

Baltimore City Police Accountability Board August Meeting
Minutes
August 5th, 2024

Welcome

Chair Joshua Harris calls the meeting to order at 6:07 PM.

Roll Call

Secretary Stephanie V. Lee conducted the Roll Call

Present

Mansur Abdul-Malik
Marc Broady, Esq.
Ambassador Peter Boddie
Ambassador Peter Boddie
Joshua Harris, Chair
Megan Kenny
Stephanie Lee, Secretary
Harold Madison
Dr. Doris Minor-Terrell
Maraizu Onyenaka
Jesmond Riggins, Esq.
Jamal Turner, Vice Chair
Bryan Upshur
Avi Wolasky

Absent

Antoine Burton
Dr. Janetta Gilmore
Lisa Nguyen

Review and Approval of Agenda

Vice Chair Jamal Turner moved to approve the August meeting agenda. The motion is seconded by Board Member Harold Madison. The motion passes.

Review and Approval of Minutes

Secretary Lee moved to approve the July meeting minutes with a correction to note Board Member Peter Bodde as present. The motion is seconded by Board Member Doris Minor-Terrell. The motion passes.

Staff Updates

Interim Director Caron Watkins of the Office of Equity and Civil Rights (OECR) greets the Board and notes the staff updates will be delivered by Deputy Director Caylin Young.

Deputy Director Young introduce(d) Kashira Al-Sabir, the newly hired Complainant Intake Specialist who introduces herself to the Board. OECR continues to interview for other roles, including Data Analysts, Public Relations and Social Media Specialists, and a Case Manager for the Administrative Charging Committee (ACC). OECR is close to finalizing the case manager supervisor for the ACC and hopes to report on that hire

at the next meeting. Last week, Chief Operating Officer Roland Selby, Chief Lisa Kelly and Interim Director Watkins met with the Chair and the Vice Chair of the Board to consult on some of these hires and what roles are necessary and the progress of the hiring.

OECR has retained the services of Brian Core of Cambridge Consulting Services Group to provide civilian oversight training for the PAB. These trainings will be delivered on September 15th, September 22nd, and September 29th, all from 6:00 PM to 8:00 PM virtually. Additionally, there are one day trainings provided by the Maryland Police Training and Standards Commission from 9:00 to 4:00. These trainings are limited to 20 seats. Sessions are available on August 22, September 19, October 24 and November 14.

The National Association of Civilian Oversight of Law Enforcement (NACOLE) annual conference will be in October. OECR has the names of individuals who will be attending on behalf of the PAB. OECR is working on registration and travel arrangements to support their attendance.

At this time the PAB has a total of 5 trained Civilian Trial Board members ready to be selected for any requests for civilian on trial boards. The application will remain open for additional submissions.

As it pertains to the case file sharing timeliness issues that OECR has been experiencing previously, they continue to do those regular cadence meetings to make sure they are on top of that and have seen improvement. OECR wants to remain diligent to make sure they don't have any regression. OECR appreciates the work of BPD and ACC members in their assistance to get that where it needs to be.

Regarding the youth board member vacancy, OECR has submitted the two names to the Mayor's Office of Government Relations, and we await their vetting and decision making moving forward.

As it pertains to stipends, the \$10,000 stipend is to be distributed in full quarterly payments of \$2500. The next distribution is in September and then following that December.

OECR is continuing to try to make sure that everybody's laptops are working and that your e-mail accounts are available. OECR implores each member to work with Samuela Ansah to get that right. If you still have challenges, OECR certainly implores folks to use those emails because we don't want anything in member's personal e-mail subject to Maryland Public Information Act (MPIA).

Civil Rights Week 2024 begins on October 6th, 2024, of course, with the staple event being on Monday, October the 7th, the Civil Rights Breakfast. It was determined that the Police Accountability Division programming that they will hold a panel event on civilian oversight and police accountability in Baltimore City at the beginning of the week. OECR is requesting that the PAB, the Civilian Review Board, and the ACC identify potential panelists by August the 15th. The panel will be on Monday October 6th following the breakfast via Zoom during the normally scheduled monthly meeting time of the PAB. Also, during that week, the Police Accountability Division will collaborate with the Community Relations Commission to host a neighborhood walk and resource fair at the Saint Peter Cleaver Church. The walk is planned for Friday October 11th.

