



## MEMORANDUM

**TO:** Board of Police Commissioners  
**FROM:** Robert P. Jones, Chairperson, Citizen Complaint Committee  
**DATE:** March 10, 2026  
**RE:** Citizen Complaint Committee Meeting Memo

Dear Colleagues,

On behalf of the Citizen Complaint Committee, please see the key updates from the committee meeting held on March 10, 2026.

**Board Attendees:** Committee Chairperson Robert P. Jones; Commissioner Lavish T. Williams; Commissioner Victoria Camille; Commissioner Darius Morris

**Staff and Community Attendees/Committee Attendees:** Chief Investigator – Rev. Jerome Warfield, Civilian Oversight Analyst –Mary Barber; Board Secretary-Lydia Garnier; Commissioner Beverly Watts; Commissioner Scotty Boman

### **Meeting Called to Order**

The Citizen Complaint Committee meeting was called to order by Chairperson Robert P. Jones, at 3:01 PM. The agenda was approved by motion and voice vote.

### **Recess for Quorum**

Shortly after the meeting was called to order, a 10-minute recess was initiated to allow time for additional commissioners to arrive.

### **OCI Investigation Update**

Chief Investigator Warfield reported significant progress in reducing the complaint-investigation backlog. He stated that OCI closed 2,546 cases in 2025 while receiving 2,145 new cases, resulting in a net reduction of 401 cases from the active workload. He further advised that the legacy backlog from 2021 through 2023 has been eliminated and that nearly all 2024 cases have been investigated and closed, with only a small number remaining for final signature and release.

For January and February 2026, OCI reported continued progress in closing cases at a pace faster than intake. In January, 399 cases were investigated and closed while 180 new complaints were received. In February, 392 cases were investigated and closed while 145 new complaints were received. OCI advised that complaint intake in early 2026 is trending higher than the same period in 2025 and may exceed last year's total by year-end.

Committee members discussed staffing levels, investigator productivity, the use of Garrity interviews, and factors that can delay investigations, including complex body-worn camera review, officer availability, and difficulty contacting complainants. Chief Investigator Warfield stated that OCI has analyzed staffing needs and believes current and anticipated staffing levels should help prevent a return to backlog conditions.

### **Committee Discussion and Follow-Up Items**

Committee members commended OCI staff for reducing the backlog and emphasized the importance of keeping cases within disciplinary timelines so that residents can see timely outcomes. Commissioner Camille recommended that if a disagreement over a case finding cannot be resolved between OCI and the reviewing commissioner, the matter should come before the committee rather than being reassigned informally to a different commissioner for signature.

The committee also discussed the complaint appeal brochure, including the need to update appeal instructions to reflect email or in-person submission options and to obtain legal guidance regarding whether appeal hearings should occur in open or closed sessions. Additional discussion addressed the need to revive and refine departmental reporting on discipline imposed in sustained cases; with a request that future reporting include backdated information once the report format is finalized.

Chief Investigator Warfield also introduced two broader policy and operations topics for continued exploration: (1) a possible proposal for presentation at the upcoming NACOLE conference, including lessons learned from backlog reduction and oversight innovation; and (2) the potential development of an optional restorative-justice pathway for certain complaints, subject to Charter and legal review.

In addition, OCI shared a preliminary update on a possible AI-assisted investigative efficiency tool, TimePilot. Committee members supported exploring operational efficiencies while emphasizing that any tool must be carefully reviewed for bias, accuracy, and appropriate human oversight before use.

### **Dashboard and Transparency Update**

Civilian Oversight Analyst Mary Barber presented an update on dashboard enhancements and the ongoing transparency project that has been underway for approximately ten months. Ms. Barber reported that she has been manually redacting citizen complaint reports for public release and is working with IT staff, including Zac and Laura, to post redacted complaint reports through the Open Data Portal.

Ms. Barber demonstrated the public-facing complaint dashboard and explained that the tool allows residents to review complaint data by demographics, allegation types, findings, and related metrics. She also explained plans to add links from the Open Data Portal to redacted complaint reports while maintaining privacy and confidentiality by removing personal identifiers such as names, addresses, badge numbers, and officer names.

The committee discussed future enhancements, including additional metrics related to sustained complaints, sample complainant letters, easier public access to case information, and the possibility of using technology to support faster redaction. Ms. Barber also advised that she is compiling and analyzing 2025 annual report data using the newer case-management system and expects to share findings and trends at the next committee meeting.

### **Public Comment and Closing Remarks**

No public comments were raised through the chat at the time of the meeting. Commissioners offered

closing remarks commending the committee, Chief Investigator Warfield, OCI staff, and Ms. Barber for the substantial progress made in complaint review, public transparency, and data reporting.

**Adjournment**

Following a motion and support, the meeting adjourned at 4:38 p.m.

The next committee meeting is April 14<sup>th</sup> 2026 at 3.pm at DPSH.

Sincerely,

Robert P. Jones  
Commissioner, Appointed  
Chairperson, BOPC Citizen Complaint Committee