

In Re Public Board Meeting NYC - Civilian Complaint Review Board  
March 12, 2025

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2 CIVILIAN COMPLAINT REVIEW BOARD

3 PUBLIC MEETING

4 March 12, 2025

5 4:04 p.m.

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7 HELD VIA VIDEOCONFERENCE/  
8 100 Church Street, 10th Floor  
9 New York, New York 10007

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13 B E F O R E:

14 DR. MOHAMMAD KHALID - INTERIM CHAIR

15 JONATHAN DARCHE, ESQ. - EXECUTIVE DIRECTOR

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19 COURT REPORTER:  
20 Sabrina Brown Stewart

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1 PUBLIC MEETING AGENDA  
2 =====  
3 1. Call to Order  
4 2. Adoption of Minutes  
5 3. Remarks from Interim Chair  
6 4. Remarks from the Executive Director  
7 5. Presentation from Outreach on the CCRB  
8 6. Public Comment  
9 7. Old Business  
10 8. New Business  
11 9. Adjourn to Executive Session  
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CCRB BOARD MEMBERS PRESENT:

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1. DR. Mohammad Khalid - INTERIM CHAIR
2. Joseph A. Puma - Board Member
3. Patrick Smith - Board Member
4. June Northern - Board Member
5. Sherene Crawford Esq. - Board Member
6. Esmeralda Simmons, Esq. - Board Member
7. Joseph Fox - Board Member
8. Frank Dwyer - Board Member
9. John Siegal Esq. - Board Member
10. AU Hogan - Board Member

PRESENTERS:

JAHl ROSE - Director of Outreach  
New York City Civilian Complaint Review Board

1 S P E A K E R S:

2 =====

3 Elijah McCormick - Member of the Public

4 Alex Cuevas - State Senator Persaud's Office

5 Andrew Case, Esq. - Supervising Attorney,  
6 LatinoJustice PRLDEF

7 Lindsey Smith, Esq. - The Legal Aid Society's Cop  
8 Accountability Project

9 Josmar Trujillo - Senior Organizer, Office of  
10 Community Liaison

11 Doyin Adeeko Abowaba - Member of the Public

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1 MS. ALVAREZ: Good evening, everyone.  
2 Thank you for joining us. For those  
3 utilizing ASL Interpretation Services, our  
4 two interpreters are Andria Lamberton and  
5 Cheryl Lepple-Huber. Instructions on how to  
6 pin their video will be found in the chat.  
7 For those utilizing closed captioning and  
8 CART services, instructions on how to utilize  
9 that and the link are also found in the chat.

10 Thank you.

11 INTERIM CHAIR KHALID: Good afternoon,  
12 everyone. My name is Dr. Mohammad Khalid, and  
13 I'm the interim chair of the Civilian  
14 Complaint Review Board. I would like to call  
15 the CCRB March Public Board Meeting to an  
16 order.

17 Thank you for joining us. I would like  
18 to begin today's meeting by wishing everyone  
19 a Happy Women's History Month. In honor of  
20 Women's History Month, I would like to  
21 acknowledge the passing of Dr. Hazel Dukes.  
22 Her unwavering commitment to civil rights  
23 inspired generations of activists and  
24 empowered countless individuals to fight for  
25 equality and fairness. The CCRB strives to

1 imbibe Ms. Duke's dedication to justice and  
2 accountability through thorough and impartial  
3 civilian oversight of alleged police  
4 misconduct.

5 Last month, Charlane Brown-Wyands  
6 submitted her resignation to the Board.  
7 Ms. Brown joined the Board in February 2023  
8 as a police commissioner designee.  
9 Ms. Brown-Wyands' career in the New York City  
10 Police Department, where she became one of  
11 the first African-American woman to serve as  
12 a captain and deputy inspector, gave her  
13 unique foundation for her service on the  
14 Board, among other qualities, her expertise  
15 investigation and police-community relations  
16 made her a vital asset to the Agency, and she  
17 will be surely missed.

18 I would like to extend a warm welcome  
19 to Sherene Crawford to the Board.  
20 Ms. Crawford is a mayoral appointee and is  
21 the chief of staff for the Center for Justice  
22 Innovation. I am confident Ms. Crawford's  
23 extensive experience in the legal and policy  
24 field will prove to be invaluable to the  
25 Board.

1                   Would board member please introduce  
2                   yourself now with Ms. Crawford.

3                   MS. CRAWFORD: Thank you. Thank you  
4                   for the welcome.

5                   Sherene Crawford. I am -- this is my  
6                   first board meeting, so thank you. I am  
7                   grateful and excited to be here on the Board.  
8                   I have had a career dedicated to public  
9                   service and public safety and social justice,  
10                  so I'm looking forward to imparting that  
11                  experience. In my experience here on the  
12                  Board, I believe with that I have a lot to  
13                  offer, but also a lot to learn, so thank you.

14                  INTERIM CHAIR KHALID: Thank you.  
15                  June, start for me.

16                  MS. NORTHERN: June Northern. I'm  
17                  mayoral appointee for Brooklyn.

18                  MR. SMITH: Pat Smith, mayoral  
19                  appointee, Manhattan. Good afternoon.

20                  MR. PUMA: Good afternoon. I'm Joseph  
21                  Puma. I'm the City Council appointee from  
22                  Manhattan.

23                  And welcome, to Board Member Crawford.

24                  MR. DARCHE: My name is Jon Darche. I  
25                  use he/him pronouns, and I'm the executive

1 director of the Agency.

2 MS. SIMMONS: Esmeralda Simmons. I am  
3 the Public Advocate appointee. I hail from  
4 Bed-Stuy, Brooklyn.

5 MR. DWYER: Frank Dwyer. I'm a police  
6 commissioner designee.

7 MR. HOGAN: AU Hogan, City Council  
8 designee, Southeast Queens.

9 MR. FOX: Joe Fox. I'm a police  
10 commissioner designee.

11 INTERIM CHAIR KHALID: Thank you all.

12 MR. DARCHE: Is there anyone joining us  
13 online?

14 MS. ALVAREZ: They're still logging in.

15 MR. DARCHE: That's not John Siegal's  
16 name there? I can squint down to 20/20.

17 (Laughter).  
18

19 MS. SIMMONS: Yeah, there he is. I see  
20 him, too.

21 MR. CRUZ: John Siegal, you're unmuted.  
22 Go for it.

23 MR. DARCHE: So, we'll come back to  
24 John after Dr. Khalid's remarks and see if we  
25 can get it fixed.



1 INTERIM CHAIR KHALID: The next on the  
2 agenda is -- is he here?

3 Welcome, John.

4 MR. DARCHE: You're muted, John. John,  
5 you have to unmute on your end, I think.

6 MR. CRUZ: If you see a "down" arrow  
7 next to the mute button, you might be able to  
8 adjust the microphone setting.

9 MR. DARCHE: Someone will reach out to  
10 you, John, and we'll figure out how to get  
11 this fixed, and we'll let you introduce  
12 yourself later.

13 Dr. Khalid, if you want to continue.

14 INTERIM CHAIR KHALID: Yes, okay. So,  
15 are there any changes or  
16 corrections to the January Board Meeting  
17 minutes? If yes, we will make the  
18 appropriate changes and review the corrected  
19 minutes next month.

20 If none, do I have a motion to approve  
21 the January Board Meeting minutes?

22 MS. SIMMONS: So moved.

23 MR. SMITH: Second.

24 INTERIM CHAIR KHALID: Second. Oh,  
25 thank you.

1 All those in favor of approving the  
2 minutes, say aye.

3 (Chorus of ayes).

4 INTERIM CHAIR KHALID: All those  
5 opposed?

6 (No response).

7 INTERIM CHAIR KHALID: The minutes are  
8 approved.

9 Are there any changes or corrections to  
10 the February minutes, board minutes? If yes,  
11 note that we will make the appropriate  
12 changes and review the corrected minutes next  
13 month.

14 If none, then, do I have a motion to  
15 approve the February board minutes?

16 MR. SMITH: So moved.

17 MS. SIMMONS: Second.

18 INTERIM CHAIR KHALID: Thank you. All  
19 those in favor of approving the  
20 minutes, say aye.

21 (Chorus of ayes).

22 INTERIM CHAIR KHALID: All those  
23 opposed?

24 (No response).

25 INTERIM CHAIR KHALID: The minutes

1 are approved.

