

**POLICE ACCOUNTABILITY BOARD FOR BALTIMORE  
REGULAR MEETING AGENDA**

August 7, 2023

Zoom

6:00-8:00 pm

**I. Welcome**

**II. Roll Call**

**Present**

Chair Joshua Harris  
Mansur Abdul-Malik  
Ambassador Peter Bodde  
Pastor Antoine Burton  
Megan Kenny  
Stephanie Lee  
Harold Madison  
Dr. Doris Minor Terrell  
Lisa Nguyen  
Maraizu Onyenka  
Jesmond Riggins  
Jamal Turner  
Bryan Upshur  
Avi Wolasky

**Absent**

Crislay De Los Santos  
Janetta Gilmore

**OCER Staff**

Director Dana P. Moore  
Mariel Shutinya  
Meg Mishou  
Samuela Ansah  
Jumel Howard

**III. Review and Approval of Agenda**

Chair Harris offered friendly amendment to move presentation from Office of Public Defender up on the agenda; amendment was moved and approved.

Member Terrell made a motion to adopt amendment, seconded by Member Kenny. Board unanimously approved motion.

#### **IV. Review and Approval of Minutes**

Chair motions to adopt previous minutes pending corrections. Motion was made, seconded.

#### **V. Staff Updates**

- PAB Emails Addresses and SharePoint Access
- Introduction of PAB Liaison
- Update on National Association of Civilian Oversight of Law Enforcement (NACOLE) Conference
- Office of Equity and Civil Rights (OECR) Job Postings for Police Accountability Division

#### **VII. New Business**

- Presentation from the Office of the Public Defender (OPD)
  - Deborah Levi, OPD
- Heads of Law Enforcement
  - Branville Bard, Chief of Johns Hopkins Police Department
    - Searching for a Deputy Director
    - Draft policies will be posted for public comment soon (60-day comment period)
    - Training in development
    - Procurement of body-worn cameras and vehicles underway
    - Chair Harris asked about misconduct records of lateral hires
      - Chief Bard will require stellar records of all officers
    - Member Burton asked about training materials from existing BPD trainings.
      - Chief Bard discussed using BPD trainings as well as extensive training from around the country
    - Director Moore asked about MOU between JHPD and BPD on standards/agreements concerning hiring of officers
      - Chief Bard says there are limits on the amount of BPD officers that can be hired
    - JHPD has its own Police Accountability Board, meetings are livestreamed.

- Next meeting is September 16, 2023
- Member Kenny asked about membership of Johns Hopkins' PAB
  - Chief Bard says 2 appointees and mix of students and community members makeup the 15-member board
- Acting Commissioner (AC) Richard Worley, Baltimore Police Department
  - AC Worley provided information on his background
  - Member Burton asked about community engagement in Brooklyn with curfew and consent decree
    - AC Worley stated that community engagement and relations would likely prevent tragedies like Brooklyn. BPD is not involved in curfew
  - Chair Harris asked about crime scene in Brooklyn not being properly processed
    - AC Worley's homicide detectives had processed the scene properly
  - Member Riggins asked how AC Worley ensures public civilian oversight is a top priority under his leadership
    - AC Worley prioritizes transparency and continues the work of previous Commissioner
  - Member Riggins asked how AC Worley ensures good officers are acknowledged, promoted, and placed into leadership.
    - AC Worley discussed the promotion process
  - Member Lee asked what the policy for BPD regarding reporting non-violent/minor incidents
    - AC Worley answered if there isn't any suspect information, everything can be done online or over the phone due to staffing shortage
  - Member Lee asked what has taken place since legalization of cannabis in Maryland
    - AC Worley answered changes has to do with traffic stops, particularly smell of marijuana in vehicles which has affected the ability to get guns because they can't stop due to

smell solely.