Regarding the 2024 Annual Report, OECR sent a proposed timeline and Board Member Jesmond Riggins sent a proposed timeline. OECR has already communicated with Board Member Riggins about the two documents and there will be efforts to reconcile the differences therein. It is a good thing OECR, and the PAB are in the same mindset to create a real structure to complete the report in a timely manner.

The next PAB meeting will be September 9th, 2024, and will not be hybrid. It will be a virtual meeting.

Board members can reach out to Deputy Director Young, Interim Director Watkins, Chief Kelly or PAB Liaison Ansah if they have any questions or concerns.

Chair Harris provided some points of clarification. The October meeting will be a virtual panel discussion instead of a meeting around civilian oversight of law enforcement. It will be during the regular meeting time but will be virtual panel discussion and invite as much community as possible. PAB are soliciting for panelists and names should be sent to OECR. The resource fair will be Friday and Chair Harris is asking Board members to participate. PAB members want to have materials to distribute to community about the process of filing complaints, what the Police Accountability Board does and how that works, as part of their community engagement and outreach. PAB members are excited to participate in Civil Rights Week, as it was the 60th anniversary of the signing of the Civil Rights Act. OECR is building a lot of robust programming, so the PAB should support them actively.

Chair Harris thanks Board Member Mansur Abdul-Malik who has been working actively to not only engage other civilian oversight entities around the country over the last year and a half, but also working around to identify trainings from NACOLE when he identified Mr. Brian Corr which the PAB voted on this back in the spring. There were some delays to onboarding, the payment process and working out a contractual agreement for our trainer to get that done. PAB members should make every effort to attend this training since it is being done to ensure that they all have the resources and understand baseline what best practices are around the country for civilian oversight of law enforcement. This will be the second training PAB members have received. The first training was centered on diversity, equity and inclusion during an in-person training at the Patterson Park Branch of the Enoch Pratt Library. This training will be a multi part series and will be held virtually. They are asking for maximum participation from the PAB. This is training the Board advocated for it to be virtual to make sure that there wouldn't be any hurdles or obstacles for folks to participate. Mr. Corr wanted to do it in-person, we want to make sure that it was amenable to your schedules knowing that we're going to do a series of these trainings over three days for two hours each day.

Chair Harris adds he did we meet with the staff to discuss the positions that they're hiring and what may be best needs and how we can make sure the gaps are being filled in the interim, particularly as it relates to ACC cases.

Chair Harris thanks the staff for working and constantly communicating with the Police Department to close some of those gaps on when they received complaints and making sure they receive them with enough time for the ACC to review them and complete their investigations. There is a one year, one day rule within a complaint that it must be investigated, and the finding must be determined. They are working to make sure everyone is on the same page.

Chair Harris is excited to meet and hear from Kashira, who's the new hire. The PAB is one part of the entity of civilian oversight of law enforcement. Part of the intake specialist role will be looking at complaints as they come in and determine which ones get filtered to the ACC to decide and which ones go to the CRB and which ones may need to go through both. The CRB can do simultaneous independent investigations the exact same way that the Police Department does. Whereas the ACC gets the investigations of the Police Integrity Bureau (PIB) from the Police Department, and then they must review based on those investigations. It's helpful to have these intake specialists and working the staff up there so that we can make sure where the cases are being appropriately filtered through. Chair Harris stated again that the PIB is currently building out an entire third floor to bring on staff to do the exact review of the exact same cases that we're reviewing. It's important that we have the staff effectively working to sort through these cases.

Chair Harris further stated that PAB is working to make sure that there is more of an open line of communication from BPD when there are potential issues come out that will have public ramifications or impact on the PAB as a body where we get questions from community members. Chair Harris believes it was a day or two after our last meeting, with Commissioner Worley on the call, that the body camera footage was released from the young man who had the gun held to his temple while being restrained by three other

officers. In situation Police Commissioner took on that situation. There will be an opportunity to have a discussion on this topic, if there are questions. Chair Harris particularly put out that statement. The stance has been that the young man was armed, but it is legal to carry firearms if you are licensed and Chair Harris is licensed to carry a firearm. Just because he has a firearm, Chair Harris would never want to be body slammed and sequestered by three officers and have a gun pointed to his temple simply because he has a firearm without any prior information and knowledge. Chair Harris knows there is nowhere in the training of our officers where it is appropriate for a detained suspect to have a gun put to their temple to further restrain them. That is extremely concerning for Chair Harris. Chair Harris notes they were receiving a lot of questions from community members who were frustrated and upset with the response they have heard from the Police Department on this issue. We want to make it clear what best practices and civilian oversight of law enforcement looks like and how we will not always agree, which is okay. We will be sure to keep the lines of communication and make sure that we continue to communicate more actively with the Police Department to hopefully have a better understanding of when there are potential ramifications or potential public facing body camera footage and issues that could arise before they reach the news.