2 Last month, the Board discussed  
3 revising agency rules to require civilian  
4 testify under oath to report alleged  
5 misconduct. Similar issues were later  
6 discussed in an op-ed, so I would like to  
7 revisit this matter now. It is certainly  
8 true that NYPD officers deserve efficient and  
9 timely review of misconduct cases. However,  
10 it is equally true that the New Yorkers  
11 deserve a resource where they can report  
12 abuse of power without fear of penalty or  
13 retaliation.

14 Currently, the civilian affirms that  
15 the content of the statement they give to the  
16 CCRB are true. To threaten civilians with  
17 the perjury charges would only work against  
18 the overall goal of the police,  
19 accountability and alienate New Yorkers in  
20 their process as many individuals who  
21 experience police misconduct may fear  
22 retaliation or distrust in the system. The  
23 threat of prosecution would serve to  
24 discourage valid complaints, not just false  
25 ones.

1                   Yesterday, Executive Director Darche  
2                   and I testified in front of the City Council  
3                   about the Agency budget. It was an honor to  
4                   advocate for the Agency and discuss many  
5                   accomplishments the CCRB has achieved in the  
6                   context of fiscal constraint and historically  
7                   high complaint levels. We requested  
8                   \$44.5 million and authorization for 397  
9                   personnel, which is an increase of just under  
10                  \$17 million, and for 150 positions from the  
11                  previous budget.

12                  To support this request, I testified to  
13                  the following points: The Agency received  
14                  5,709 complaints in 2024, which is the  
15                  highest number of complaints received in  
16                  single year in the past 12 years. The CCRB  
17                  had to close 22.5 percent of those complaints  
18                  without investigation due to budget  
19                  constraint. The recent expansion of agency  
20                  jurisdiction has resulted in additional  
21                  complaints and underscore the need for  
22                  additional personnel.

23                  CCRB investigation quality has improved  
24                  due to technological advancement and enhanced  
25                  investigator training, but requires more

1 funding to maintain. Use of body camera  
2 footage enhances investigation accuracy, but  
3 adds workload. 7,530 hours of body-worn  
4 camera footage reviewed in 2024, need for 107  
5 additional investigators and timely promotion  
6 to retain challenge. CCRB is essential to  
7 public safety, accountability, and civilian  
8 oversight. Without adequate funding, agency  
9 ability to fulfill this mandate is severely  
10 compromised. We remain hopeful that the City  
11 Council will recognize the Agency need and  
12 fulfill our request, and in doing so, invest  
13 in effective and independent civilian  
14 oversight.

15 I will now ask Executive Director  
16 Jonathan Darche to give us all the Agency's  
17 updates.

18 Jon.

19 MR. DARCHE: Thank you, Dr. Khalid.

20 Good afternoon, everyone. On behalf of  
21 the Agency staff, I'd also like to welcome  
22 Ms. Crawford to the Board, and I'd like to  
23 thank Ms. Brown on a personal note for her  
24 kindness and guidance while she was on the  
25 Board, which I hope will continue. And she

1 was a great board member and will be sorely  
2 missed.

3 As requested at the February board  
4 meeting, I asked our general counsel to look  
5 into the process of changing our procedures  
6 to require civilians to swear an oath under  
7 penalty of perjury when filing complaints of  
8 alleged misconduct. To change the current  
9 policy, which is to have civilians affirm  
10 that they are telling us the truth without  
11 the penalty of perjury, the Board must go  
12 through the full process of amending agency  
13 rules. The determination of a complaint's  
14 disposition is based on the disposition of  
15 all of the allegations in the complaint.

16 Substantiated means that the conduct  
17 occurred and was misconduct. If even one  
18 allegation is substantiated in the complaint,  
19 we close the entire complaint as  
20 substantiated. Within guidelines means that  
21 the conduct occurred but was not misconduct.  
22 If all of the complaint -- if all the  
23 allegations in the complaint are closed as  
24 within guidelines, we close the complaint as  
25 within guidelines. Unable to determine means

1           that the Agency was unable to determine if  
2           the alleged conduct occurred or if that  
3           conduct was misconduct. Officer unidentified  
4           means that the Agency was unable to determine  
5           who the subject of the alleged misconduct  
6           was. Unfounded means that the alleged  
7           misconduct did not occur.

8           If a complaint has eight allegations  
9           and one of them is unfounded while the  
10          remainder of the allegations are within  
11          guidelines, the complaint will be closed as  
12          unfounded. As I stated earlier, within NYPD  
13          guidelines means the officer's actions were  
14          deemed lawful or in compliance with the  
15          Patrol Guide, not that the incident did not  
16          happen. In 2024, of all fully investigated  
17          complaints, 21 percent were substantiated,  
18          34 percent were within NYPD guidelines, 20  
19          percent were unfounded, 18 percent were  
20          unable to determine, and seven percent were  
21          officer unidentified.

22          To dig deeper into the unfounded  
23          complaints, less than half or eight percent  
24          of the fully investigated complaints and only  
25          unfounded allegations. Regardless of what

1 the disposition is, it is impossible to  
2 determine the disposition of a complaint  
3 without an investigation. I agree with  
4 Dr. Khalid that using perjury charges to  
5 threaten civilians would deter legitimate  
6 complaints. I'd also like to echo Dr. Khalid  
7 in saying it was an honor to sit beside him  
8 yesterday and represent the Agency at the  
9 Public Safety Committee Hearing.

10 Budget season is long, but we remain  
11 optimistic that OMB, the Office of Management  
12 and Budget, will consider our needs and  
13 fulfill our request, so that we can better  
14 serve our fellow New Yorkers. In fact, since  
15 Dr. Khalid met with Budget Director Jiha last  
16 week, eight promotions, including some that's  
17 been pending for approximately one year, were  
18 approved. That's news to a lot of people  
19 because they came in very late today.

20 Our office is open for walk-in  
21 complaints, but it is also possible to file  
22 complaints online at [nyc.gov/ccrbcomplaint](https://nyc.gov/ccrbcomplaint).  
23 That's N-Y-C-G-O-V/C-C-R-B-C-O-M-P-L-A-I-N-T,  
24 by telephone at 1(800)341-2272, by dialing  
25 3-1-1, or by tagging the Agency on Twitter,



1 Facebook, and Instagram. For those wishing  
2 to speak during the public comment section of  
3 today's meeting, we ask to keep your  
4 questions and comments to four minutes. If  
5 anyone here today wishes to file a complaint,  
6 we have two investigators on hand and ready  
7 to take new complaints. The investigators on  
8 call this afternoon are Emma Stydahr and Rob  
9 Bryan. Brennia Feliciano is also here from  
10 the Civilian Assistance Unit.

11 Thank you, Dr. Khalid.

12 INTERIM CHAIR KHALID: I just want to  
13 add that I want to really thank -- it was a  
14 very cordial meeting with the budget director,  
15 Mr. Jiha. And he listened to our concern, and  
16 he said that "Please stay in touch, and we'll  
17 be very happy to help you because the Agency  
18 needs the help." And so, I thank him publicly  
19 that he was very cordial, and for his input  
20 for us was very, very great.

21  
22 Any questions the Board has so far?

23 MR. SMITH: Mr. Chair.

24 INTERIM CHAIR KHALID: Yes.

25 MR. SMITH: First of all, I want to

1 commend you and Jon Darche, outstanding  
2 performance at the City Council yesterday.  
3 Jon, you were knowledgeable, passionate, and  
4 patient with the City Council. I thank you  
5 very much. Great, great performance.

6 In terms of Charlane, are we allowed to  
7 discuss the terms of her departure?

8 MR. DARCHE: I think that would be  
9 inappropriate to do in a public meeting.

10 MR. SMITH: All right. Anyway, I  
11 commend her and thank her. I mean, dedicated  
12 her life to both the Police Department and to  
13 the CCRB, and I thank her.

14 In terms of the question about  
15 testimony under oath, I am stuck with the  
16 problem that we are -- in 2024, we received  
17 more than 5,600 complaints, and in 2024, we  
18 substantiated 764 complaints against police  
19 officers. This is a testament to the  
20 dedication, the hard work of the staff and  
21 the board members. But we are spending an  
22 enormous amount of our time clearing police  
23 officers. And -- but again, what's out there  
24 is 5,600 complaints, "The cops are out of  
25 control." And I think what we have to give

1           some emphasis to, 764 were substantiated.