- Chair Harris asked what is the process to submit a complaint regarding allegations of discrimination misconduct internally
  - Director Akanni noted the process for submitting a complaint through a BlueTeam entry via a supervisor or the Public Integrity Bureau
- Chair Harris asked how many officers are currently suspended with pay pending investigation
  - Numbers will be emailed to Board
- Chair Harris asked how long do investigations take
  - Director Akanni answered legally is a year and a day but investigation duration depends on workload
  - Also, suspension with pay means police powers are suspended, but working pending completion of investigation.
  - Members suspended without pay are facing felony charges
  - BPD will wait for SAO's to render a decision prior to beginning their disciplinary process for policy violation
- Member Kenny asked about promotion of officers involved in killing of Tyrone West and what AC Worley plans to do when an Officer kills a civilian
  - AC Worley cannot speak about the case due to possibility of reopening the case
  - AC Worley answered about new policies and laws in effect that will go into effect for an in-custody death
  - AC Worley speaks about BPD procedures that are place after a POIS
  - Director Akanni notes BPD can review violations of department policies even if SAO declines to charge an officer
- Member Kenny asked about what BPD will do for officers who are associated with white supremacy
  - AC Worley stated that BPD looks at social media activity of officers
- Chair Harris advises BPD to look into a dedicated to Diversity, Equity and Inclusion officer in leadership
  - Director Blyther serves as department's

## Equity officer

- Ambassador Bodde asked about follow-up on training and what happens when training fails to attend. Additional questions about if the Board observe training and about the Police Unions feelings of changes to BPD
  - Members must pass trainings and there are incentives to continue training
  - BPD and Union work together on issues, there is better communication with Union Leadership now
  - Will coordinate training observation for PAB members
  
- Member Turner asked how GVRS is working in reducing crime in targeted areas and how are trainings and resources being communicated
  - GVRS is going very well in Western district with 35% reduction in shootings. AC Worley is focused on expanding and maintaining ground in current districts.
  - Community policing relies on communication with neighborhood associations and groups
  
- Member Onyenaka asked about support and civilian staff growth and if BPD is willing to work with OPD on officer misconduct
  - BPD is open to working OPD
  - BPD has an early intervention system that alerts them about possible bad behavior and more internal reporting of misconduct from other members
  - AC Worley noted about 200 professional vacancies that will allow 100 officers to be on the street when filled
  
- Chair Harris asked about training for PIB on investigations of discrimination and sexual harassment
  - Director Akanni dedicated team for sexual harassment and training from EEOC or MCCR
  - PIB is trained in sexual harassment, harassment
  
- Member Abdul-Malik asked about future technology procurement in BPD to improve policing

- AC Worley noted a new case management system, improved body worn cameras are coming, and additional improvements to cars including license plate readers and additional cameras for CitiWatch
  - Member Abdul-Malik asked why there isn't a higher demand for applicants for police officer
    - AC Worley believes mindsets are changing around the profession of policing that leads to high vacancies in policing, especially in younger individuals. Policing is a long-term profession and young people are interested various career options.
  - Ms. Levi from OPD reiterated opportunities to collaborate with BPD on misconduct of officers
  - Director Moore noted City Council hearing on Sept 13<sup>th</sup> on Brooklyn Home shooting and pending confirmation information of AC Worley
- Chief of Staff (COS) Kevin Hayes Baltimore City Sheriff's Office
  - Chair Harris asked what the policy is for investigating misconduct of applicants/potential officers in the hiring process
    - BSCO takes a look at the complete file for applicants to make a determination on hiring
  - Chair Harris asked about interactions of BCSO with other law enforcement agencies
    - Working closely with Maryland State Police (MSP), working with BPD to enforce security, and open to working with other agencies
  - Chair Harris asked about staffing size
    - About 96 officers currently
  - Chair Harris asked about BSCO policy for officers filing complaints about other BSCO officers
    - There is an internal investigations division where civilians conduct investigations
  - Member Onyenaka asked about collaboration with OPD on records of misconduct on officers in BCSO
    - Potential area for collaboration
  - Member Riggins asked if BCSO deputies will wear

#### BWCs

- Looking to pilot one company for BWC with piloting process beginning in October
- Chair Harris asked about collaboration/interaction with Baltimore City School Police
  - There is a good relationship but no active talks of collaboration
- Chair Harris notes time restraint and opens discussion to table remaining agenda items for online discussion.
  - Member Turner motions to table remaining agenda items, seconded by member Kenny; Motion adopted unanimously

#### **VIII. Old Business**

- Committees – Tabled for next meeting

#### **IX. Public Comment**

No public comment

#### **X. Adjournment**

Member Kenny motions to adjourn meeting; seconded by member Onyenaka, motion adopted.