Chair Harris notes PAB are still working on getting a representative from the State's Attorney's Office to come speak with the PAB. They play a vital role in the criminal justice system and the interaction between the police, civilians and charges. PAB wants to make sure we can get the perspective of the State's Attorney's Office. The PAB has heard from the Public Defender's Office, and they've been a great partner and have consistently participated in the meetings of the Police Accountability Board. We would like to see the same from the State's Attorney as well.

Chair Harris notes the next agenda item will be hearing from the heads of law enforcement agencies. OECR are working on scheduling the Baltimore School Police. Baltimore School Police has been in a transition. They have put out an offer for a new Chief of School Police and they're hoping to have that contract finalized. The PAB is hoping to have someone from the Baltimore School Police present in October. Chair Harris notes law enforcement agencies are required to meet with the PAB quarterly, however things happen and will provide some leniency on that and hope to hear from the newly hired Chief of School Police sometime shortly after the start of school.

Quarterly Meeting with Heads of Law Enforcement

Baltimore City Sheriff's Office

Kevin Hayes, Chief of Staff, Baltimore City Sheriff's Office

The Baltimore City Sheriff's Office is currently going through the process of redoing their general orders with Lexapol. Mr. Hayes has personally been helping with this and making sure the general orders are up to date and effective. They would like to the PAB to work with them on this effort and will share the orders for their approval. The Baltimore City Sheriff's Office is working with certain immigrant groups and specific attorney's who work within those communities to make sure the general orders are equitable.

The Baltimore City Sheriff's Office was prepared for National Night Out before they got the message the event would be postponed. They have 20 events planned.

Chair Harris notes there have been discussion to host a Community Town Hall to discuss the roles and responsibilities of the Sheriff's Department and the intersection with the PAB. Chair Harris would like Vice Chair Turner and Secretary Lee and himself to continue those conversations with the Sheriff's Office.

Chair Harris asks if there have been any complaints received by the Sheriff's Office in the last three months or quarter that the PAB should be aware of or any pending investigations? Mr. Hayes believes there is the incident. Chair Harris is not aware of this incident, but the ACC may be. Chair Harris asks Mr. Hayes to refrain from sharing names, but to provide an overview of the incident. Mr. Hayes reports one of the Deputies was conducting an eviction. When he walked in, there was a naked individual in a bathtub with an assault rifle. They got the individual out of the house. Secretary Lee asks if this was the incident that was in the news last week. Mr. Hayes reports it was in the news last week. The individual was taken out the home. They tried to run back into the home. The individual was under the influence. The Deputy tried to restrain the individual, which led to the Deputy having to strike the person due to concerns that he was trying to get the assault rifle that was in the home. There were also multiple weapons in the home as well. The Deputy was able to defuse the situation without there being any end-of-life force necessary. Board Member Riggins confirms there were no body worn cameras during this incident. Mr. Hayes confirms there were no body worn cameras, however, the Sheriff's Department is in the process of acquiring body worn cameras. They have not had the best of luck with the Baltimore City procurement process in which they have been in the process to buy these cameras for approximately two to three months. They have found the vendor they want to use, but have been held up by city procurement, which is stopping them from making the mandate to have the cameras. It will be at the Board of Estimates at the end of the month, and they are looking to have the cameras before the end of the year.

Chair Harris recalls the May meeting when Sheriff Sam Cogen noted concerns about necessary budgetary items and the Sheriff's Department's budget within the City and City Procurement office for all intents and purposes, even though the Sheriff is a separately individually elected official. Chair Harris asks if there have been communications or conversations to help to remedy access to necessary funds, such as in this case with body worn cameras to make sure that the Sheriff's Department is able to function appropriately and fulfill its roles and responsibilities without interference or budgetary constraints? Mr. Hayes reports conversations are currently being held and is unable to give specific updates.