2           I am -- do not pretend to have an  
3           answer to how we can get those numbers -- not  
4           that we should substantiate more complaints  
5           against police officers, but why that 5,600  
6           exist, I suspect that there is a significant  
7           reason is because right now a person makes a  
8           complaint to the CCRB, they get an  
9           appointment for a phone conversation, mostly  
10          phone conversation, occasional in-person, and  
11          they undertake a 30 to 60-minute interview,  
12          which is recorded. And at the end of that  
13          interview, 30 to 60 minutes, the investigator  
14          ask the complainant, and I've reviewed them  
15          and sometimes they forget to ask the  
16          complainant -- "Do you swear or affirm that  
17          what you said is true?" The complainant  
18          says, "Yes." Because they've just spent 30  
19          to 60 minutes on the phone answering  
20          questions, they say yes.

21          My suggestion is that Jon and  
22          Dr. Khalid, yesterday when you approached the  
23          City Council, the very first thing you had to  
24          do was stand and raise your right hand and  
25          swear that the testimony you were about to

1           give was the truth, the whole truth, nothing  
2           but -- you had to swear an oath before you  
3           testified before the City Council yesterday.  
4           I don't think either one of you is a perjury  
5           threat, but you had to do that. I think that  
6           the complainant before they offer their  
7           statement should be asked to swear an oath  
8           that what they're about to say is true. I  
9           would prefer that there be some reminder that  
10          it's against the law to offer false testimony  
11          under oath, but I mean, that's why we  
12          negotiate, and that's why we come to an  
13          answer. But I would strongly feel that we  
14          are better served if people swear an oath  
15          before they give this testimony.

16                The oath is being recorded. They  
17                are -- and again, I don't know that we're  
18                ever going to go down the road and prosecute  
19                people for lying to the CCRB, but in the 60  
20                to 100 cases I review every month, I find a  
21                significant number of cases where the person,  
22                obviously, lied. And, you know, there should  
23                be a way to curve that. There should be a  
24                way to add to the credibility of this Agency  
25                and what we're doing. When we substantiate a

1 case against a police officer, it's built on  
2 solid facts. I would ask my colleagues on  
3 the Board just for the next couple of months,  
4 just keep that in mind as you're reviewing  
5 cases. Look at a case and when you find  
6 significantly unfounded -- when you find  
7 someone says, "The police officer used a  
8 racial slur and threw me to the ground," and  
9 the body-worn camera footage says that that  
10 just never occurred, you know. If that  
11 person were required to testify under oath  
12 before they made that allegation, would they  
13 have not made it? Would we all be better off  
14 to not have to deal with that case?

15 I ask my colleagues, just for the next  
16 couple of months, keep in mind as you're  
17 looking at case, especially cases when there  
18 are significant unfounded allegations, could  
19 that have been curved if the oath was given  
20 more seriously with more emphasis at the  
21 beginning of the testimony?

22 Thank you very much.

23 INTERIM CHAIR KHALID: I would like to  
24 introduce John Siegal.

25 John, would you introduce yourself.

1 MR. DARCHE: John, you're still muted  
2 for some reason. It looks like it's on our  
3 end.

4 Can we unmute him?

5 MR. CRUZ: I'm requesting to unmute,  
6 John. If you could acknowledge or try to do  
7 the --

8 MR. DARCHE: John, can you try and  
9 unmute on your end?

10 MR. SIEGAL: My apologies. I'm on a --I  
11 apologize. John Siegal, mayoral appointee. I  
12 am in attendance, and I wanted to respond.

13 Look, we all know from experience that  
14 CCRB can't win, right? The people -- the very  
15 same people who think that we substantiate too  
16 many charges against officers are now  
17 complaining that we have too many unfounded  
18 claims. So, we're getting kicked in both  
19 directions from the same people, but we know  
20 this is a thankless task, so be it. I am very  
21 strongly opposed to the idea of administering  
22 oaths for testimony at CCRB for three reasons:

23 First, the suggestion by Mr. Smith that  
24 the reason for so many complaints must be  
25

1           that there are false complaints ignores  
2           recent history and ignores our case load. We  
3           are reviewing civilian complaints against the  
4           police agency that within recent memory was  
5           found liable for unconstitutional policing by  
6           the Southern District of New York. Those  
7           practices set back police-community relations  
8           a generation in this city. And we all know  
9           from the testimony we see and hear and what  
10          we used to hear from when we were able to do  
11          local community meetings, the level of  
12          mistrust that occurs and that's reflected in  
13          the complaints that we received.

14                 There's a lot of reasons for  
15          unsubstantiated complaints, including that  
16          policing is difficult, and the police  
17          officers within their authority are sometimes  
18          required to do things that citizens and  
19          communities view as harmful and abusive, and  
20          it's our job to sort those out. So, the rate  
21          of substantiated complaints versus the number  
22          of complaints we've received, to me, is  
23          indicative of nothing other than the broader  
24          problems of police-community relations.

25                 Secondly, the right to petition the

1 government is a fundamental right. It's  
2 enshrined in the First Amendment to the  
3 Constitution. At common law and through  
4 today, if somebody provides information to a  
5 government agency, that information provision  
6 is privileged, sometimes it's absolutely  
7 privileged. It's always qualifiedly  
8 privileged. And to reverse those protections  
9 to impose an oath requirement only for  
10 complaints against police officers, the only  
11 municipal employees who are permitted to use  
12 force, and sometimes deadly force, is really,  
13 to me, it's just an un-American proposal.  
14 It's offered for the expressed purpose of  
15 reducing the number of complaints, so it's  
16 clear the intention.

17 Thirdly, the statement that we have  
18 complaints where citizens obviously lie, I  
19 reject. There may be some, although we don't  
20 make that inquiry, and that's a very  
21 different inquiry than what we make to  
22 resolve the cases, but police officers do all  
23 sorts of things within guidelines that  
24 civilians don't view as appropriate, and  
25 that's our job, is to sort those out. So,



1 I'm vehemently opposed to this proposal. I  
2 actually don't know why it keeps coming up  
3 because I think what we ought to be doing is  
4 advocating for the ability of this board to  
5 get the resources, to get the access timely  
6 to video, and the rest that will enable us to  
7 do our job more quickly. And I view this  
8 whole proposal as a really -- at best, a  
9 distraction and at worst, something more  
10 harmful.

11 So, I thank you for your time and the  
12 opportunity to comment.

13 INTERIM CHAIR KHALID: Thank you,  
14 John.

15 MS. SIMMONS: Esmeralda Simmons.

16 I'm glad that, Mr. Smith, that you  
17 brought this up again. I was very alarmed at  
18 receiving and reading an op-ed in the  
19 New York Post that mimicked your testimony at  
20 last month's hearing almost to a T, and that  
21 put the emphasis on the Civilian Complaint  
22 Board on clearing police officers. I differ.  
23 The purpose of this Board, and I have been an  
24 advocate for this Board since before 1990,  
25 before Dinkins was even in office, when I

1           worked at making it with others, obviously,  
2           all civilian, I was advocating for this Board  
3           because we wanted civilians to be able to  
4           make complaints about police officers when  
5           they were not following the law, when they  
6           were using excessive force, when they were  
7           discriminating and other more serious issues.

8           To turn the purpose of this Board  
9           around, so that we think that our job is to  
10          clear the police officers as soon as  
11          possible, or to clear the police officers, is  
12          to miscue what we're here to do. We're here  
13          to listen to the complaints of the people who  
14          file it, the New Yorkers. New Yorkers have a  
15          right, and I'm very happy that this board is  
16          here, and that the fabulous staff are willing  
17          and able to go through 5,600 cases. That  
18          says volumes. All those people thought that  
19          something was wrong with policing in  
20          New York.

21          I think the fact that we're able to  
22          hear those cases, what we can hear, and that  
23          we adjudicate them very, very well, I should  
24          say. And I'm talking about the staff, the  
25          investigators, the amount of work that goes

1           into all of this, because people need to know  
2           that their voices are being heard. Now, the  
3           fact that I'm delighted that so many police  
4           officers are cleared, that means that there's  
5           not as many unlawful acts occurring. But the  
6           fact that we had 700, more than 700, means  
7           that there are serious problems that continue  
8           with police-community relations and what the  
9           police think is lawful and what is, in fact,  
10          lawful, and people are hurt. People are hurt  
11          behind it.

