



# Complaint & Administrative Review Board (CARB)

## City Council A Session December 12, 2023

Presented by William McManus, Chief of Police

# Presentation Overview

- Overview of Complaint and Administrative Review Board
- 7 residents recommended for appointment to CARB
  - 6 new appointments
  - 1 re-appointment
- Next Steps

# Background

- Complaint and Administrative Review Board
  - Authorized by CBA, hears investigations completed by Internal Affairs on complaints against police officers
  - The Complaint & Administrative Review Board is comprised of seven uniform officers and seven civilians
  - Civilian members complete training with Internal Affairs
- Board Responsibility
  - Hear investigations on complaints against police officers
  - Disciplinary recommendations to the Police Chief

# Complaint & Administrative Review Board

- 7 Members from a panel of 14 available members
  - Appointed by City Council
    - City Manager interviews and recommends qualified individuals to City Council
      - Police Chief determines recommendation
      - Input from Police Union
  - Members are rotated every 180 days

# Authority

## Article 29 of Collective Bargaining Agreement

**Complaint and Administrative  
Review Board (CARB)**  
14 members

**Citizen Advisory  
Board**  
7 community  
appointees



**Police  
Portion of the CARB**  
7 Sworn SAPD  
members



# Qualifications & Requirements

- **Application**

- Completion and submission of application to City Clerk's Office
- Must be resident of San Antonio for three years
- Must be at least 25 years old
- Cannot be formally charged for offense above a Class C misdemeanor

- **Appointment**

- Interview with Chief of Police, Internal Affairs Captain, City Attorney & Deputy City Manager
- Appointment by City Council
- Complete Internal Affairs CARB Training

# Police Portion of CARB

## 7 Members

- Deputy Chief –  
*serves as  
Chairperson*
- Captain
- Lieutenant
- Sergeant
- Detective
- 2 Patrol Officers

Sworn members are appointed by the Chief and serve for 180 calendar days

# Civilian Oversight

## History of positions

Collective Bargaining Agreement	Number of Civilian Positions
2002	2
2006	4
2009	7

