

As of Spring 2014, many officers believed:

85%

The threat of CCRB complaints have prevented NYPD officers from being proactive on the street

70%

Fear of being sued has kept me from taking lawful action against criminal activity

56%

I have hesitated to be proactive in my job because of fear of being unfairly disciplined

85%

The threat of CCRB complaints have prevented NYPD offices from being proactive on the street.

The Citizen Complaint Review Board (CCRB) has already begun to make changes in the way and the speed with which it investigates and conducts interviews to resolve cases more quickly and to help mitigate officers' concerns.

Source: NYPD Workforce Poll, Spring 2014

Improvements in CCRB process Spring 2014-Spring 2015



70%

Fear of being sued has kept me from taking lawful action against criminal activity

The City's Law Department is undertaking a series of measures to enhance the representation of police officers sued in connection with the performance of their duties when claims of misconduct have not been established.

- **Timely notification** to the NYPD so no members of the Department are surprised to find a suit has been filed or settled against them.
- **Enhanced defense** of officers to avoid leaving cases settled that could be defended and to better depose complaints under oath to ensure cases brought against officers and the City are not frivolous suits brought for the benefit of attorneys rather than plaintiffs.
- **Legal representation** for officers—only in the event that the Law Department determines that it is very likely the officer violated the law of NYPD rules or if the officer is uncooperative in the defense of the case will the City not represent the officer or pay for council.
- **Dismissal of claims against individual officers** will be required as general policy as part of the stipulation of settlement.
- **Officer contribution to settlement** will not be sought by the Law Department or the City Comptroller in any case in which no wrongdoing was found.
- **No pay cases** for situations where the Law Department concludes that a case brought against an officers regarding the performance of their duties utterly lack merit—the case will not be settled even if an economic cost-benefit analysis suggests otherwise.

56%

I have hesitated to be proactive on my job because of the fear of being unfairly disciplined.

Consolidating disciplinary activities under First Deputy Commissioner Benjamin Tucker will improve the Department's process: enabling officers to better understand how the process works; providing improved, consistent, and fairer penalty evaluation; and implementing a 30-day case review for all cases.

Reduction in time to complete cases

Average number of days from charges return to D.O.A. until the Police Commissioner finalizes the case

2013	497 days
2014	458 days
2015	208 days for cases that began in 2014
	58% decrease of days from 2013
	54% decrease of days from 2014

Reduction in time for trial decisions

August 2014	average of 134 days
March 2015	average of 85 days
Q1 2015	Decisions issued increased by 104%
	Decisions pending decreased by 42%

Reduction in total number of vacation days penalized in D.O.A. cases

2011	16,313 days
2012	18,807 days
2013	16,948 days
2014	9,004 days
2015	1,790 days in Q1
	Tracking to be fewer than 8,000 days for 2015