Vice Chair Turner asks for an update regarding hiring for the Sheriff's Department. Mr. Hayes reports hiring is still an issue for their office. They have the lowest paid law enforcement office in the city compared to BPD, Johns Hopkins and MTA. Police hiring is extremely hard, but they have been able to make do. They have been able to bring a lot of former deputies back to cover the courts so they can have sworn deputies in the streets. The hiring is still a struggle due to the salary constraints they are having, which Mr. Hayes will be able to give an update on a later date.

Chair Harris asks what the vacancy at the Sheriff's Office is and how many deputies are they missing. Mr. Hayes reports they are 23 deputies short, but they have an academy class coming that has 11 members. Vice Chair Turner asks if the capacity was in the 90s. Mr. Hayes reports it is 108.

Board Member Riggins asks what the starting pay for deputies is. Mr. Hayes reports the starting pay for deputies is approximately \$51,000, which is not very tantalizing to people that who would want to come into the field, especially as people see us as an alternative to BPD in the city. BPD seems more appealing due to the salary as well as Johns Hopkins. Board Member Riggins asks if Mr. Hayes would happen to know the starting salary for the Johns Hopkins Police Department. Chair Harris and Mr. Hayes report the starting salary for the Johns Hopkins Police Department is in the high 70s to low 80s. Lateral hires can get into the 90s.

Board Member Abdul-Malik asks what metric is used to determine how many officers they are missing. Baltimore City is losing population, so Board Member Abdul-Malik is assuming there is some sort of metric that says given this amount of people, this is how many sworn deputies are needed. How is that metric derived? Mr. Hayes reports there is a set number of deputies prescribed in COMAR. It's not based off a

metric because the Sheriff's Office is a state agency. Board Member Abdul-Malik asks what the best way would be to explain to the public what it means when they hear a department is x number of deputies short. Mr. Hayes offers to send a breakdown that shows how many deputies they are allotted and a write up of some of the reasons their employment offers were denied by prospective employees. Typically, it is salary based. Chair Harris asks what the requirements for an entry level sheriff deputy are and if the Sheriff's Office would share their job listings with the PAB to share with their networks. Chair Harris notes the salary is tough, but he imagines there may be some students who are coming out of college who are interested in law enforcement they can share and help to recruit amongst their network as well. Mr. Hayes believes this is helpful and notes the Sheriff's Office is offering a cadet opportunity for individuals under the age of 21 who may have an interest in law enforcement. They typically use our cadets for underage alcohol buys as well as events and they have been assisting the in the liquor board with that. Vice Chair Turner asks if the cadet program is a voluntary or paid position. Mr. Hayes reports the position is paid and believe the starting salary is about \$45,000 for someone coming out of high school. They would receive experience in the field of law enforcement.

Secretary Lee asks if the salary is so low because it is a state salary. Mr. Hayes notes it varies from every Sheriff's Office. They have been pushing to get an increase in salaries. They have tried to work with the Mayor's office multiple times to get the increase in salaries, but have been denied. They have a letter from the Mayor's office about being denied this increase. They can share this with the PAB. Chair Harris notes the PAB is tasked with providing civilian oversight of law enforcement to look at that through an equity lens. one of the things they talk about regarding community policing, it's important to understand that if they want equity and how policing is done in their communities, they must make sure that there is pay equity for the officers. They must make sure there is equity to ensure that they are getting the best officers on the streets so that they can have other ways to provide for their families as well. This can be a space or opportunity for the PAB to be an advocate for the Sheriff's Department.

