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**Testimony of the Civilian Complaint Review Board before the New York City  
Council Public Safety Committee**

**March 18, 2026**

**Introduction:**

Chairperson Feliz, members of the Public Safety Committee, thank you for the opportunity to appear before you here today. My name is Jon Darche, and I am the Executive Director of the Civilian Complaint Review Board – also known as the CCRB – the largest police oversight body in the country. I am here today to discuss the work of our Agency; to highlight the important role our Agency fills for New Yorkers as a police oversight body, and to underscore just how vital it is that the Agency be fully funded in order to fulfill its New York City Charter mandate.

Civilians deserve justice in a timely fashion, and police officers deserve an appropriate resolution in a timely fashion. Our budget request enables that.

**Background:**

The CCRB receives, investigates, mediates, hears, makes findings, and recommends action on complaints against New York City police officers. These complaints allege the use of excessive or unnecessary force, abuse of authority, discourtesy, or the use of offensive language.

The Board itself is made up of 15 members, whose appointments are meant to reflect New York City in all its diversity. Five members are appointed by the Mayor. Five are appointed by this Council. Three are designated by the Police Commissioner and approved by the Mayor. One is appointed by the Public Advocate. The Chair is jointly appointed by the Mayor and the City Council.

The Agency's entirely civilian staff investigates complaints; gathers evidence; interviews witnesses and officers, and then shares the results of that investigation with the Board. The Board then reviews the investigation and meets to determine whether or not to substantiate allegations of misconduct.

In cases where the Board substantiates misconduct, it recommends discipline. Those findings and recommendations are then transmitted to the Police Commissioner, who retains the final authority on all disciplinary matters for NYPD officers.

In the most serious cases of alleged misconduct, the CCRB's Administrative Prosecution Unit – APU – will prosecute an administrative trial. The NYPD's Deputy Commissioner for

Trials and her team preside over these trials. The results of those trials are also transmitted to the Police Commissioner for her approval.

The scale of the work this Agency does cannot be overstated. We measure our work in complaints and allegations. A complaint is an incident where a civilian believes misconduct occurred. An allegation describes a possible violation of part of the NYPD Patrol Guide. Complaints may contain more than one allegation and involve more than one subject officer.

In 2025, the CCRB received five thousand, six hundred, and seventeen (5,617) complaints – the second-highest number of complaints in a decade. It received twenty-two thousand, one hundred, and seventy two (22,172) specific allegations.

The Agency fully investigated two thousand and seventy (2,070) complaints and fourteen thousand, nine hundred and fifty three (14,953) allegations. Our investigations substantiated nine hundred and eighty seven (987) complaints and three thousand, one hundred and seventy three (3,173) allegations, against 1,357 individual members of service.

This means that we substantiated 21.22% of the allegations we fully investigated. Put another way, the CCRB substantiated at least one allegation in 47.68% of the complaints we fully investigated.

New Yorkers have the right to report allegations of police misconduct to this Agency; and it is a right that New Yorkers have been exercising with increased frequency in recent years.

Whether a complaint is substantiated or not, the CCRB's job is to treat that complaint seriously and to find the truth. We owe this to the civilians and police officers.

The increase in complaints outpaced the CCRB's capacity to respond in a timely manner. In 2025, on average, it took 432 days to close a fully investigated case. This is the fastest average time to close a fully investigated complaint in five years. But it is still too long.

In order for our system of public safety to work for everyone – both civilians and police officers – it is vital that the CCRB be given the resources to ensure all complaints can be investigated in a timely fashion; and that the evidence can be followed wherever it leads.

### **FY27 Budget Request:**

To that end, the Agency's Budget Request for Fiscal Year 2027 would provide enough funding to support all of its functions as an independent police oversight Agency: 65 million, 94 thousand, 437 dollars (\$65,094,437) and an authorized agency headcount of 500 people.

This is an increase of roughly 36 million dollars, and 233 staff members over the enacted FY26 budget. It represents, in total, less than one percent of the New York Police Department's overall budget and headcount. If this request is granted in full, the Agency would have roughly 500 people to oversee the work of 35,000 members of service. We believe this is what a fully funded Agency would look like.

### **Efficiency and the Impacts of Underfunding:**

Historically, the CCRB has been underfunded and under resourced. Changes to the City Charter gave additional authority and responsibilities to the Agency; including investigating allegations of untruthful statements, as well as racial profiling and bias-based policing. These changes also gave the Agency the power to initiate investigations without having received a complaint.

This tension led the Agency to make difficult decisions to prioritize where and how to use the resources at our disposal.

On January 1, 2024, the CCRB implemented a policy known as “Strategic Resource Allocation Determination” or S-RAD Closures. This was due to a shortage of investigators as compared to the increased number of complaints the CCRB received. Under this policy, certain types of allegations of misconduct were closed as “Unable to Investigate” when they were not part of a larger complaint. In 2025 alone, roughly 1,390 complaints were closed under S-RAD.

