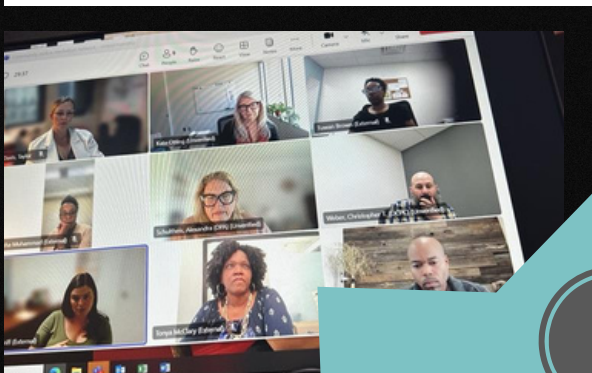
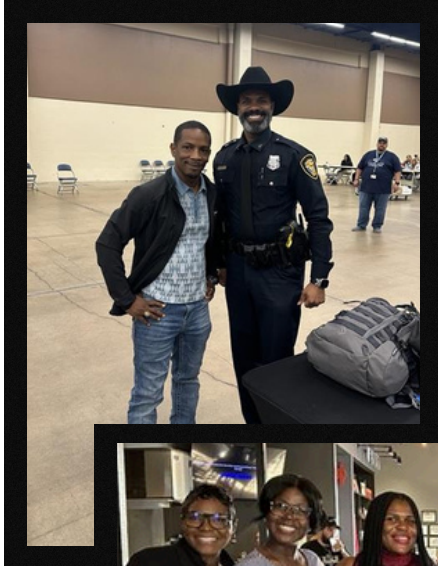
April was an exciting month for our mediation volunteers! We gathered for a planning happy hour filled with team-building and upcoming training ideas, joined a national discussion on advancing police complaint mediation, and supported the citywide job fair—where Jamal even posed with FWPD's very own recruiting genius, Officer Parker!

Mediation is –

- Non-judgmental
- Confidential
- Voluntary

What qualifies for mediation?

- Rudeness/Discourteousness
- Neglect of Duty
- Unprofessionalism



6

Total Complaints
Mediated

Satisfaction Rate by
Complainants:

100%

Satisfaction Rate by
Officers:

100%

GET INVOLVED



Attend **Events**

Join us for discussions to share your experiences and thoughts. The more diverse voices we hear, the richer our understanding becomes.

Stay **Informed**

Follow us on social media for updates on the upcoming events, report releases, and helpful information. Subscribe to our Monthly Newsletter.

Spread the **Word**

Let your friends, family, and neighbors know that OPOM is a safe place to voice concerns.

Reasons to reach out:

- Concerns of misconduct
- To report positive interactions
- Concerns regarding transparency and accountability
- Policy and procedure inquiries
- Feedback and suggestions

Ways to reach out:

- **Online:** <https://www.fortworthtexas.gov/departments/opom>
- **Email:** PoliceOversight@fortworthtexas.gov
- **In person:** Call 817.392.6535 to make an appointment or stop by anytime between 8-5pm
- **By Mail:** Office of the Police Oversight Monitor
200 Texas St
Fort worth, TX 76102



FortWorthPoliceOversight



FWPoliceMonitor



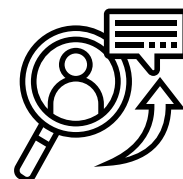
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Click or scan the QR code to visit our Linktree and follow our socials

REFERENCES



Data Source:

This report uses data from the following data sources, which are updated daily for tracking purposes:

- FWPD IA Complaint Notifications
- OPOM Inquiry Complaint Tracking spreadsheet
- OPOM Recommendations Tracking spreadsheet

DATA IS NOT CONSIDERED FINALIZED UNTIL OPOM ISSUES IT'S ANNUAL REPORT