



CCRB Investigations and NYPD's Implementation of Discipline Recommendations

What questions did the audit look at?

- ▶ Did the Civilian Complaint Review Board (CCRB) complete police misconduct investigations in a timely manner?
- ▶ Did the NYPD implement CCRB's disciplinary recommendations?

Why does it matter for New Yorkers?

CCRB is New York City's primary independent watchdog investigating public complaints about police, including excessive force, abuse of authority, discourtesy, and other forms of misconduct. Its work is critical to ensuring accountability within the NYPD and maintaining public trust in law enforcement.

The audit found that CCRB full investigations were often significantly delayed, with more than half taking far longer than expected to complete. Additionally, while NYPD accepted CCRB's recommendations in 86.3% of the most serious misconduct cases (charges cases), the department did not implement CCRB's recommendations in more than half of substantiated "non-charges" cases. This is primarily because the NYPD determined that CCRB submitted investigations too close to the statute of limitations expiration for the department to review the cases and recommend disciplinary action. The audit also found that NYPD's implementation rate varied significantly by police commissioner.

When investigations into police misconduct take too long or CCRB recommendations are not implemented, public confidence in the City's complaint process is undermined and New Yorkers may be discouraged from coming forward. Delayed or inconsistent discipline also weakens deterrence, allowing problematic behavior to persist. Ensuring timely investigations and follow-through is essential to strengthening police accountability and improving community trust, ensuring that all New Yorkers are treated fairly and safely.

What changes did the agency commit to make following the audit?

- ▶ CCRB agreed to continue seeking additional funding so it can investigate all complaints under its jurisdiction, and so NYPD has enough time to review and process recommendations before the statute of limitations expires. CCRB said that this recommendation had already been implemented.

AUDIT FINDINGS



More than half of CCRB full investigations took prolonged periods of time to complete, contributing to significant delays.



CCRB submitted many substantiated investigations to NYPD toward end of statute of limitations, resulting in no discipline in more than half of non-charges cases.



Audit Recommendations	CCRB Response	NYPD Response	Authorities Appointing Board Members	Mayor's Office's Response
1 Enter a formal agreement concerning timeframes for requesting and submitting requested evidentiary materials, other than body-worn camera footage.	DID NOT AGREE OR DISAGREE	DID NOT AGREE OR DISAGREE	N/A	N/A
2 Reach agreement concerning deadlines for case submissions from CCRB to NYPD.	DID NOT AGREE OR DISAGREE	DID NOT AGREE OR DISAGREE	N/A	N/A
3 Enter into a formal agreement with NYPD outlining standardized communication protocols for reporting final Police Commissioner recommendations for CCRB cases.	DID NOT AGREE OR DISAGREE	DID NOT AGREE OR DISAGREE	N/A	N/A
4 Work together on integrating a system for tracking dispositions of cases submitted to NYPD by CCRB.	DID NOT AGREE OR DISAGREE	DID NOT AGREE OR DISAGREE	N/A	N/A
5 Develop written internal policies and procedures providing timeframe guidelines for CCRB cases approaching the expiration of SOL.	N/A	DID NOT AGREE OR DISAGREE	N/A	N/A
6 Establish formal internal deadlines for responding to CCRB requests for evidentiary materials.	N/A	DID NOT AGREE OR DISAGREE	N/A	N/A
7 Enhance recruitment efforts for DAO legal staff and seek additional funding to ensure adequate staffing levels, for both new hires and retention of existing staff.	N/A	DID NOT AGREE OR DISAGREE	N/A	N/A
8 Ensure that penalties match discipline determinations in compliance with the Disciplinary Matrix.	N/A	DID NOT AGREE OR DISAGREE	N/A	N/A
9 Develop and implement internal policies and procedures requiring the department to comply with the New York City Charter and Rules and report specific MOS penalties to CCRB.	N/A	DID NOT AGREE OR DISAGREE	N/A	N/A
10 Develop and implement recordkeeping system application controls and features allowing automated and streamlined reporting on CCRB cases, including the Police Commissioner's final decision.	N/A	DID NOT AGREE OR DISAGREE	N/A	N/A

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11	Ensure that its recordkeeping system tracks compliance with applicable New York City Rules and the Charter when preparing and sharing information with CCRB on CCRB cases.	N/A	DID NOT AGREE OR DISAGREE	N/A	N/A
12	Establish formal timeframes for requesting evidentiary documentation from NYPD to address the bottlenecks identified by the auditors.	DID NOT AGREE OR DISAGREE	N/A	N/A	N/A
13	Continue to seek additional funding to ensure that the board can investigate all complaints under its jurisdiction and NYPD can review, analyze, and process the board's recommendations within the statute of limitations.	AGREED	N/A	N/A	N/A
14	Design and implement internal policies and procedures providing guidance on how the board should handle the cases without outstanding final allegation dispositions and MOS penalties.	DID NOT ADDRESS	N/A	N/A	N/A
15	Fill existing board vacancies and ensure that future vacancies are filled within 60 days to support scheduling the maximum number of Board Review Panels each month.	N/A	N/A	DID NOT RESPOND	N/A
16	Ensure the Board Chair vacancy is filled within the Charter mandates to facilitate the timely progression of CCRB operations and to maintain CCRB's independence.	N/A	N/A	DID NOT RESPOND	N/A
17	Consider increasing the number of CCRB members to enable the board to convene more panels and complete investigations faster.	N/A	N/A	N/A	DID NOT RESPOND
18	Comply with Charter mandated funding levels for CCRB to account for the historical increases in the number of complaints and the board's expanded responsibilities, and to ensure that the board can investigate all complaints received under its jurisdiction within the statute of limitations.	N/A	N/A	N/A	DID NOT RESPOND

