



ERIC L. ADAMS
MAYOR

CIVILIAN COMPLAINT REVIEW BOARD
100 CHURCH STREET 10th FLOOR
NEW YORK, NEW YORK 10007 ♦ TELEPHONE (212) 912-7235
www.nyc.gov/ccrb



Dr. MOHAMMAD KHALID
INTERIM CHAIR

INTRODUCTION

Chairperson Salaam, members of the Public Safety Committee, thank you for the opportunity to appear before you today. I am Dr. Mohammad Khalid, and I am the Interim Chair of the Civilian Complaint Review Board. I am joined today by the CCRB's Executive Director, Jonathan Darche. I served on the CCRB from 2005 to 2014 and was re-appointed by this Council in October 2024 as the Staten Island representative. In December, Mayor Eric Adams appointed me Interim Chair. I am here today to emphasize the critical importance of the CCRB to public safety in New York City and to address factors that underscore the Agency's need for adequate funding. These factors include a historic rise in complaints of alleged misconduct, expansion of the Agency's jurisdiction, and the responsibility to maintain high-quality investigations.

The CCRB provides civilians with a means to address police misconduct. We believe that public safety relies on an independent and robust system in which those in power are held accountable for their actions. Through thorough and impartial investigations, the CCRB amplifies New Yorkers' voices and ensures accountability is accessible to all. In 2024, the CCRB received our highest level of complaints in 12 years. This increase suggests that now, more than ever, New Yorkers are exercising their right to report police misconduct—a right celebrated in New York City since Mayor Dinkins created this all-civilian Board and Agency over 30 years ago. Today, I ask for your support to protect this right and, in doing so, invest in the safety of all New Yorkers.

FY26 BUDGET REQUEST

To function as a truly independent police oversight agency, the CCRB needs about \$44,540,521 million dollars and 397 personnel. This is \$16,909,167 million dollars and 150 positions more than allocated in last year's adopted budget. This amount represents just over 0.7% of the budget of the agency we are tasked with overseeing. For comparison, the NYPD's proposed budget is \$5.8 billion, with

35,000 uniformed officers. If our request is granted in full, the Agency would have one investigator for every 128 members of the NYPD.

HISTORIC RISE IN COMPLAINTS

In 2024, the CCRB received 5,709 complaints within our jurisdiction, the highest number in the past 12 years. This increase placed a significant strain on our already limited resources, hindering our ability to keep pace with investigations. In December 2023, the CCRB announced we would suspend investigating certain allegations within our jurisdiction as a last resort to preserve the quality of investigations. As a result, the Agency closed 22.5% of all complaints without investigation in 2024. Despite constrained resources, the CCRB remains committed to serving New Yorkers through thorough and impartial inquiries into alleged abuses of power. However, we cannot resume these suspended investigations without sufficient funding.

EXPANSION OF JURISDICTION

This council has been instrumental in enacting meaningful changes in the CCRB's jurisdiction. For example, in 2018, this Council passed the Right to Know Act and in 2019, 74% of New Yorkers voted for a proposition granting the CCRB authority to investigate untruthful statements made to the CCRB. In 2021, this Council expanded the CCRB's jurisdiction to include allegations of racial profiling and bias-based policing. These changes improve accountability and ensure police misconduct is comprehensively addressed, but they also necessitate more resources. Allegations from the new areas of jurisdiction accounted for more than 13% of the allegations received in 2024. Over the years, the CCRB's responsibilities have grown significantly, while budget and staffing levels have not kept pace. The solution here is not to suspend these investigations, but to invest in the CCRB to ensure comprehensive civilian oversight.

QUALITY OF INVESTIGATIONS

As I mentioned, I previously served on the CCRB from 2005 to 2014. I was fortunate to rejoin the Agency in 2024, and, upon my return, I quickly began to appreciate the increased quality of investigations and work of this Agency. CCRB investigations were meticulous when I left, but I remain impressed by the advancements in technology and the enhanced training provided to investigators. For example, the use of body-worn camera footage has greatly improved the accuracy and scope of investigations. The rate at which complaints are closed as "Officer Unidentified" has decreased by 10 percentage points compared to the ten-

year average before the use of BWC. Additionally, the percentage of complaints closed as "Unable to Determine" in 2024 was nearly 20 points lower than the average for the decade prior to the rollout of BWCs. However, while this technology increased efficacy, it also created additional workload. In 2024, the CCRB collected 7,530 hours of BWC footage. BWC footage includes audio and video of incidents that require meticulous and time-consuming review. To maintain the quality and timeliness of investigations, we need additional staffing to fully leverage these technological advancements.

