

# OFFICE OF THE POLICE OVERSIGHT MONITOR

*Monthly Report  
December 2024*



Office of the Police  
Oversight Monitor

# LETTER TO THE COMMUNITY

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As we close out the year, I want to take a moment to reflect on the events of December and the impact they have had on our community. December was a month of meaningful engagement. OPOM partnered with Councilmember Williams to host two district meetings in District 6—one at Chisholm Trail Community Center and another at Como Community Center. We were especially encouraged by the incredible turnout at the Como meeting, marking our largest community gathering of the year! These conversations are vital in fostering dialogue, addressing concerns, and ensuring accountability in policing.

In addition to these community meetings, OPOM attended the LGBTQ Fire and Police Chief Social to show our support for the LGBTQ community and strengthen relationships across Fort Worth's public safety agencies. We also continued participating in ride-alongs with FWPD to gain a more well-rounded understanding of an officer's daily responsibilities and build rapport with the department.

As we look toward the future, I recognize that most organizations are sharing their hopes and dreams for 2025 this month. And yes, I will be sharing OPOM's work plan soon. But before we move forward, I want to take a moment to honor the past—more specifically, my dear friend and OPOM's first Independent Police Monitor, Ms. Kim Neal.

On December 13, 2024, we lost a legend in oversight and someone who was instrumental in creating substantial change in Fort Worth. Kim passed away, leaving behind a legacy that inspires those of us still here to carry the torch. Kim served as OPOM's inaugural director until November 2022, when she left to start yet another oversight office in Alexandria, Virginia. During her tenure in Fort Worth, she transformed how the police department served the community.



*In remembrance and  
honor of Kim Neal*



She created a process for affected community members to file police complaints virtually and at a non-police department location. She conducted a perception survey that provided a baseline understanding of how Fort Worth residents viewed civilian oversight and valued collaboration. In 2021 alone, under her leadership, OPOM held over 250 virtual and in-person meetings and community engagements. She also laid the foundation for what is now the Community-Police Mediation Program.

This represents just a small portion of what Kim accomplished in Fort Worth, let alone the other communities she served in Ohio and Virginia. While all of those achievements are impressive, what I admire most is how Kim touched the lives of individuals. I have had the opportunity to speak to Fort Worthians about what Kim meant to them and how she changed their lives. Time and time again, people share how Kim made them feel truly visible—many for the first time in their interactions with authority. Even years later, people remember how she validated their dignity, regardless of whether their views aligned.

After being selected as Kim's successor, her hardened exterior melted away, and I became her mentee—or more affectionately, she became my "adopted God-mother." Her willingness to pour into me and, consequently, Fort Worth, while facing her own battles has left an indelible impression on me.

As we move into the new year, OPOM remains committed to strengthening trust, increasing transparency, and advocating for fair and just policing practices in Fort Worth. Let us all strive to lead lives that enrich the communities we serve while we are here and inspire generations to come.

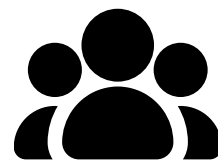
Wishing you all a safe and prosperous 2025.

Sincerely,  
*Bonyale Sokunbi*  
Independent Police Monitor

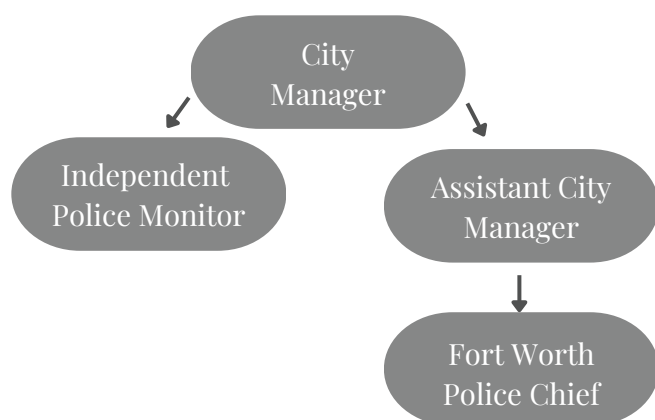
Director Sokunbi discussed **police accountability** with members of the **District 6** community at Chisolm Trail Community Center.



# 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

## 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.

**Possible Complaint** - inquiry under review to determine if it is a formal complaint or if a complaint form has not been received.



