

Message from the President

In 1993, upon establishing the current version of New York City's Civilian Complaint Review Board, then-Mayor David Dinkins laid out a vision for civilian police oversight with fairness at its core.

"A process which is fair, and which is perceived as fair, is important to both the public and the police,"

Dinkins said at the Jan. 5, 1993 bill signing ceremony. "Any doubt as to the independence of the body that investigates complaints against officers can only undermine public confidence in the Police Department and in our police officers – thereby making their difficult jobs even more difficult"



Indeed, Mayor Dinkins' vision of fairness was enshrined in CCRB's City Charter mandate, which requires that CCRB's "inquiries must be conducted fairly and independently, and in a manner in which the public *and* the police department have confidence."¹

Unfortunately, today's CCRB has strayed very far from that mandate. The statistical trends in this report – which the PBA has compiled using data received from CCRB directly – reveal that CCRB's toxic culture of anti-police bias continued in 2025 as board members and staff maintained unjust practices and a pattern of attempting to undermine police officers' rights and jeopardizing public safety.

In FY25, the New York City Police Department received 7.5 million 911 calls and 1.6 million requests for service via NYC311.² The 5,575 complaints over that same timeframe, therefore, represent a miniscule share of the total calls for service and an even smaller fragment of the many millions more interactions between police officers and the public. With one complaint for every 1,639 calls for service, it is safe to declare that the overwhelming majority of police work is handled successfully and without issue. That figure is a testament to the professionalism and courtesy police officers across this city demonstrate every single day. The fact that CCRB never mentions this figure is proof of the biased attitudes that pervade the entire agency.

Through its public messaging, CCRB has perpetuated a false narrative of rampant police misconduct that is easily disproved by the agency's own data. As the statistical findings of this report demonstrate, just three allegation types (which are often initiated by the agency itself) account for 42% of all substantiated "misconduct" in 2025. The bulk of substantiated complaints included minor infractions amounting to little more than minor discourtesy, distribution of department-issued business cards and mistiming of body-worn camera activation. In fact, of the 2,180 substantiated allegations last year, just 242 (11%) rose to charges and

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¹ New York City Charter §440(a).

² *Mayor's Management Report*, The City of New York (Sept. 2025) at 62, 66, https://www.nyc.gov/assets/operations/downloads/pdf/mmr2025/2025_mmr.pdf.

specifications – CCRB’s most punitive disciplinary recommendation, reserved for cases it deems to have found serious misconduct. In other words, there is a world of difference between the types of police conduct that CCRB wants the public to believe it is scrutinizing and the allegations it actually substantiates. Far from policing “serious” misconduct, CCRB devotes a large share of its staff time and resources to hammering cops for minor technicalities that would best be resolved outside the disciplinary process.

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While considering the statistics in this report, New Yorkers should also keep the following in mind:

1. CCRB is actively harvesting false and frivolous complaints. In recent years, CCRB has removed nearly every barrier that once prevented the filing of completely frivolous and false complaints. These are not cases where the facts or the law are in dispute; these are provably false accounts, where the events described never happened. CCRB intentionally wastes taxpayer dollars and agency resources investigating these baseless complaints. At the same time, the agency hosts roughly 1,000 “outreach events” each year to encourage even more false and frivolous complaints. Through this malicious practice, CCRB is artificially inflating its complaint volume, then turning around and demanding more money and power, all while creating a false narrative about police misconduct in this city. To make matters worse, **even proven false complaints remain on police officers' public record permanently**, negatively impacting not only their NYPD careers but their life outside of work, as well.

2. CCRB’s hiring process is severely defective. Given the power they hold over an officer’s career and reputation, investigators should be held to a high standard of fairness, as required by the City Charter. Unfortunately, CCRB routinely hires patently unqualified, flagrantly biased and abusive investigators who view themselves as activists rather than as objective factfinders. Last year alone, the PBA uncovered multiple instances of bias by CCRB staff members, exposing investigators who:

- Circulated **inflammatory anti-police statements** online and willfully **violated City residency requirements** for CCRB staff;
- Behaved in a **flagrantly hostile and unprofessional manner** during an interview and expressed numerous anti-police positions online;
- Wrote and publicized **hateful anti-police rhetoric** in numerous publications.