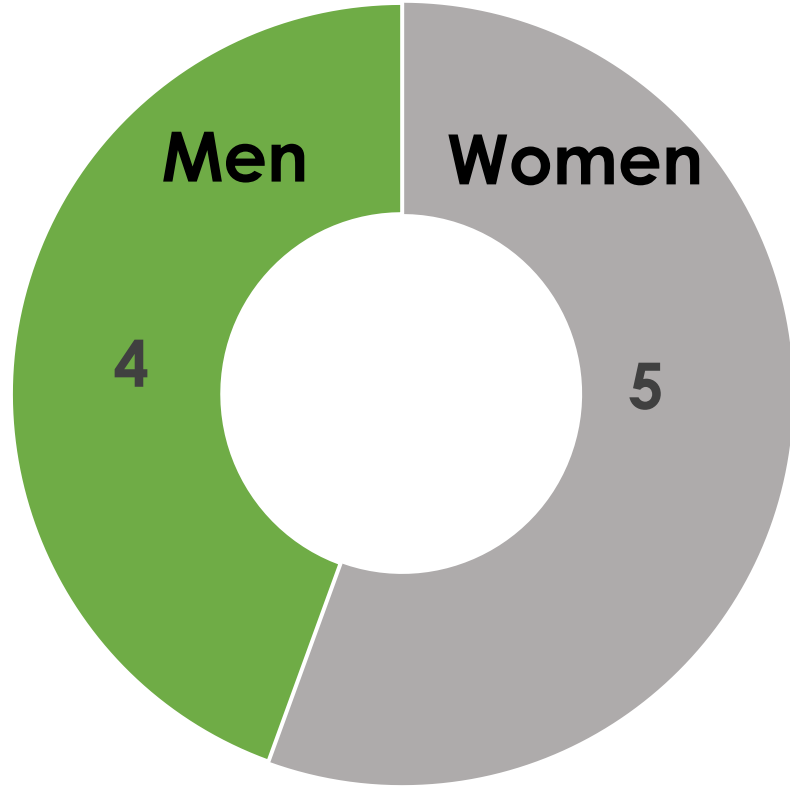


# Civilian Appointments

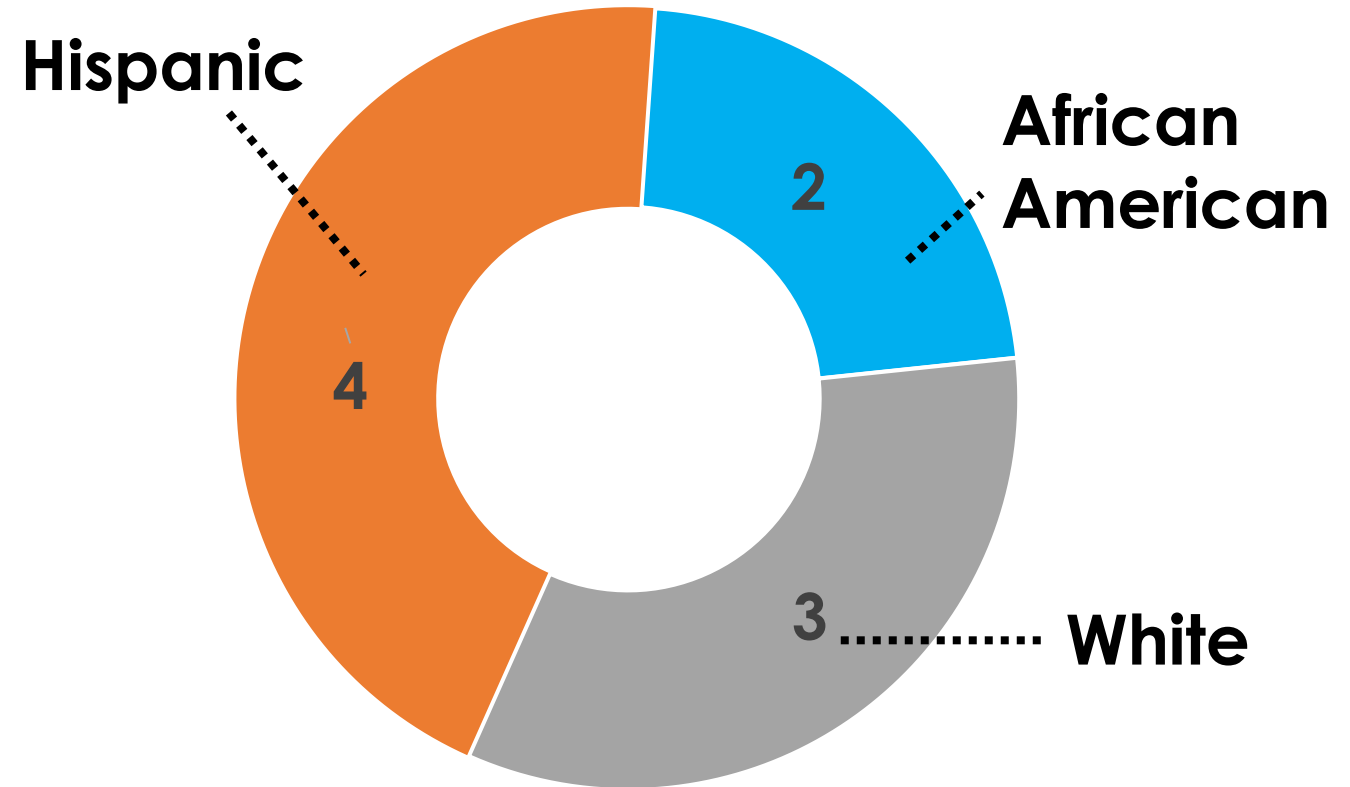
- **Interviews – October 23 & November 2**
  - 8 civilian vacancies
  - 21 interviews conducted
  - Interview Panel:
    - Deputy City Manager
    - Chief of Police
    - Assistant City Attorney
    - Internal Affairs Captain
- **City Council Authorization**
  - December 2023 City Council “A” Session