Board Member Bodde notes the legal mandates and responsibilities of the Sheriff's Office such as the protection of the courts, evictions and how they contrast with the police. One of the arguments he would make for getting the staff and the salaries raised is there are things you are required by law to do and by statute that the police don't do. If they can't meet their legally mandated requirements, what what's going on and why aren't you funded that way? It would be helpful to the PAB if Mr. Hayes can give a description of what responsibilities are for the Sheriff's Office and where the police come in. Board Member Bodde knows they augment but the augmentation is one direction. Mr. Hayes reports Board Member Bodde is correct, the Sheriff's Office is legally mandated to protect the courts as well as conduct evictions. Other things they have taken on that BPD has not wanted to do have been domestic violence warrants. That is technically not a function of the Sheriff's office, but they have taken it on. They have also taken on animal warrants as well with animal control as well as the liquor board underage buys. They have been doing community events at which we are not charging the communities for the events, so that way there is equity amongst events in the city. Not every community can afford the cost security that BPD may charge. to make sure every community has an opportunity to have these events, the Sheriff's office has been taking them and just taking the hit from their budget. Board Member Bodde believes it would be helpful if they could be provided this information in writing. Board Member Bodde believes Sheriff Cogen recent comments about the need for civilian oversight I thought were very helpful and very positive. Mr. Hayes notes Sheriff Cogen believes it's important for the community to be involved in police reform as Mr. Hayes considers him one of the more liberal sheriffs in the state of Maryland. Sheriff Cogen thinks it's very important for there to be communication, collaboration to make things move forward in law enforcement, especially with the tarnished history of law enforcement in general.

Chair Harris takes a point of privilege to state the Sheriff's Department is operating on a much smaller scale than an agency like BPD, the situations with the Sheriff's Department and the Deputies are tasked with interacting tend to be extremely high stressful and can potentially lead to escalations in conflict. The Sheriff's Department has been able to defuse those effectively with minimal complaints, including someone with an assault rifle and a bathtub, right, which is an intense and evictions are always high stress and high tense. Chair Harris hopes to continue whatever work is being done to make sure that the Deputies are trained in de-escalation in such high stress, intense environments because we can't have altercations escalate in our courthouses or when doing evictions, etcetera, there must be an intense focus on de-escalation in those situations. Chair Harris commends them on their work and hopes it continues.

Baltimore City Community College Public Safety Chief Marshall "Toby" Goodwin

The Baltimore City Community College Public Safety is still in the process of hiring. They have about five (5) positions vacant, and salary is an issue. They are focused on individuals who've already been in law enforcement and not new recruits coming out because of the academic area that the officers are in and secure. They are constantly recruiting, interviewing and we've had some applicants, but often they look for individuals who can provide them with a background that's clean and no red flags. They are currently running into a lot of that as they process some potential applicants. They have four (4) personnel on board and we are currently trying to get two (2) of them through the entire process. Chief Goodwin believes they have an excellent shot. One of them came with a letter from the Police Department showing that he was in good standards over his twenty-year career in the Police Department. He is certain the other candidate will get through as well. They are preparing for opening day which is August 21st. staff will be back next week. They will have professional development and then go right into the fall semester.

Chair Harris notes there has been news around the vetting teachers and if their records come or follow them from other jurisdictions or even recently in the shooting in Illinois of Sonia Massey and whether an officer's records follow them. When departments are hiring, they can look at their previous reprimand record. Chair Harris asks if Chief Goodwin and Mr. Hayes can keep these records and if there is a statewide database where those records can be housed to make sure they know what an officer's record looks like from agency to agency. Chief Goodwin reports, once he gets an applicant to fill out a disclosure form that will allow them to go into their background and ask the Maryland Police Training and Standard Commission (MPTSC) to tell him about individual acts. However, the applicant needs to have that form signed for the MPTSC to provide him with information about an applicant. If there is a flag on a person's record, it is important for Chief Goodwin to do a deep dive to find out exactly what went on. He is finding a lot of folks are moving from one agency to another. If the applicant signs the disclosure form, it will allow them to do a background check on them through the MPTSC. The MPTSC has very clearly articulated to Chief Goodwin that they will not deal with any law enforcement officers who have integrity or use of force issues in their background. They are basically saying law enforcement agencies should not try to hire anyone that has that type of background and ask for certification to be approved; they will not do it. Chief Goodwin believes this is an excellent practice in the industry.

Chair Harris asks if the MPTSC takes records from local jurisdictions and house them on a state database so they don't get records. Chief Goodwin speaks from his experience with the Baltimore City Sheriff's Office. The Sheriff's Office will send notification to the MPTSC to say 'Chief Goodwin is resigning, under investigation or retired'. That will inform the next agency of the applicant's background before they move forward with the hiring process. Chair Harris asks if it is up to the agency to look at the background in detail. Chief Goodwin notes the agency has no choice but to look further. If there is a flag on the record at MPTSC,

they will not approve the hiring until the law enforcement agency provides justification as to why this applicant should be hired. Chief Goodwin provides an example, which he would never do. Some agencies can bring justification as to why they want to hire an applicant and believe they are a good candidate, even though the applicant has a flag on their record. It will be up to the MPTSC to approve the hire. Chair Harris notes the PAB may want to ask is if how many new hires were hired with justifications due to a flag on their record. Chair Harris asks Mr. Hayes if he has information to add concerning the Sheriff's Office's process for new hires. Mr. Hayes reports Chief Goodwin provided the correct information and thanks him for his years of experience.