12                 We need to realize that this agency is  
13          about civilian complaints, adjudicated by  
14          civilians whose emphasis is in looking at  
15          whether or not New Yorkers were treated  
16          correctly by police officers. We honor  
17          police officers as much as you do, but our  
18          job is to listen to the complaints of the  
19          civilians, and we should not make that any  
20          more onerous and threatening by putting them  
21          under the threat of perjury. Unnecessary.  
22          We're able to do our job without it. No  
23          harm, no foul. Our job is to deal with  
24          citizens and residents of New York who have  
25          civilian complaints, ergo, the Civilian

1 Complaint Review Board.

2 I think we should not spend any more  
3 time discussing it. We respect your opinion,  
4 but no, we're not -- I am not going to take  
5 your advice to start looking at cases from  
6 that perspective. I will continue to look at  
7 cases to see whether police officers have  
8 followed the law or not.

9 INTERIM CHAIR KHALID: Anybody else has  
10 any question?

11 MR. DARCHE: I think AU.

12 INTERIM CHAIR KHALID: AU.

13 MR. HOGAN: Yes. This is for a matter  
14 of record. One, this is becoming laborious,  
15 both laborious and redundant.

16 MS. SIMMONS: Thank you.

17 MR. HOGAN: We need to put it to a vote  
18 soon that this does not come up again in  
19 front of the public, you know. And if we  
20 have those conversations, they are not coming  
21 sometimes to the shock of other board  
22 members. Though, Police Commissioner Tisch  
23 herself said that the Police Department has  
24 enormous problems and that she needs to look  
25 at it, and then go accordingly on how to do

1           it from the police angle. Now, I also want  
2           to say that as a board member, I've never  
3           looked at a case about clearing anyone. I  
4           looked at case and looking at facts, seeing  
5           what facts are being withhold within the  
6           Patrol Guide and within the law, and I vote  
7           accordingly.

8                       So, we have to be very careful, right,  
9           that if we come here and all the things that  
10          have happened in the years, four or five  
11          decade that we become a board, that says  
12          we're saving any particular population, that  
13          we have to be unbiased, that we have to look  
14          at these facts and like -- shout-out to my  
15          sister Charlane and the great big  
16          articulations that we had with Helen on those  
17          Tuesday mornings about making sure that we  
18          were not putting our personal views --

19                      MS. SIMMONS: Thank you.

20                      MR. HOGAN: -- into looking at the  
21          case. And that's all.

22                      Thank you.

23                      INTERIM CHAIR KHALID: Thank you.

24                      Anybody else has --

25                      MR. SMITH: Just let me clarify a

1 factual -- this is not an op-ed. I issued a  
2 statement at the public meeting last month.  
3 I shared that statement with the Board. I  
4 shared that statement with the media.  
5 Someone at the -- the other media disregard  
6 it. Someone at the New York Post who was  
7 doing the editorial board who is a former  
8 state assembly member, who is a democrat, and  
9 who is a person of color -- just I wanted to  
10 get that all out there, so there's no  
11 assumption that, you know, Rupert Murdoch was  
12 doing this. That person wrote that  
13 editorial. That person, yes, took my  
14 statement. Yes, based on that, they came  
15 back and reviewed the board meeting. And  
16 based on that, they wrote that editorial.

17 You all heard my statement. You saw my  
18 statement. You were all here a part of the  
19 discussion. But Michael Benjamin at the  
20 New York Post wrote that editorial. I did  
21 not write it. It was not my opinion. Well,  
22 I do agree with it. But just to be clear, I  
23 was not running around writing editorials in  
24 the newspaper.

25 MS. SIMMONS: You did supply them with

1 the information.

2 MR. SMITH: I did sup --

3 MS. SIMMONS: Thank you.

4 MR. SMITH: I shared --

5 MS. SIMMONS: I'm not going to do an  
6 interrogation here. Okay?

7 MR. SMITH: You all got the  
8 information. It was done at a public  
9 meeting. That's how democracy works.

10 Thank you.

11 INTERIM CHAIR KHALID: Let me add  
12 something to it, that we certainly -- not the  
13 staff, not the board members, we don't have a  
14 crystal ball that we are looking at it whether  
15 this complaint is coming in was false, whether  
16 it's fake. The only way is the complaint  
17 comes in, we have to investigate it. We find  
18 that this is a proper complaint, we  
19 investigate it, and if we see that police  
20 officer has not done anything, it's unfounded.  
21 You know, so it's a process that we are going  
22 through. We would never know that whether  
23 it's a fake complaint as the result. My  
24 question is that none of us has a crystal  
25 ball to look at

1           that -- oh, this complaint is coming which is  
2           really, really -- the complainant is filing a  
3           false complaint. We would never know that.  
4           Our job, the title is Civilian Complaint  
5           Review Board. This title is not New York  
6           City Police Department.

7           So, we have to look at the interest of  
8           the public and be fair, impartial with the  
9           Police Department, no doubt about it. This  
10          is our job. We are mandated to do that, and  
11          I would really appreciate the fact that  
12          anything the paper writes, or whoever writes  
13          this, ultimately is us that we are  
14          responsible. If there are mistakes in our --  
15          we'll correct it. We are all here to do the  
16          right job for the City of New York, for the  
17          public, so I really appreciate that the fact  
18          that going to the paper and writing something  
19          which is, in my opinion, it's not true.

20          We don't only substantiate the person  
21          has no camera or timing-wise, the camera was  
22          not started or did not give the card, the  
23          police officer never gave a card; that's one  
24          of the factors. There are other factors  
25          involved in it -- the force, abuse of



1 authority, so many other things are involved.  
2 So, I would really appreciate that any matter  
3 going to the press, which I have no problem  
4 with that, but it should be discussed among  
5 us, and we discuss this thing signing perjury  
6 document. We have a general counsel. I  
7 asked him, requested him, to please give me  
8 your opinion on it, and I was given the  
9 opinion that we cannot do that. It's not  
10 right for the public. We cannot punish the  
11 public that, you know -- by saying that,  
12 "Hey, we're going to be punishing you if  
13 you're wrong." It doesn't work that way.

14 Jon, do you want to add something?

15 MR. DARCHE: So, just three quick  
16 points.

17 First of all, Esmeralda, respectfully,  
18 while the Board did receive 5,663 complaints  
19 in 2024, we had to close almost 1,500 of them  
20 because of the strategic resource allocation  
21 decisions. And so, while I speak for the  
22 staff, I'm sure that we want to investigate  
23 all the complaints within our jurisdiction  
24 that we receive. It's just, it's just not  
25 possible. And there are other reasons why

1 complaints might not be fully investigated.  
2 Sometimes people withdraw their complaints.  
3 Sometimes we're unable to follow up with a  
4 complainant or an alleged victim to get their  
5 full statement. And so we, in 2024, only  
6 fully investigated 2,551 complaints, of which  
7 we substantiated 908 of them, in which 1,728  
8 members of service had discipline recommended.  
9 So, even though it was 908 complaints that  
10 were substantiated, it was 1,728 members of  
11 service who this Board determined committed  
12 misconduct.

13 And then, finally, just to clarify one  
14 thing, Dr. Khalid, this board could change  
15 the rules. It is within your power to go  
16 through the rule-making process and change  
17 the rules. Dr. Khalid asked for the general  
18 counsel's opinion about whether it was  
19 appropriate to do it, and that was the answer  
20 Matt gave, but it is possible to change the  
21 rules.

22 INTERIM CHAIR KHALID: Thank you.

23 Anybody -- yes, Frank.

24 MR. DWYER: A couple of thoughts. One  
25 is, it was suggested a few minutes ago that

1 we should make a motion or vote that this  
2 topic not be raised again. There's a trial  
3 going on in federal court -- not a trial,  
4 hearing going on in the federal court in  
5 Manhattan today about what can be heard and  
6 what cannot be heard. But I think it's very  
7 potentially dangerous anytime we start  
8 telling board members what issues they can  
9 raise or not raise. So, I would recommend we  
10 not take on censorship as our way.

11 The second thing I would say is an  
12 issue has been raised, one option has been  
13 offered, which is to make people swear to  
14 things, and that's been strongly pushed back  
15 by several members, but this hasn't been  
16 embraced as an opportunity to examine the  
17 process of intake and see if it could be  
18 improved on. And I would think the more  
19 collegial way to do this would be to embrace  
20 the possibility that there might be a way of  
21 doing this, other than how we do it, that  
22 makes very clear the importance and the  
23 significance, or whatever the case may be,  
24 and get to statements that are more accurate  
25 in some cases.

1           I've certainly seen cases that were  
2           multiple films of -- and people alleged that  
3           things were done to them, like being thrown  
4           to the ground, being called racial epithets,  
5           and the multiple films make very clear that  
6           it didn't happen, and the investigators  
7           unfound them. But I would think there's a  
8           way for this board to embrace this as an  
9           opportunity to review our process, rather  
10          than adopting a dialectic approach that there  
11          is only taking an oath or don't take an oath.