S-RAD is unfair to both officers and civilians alike. When misconduct is alleged, it helps no one to leave these allegations uninvestigated.

If the incident represents a violation of the NYPD Patrol Guide, the civilian should know that the officer was held accountable. If the incident is not a violation, the officer deserves to know they acted appropriately and the civilian deserves an explanation. This is how the CCRB, as an institution, builds trust.

Being unable to investigate allegations due to budgetary constraints harms all parties.

While the increased FY26 budget did enable us to reduce the scope of S-RAD, we were unable to eliminate it entirely. That is why we’re requesting a full budget today – to ensure we are able to investigate every complaint we receive that is within our jurisdiction.

Despite a lack of funding and increases to the Agency’s jurisdiction, as well as to the number of complaints, the quality of CCRB investigations improved.

In fact, we increased the number of fully investigated cases in which we provided a finding on the merits. What does this mean? In 2025, the Agency closed just 16.22% of allegations in fully investigated complaints as “unable to determine,” the lowest percentage on record. Body worn cameras factor importantly in this trend, as they provide key evidence that allows the Agency to resolve more complaints than ever before.

We’ve also made increased efficiency a key Agency goal for 2026; soliciting feedback from across our workforce to uncover new ways to be better in our work, each day. Efficiency alone is not enough to respond to the scale of the work our Agency faces each year. To do that, we need additional staffing, and our Budget Request captures those needs.

### **Budget Needs By Team:**

The Investigations Unit makes up the bulk of our workforce. They carry out the day-to-day work of fact-finding and interviewing. This unit requires an additional 86 staff spread across several investigator roles, in order to fully address New Yorkers’ complaints. These are some of

the most critical positions in the Agency. Filling them is essential to meeting our duties under the City Charter. Additionally, the increased overall number of investigators would allow the workload to be spread across a much wider base of staff; shortening overall investigation timelines.

An efficient CCRB isn't only able to investigate more cases, it's also able to do so more quickly.

In addition, when this Council directed the CCRB to investigate racial profiling and bias-based policing allegations, it also funded the creation of a team to conduct these investigations. This requires specialized training and a different workflow than our general investigations. That team currently has 27 staff members, but it is in need of 37 additional positions to fully meet our responsibilities under the City Charter, including managers, supervisors, and investigators.

In 2012, the CCRB signed a Memorandum of Understanding with the NYPD to establish the Administrative Prosecution Unit, or APU. The APU prosecutes the most serious cases of alleged misconduct in administrative trials before an NYPD trial commissioner. As of now, this unit has 23 staff. It needs two additional roles to help handle the workload associated with an administrative trial. The additional support will further increase efficiency and reduce timelines associated with these cases.

The CCRB's Outreach unit is the face of the CCRB for many New Yorkers. They go into communities, schools, gyms, barbershops, and everywhere New Yorkers gather to explain how the CCRB works and how to file a complaint. Their vital work includes initiatives such as CCRB Courtside, where we interact with New Yorkers on basketball courts and other organized sporting events. Or CCRB Cares, where we partner with community organizations during charitable activities, such as community cleanups and food pantries. This unit requires eight new staff to spread the word across all five boroughs about the work of the CCRB.

Communicating with New Yorkers is a key responsibility for any Agency within the city government, but this is especially true for the CCRB. Many New Yorkers are unaware of the CCRB and their rights in an interaction with police officers. For this reason, the Agency needs to be supported in its efforts to perform targeted engagement with a diverse group of New Yorkers. These efforts share information about how to file a complaint should someone believe they are the victim of police misconduct. Providing this type of information to the public – where they are – can help increase overall trust in the system of public safety. This makes New York safer for everyone: police and civilians alike.

Beyond these core areas, the Agency has many needs in our other support offices – whether it's new attorneys to support our Office of the General Counsel; new specialists to help our Human Resources department; or new information technology experts to help support the rest of our staff as they do their work. It is these roles that provide less visible work – but no less important work – to help the Agency operate and fulfill its mission.

### **Board Member Appointees:**

I also want to reiterate the importance of having a fully staffed Board. As mentioned, we currently have only 11 of the required 15 Board Member positions filled.

The lack of a full complement of Board Members impacts our work, slowing the overall time it takes to reach a conclusion in an investigation.

In 2025, fully investigated cases had to wait an average of 156 days before being reviewed by a Board panel. This delay is directly related to the lack of a full Board and burdens the civilians and police officers who are waiting to see the result of our investigations. Filling all Board Member positions would be a simple and effective way to increase the Agency's efficiency.

**Conclusion:**

The work of the CCRB is essential: to assure accountability of the members of the New York City Police Department. That is why Mayor David Dinkins supported the transition of the CCRB into the independent agency it is today. That is why our staff tirelessly performs the work they do, day in and day out.

The CCRB is the gold standard against which police review boards across the nation are measured. With the support of this Council, I believe we can do even better.