Chair Harris reiterates to the PAB and members of the public that it is important to have agencies that are willing to be transparent, so the PAB knows which questions to ask and without the right questions, they won't necessarily get the correct answers. It is helpful to understand how to navigate that as they look hiring, evaluations and looking into records and how they may or may not follow officers. A staff member at OECR sent the PAB a memo about concerns regarding a particular officer's record. Two weeks later, that officer was involved where an adolescent was shot. The PAB should think critically about these situations and know which questions to ask when they look at bringing on new technology to do evaluations and identify potential red flags, it's extremely important for the PAB to continue to think critically through which questions are the appropriate questions to ask to get the right answers.

Board Member Riggins asks Chief Goodwin for the starting salary for BCCC officers. Chief Goodwin reports the rank of corporal is around \$37,000. Salary hurts a lot of agencies and BCCC Public Safety is in the process of coming up with a potential proposal to ask for some increases because it's really getting hard to fill these positions. BCCC Public Safety is looking to hire retirees or individuals who have served for 15 years and want to return to the field. If they have not been out of service for over five (5) years, BCCC Public Safety has an excellent opportunity to work with them. Officers who have been out of service for over five (5) years must go through the police academy and officers with fifteen (15) or more years of experience would not want to do that. Chair Harris encourages Chief Goodwin to share these job postings with the PAB.

Old Business

Secretary Lee reminds Chair Harris of the invitation to Baltimore Police Department to attend tonight's meeting who is represented by Deputy Commissioner Brian Nadeau. Chair Harris references an incident where a young woman died in custody, but that was at the jail and not in BPD custody. There have been questions around Commissioner Richard Worley's statement of support of the officer who put the gun to the temple of the young man who was detained. The PAB is seeking a rationale for support of such actions. Deputy Commissioner Nadeau does not believe Commissioner Worley supported the action. He supported the officers working and doing what BPD wanted them to do which out looking for guns, drugs, etcetera, off the street. In the same statement Commissioner Worley said that the actions of the officer are under investigation, and they will see where the investigation takes them.

Vice Chair Turner asks Deputy Commissioner Nadeau if the officers involved are still working. Deputy Commissioner reports they are following the same investigation process that was designed between BPD, Department of Justice (DOJ), the court and Maryland state statute. Officers sometimes are taken out of an operational role, put in an admin duty as they an investigation goes on. Vice Chair Turner's question comes from his idea that an individual that is under investigation for an incident like this with this type of force being able to continue to operate on the street. Vice Chair Turner is hoping to gather correctly that there has been revised duty for the primary officer in the video. Deputy Commissioner Nadeau cannot speak to the steps of the investigation, but BPD is following the same process agreed upon by the DOJ, BPD, and the courts. Part of that process sometimes entails putting somebody into an administrative capacity, but Deputy

Commissioner Nadeau cannot get into the specifics of the investigation. This can taint the investigation and if there is a hearing, this can come back and cause some concern or if they get challenged in court, they must be able to sustain a court. This is narrowed down into an investigative process and will let the investigative team handle it and see what the outcome is. This case like all cases involving misconduct which involves a member of the public, will then go to the ACC.

Chair Harris asks Deputy Commissioner Nadeau if BPD has any concerns with the State's Attorney's office dropping the charges against the detained individual. Deputy Commissioner Nadeau refers this question to the State's Attorney's office.

