THE COCHRAN REPARATIVE JUSTICE COMMISSION, INC.

admin@crjcfoundation.org

TRUTH | JUSTICE | REPARATION

October 28, 2026

The Honorable Rob Harrington
Mayor of Charlotte
600 East Fourth Street
Charlotte, NC 28202
Mayor@charlottenc.gov

Chief Estella Patterson
Charlotte-Mecklenburg Police Department
601 East Trade Street
Charlotte, NC 28202
estella.patterson@cmpd.org

Demand for Accountability and Oversight of Officer Communications

Dear Mayor Harrington and Chief Patterson:

The Cochran Reparative Justice Foundation demands the strongest accountability supported by the evidence and law for the officers connected to the racist group-text investigation. We seek completion of termination proceedings for any remaining employee whose sustained misconduct warrants dismissal, full documentation after resignation, and effective controls on official communications. Black residents must be able to use public streets without being treated as targets for an officer's amusement or advancement.

Public reporting identifies seven officers and alleges a competition to stop Black drivers, together with racist and other discriminatory messages. Reporting current to October 28, 2026 states that Joseph Kelly, Matthew Osborn, Tredan Maronic, Mateo Juarez, and Alexander Larsen resigned after being cited for termination; Jeremiah Todman remains suspended without pay pending Civil Service Board review; and Seth Elliott resigned earlier and reportedly surrendered his certification. Please confirm each person's current status.

The full messages remain unreleased, and CMPD disputes the reported competition and says its initial audit found no evidence of discriminatory enforcement. An independent examination should resolve those questions. We recognize Chief Patterson's termination recommendations, support for decertification, and request for federal review. We expect documented completion of those steps and the following measures:

1. Complete discipline and findings after resignation. Determine each officer's individual conduct, including authorship, participation, discriminatory enforcement, concealment, and any failure to report misconduct where a duty applied. Pursue dismissal of any remaining employee where sustained findings warrant it through the Civil Service Board process. Continue administrative fact-finding after departure to the extent authorized. Record actual separation reasons, pending allegations, final findings, and rehire eligibility accurately; do not substitute an unsupported dismissal entry for a resignation or conceal supported findings through a favorable reference or settlement.

2. Submit complete separation reports. Confirm timely submission of each required Form F-5B to the North Carolina Criminal Justice Standards Division. The current form requires filing within 10 days of final separation for law enforcement and detailed explanations of known misconduct allegations rather than generic labels. Identify submission dates, correct any omissions, and provide supplemental findings through the proper process. Retain the supporting evidence and reports under applicable schedules and all preservation holds.

3. Pursue certification sanctions and interstate notice. Provide the North Carolina Criminal Justice Education and Training Standards Commission with the evidence needed to seek revocation and any interim action legally available. Verify the scope and effect of any certification surrender, including Elliott's reported surrender, and any remaining eligibility for future certification. Request that the responsible state authority report eligible certification actions to the National Decertification Index. Provide truthful information to authorized prospective hiring agencies through lawful disclosure procedures. Neither separation nor a database entry should be represented as an automatic nationwide ban.

4. Obtain independent criminal and civil-rights review. Cooperate fully with the SBI, FBI, prosecutors, and U.S. Department of Justice. Ask them to evaluate evidence of discriminatory stops or searches, false arrests, unlawful force, conspiracies against rights, database misuse, obstruction, or evidence destruction, and pursue charges wherever the required elements are supported. Seek review of any broader pattern of unlawful policing. Protect criminal investigations from improper use of compelled administrative statements.

5. Review affected cases and credibility evidence. Deliver relevant evidence lawfully to the Mecklenburg County District Attorney and other affected prosecutors for Brady and Giglio review and required defense disclosures. Identify pending cases, convictions, and sworn statements materially involving these officers for individual examination. Confirm compliance with G.S. 17C-16 if qualifying testimony-related notices are issued. Cooperate with appropriate court remedies for unlawful convictions or arrests and with lawful remedies for people whose rights were violated.

6. Commission an independent audit and preserve evidence. Preserve original messages, attachments, metadata, backups, relevant devices and accounts, database-query logs, body-camera footage, stop and arrest records, and complaints, using lawful collection procedures. Suspend routine deletion for relevant material. Have independent reviewers examine the entire relevant message period and related enforcement activity, comparing similarly situated officers and assignments. Examine supervisors' knowledge, missed warnings, and any other participants identified by the evidence. Publish the methodology and legally releasable findings.

7. Require archived channels for official business. Require department-approved, centrally retained systems for official texts, email, messaging, and in-vehicle communications. Disable disappearing messages for official business and prohibit unauthorized channels or deletion used to evade retention. Require approved capture of official business conducted on personal devices or accounts, with a documented emergency exception and prompt transfer to the official archive. Preserve context, attachments, and metadata under applicable retention schedules and legal holds. Give employees written notice of monitoring and retention requirements.

8. Establish enforceable monitoring and reporting. Conduct documented random and risk-based audits of official communications and police-database access, with human review of context. Examine threats, racial targeting, purported enforcement contests, unauthorized queries, and links to actual stops, searches, arrests, or force. Set investigation and escalation deadlines, require supervisors to act on alerts, and discipline substantiated concealment or failure to report. Protect confidential reporting and prohibit retaliation. Limit access to authorized reviewers and official-business material, using lawful procedures for personal devices and protecting privileged, unrelated personal, and sensitive operational information.

9. Demonstrate implementation publicly. Release the personnel information and final dismissal notices made public by G.S. 160A-168(b). Ask the City Manager and Council to consider additional disclosures authorized by subsection (c)(7) to maintain public confidence. For other withheld records, identify the legal basis and release any portions that can lawfully be separated. Publish quarterly aggregate audit results, confirmed violations, corrective actions, and referral outcomes to the extent permitted by law, and arrange independent verification that the controls operate in practice.

Please acknowledge receipt within 10 business days and provide a substantive written response within 30 days of receipt. Address each request, identify the responsible official and implementation timetable, and explain any action declined. These are requested response dates. Where authority rests with the Civil Service Board, City Manager, Council, Commission, or prosecutors, identify the referral and next step while respecting each body's independent role.

Our Foundation advances reparative justice and accountability for racial injustice. We expect Charlotte to establish what occurred, impose every warranted sanction, and prevent substantiated misconduct from being hidden by an officer's departure. Please direct your response to admin@crjcfoundation.org.

Respectfully,

Carlos Mason

Carlos Mason
President
The Cochran Reparative Justice Foundation
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