

**CIVILIAN REVIEW BOARD  
PUBLIC SESSION MINUTES  
March 19, 2015**

Present at the meeting were Civilian Review Board members Charlene Bourne (Chair, Eastern District), Keisha Allen (Southern District), William Brent (Southwestern District), Sunny Cooper (Northwestern District) and Joyce Green (Central District).

Also present were:

Kisha A. Brown, Community Relations Commission  
Michael Ryan, Civilian Review Board  
Chief Rodney Hill, Baltimore Police Department, Internal Affairs  
Lt. Jerome Forrest Baltimore Police Department, Internal Affairs,  
Sgt. Gregory Eames, Baltimore Police Department, Internal Affairs  
Sgt. Garnell Green, Baltimore Police Department, Force Investigation Team  
Lt. Mike Norris, Baltimore Police Department  
Sgt. Norman Coleman, School Police  
Deputy Eric Cox, Sheriff's Office  
Rob Davis, Hillard Heintze/Department of Justice  
Christi Gullion, Hillard Heintze/Department of Justice  
DeRondal Bevely, Serafin/Department of Justice

The meeting was called to order at approximately 5:35 p.m. at the Reeves Conference Room of City Hall.

**I. Approval of Agenda**

The agenda was approved as presented.

**II. Minutes**

The February 19, 2015 Minutes were approved as submitted.

**III. New Complaints**

There were no new complaints received.

**IV. Completed Investigations**

*13-0373	Not Sustained
PD004-14 / 03-0633	Not Sustained
*14-0065	Not Sustained
*14-0127	Not Sustained

*\* Indicates the CRB did not receive the initial complaint to assign it a number or ask the CRB Investigator to investigate.*



PD022-14 / 14-0228	Not Sustained
PD027-14 / 14-0302	Sustained
PD001-15	Not Sustained (no jurisdiction, too old)

Director Brown asked what happens once the case is Sustained. As far as the CRB is concerned, Chair Bourne explained that the Board's finding will be forwarded to the Police Commissioner. Lt. Norris stated the next step within the Police Department in a case that IAD Sustains is for it to go to the Charging Committee to charge the officer and recommend punishment. The officer then decides if he will accept the recommended punishment. The Police Commissioner has the final determination.

**V. Director's Report**

Prior to the meeting, Director Brown met with DeRondal Bevely, Christi Gullion and Rob Davis who are doing an investigation for the Department of Justice into misconduct within Baltimore City's Police Department.

Director Brown is looking to fill the vacancies in the northeastern, southeastern, southwestern, western and northern districts. She's been meeting with possible candidates and is submitting her recommendations to the Mayor by the end of the month.

Director Brown also hired a law intern to look into the different Civilian Review Boards around the country and will share her findings with the Board. She is getting a Mayoral Fellow this summer to update the agency's pamphlets and update website. Also, she reported that she hopes to obtain funding for an additional Investigator in the FY '16 budget.

The Annual Civil Rights Breakfast that the agency hosts each year will be held on September 25, 2015 at the Hilton Baltimore Hotel. Director Brown asked that the Board save the date and plan to attend.

**VI. Early Warning System**

Lt. Forrest and Sgt. Eames gave a report on the Early Warning System. An early warning system is a data-based police management tool designed to identify officers whose behavior is problematic and provide a form of intervention to correct that performance. As an early response, a department intervenes before such an officer is in a situation that warrants formal disciplinary action. The system alerts the department to these individuals and warns the officers while providing counseling or training to help them change their problematic behavior. First the officer receives a warning, then a



citation, and lastly an arrest. Director Brown asked if there is any use of force that is acceptable. Lt. Forrest responded that yes, there is acceptable force and it must be reported. Sunny Cooper would like the CRB to be able to produce data and reports to direct marketing and training. Director Brown agrees and would like an ad hoc committee to look into it. Chief Hill suggested Dr. Timothy Akers from Morgan State University could assist the CRB and will get contact information to Director Brown.

Joyce Green asked Chief Hill if an officer is about to resign to avoid termination, could he still gain employment with another law enforcement entity. Chief Hill responded that the officer will be flagged which makes it hard for them to become employed as an officer again. He further stated that he has been asked many times by former officers to remove the flag so they can get hired; however, he does not.

**VII. Old Business**

There was some discussion on if the Board should be continuing to receive investigations that are expired. Although the case is expired, there is still a chance that the Police Department could take action on it if the Board sustains the allegations.

Lt. Norris asked if the Board would like to continue receiving completed investigations that do not include a completed CRB complaint form, and if they would like to see the Force Investigation Team (FIT) cases. Director Brown raised concerns that the Board did not want to receive information from FIT cases. Chair Bourne stated that the Board decided not to review cases without a CRB complaint form and that the Police Community Relations Councils should get the FIT investigations.

There being no further business, the meeting adjourned at approximately 7:00 p.m.

Respectfully submitted,

Michele Masters  
Staff to the Board