## Complaint Process

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

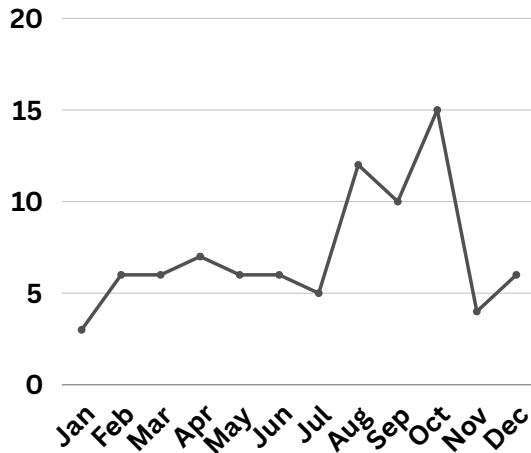
Reviews and forwards complaint/commendation to FWPD's Internal Affairs for review/Investigation.

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

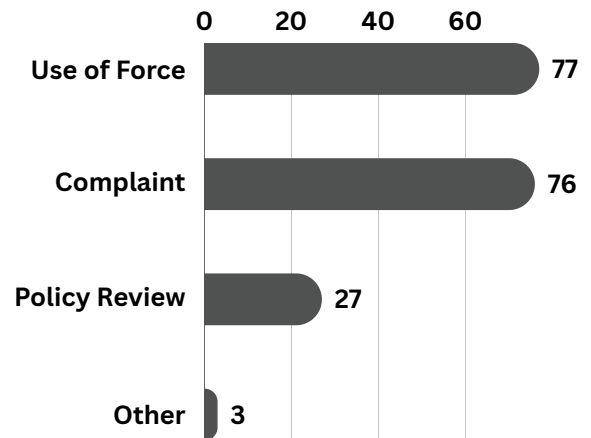
Reviews the complete FWPD complaint investigation and provides feedback and recommendations to the FWPD as appropriate.

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

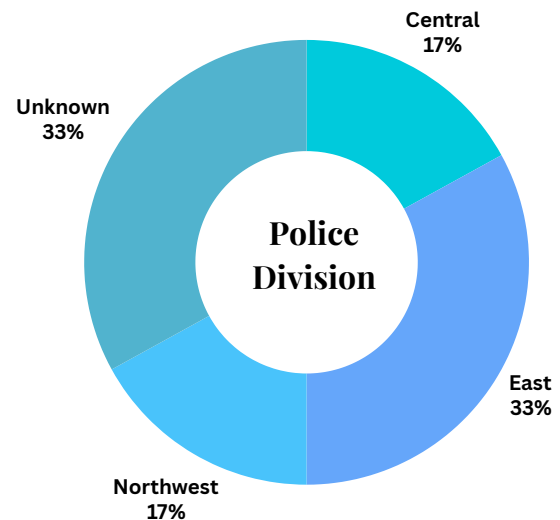
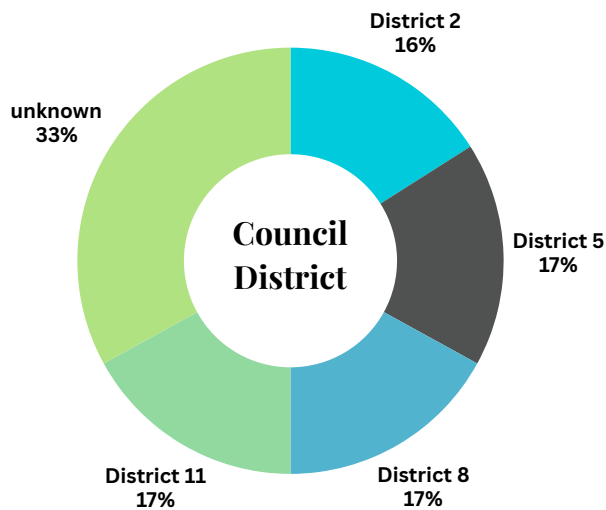
## Formal Complaints by Month



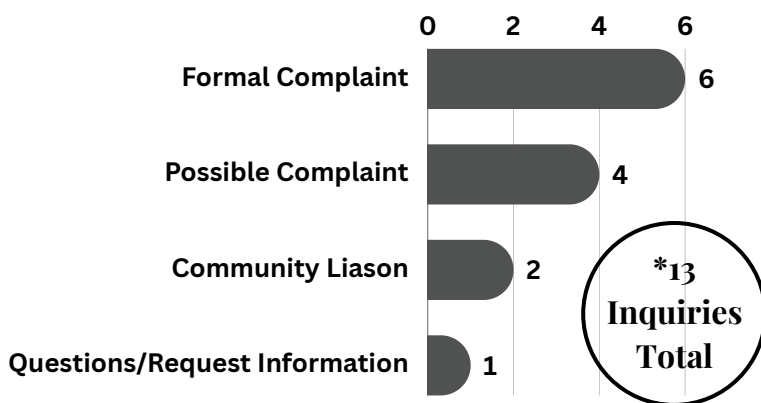
## OPOM Recommendations (2020 - Present)



