

THE OFFICE OF THE REMEDIATION MANAGER

NEW YORK

Nunez, et al. v. City of New York, et al.

Nicholas J. Deml
Remediation Manager

May 5, 2026

VIA ECF

Honorable Laura Taylor Swain
United States District Court
Southern District of New York
Daniel Patrick Moynihan United States Courthouse
500 Pearl Street
New York, NY 10007

Re: *Nunez, et al. v. City of New York, et al.*, 11-cv-5845 (LTS) (JCF)

Dear Chief Judge Swain:

On February 23, 2026, the Court appointed the *Nunez* Remediation Manager (“RM”). *See* May 13, 2025, Order (Dkt. 846). Since that time, the RM’s office took steps to “minimize the steep learning curve that is inherent in addressing the deeply embedded polycentric problems” of the New York City jails. *See* November 27, 2024, Order (Dkt. 803), at 57. Pursuant to the Court’s February 18, 2026, Order (Dkt. 961), one crucial step is the joint development by the RM, the Monitoring Team, and the DOC Commissioner of an updated organizational chart for the New York City Department of Correction (“DOC”).¹ A copy of the revised organizational chart is attached to this letter.²

¹ In this case, “DOC’s mismanagement of staff is inextricably linked to high rates of force and violence in the jails.” *See* November 26, 2024, Order (Dkt. 803), at 31. Indeed, “staffing is *the* essential element to reform.” *Id.* (emphasis in original). Therefore, the Court conferred onto the RM various powers with respect to DOC staffing. Specifically, the RM is empowered “to establish personnel policies and direct personnel actions,” “to create, modify, abolish, or transfer employee and contractor positions, as well as to recruit, hire, train, terminate, promote, demote, transfer, and evaluate employees,” and “to assign and deploy DOC staff.” *See* February 18, 2026, Order at 18. The Court likewise granted the RM the power to “review, investigate, and take disciplinary or other corrective or remedial actions with respect to any violation of DOC policies, procedures, and protocols.” *Id.* at 19.

² The Court contemplated the creation of the updated organizational chart for the jails would follow its approval of the Remediation Action Plan (“RAP”), an iterative roadmap to guide the RM’s remedial work in concert with DOC. *See* February 18, 2026, Order (Dkt. 961), at 10–14. However, in establishing their respective offices, and throughout early conversations about how best to work together, the RM and the new DOC leadership, as well the Monitoring Team, agreed: determining who oversees which organizational structures is critical to collectively charting a new course for the jails. Thus, the RM, the Monitoring Team, and the DOC leadership updated the DOC organizational chart as the RM office simultaneously constructs the RAP.

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After several meetings, the RM, the Monitoring Team, and DOC leadership agreed on revisions to the DOC organizational chart, which are now being implemented. The updated chart—consistent with the Court’s instructions—makes clear “the reporting lines of divisions, operational functions, and personnel that are subject to the direct authority of the [RM] and the Commissioner, respectively, and those where both exercise direct authority over aspects of the divisions, operations, and personnel.” *See* February 18, 2026, Order at 14.

Changes to the DOC Organizational Chart

A. Investigations, Intelligence, & Accountability

DOC will immediately establish, and the RM will assume oversight of, a new investigations, intelligence, and accountability division. Currently, DOC investigative and disciplinary functions pertaining to both persons in custody and DOC staff matters are dispersed across the Department. The new division will subsume and centralize these functions.

A new Senior Deputy Commissioner will manage the division. The RM’s office will select the candidate, and the selected candidate will report directly to the RM’s office. The existing DOC units incorporated into this new division will include, but may not be limited to, the Special Investigations Unit (DOC staff investigations), Correctional Intelligence Bureau (gang-related intelligence), Adjudications (incarcerated-facing discipline), Trials & Litigation (staff accountability), and Command Discipline (informal staff discipline). The final decision authority on adjudication of discipline matters shall rest jointly with the RM and the Commissioner. *See* February 18, 2026, Order at 18.

B. Uniform Staff Reporting

The Chief of Department, the highest-ranking uniformed officer at the DOC, will now report to both the RM and the DOC Commissioner. *See* February 18, 2026, Order at 14. The DOC Commissioner will provide daily operational leadership, while the RM will oversee the DOC’s high-level security functions, including operations-related policymaking, uniform staff utilization and deployment, and design and implementation of operational reform efforts.

C. Administration

The Administration Division, which oversees and manages correctional staffing, will now report to the Senior Deputy Commissioner for Administrative Operations, in close coordination with the RM’s office. In addition, the RM’s office and DOC will hire a new Deputy Commissioner of Administration; the role is currently vacant. The RM’s office and DOC will prioritize filling this post to comply with Action Plan, Section C, Paragraph 1, specifically to ensure the successful candidate possesses “significant expertise in correctional operations and correctional staffing administration in other systems outside of the [DOC].”³ *See* Dkt. 465, at 12.

³ On June 14, 2022, on consent of the parties, the Court entered the Action Plan (Dkt. 465), a roadmap for DOC “prioritiz[ing] reform efforts identified by the Monitoring Team: staffing practices, security practices, management of people in custody, and timely staff accountability.” *See* Dkt. 846, at 10. Prior to the entry of the Action Plan, the Monitoring Team maintained that “the City and the Department have the authority and the ability to address” the

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In addition, the RM’s office will work closely with members of the DOC Administration Division and provide guidance and feedback on their operations.⁴

D. Classification

The DOC unit responsible for classification, the Custody Management and Centralized Movement Unit, will be elevated and report directly to the DOC Chief of Department to align its reporting structure with its foundational role in appropriately managing all persons in custody.

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Within six months of this filing, the RM, the Monitoring Team, and DOC leadership agreed to revisit the DOC organizational chart and the reporting structure and implement any necessary changes consistent with the Section II, Paragraph E of the Court’s February 18, 2026, Order. While this is the first of many steps, the progress to date is encouraging, and this effort represents the critical collaboration necessary to substantially reduce the risk of violence in the New York City jails and achieve sustainable, transformational change. *See* May 13, 2025, Order.

Respectfully,



Nicholas J. Deml
Remediation Manager

Enclosure: Revised DOC Organizational Chart

CC: NYC Corporation Counsel
NYC DOC Commissioner

perilous conditions plaguing the jails. *See* Dkt. 407, at 11–25. The Monitoring Team, though, determined the sheer volume of provisions contained in the Consent Judgment and Remedial Orders would “simply immobilize the Department” without some prioritization. *See* Dkt. 431, at 11. Thus, in early 2022, the Monitoring Team, Plaintiffs—including the United States—and Defendants “convened at least 15 meetings” and designed the Action Plan. *See* Dkt. 846, at 10.

⁴ Additional information about the interaction between the RM’s office and the Administration Division will be detailed in the RM’s first RAP.