3. CCRB board members are anti-police activists. Of the 10,279 total recommendations made by CCRB investigators in 2025, just 486 were overturned by the board. That is a 95% concurrence rate between CCRB investigators and the board. In practice, this means board members exercise little to no independent judgment while investigators’ recommendations carry enormous weight over the agency’s final determination. That also means board members are acting in lockstep alignment with their activist hires.

The New York City Charter explicitly requires a CCRB “in which the public and the police department have confidence.” However, New York City police officers have zero confidence in the fairness and independence of

CCRB's inquiries. Consequently, CCRB is acting in open defiance of its City Charter mandate. To restore the fair process that police officers and the public deserve, we respectfully request our elected leaders adopt the following reforms to address CCRB's broken process:

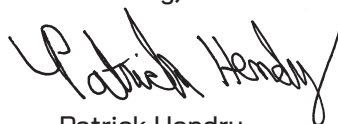
1. Seal false and unproven allegations against police officers: For many employees in New York State, such as teachers and lawyers, false and unproven misconduct allegations remain confidential. For police officers, however, every single allegation remains public and searchable in perpetuity, irreparably harming their reputations and careers. Assembly bill A02074, sponsored by Assemblymember Sam Berger, would amend state law to ensure unsubstantiated and unfounded misconduct allegations are never made public.

2. Appoint fair-minded board members: Prospective board members should undergo thorough vetting procedures. Officials with appointment power must carefully probe for the attributes necessary for conducting a fair evaluation of civilian complaints, such as independence of thought and a nuanced, balanced understanding of the essential role of the police within a civil society. Board members should also undergo rigorous training – including practical training in the types of scenarios that police officers experience on a daily basis.

3. Professionalize the agency: Currently, the crucial work of recommending officer discipline is carried out by underpaid amateur investigators, many of whom have little professional experience and no knowledge of the law or policing. CCRB's hiring procedures must be reimagined to screen out those who violate the City Charter's strict requirements of fairness. Investigators must be intensively trained in not only investigative procedures but in the tactics and techniques that police officers are trained to employ on the street.

As Mayor Dinkins observed, the job of every New York City police officer gets that much harder with each new escalation of bias and unfairness by CCRB. It is time for New Yorkers to take notice and demand change before CCRB's punitive disciplinary regime undermines any meaningful enforcement in this city. If CCRB is left unchecked in 2026, the erosion of public safety will be felt by all New Yorkers.

Sincerely,



Patrick Hendry
President

CCRB STATISTICS

Jan. 1, 2025 to Dec. 31, 2025

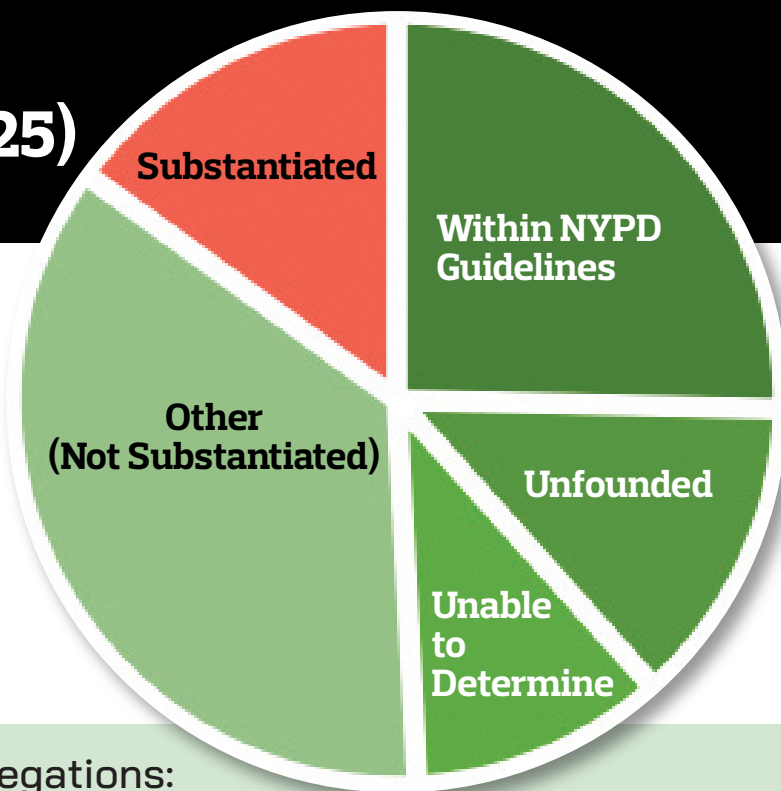
(as submitted to the PBA by CCRB)