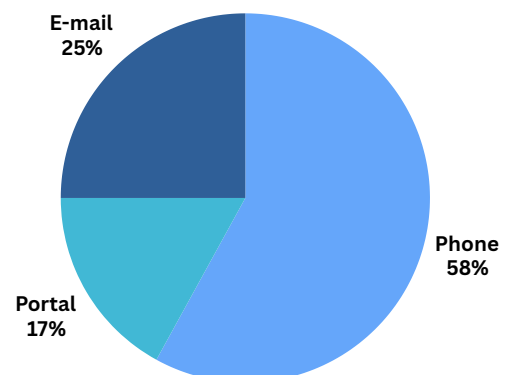
## November Formal Complaints by Location



## November Inquiries Defined\*



## November Inquiries Contact Methods

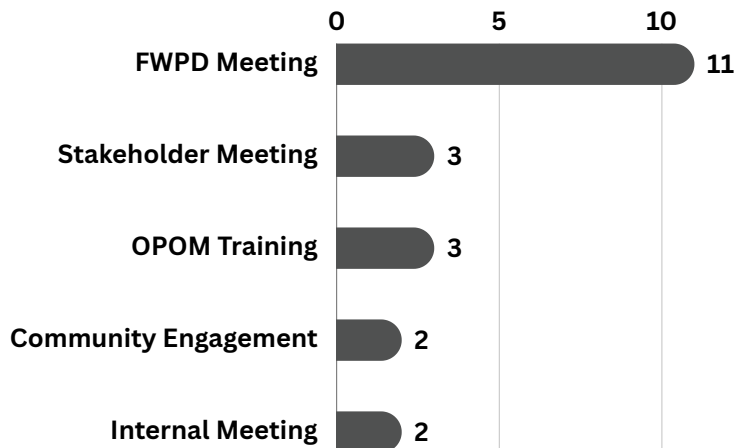


\*Data shown above is based on complaints received directly by OPOM

## 2024 YTD Commendations



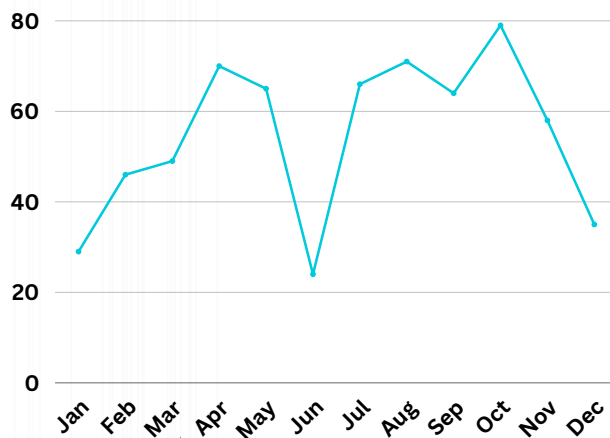
## December Activity Tracking



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.

## IA Complaints Received by OPOM



## December Formal Complaints Allegations

- Professional Conduct
- Body Worn Camera

\*Based on complaints received from IA

OPOM supported Fort Worth Hispanic Chamber of Commerce at their annual State of the Chamber.



# 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



Director Bonycle joins Councilmember Williams to talk police accountability with members of District 6



Taylor attended the **Fire and Police Chief LGBTQ Social** hosted by community leaders Felipe Gutierrez and Aaron Hoernke.

Our largest turn out of the year!



# COMMUNITY-POLICE MEDIATION

## Taking referrals from FWPD IA

### 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.**

### Mediator

A neutral and impartial third party who facilitates communication between conflicting parties. They don't impose decisions but instead encourage open dialogue and understanding. Mediators are recruited and trained by OPOM.

### Mediation is -

- Non-judgmental
- Confidential
- Voluntary

### Consent

All parties must voluntarily agree to participate in mediation and give consent. The consent process involves communication between the participants and the Mediation Director or program staff about the mediation process, what to expect, and clarification of any questions.

### Voluntary

All participants engage in mediation at their own free will. They can end the process at anytime and are not forced to come to any agreement.

### What qualifies for mediation?

- Rudeness/Discourteousness
- Neglect of Duty
- Unprofessionalism



*Meet jamaal*  
-Community Mediator

“Joining OPOM’s Mediation Program was important to me because I’m raising two young children in the city of Fort Worth. I believe that fostering better relationships in our community begins with people like me coming together to find common ground between the citizens and the police officers of the city.” - Jamaal

# 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](mailto: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



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## 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