12           MR. DARCHE: So, I just want to  
13          clarify. There are a lot of legal  
14          definitions about what taking an oath means.  
15          And before a civilian gives their statement,  
16          we inform them that they're going to be asked  
17          to swear or affirm to the truth of their  
18          statement. And then, at the end of the  
19          statement, we ask them to affirm. So, I  
20          think Frank's point about trying to always  
21          improve the Agency and take opportunities to  
22          improve our process is well taken, but I also  
23          think that it's important that we look at the  
24          reality of what our process is now.

25                 And so, I just -- in the same way that

1           when I told the State of New York I had sold  
2           my car and that it was no longer mine, and so  
3           I didn't have to register it anymore, which  
4           meant I could return my plate and surrender  
5           my insurance and stop paying hundreds of  
6           dollars for something I no longer owned, I  
7           clicked on the thing that said, "I affirm I'm  
8           telling the truth," and moved on with my day.  
9           And to think that in order -- that there is  
10          something that needs to be more than that and  
11          more than what we do now, it strikes me as --  
12          as just incongruous with what the data tells  
13          us, which is that 22 percent of the  
14          complaints that we received last year were  
15          unfounded. And of those complaints, only  
16          less than half of them or eight percent of  
17          the fully investigated complaints only had  
18          unfounded allegations.

19                 And so, I'm willing to -- and I meet  
20          weekly with the investigations leadership.  
21          Like, we are always looking at ways to  
22          improve how our agency works, and I take your  
23          point about it, but I don't know that the  
24          data suggested this is the area that we need  
25          to improve on.

1 MS. NORTHERN: Can I say something?  
2 So -- and this is, hopefully, the last  
3 comment.

4 But the police officers have a  
5 body-worn camera, and they get to view it  
6 before testifying. A civilian doesn't walk  
7 around with a body-worn camera. So, what I  
8 -- what happened to me a year ago, 30 days  
9 ago, I may not remember all the facts, and it  
10 may not come out the way it's supposed to or  
11 whatever, but we don't have the technology as  
12 a civilian that a police officer do. And  
13 then, before they come in to talk to an  
14 investigator or anybody else, they are  
15 allowed to view that body-worn camera to  
16 refresh their memory.

17 So, to say that someone is not telling  
18 the truth, it's their version of the truth.  
19 I might not have been thrown down, but  
20 something happened to me. Do you understand?  
21 So, I think that we should be very careful  
22 about the things that we're saying and what  
23 we're putting -- what we're trying to hold a  
24 civilian to because we're not doing the same  
25 thing with a police officer. We should not

1           let them view their body-worn camera, and  
2           then let them remember what happened to  
3           them -- what happened 30 days ago, a year  
4           ago, whatever it is, and then we're all on  
5           the same playing field; that's it.

6                   MR. HOGAN: And I just want to say  
7           this. I don't know if it's needed to be  
8           said, but I need to say it. Seven percent  
9           officers go unidentified, right? So, if  
10          there's ever going to be -- and we start  
11          having conversations about how to better  
12          stuff, okay, why doesn't the NYPD go after  
13          these officers that we cannot identify? Okay.  
14          If then there's a particular officer that  
15          does a particular crime, we have something  
16          does a particular misconduct, and then this  
17          officer retires. Okay. Why not, not let  
18          them retire until this thing is solved? But  
19          what happens, those charges go away when they  
20          retire.

21                   So, we can sit down here for like five  
22          days in a row --

23                   MS. SIMMONS: Or resign.

24                   MR. HOGAN: Or resign. Exactly,  
25          resign or retire. So, we can sit down here

1           for seven months about how to make things  
2           better, but if we don't give up both ends of  
3           the spectrum how to correct things, it looks  
4           like we're being very bias if we're only  
5           looking at what civilians should do.

6           INTERIM CHAIR KHALID: Thank you. Any  
7           other questions anybody has?

8           (No response).

9           INTERIM CHAIR KHALID: If none, I would  
10          like to ask the director of outreach, Jahi  
11          Rose to --

12          MR. ROSE: Good afternoon, everyone.  
13          I'm Jahi Rose, the director of outreach. I  
14          go by he/him pronouns. I'm just going to  
15          provide a brief overview of our agency.

16          The Civilian Complaint Review Board is  
17          the nation's largest independent oversight  
18          entity over the largest police force in the  
19          country. The CCRB investigates, mediates,  
20          and prosecutes allegations of misconduct  
21          alleged against members of the NYPD. The  
22          Agency is governed by a 15-member board, some  
23          of which members you've met today. That  
24          includes members that are appointed by the  
25          New York City Mayor, five that are appointed



1 by the New York City Council, three that are  
2 designated by the New York City Police  
3 Commissioner, one appointed by the New York  
4 City Public Advocate, and the Chair was  
5 jointly appointed by the Mayor and the City  
6 Council.

7 The CCRB investigates allegations and  
8 that includes FADO; that's force, abuse of  
9 authority, discourtesy, and offensive  
10 language. Once again, that helpful acronym  
11 is FADO. As previously mentioned, there are  
12 various ways to file complaints about police  
13 misconduct. Two of the easier ways are to  
14 file online at [nyc.gov/ccrbcomplaint](https://nyc.gov/ccrbcomplaint). You  
15 could also call the CCRB's hotline at  
16 1(800)341-CCRB or 1(800)341-2272. Remember,  
17 if you see footage of misconduct on social  
18 media or on news media, you could feel free  
19 to file a complaint, even if you were not  
20 there in person. A typical handle for the  
21 CCRB is @CCRB\_NYC.

22 Other ways to file a complaint to the  
23 CCRB include calling 3-1-1. You could also  
24 visit the CCRB's headquarters at 100 Church  
25 Street on the 10th Floor in Lower Manhattan.

1           You could feel free to direct message or DM  
2           the CCRB at Facebook, Instagram, or X or  
3           Twitter. You could also feel free to send a  
4           letter to the CCRB at 100 Church Street, 10th  
5           Floor, New York, New York 10007. You could  
6           also file a complaint at a local police  
7           precinct. It does not have to be the  
8           precinct where the altercation or interaction  
9           took place. You can request a self-addressed  
10          envelope and a complaint form from a police  
11          officer at the front desk, and you could mail  
12          that complaint directly to us.

13                 If you'd like to request an outreach  
14          presentation, feel free to e-mail the  
15          outreach unit at outreach@ccrb.nyc.gov.  
16          Please remember to follow us on our social  
17          media platforms; that's Instagram, Twitter or  
18          X, and Facebook.

19                 Thank you all very much.

20                 MS. SIMMONS: Thank you.

21                 MR. ROSE: Oh. Welcome, Board Member  
22          Crawford.

23                 MS. CRAWFORD: Thank you.

24                 INTERIM CHAIR KHALID: Anybody has any  
25          question on Jahi?

1 (No response).

2 INTERIM CHAIR KHALID: Anybody has any  
3 question? No?

4 Okay. We'll now enter into the public  
5 comment portion of the meeting. We'll begin  
6 with those joining us virtually who would  
7 like to make a comment, followed by those who  
8 are joining us in person. For those joining  
9 virtually, please use the raise-your-hand  
10 feature. Please keep your comments to  
11 four minutes.

12 Yojaira, would you please call on the  
13 first person.

14 MS. ALVAREZ: Thank you, Chair.

15 First, we'll be hearing from Elijah  
16 McCormick, followed by Alex from Senator  
17 Persaud's office.

18 MR. MCCORMICK: Yes. Can everyone hear  
19 me?

20 INTERIM CHAIR KHALID: Yes.

21 MR. MCCORMICK: Yes. I was here last  
22 month. I came to last month's meeting, and  
23 the same propose -- or the same talk about  
24 reviewing complaints and asking the citizens  
25 to give an oath, to swear an oath to, you

1 know, tell the truth. And I wanted to  
2 know -- it seems to be like a lot of talk.

3 Is there anything, like, written that's  
4 like a proposal for policy changes to make  
5 that happen or this is just spoken about in  
6 the public meetings?

7 MR. DARCHE: Can I answer that  
8 question, Doctor --

9 INTERIM CHAIR KHALID: Yes, go ahead.  
10 Yeah, Jon.

11 MR. DARCHE: So, if the Board were to  
12 move forward with this process, it would have  
13 to go through the rule-making process. We  
14 expect the Mayor's Office of Operations to  
15 inquire in the next few weeks. This is  
16 around the time of year where they ask all  
17 city agencies what, if any, rule-making  
18 process they anticipate engaging.