CCRB Allegation Dispositions (2025)

(NYPD members in the rank of Police Officer)

The board closed **14,524** total allegations in 2025,

85% of which were **not substantiated**.



Of those **14,524** total allegations:

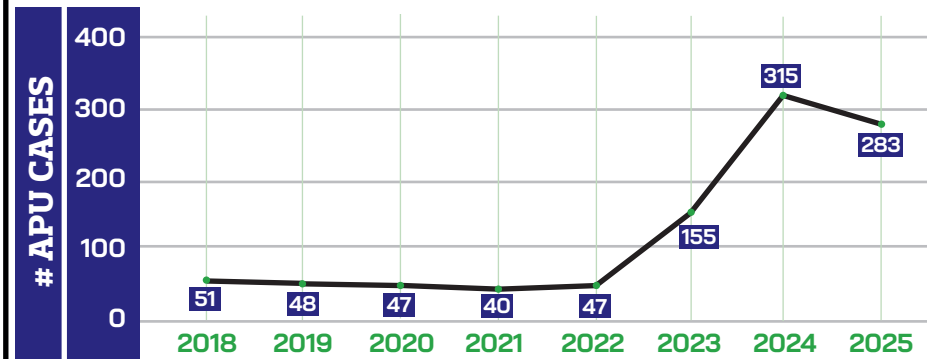
- **3,686 (25%)** were **Within NYPD Guidelines** (previously categorized as “Exonerated,” before the CCRB eliminated complaint dispositions that it deemed “too favorable” to police officers);
- **1,891 (13%)** were **Unfounded**, or completely false, frivolous and fabricated accounts (13%);
- **1,565 (11%)** were **Unable to Determine** (previously categorized as “Unsubstantiated”), or lacking sufficient evidence of misconduct;
- **5,202 (36%)** were **Other (Not Substantiated)**,² or not receiving a full investigation and/or falling under the wide array of unsubstantiated dispositions outside the formal board panel review process;
- **2,180 (15%)** were **Substantiated**, according to CCRB’s loose preponderance of evidence standard.

² Dispositions within this category: Administratively Closed, Alleged Victim Unavailable, Alleged Victim Uncooperative, Closed - Pending Litigation, Complainant Unavailable, Complainant Uncooperative, Complaint Withdrawn, Mediated, Miscellaneous, Miscellaneous - Subject Resigned, Miscellaneous - Subject Retired, Miscellaneous - Subject Terminated, Other Possible Misconduct Noted, SRAD Closure and Victim Unidentified.

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CCRB Annual APU Cases

(NYPD members in the rank of Police Officer)

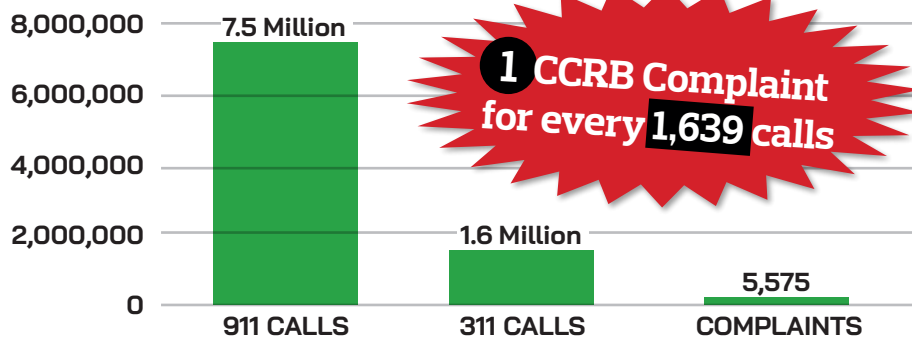


This graph highlights CCRB’s preference for officer punishment, as the board has ramped up its recommendation of charges and specifications, the most severe disciplinary penalty, in recent years.