BUDGET NEEDS BY TEAM

The steady increase in investigations over the past 12 years has made it difficult for investigators to meet the 18-month statute of limitations and shorten investigation timelines. We need 107 additional investigation personnel to handle the current workload. It is not enough to keep hiring new investigators, we need to retain the investigators we have. Last year, the promotion of qualified investigators from Level One to Level Two was delayed, and now, the promotions of four Level Two investigators to Level 3 are also delayed. The reason for this delay: the investigators haven't spent enough time at Level 2. Of course, this overlooks the fact that the reason these investigators don't have the time in title is that their promotions were delayed for months. Without timely promotions and fair compensation, we risk losing many of our most experienced and talented investigative staff.

In 2012, the CCRB and the NYPD signed a memorandum of understanding which stated that the CCRB would prosecute cases of the highest level of misconduct, referred to as charges and specifications. This led to the creation the Administrative Prosecution Unit, which tries cases before an NYPD trial commissioner. In 2024, the APU, which only has 15 people, received 438 cases. To close these cases in a timely fashion and keep up with the growing docket, the APU needs to hire three more prosecutors and three more members of administrative staff.

When this Council passed the bill that empowered the CCRB to investigate racial profiling and bias-based policing, it agreed to fund the creation of a dedicated team to conduct these investigations. The CCRB previously testified before the Council that the Agency would need a team of at least 50 to conduct this crucial work properly as these complaints are extremely complicated in nature. To date, we have only been authorized to hire 20 people to do the work of 50. In 2024, the RPBP unit received 245 complaints. In December, the first case of this nature

was tried by our Administrative Prosecution Unit. To continue to do this work and rise to the responsibility entrusted in us by this Council and the people of New York, we need sufficient budget and headcount to hire additional qualified investigators, attorneys, and data scientists.

The CCRB's Outreach team continues to connect with New Yorkers by fostering meaningful partnerships and building community trust, and in doing so, prioritizing diversity and equity. These initiatives display a holistic approach to outreach that involves creative methods of education and public service. Feedback from various communities highlights the importance of continuing efforts to raise awareness across all five boroughs, ensuring that New Yorkers understand the system of civilian oversight in their city and are informed about their rights when interacting with law enforcement. To do this, the Agency needs more outreach coordinators and additional budget to host events to maintain and enhance public education for New Yorkers.

To further raise awareness, we are asking for a significant investment in our advertising budget of one million dollars. Many New Yorkers remain unaware of the CCRB, which limits the Agency's effectiveness and reach, particularly in underserved communities. Targeted advertising campaigns would help bridge this gap by informing diverse demographics about their rights and how to file complaints. These funds will also ensure the Agency's ability to reach New Yorkers of all languages and accessibility levels. Additionally, this support would bolster the Agency's social media presence, a useful tool for both general awareness and investigations. Broadly speaking, increased visibility through advertising would strengthen public trust, encourage participation, and promote transparency in civilian oversight.

BOARD VACANCIES

Beyond budget concerns, Board vacancies also hinder agency function and case resolution. The city charter mandates a 15-member board appointed by this Council, the Mayor, the Public Advocate, and the Police Commissioner. Currently, four seats are vacant. This shortage significantly slows case processing, which affects both civilians and members of service alike. Thanks to the agency's dedicated investigators, CCRB investigation timelines have improved, however these gains remain unnoticed by civilians and NYPD members as their cases await board review.

CONCLUSION:

It is my hope today that I have communicated how critical a role the CCRB plays in the overall sense of public safety in New York City. As I have stated, the Agency's ability to fulfill our charter-mandated responsibilities have been significantly strained due to a historic rise in complaints, expanded jurisdiction, and enhanced investigative quality. The requested budget increase is not only a financial necessity but an investment in the rights of New Yorkers. Fully meeting the Agency's fiscal need will be an instrumental measure to uphold the integrity of civilian oversight. I urge this Council to provide the funding necessary to enable the CCRB to continue its vital work and rise to the responsibilities entrusted to it by the people of New York City. I'd like to thank you all for your time, and Mr. Darche and I are happy to take any questions you may have.