19 MR. MCCORMICK: Okay.

20 MR. DARCHE: We would then respond  
21 after talking to the Interim Chair and making  
22 a determination based on his determination  
23 whether or not it needed to go to a vote  
24 first before we would even respond to that  
25 memo. My guess is we would respond saying

1 something very general. We would then come  
2 to the Board in a public meeting and say,  
3 "We're about to engage in rule-making  
4 process. Should we move forward with this  
5 policy or another policy." Because the next  
6 step would be to have the staff draft rules  
7 and send them to the Mayor's Office of  
8 Operations and the Law Department.

9 MR. MCCORMICK: Okay.

10 MR. DARCHE: Sorry. Mr. McCormick, do  
11 you mind if I just finish, and we'll give you  
12 some extra time?

13 MR. MCCORMICK: Yes. Yes. Yes.  
14 Appreciate it.

15 MR. DARCHE: So, after the Mayor's  
16 Office of Operations and the Law Department  
17 sign off on the language in the proposed  
18 rules, then they are posted on our website,  
19 and there's a public comment period.  
20 Following the public comment period, there is  
21 a public meeting, which may be a separate  
22 meeting, a standalone meeting, or maybe one  
23 of these public meetings in which there's an  
24 opportunity for the public to be heard and  
25 for the Board to discuss the proposed rule

1 changes.

2 If the Board determines that they want  
3 to make changes to the proposed rules that  
4 are of a substantive nature, we would have to  
5 restart the process by making the changes the  
6 Board wants, and then resending them to the  
7 Law Department and Mayor's Office of  
8 Operations, having those new proposed rules  
9 get approved by those two entities, repost  
10 online, and then have more public comment at  
11 another public meeting and then vote. Or at  
12 the end of the public meeting, the Board can  
13 determine to vote on the proposed rules.

14 Not that I've been studying, but I  
15 learned this pretty well.

16 (Laughter).

17 MR. DARCHE: In order to get the rules  
18 passed, you need a majority of the Board, if  
19 it was fully seated. So, even though right  
20 now we're not fully -- there are not a full  
21 15 board members, you still need eight board  
22 members to vote in favor of the rule change  
23 for it to be enacted.

24 Sorry, Mr. McCormick. I don't know  
25 who's keeping time, but if you could give

1 Mr. McCormick some extra time.

2 MS. SIMMONS: There's nothing on the  
3 table. This is discussion.

4 MR. MCCORMICK: Yes. Thank you. I do  
5 have another question.

6 50-a.org, I looked -- no, after  
7 receiving my own situation I had with the  
8 police officers, I started looking up, you  
9 know, officers -- like the amount of officers  
10 who have substantiated charges against them,  
11 and I'm starting to see, like, there's some  
12 officers up there that's been in the  
13 Department for a long time recently been  
14 promoted, and they have 160, 120-something  
15 allegations, 60 substantiated.

16 Is there any proactive ability for the  
17 Board to do when it comes to, you know, be  
18 proactive about making sure these officers  
19 are, you know, not continuing to be able to  
20 serve the People when they obviously have  
21 been abusing their power for years?

22 MR. DARCHE: The short answer is no,  
23 the Police Commissioner is the final arbiter  
24 of police discipline. And once this board  
25 makes a recommendation, the police

1 disciplinary process is independent of ours,  
2 and the Police Commissioner has the power to  
3 promote people under the civil service rules  
4 that she sees fit.

5 MR. MCCORMICK: There's one last  
6 question, sir. I'm sorry. I don't want to  
7 hold anybody else too long, but there's one  
8 last personal -- sort of personal question.

9 I had put a complaint in where it was  
10 multiple officers name listed. It was two  
11 officers, actually, and one was -- part of  
12 the complaint was one officer was sent to APU  
13 for trial not yet posted, but the other  
14 officer, I haven't received any notice about  
15 it. But I looked up on 50-a.org and noticed  
16 that her complaint has been substantiated and  
17 no penalty was given. And it wasn't notified  
18 by me, so when I asked for a FOIL request, I  
19 put in a FOIL request with NYPD, and they  
20 notified me that I have to go to CCRB. And  
21 when I asked CCRB about it, they pretty  
22 much -- who was involved in my case, they  
23 pretty much was saying like they don't know  
24 nothing about it either.

25 And I'm worrying that my -- that case



1           has been under the Commissioner Caban  
2           situation, and I might have been just swept  
3           under the rug, this officer receiving no  
4           penalty for a substantiated charge without  
5           any consideration of the victim nor of not --  
6           or no notice to CCRB nor the person who put  
7           the complaint in.

8                     How can I go about, you know, knowing  
9           who actually made that decision and how to  
10          argue that decision?

11                    MR. DARCHE: So, Mr. McCormick, if you  
12          can hold on, we're going to have -- I think  
13          it's probably best handled by someone from  
14          IT, not one of our investigators. If they  
15          could just chat with you and --

16                    MR. MCCORMICK: Yes.

17                    MR. DARCHE: -- get your contact  
18          information because we'll look up the case  
19          and get you the information you need.

20                    MR. MCCORMICK: All right. I  
21          appreciate it. Thank you.

22                    MR. DARCHE: With regard to the issue  
23          of what you can do. I think, unfortunately,  
24          at this point there's probably very little  
25          for the officer who the disciplinary decision

1           was already made, because the police  
2           commissioner is the final arbiter of  
3           disciplinary measures.

4           And then, the third thing isn't really  
5           a response to your question, but just to let  
6           folks know 50-a.org is not the CCRB.  
7           50-a.org is its own independent entity that  
8           takes information from different sources,  
9           including, I think, information that we  
10          provide to Legal Aid pursuant to litigation  
11          and FOIL requests, and then post that online.  
12          And so, if you want up-to-the-date accurate  
13          information, I suggest you look to our  
14          website, and then that will tell you what's  
15          going on with your complaint. And if you  
16          have questions, call us or e-mail us and  
17          we'll reach back out and try and get you  
18          answers as best we can.

19                 MR. MCCORMICK: Thank you for your  
20                 time.

21                 MR. DARCHE: Are you getting in touch  
22                 with Mr. McCormick, or is someone getting --  
23                 excellent.

24                 INTERIM CHAIR KHALID: Thank you,  
25                 sir.

1 MS. ALVAREZ: Next, we'll be hearing  
2 from Alex from Senator Persaud's office,  
3 followed by Andrew Case.

4 MR. CUEVAS: Can you hear me?

5 INTERIM CHAIR KHALID: Yes.

6 MR. CUEVAS: Hi. My name is Alex. I  
7 represent State Senator Roxanne J. Persaud,  
8 District 19, Brooklyn and parts of Queens. I  
9 just have a very quick question, and I will  
10 review my time.

11 So, during the conversation on how CCRB  
12 like to process complaints that are unfounded  
13 in the realm of nothing being substantiated,  
14 as one of the board members stated, that if,  
15 you know, the camera didn't catch it, it  
16 would be processed and they would be charged  
17 for -- in terms of that topic, I would like  
18 to know what is the specific -- the proposal,  
19 what is the specific process that would be  
20 followed, that would be had, to identify if  
21 they maliciously brought forth claims that  
22 didn't exist? What would be the process to  
23 verify that this is the case? What resources  
24 would be needed? And just overall just a  
25 guideline on how CCRB would process that if

1           it was to be passed, just in specifics.

2           Excuse me. I'm sorry. Is there audio?  
3           I can't hear, I don't think.

4           MR. DARCHE: I might not have been loud  
5           enough. I apologize.

6           So, Alex, the truth is we have not  
7           gotten far enough in this process to have  
8           answers to your questions. If the CCRB  
9           decides to engage in the rule-making process  
10          to change the rules in this fashion, those  
11          are clearly questions that we would have to  
12          answer.

13          MR. CUEVAS: Is there -- and I  
14          apologize. I know I said I'd review my time.

15          Is there any way we could have an  
16          answer to that, so that way, you know,  
17          everyone, elected officials, and we could --  
18          I could present this to the Senator? Again,  
19          this question is not reflective of her  
20          opinions, but for documentation purposes, and  
21          so the public is aware what that would look  
22          like if something like that were to be  
23          implemented.