NYPD Calls for Service vs. CCRB Complaints (FY2025)

(All NYPD members)

This graph compares the number of annual CCRB complaints in FY2025 with the volume of calls the NYPD handled over that same timeframe.



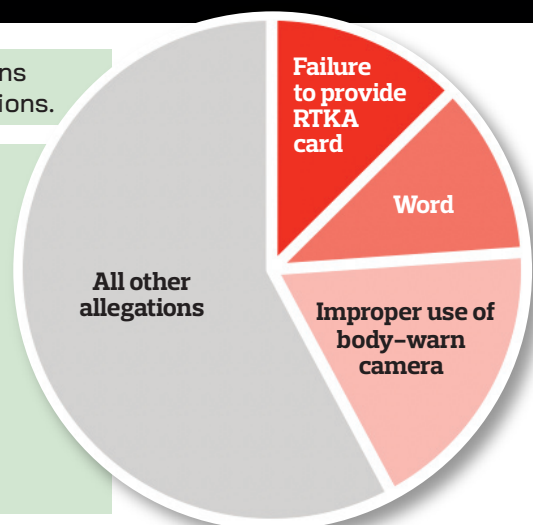
Substantiated Allegations, by Allegation Type (2025)

(NYPD members in the rank of Police Officer)

CCRB investigators made **2,642 substantiated** recommendations in 2025. The board overturned 474 substantiated recommendations.

Of the 2,180 allegations **substantiated** by the board, three allegation types accounted for **42% of all substantiations**:

- **274 (13%)** were for **Failure to provide RTKA card** (not providing a department-issued business card);
- **247 (11%)** were for **Word** (minor discourtesy often arising by necessity during the course of police duty);
- **398 (18%)** were for **Improper use of body-worn camera** (delayed activation/early deactivation often necessary for officer safety when executing certain enforcement tasks in dangerous situations).



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CCRB Disciplinary Recommendations for Substantiated Allegations (2025)

(NYPD members in the rank of Police Officer)

This chart illustrates that **78%** of recommended disciplinary penalties by the board were for Formalized Training and Command Discipline A (lesser infractions carrying a penalty ranging from verbal admonishment to revocation of no more than five penalty days).

	# OF RECOMMENDATIONS	% OF RECOMMENDATIONS
Formalized Training	466	21
Command Discipline A	1,232	57
Command Discipline B	240	11
Charges & Specifications	242	11
TOTAL	2,180	100

CCRB Investigator – Board Panel Concurrence Rates (2025)

(NYPD members in the rank of Police Officer)

The following chart illustrates the enormous power CCRB investigators have over the agency’s final disposition, as board members reject very few of their disciplinary recommendations.

	# Allegations Substantiated (by Investigator)	# Allegations Substantiated (by Board)	# Allegations Unsubstantiated (by Investigator)	# Allegations Unsubstantiated (by Board)	# Investigator Recommendations	# Investigator Recommendations Rejected	% Investigator Recommendations Rejected
January	300	256	887	886	1,187	45	4%
February	217	166	501	501	718	51	7%
March	266	197	635	635	901	69	8%
April	202	179	438	435	640	26	4%
May	453	362	1,112	1,112	1,565	91	6%
June	185	146	523	523	708	39	6%
July	226	195	766	766	992	31	3%
August	203	176	654	654	857	27	3%
September	124	112	512	504	636	20	3%
October	175	138	600	600	775	37	5%
November	79	74	275	275	354	5	1%
December	212	167	734	734	946	45	5%
2025 TOTAL	2,642	2,168	7,637	7,625	10,279	486	5%



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