# Current Civilian Board Members Demographics: 9 Members

**Gender**



**Race/Ethnicity**

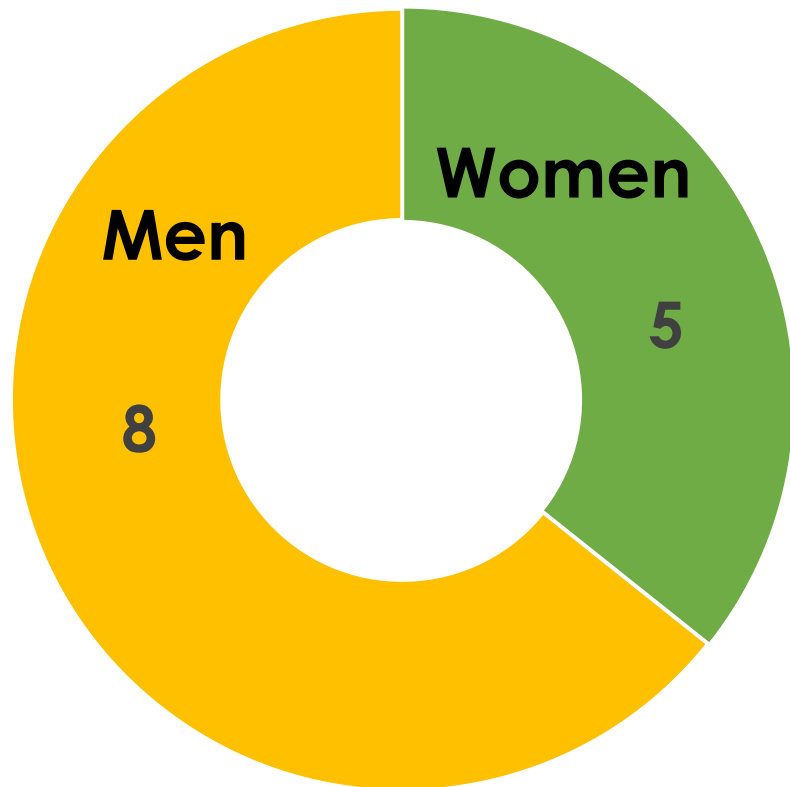


# Proposed CARB Civilian Members

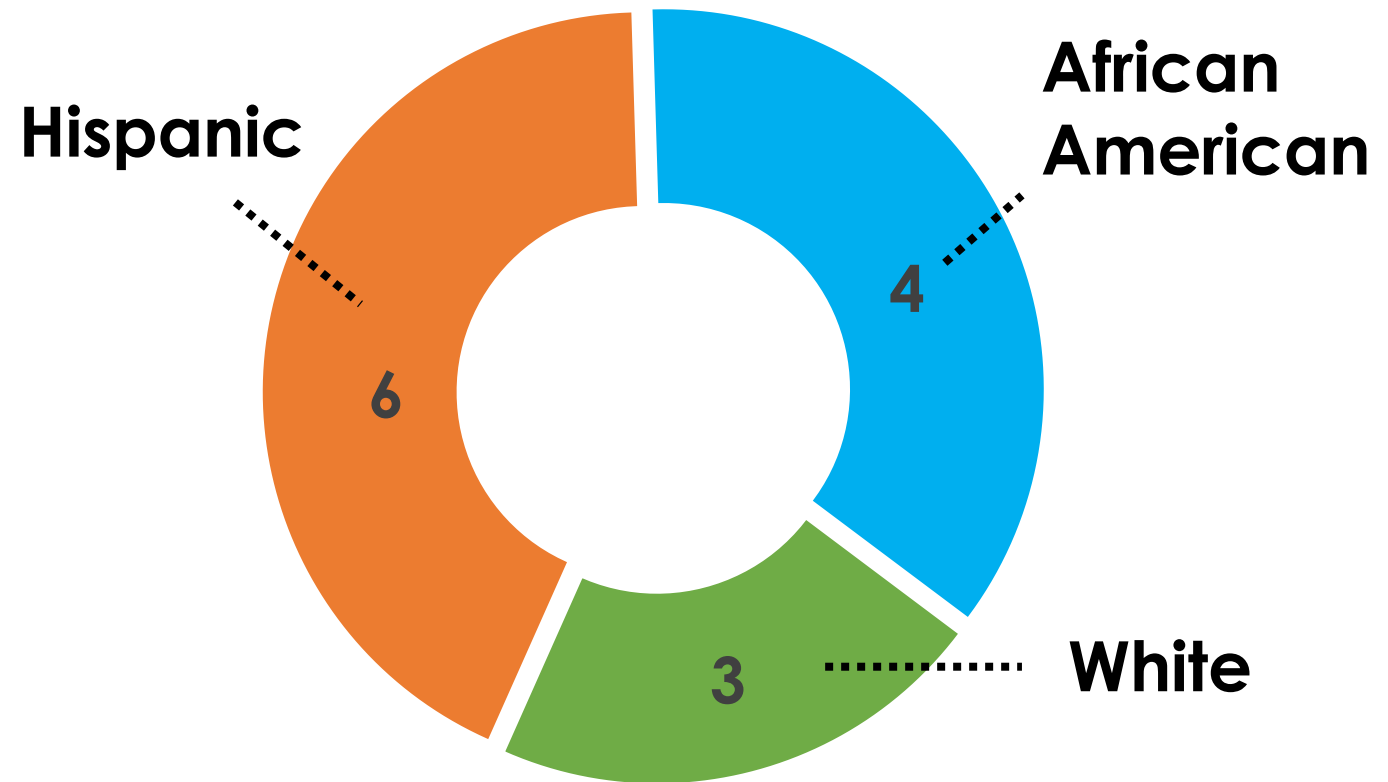
Name	CD	Gender	Race/Ethnicity	Occupation	Appointment
Richard Ramey	3	M	African American	Home Study Assessor	Current member
Melinda Pina	7	F	Hispanic	N/A	Current member
Karen Farias	8	F	Hispanic	Nurse	Current member
Paul Drummond	9	M	White	Retired	Current member
Roy Lozano	9	M	Hispanic	Retired	Current member
Jerry Broderick	10	M	White	Retired	Current member
Rene Presas	1	M	Hispanic	Retired	New appointment
Fatima Guerrero	2	F	Hispanic	Retired	New appointment
Ruben Guerrero	2	M	Hispanic	Retired	New appointment
Dominica Mclendon	3	F	African American	Nurse	New appointment
Joseph Brown	7	M	African American	US Air Force – Civil Engineer	New appointment
Charlie Ward	8	M	African American	Retired	New appointment
Tammy Wincott	10	F	White	Attorney	Re-appointed

# Proposed Board Members Demographics: 13 Members

## Gender



## Race/Ethnicity



# Next Steps

The City Manager recommends appointment of these individuals to the Citizen Advisory Action Board.



# Complaint & Administrative Review Board (CARB)

## City Council A Session December 12, 2023

Presented by William McManus, Chief of Police