24          MR. DARCHE: Alex, I'm going to have  
25          Maroua Righi, our intergovernmental --

1 director of intergovernmental relations,  
2 reach out to you and make sure that you are  
3 kept abreast, and that other elected  
4 officials are kept abreast of what the CCRB  
5 is doing with its rules. But I just want to  
6 say, it's these -- as we just said to  
7 Mr. McCormick, right now, this is just  
8 conversation. There has been -- there's  
9 nothing formal that has been proposed.

10 MR. CUEVAS: Thank you so much.

11 INTERIM CHAIR KHALID: Thank you. Next  
12 question.

13 MS. ALVAREZ: Next, we'll be hearing  
14 from Andrew Case.

15 MR. CASE: Hello. Can you hear me?

16 MR. DARCHE: Yes.

17 MR. CASE: Great. Hi. I can't see my  
18 -- maybe I need to click this for video.  
19 There we go.

20 Andrew Case, supervising counsel at  
21 LatinoJustice PRLDEF. Thank you so very much  
22 to the CCRB for your work in the Jonathan  
23 Rivera matter and the prosecution of  
24 Lieutenant Rivera for the death of Allan  
25 Feliz. I think you should think of that as a

1 great success. Judge Maldonado, as you know,  
2 has recommended Lieutenant Rivera be fired.  
3 That is in no small part due to this agency's  
4 really long devoted work on that case. And I  
5 just, you know, want to make sure that we say  
6 good things about what's going on at the CCRB  
7 when good things are happening.

8 Welcome, to Board Member Crawford. Big  
9 fan of Center for Justice Innovation, and I'm  
10 sure you'll have a wonderful time in the  
11 Board. I remember being at the theater above  
12 the Midtown Community Court 25 years ago  
13 doing plays in another life.

14 So, I am going to talk about the  
15 swearing of an oath. This is something that  
16 periodically comes up. It is extremely  
17 detrimental to the complaint process to give  
18 people the impression who are already coming  
19 forward with the risk of complaining about  
20 law enforcement, to be told that if they  
21 complain in the wrong way or the authorities  
22 decide that they're lying or the investigator  
23 doesn't believe them, then they're going to  
24 be prosecuted for perjury.

25 You know, we are in a country right now

1 where the federal government was arguing in  
2 court today that people can be revoked of  
3 their student visa and their green card for  
4 political rallies. People are going to be  
5 afraid to come and complain. And yeah, your  
6 complaint numbers will go down, but last  
7 month, the reason for the proposal was that  
8 it just made police officers feel bad to have  
9 a complaint open against them when it hasn't  
10 been resolved. So, the reasoning is not  
11 always what it seems to be. The reasoning is  
12 to deter people from expressing their  
13 discomfort, fear, and abuse at the hands of  
14 New York Police Department. And this board  
15 exists to find out when people have been  
16 mistreated and abused by the New York Police  
17 Department.

18 And if you did 2,500 complaints and had  
19 900 substantiations, that's actually a very  
20 high number historically for the CCRB.  
21 That's showing that you're doing your job,  
22 you're finding misconduct when it's out  
23 there. You prosecuted Jonathan Rivera for  
24 killing Allan Feliz, and it would be really a  
25 shame to undo this incredible progress and

1           this incredible work by trying to deter  
2           people from complaining about police  
3           misconduct by making them sign an oath. It's  
4           a very -- much scarier process to go through  
5           than, sort of, it gets described as -- oh,  
6           they just have to sign an oath. People know  
7           that that means that there's someone out  
8           there who will decide they did something  
9           wrong and punish them, and they already have  
10          been through that experience.

11                 Okay. That's it. That's all I wanted  
12          to say. I will say I looked at your monthly  
13          report. It looks like your substantiation  
14          rates are strong and that's good. You had  
15          1,400 cases awaiting board review, as you  
16          know. I think that if you should revise your  
17          rules, you should be revising the rules to  
18          limit or eliminate board panel review of  
19          cases. I know you need board members, but  
20          you are taking a lot of time doing that when  
21          you should be discussing these great big  
22          policy issues, and you have the ability to  
23          change that rule as well.

24                 Thank you all so very much, and I look  
25          forward to seeing you next month.



1 INTERIM CHAIR KHALID: Thank you very  
2 much. We appreciate your sentiments about  
3 the Rivera case, and I applaud the APU unit  
4 for doing such a tremendous job of --and we  
5 are hoping now that it's with the other  
6 authorities to make a decision, and I truly  
7 believe that it should be a good decision, as  
8 it has gone through a trial. So, we'll see  
9 what happens. But we'll keep on doing the  
10 best job we can.

11 Thank you for your comments.  
12 Appreciate that.

13 Next online.

14 MS. ALVAREZ: Next, we'll be hearing  
15 from Lindsey Smith, followed by Jos.

16 MS. SMITH: Hi. Good afternoon.

17 INTERIM CHAIR KHALID: Good  
18 afternoon.

19 MS. SIMMONS: Good afternoon.

20 MS. SMITH: My name is Lindsey Smith.  
21 I'm a staff attorney with The Legal Aid  
22 Society's Cop Accountability Project. One  
23 thing our unit does is help Legal Aid clients  
24 navigate their options when they've  
25 experienced police misconduct. So, that can

1 be helping them file CCRB complaints, among  
2 other things.

3 I want to respond as well to this  
4 editorial from The Post proposing that  
5 complainants should be required to swear  
6 under oath that the -- to their complaints  
7 under threat of perjury. We really strongly  
8 oppose this proposition. Our work with  
9 clients has shown us firsthand that speaking  
10 up about police misconduct can be really  
11 intimidating and traumatic for clients. This  
12 additional requirement would be unnecessary,  
13 would also be a procedural burden that would  
14 intimidate complainants and discourage them  
15 from coming forward with their experiences.

16 I know some board members mentioned  
17 this already, but given that only 565 of the  
18 CCRB's over 5,600 complaints last year were  
19 deemed unfounded, this argument that, you  
20 know, this step is needed to protect officers  
21 from frivolous complaints is really  
22 unpersuasive. That's what the unfounded  
23 disposition itself addresses, that  
24 possibility that the complaint is without  
25 merit.

1 I also just wanted to bring to the  
2 Board's attention that this -- you know,  
3 something that has been tried in at least one  
4 other jurisdiction, there's a report by the  
5 National Association for Civilian Oversight  
6 of Law Enforcement, published in 2021, that  
7 actively advises against this practice  
8 because of its chilling effect. That report  
9 also discusses that the Department of Justice  
10 actually investigated the Chicago Police  
11 Department, and that jurisdiction's been CCRB  
12 equivalent had a policy of only investigating  
13 misconduct complaints with a sworn affidavit.

14 That DOJ investigation found, quote,  
15 that this "creates a tremendous disincentive  
16 to come forward with legitimate claims. It  
17 keeps hidden serious police misconduct that  
18 should be investigated." That also resulted  
19 in the closure about 40 percent of complaints  
20 to that oversight body.

21 So, just for these accepted best  
22 practices, the CCRB's complaint process  
23 should really be as simple and barrier-free  
24 as possible. Making the process more  
25 burdensome and adding a threat of criminal

1 prosecution to an already emotionally loaded  
2 process is going to have no effect, other  
3 than deterring members of the public from  
4 coming forward, reducing the CCRB's ability  
5 to investigate these individual instances of  
6 alleged misconduct and identify broader  
7 trends in the public interest.

8 So, thank you to the Board for this  
9 opportunity. Appreciate that I may be  
10 repeating some points that other folks have  
11 made, but just wanted to chime in here and  
12 state that we really would oppose this  
13 proposition.

14 INTERIM CHAIR KHALID: You've heard the  
15 board members. Most of us are with you what  
16 you said, so hopefully we'll work on this and  
17 make sure that public interest is protected.

18 MS. SMITH: Thank you, Chair.

19 MS. ALVAREZ: Next, we'll be hearing from Jos  
20 from the Office of Community Liaison, followed  
21 by Doyin.

22

23 MR. TRUJILLO: Hi. Can you guys hear  
24 me?

25 INTERIM CHAIR KHALID: Yes.

1 MR. DARCHE: Is that Josmar?

2 MR. TRUJILLO: Yes, this is Josmar.

3 MR. DARCHE: Hey. How are you?

4 MR. TRUJILLO: Hey. Good to see you  
5 and hear from you, Mr. Darche.

6 Hi, everyone. My name is Josmar  
7 Trujillo. I'm the senior organizer at the  
8 Office of Community Liaison. Our office  
9 works alongside the federal monitor that  
10 oversees the Police Department in regards to  
11 police encounters and trespassing  
12 enforcement. It's great to see some familiar  
13 faces.

14 Congratulations, Ms. Crawford. It's  
15 been great to connect with so many of the CJI  
16 programs across the City, and we look forward  
17 to doing that in 2025. I actually -- first,  
18 I also wanted to thank members of the  
19 Outreach team, Jahi Rose, Natasha, Tim, and a  
20 few others. We've really had the pleasure of  
21 connecting with them and collaborating with  
22 them out in the field to do outreach for the  
23 last, I want to say, year and a half,  
24 two years, and it's been great. We were able  
25 to do events with Jahi, and I recently did an

1 event with Natasha out in Far Rockaway that  
2 was great, so I just wanted to thank the  
3 Outreach team for all the hard work that they  
4 do.

5 Second, I just had a specific question.  
6 I don't know if this has been raised. I  
7 haven't been to a board meeting in a few  
8 months, but just some things, some concerns  
9 we heard out in the field in terms of when a  
10 member of the public files a complaint and  
11 they -- the CCRB deems it isn't within its  
12 jurisdiction, and then it's passed to  
13 possibly a member of the Internal Affairs  
14 Unit or even the commanding officer of the  
15 precinct for which the complaint was filed.  
16 I've heard that once before with like a  
17 friend, but I've also heard that from a  
18 colleague who has heard concerns in the  
19 community that they'll get phone calls from  
20 NYPD or from a detective so-and-so after they  
21 filed a complaint.

22 And there was concerns that, you know,  
23 they're filing complaint with the CCRB, but  
24 then the Police Department will have their  
25 number and call them, which can be startling

1 to people. So, I wanted just to ask what the  
2 process was, because I know sometimes you  
3 guys have to refer to other places if it's  
4 not in your jurisdiction, and that may be IAB  
5 or that may even be a commanding officer.  
6 But I wasn't aware of that, and I just wanted  
7 to know if that's the process still or if  
8 there's any intention of changing that.

9 INTERIM CHAIR KHALID: Jon, go ahead.

10 MR. DARCHE: So, if the complaint is  
11 within our jurisdiction, then we don't refer  
12 it to NYPD until the conclusion of an  
13 investigation. And in those cases, only when  
14 the Board substantiates misconduct, so that  
15 the Police Department can initiate a  
16 disciplinary case against the member of  
17 service. When we get complaints that are  
18 entirely out of our jurisdiction, we refer all  
19 of them to the appropriate entity, which if  
20 the person being complained about is within  
21 the NYPD, we send to Internal Affairs.  
22 Sometimes Internal Affairs looks at the  
23 allegations and refers it to one of numerous  
24 different units in the NYPD, including  
25

1 sometimes the integrity control officer or  
2 the commanding officer of the member of  
3 service who has been complained about.

4 What is trickier is when people file  
5 complaints and some of the allegations are  
6 within the CCRB's jurisdiction and some of  
7 them are outside our jurisdiction. So, in  
8 those complaints, in those instances, the  
9 CCRB is going to reach out to the civilian  
10 and get their statement and proceed to  
11 investigate the allegations that are within  
12 our jurisdiction, and then the NYPD is going  
13 to investigate the allegations that are in  
14 their jurisdiction, that are not in the  
15 CCRB's jurisdiction.

16 MR. TRUJILLO: Okay. All right. I  
17 just -- I wanted to flag it because, you  
18 know, from a community point of view, and  
19 this is just reiterating their concerns to  
20 us, you know, there's like a concern that the  
21 people that they're filing the complaint  
22 about are, like, aware of their contact  
23 information or even their names and stuff.  
24 And that, from a community point of view, was  
25 communicated to us, that is like startling.



1 But, you know, I definitely wanted to just  
2 ask and double-check to make sure I can just  
3 explain what the process is in case we come  
4 up with that again.

5 But thanks, Mr. Darche, and thanks,  
6 everyone. And I hope to see you guys at the  
7 next board meeting.

8 INTERIM CHAIR KHALID: Thank you very  
9 much for your comments. Appreciate that.

10

11 Next, Yojaira.

12 MS. ALVAREZ: The last person we'll be  
13 hearing from is Doyin Adeeko.

14 MR. ABOWABA: Good evening, everyone.

15 INTERIM CHAIR KHALID: Good  
16 evening.

17 MS. SIMMONS: Good evening.

18 MR. ABOWABA: Yeah. I really  
19 appreciate your accountability of service to  
20 the community, you know. And all I just want  
21 to say is that I have a pending issue. Last  
22 year, I came to report an issue that when a  
23 landlord is harassing me, stalking, you know,  
24 I called the police. They did not, you know,  
25 show up. So, I came. I complained. I

1           received AIB (sic) number and CCRB number.  
2           So, lately, I call the number they gave to  
3           me, the AIB number. I made the call. They  
4           referred me back to CCRB, that -- I mean,  
5           they didn't have the information in their  
6           system. So I'm, you know, very surprised. I  
7           could have come, I mean, in person, but I  
8           lost my dad today, that's why I couldn't  
9           come. So, the issue is still pending.

10                 MR. DARCHE: Mr. Abowaba, I'm sorry for  
11           your loss. There's no problem with you  
12           appearing virtually today. What I'm going to  
13           ask is that you hold on. And I'm not sure if  
14           this is best handled by someone from the  
15           investigations team or the folks who are  
16           online right now. But we will, A, make sure  
17           you have the information that we sent the  
18           information to IAB. And B, we will then  
19           follow up with IAB to make sure --

20                 MS. SIMMONS: Internal Affairs.

21                 MR. DARCHE: Thank you.

22                 So, just so everyone knows, IAB stands  
23           for Internal Affairs Bureau, which is the  
24           NYPD's unit that investigates complaints  
25           about corruption and misconduct within the

1 NYPD. It's one of -- it is the largest and  
2 most important of -- it's a value judgment --  
3 the largest and most well-known of the  
4 internal disciplinary investigative units at  
5 the Department, and so we should be able to  
6 make sure that they received your complaint  
7 from us, and that they are able to follow up  
8 with you and let you know the status of the  
9 complaint.

10 MR. ABOWABA: Okay, sir.

11 MR. DARCHE: If you could hold on, hold  
12 on, please. No, if you're still talking, but  
13 don't jump off the line. I didn't mean to  
14 cut you off.

15 MR. ABOWABA: All right. I just want  
16 to -- I mean, to call up the IAB number, so  
17 that it will be in the record.

18 MR. DARCHE: Understood. We'll help  
19 you out, sir.

20 MR. ABOWABA: All right, sir. Thank  
21 you.

22 INTERIM CHAIR KHALID: Thank you.

23 MR. ABOWABA: You're welcome, sir.

24 INTERIM CHAIR KHALID: Now, we'll  
25 go -- if the virtual comments conclude, then

1 we'll go to the in-person. Could you please  
2 make a line behind the podium, so we can  
3 listen to your comments. Make sure it's four  
4 minutes, not more than that.

5 MR. DARCHE: It doesn't look like  
6 there's anyone here who wishes to say  
7 anything, Dr. Khalid.

8 INTERIM CHAIR KHALID: Okay. If not,  
9 we'll go into old business.

10 Anyone has any old business?

11 (No response).

12 INTERIM CHAIR KHALID: None?

13 We have new business to come before the  
14 Board? None?

15 (No response).

16 INTERIM CHAIR KHALID: Hearing none,  
17 I'm going to move now that we break into  
18 Executive Session. The agenda for the  
19 Executive Session is the Board will consider  
20 two full board cases, the executive director  
21 will discuss pending personnel actions, and  
22 the general counsel will provide update  
23 regarding the pending litigations.

24 Is there a motion to adjourn to  
25 Executive Session?

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MR. PUMA: So moved.

MS. SIMMONS: Second.

INTERIM CHAIR KHALID: Thank you.

This meeting is now adjourned.

(TIME NOTED: 5:23 p.m.)

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C E R T I F I C A T E

STATE OF NEW YORK)

:SS

COUNTY OF QUEENS)

I, Sabrina Brown Stewart, a Notary Public  
within and for the State of New York, do hereby  
certify:

That the witness whose examination is  
hereinbefore set forth was duly sworn and that such  
an examination is a true record of the testimony  
given by such a witness.

I further certify that I am not related to  
any of these parties to this action by blood or  
marriage, and that I am not in any way interested in  
the outcome of this matter.

IN WITNESS WHEREOF, I have hereunto set my  
hand on this 18th day of March, 2025.

*Sabrina Brown Stewart*  
Sabrina Brown Stewart