Board Member Bodde understands Deputy Commissioner Nadeau does not want to get into the specifics of the case, but it would be illuminating for the PAB to know under what circumstances would an action like the one documented in the video result in the suspension or immediate suspension of somebody from working which what the PAB is trying to get at. Board Member Bodde understands there is a process according to the law and to ensure the process stands up in court, but the PAB has a responsibility to the public making sure they are sage in community oversight. Board Member Bodde asks what would be the criteria that would result in the immediate suspension of an officer if there were video documentation of bad behavior. Deputy Commissioner Nadeau speaks generally. With any case with video, it is the investigator's responsibility to gather all the evidence on any case, review all of the evidence and make a recommendation. if somebody is being charged criminally, there are certain conditions where if BPD is concerned about somebody who won't be able to testify later. therefore, BPD does not want them to have police powers because they don't want them to do something as a police officer for which they won't be able to testify in court. BPD does suspend people's police powers sometimes, but that's in a limited situation under the under the statue. in this case, there has been no charge by the State's Attorney's office. BPD follows the same rules in all their cases and make those decisions. As they move forward, sometimes they pivot and go another way, sometimes they do not. Board Member Bodde's concern is at what point does leadership feel they have to intervene to keep the public safe. Deputy Commissioner Nadeau reports those are assessments that they make quite often and act on the determination that we make at the time.

Chair Harris reiterates sentiments made by Board Member Megan Kenny whose mic is not working. Board Member Kenny would appreciate Chair Harris raising up her consistent concern with the inequity in policing which will bring the question, if any one of them, even if they were licensed to carry a firearm and were suspected of a crime, if they were to point that at someone's head, they would be charged with assault and arrested on site pending an investigation. The question that Board Member Bodde brings is at what point do we immediately suspend or place on desk duty an officer pending that investigation versus waiting for the investigation, which can take up to a year and a day with potential harm being caused by members of the public should there be an investigation that finds that there's pattern in practice or things or training that needs to be done for an officer to more effectively perform their duties. It is important for the PAB to note that and be aware of the disparities in how an officer will be treated versus a member of the public when the situation arise of this matter.

Chair Harris thanks Deputy Commissioner Nadeau for being present at the meeting and for the open lines of communication between the PAB moving forward.

New Business

Chair Harris recalls the two timelines sent regarding the 2024 Police Accountability Board Annual Report and invites Board Member Riggins to speak on the report. Board Member Riggins acknowledges the two timelines were created in silos, but they are roughly on the same page. Board Member Riggins announces

this year's report will be an all-hands-on deck effort, which will be different from last year. They will try to enlist everyone on the PAB to actively participate in the process to push the report out by December 31st at the latest. Board Member Riggins reports he had a discussion with OECR about potentially hiring someone to write the report. He believes this would be great to get someone to write the report who can ensure uniformity and has experience putting these types of reports together as they are not easy to do. They will continue to have conversations about this and reconcile any substantive differences in the respective schedules and get this process going. Board Member Riggins anticipates next year's annual report process will be much smoother as they have a structure for the next five months. He will begin working on a schedule for next year soon so the PAB can take advantage of all four quarters next year. Board Member Riggins reports there have been discussions about potentially changing the report to where it covers the fiscal year versus the calendar year. He believes this makes sense because they can capture the data for the fiscal year, including the budget versus half of the year or half of 1 calendar year and trying to piece it together for the report. Board Member Riggins hopes this process will be moving along by the next PAB meeting.

Board Member Abdul-Malik asks for the status of the 2023 report as he cannot find it on the OECR website. Deputy Director Young does not believe the PAB has approved it and will post the approved document once the PAB has finalized it. Chair Harris reports the PAB has approved the report and is in a folder and will make sure it is uploaded to the OECR website. Board Member Abdul-Malik asks if there can be a discussion to discuss what is needed to get the due date for the report changed. Chair Harris reports that needs to come from the City Council and that conversations with the Council President as well as other members of the Council around this, as well as looking at other legislation from around the country that can help to make the PAB a little bit more robust as it comes to independent civilian oversight of law enforcement and adjusting the legislation accordingly. Part of that is also making recommendations to the kind of staff. Chair Harris has a list that outlines the staffing for other civilian oversight entities and will share with Interim Director Watkins and Deputy Director Young. Chair Harris is happy to include Board Member Abdul-Malik into those conversations.

Interim Director Watkins clarifies Deputy Director Young's statements regarding the final report. The full body needs to vote on the final draft in a meeting. Secretary Lee believes the PAB did vote, just not publicly. They voted in a closed session that was just for them. If a public vote is need, Secretary Lee makes a motion to accept the annual report. Chair Harris believes if it was done in a closed session and a motion was made and carried, which he does recall coming out of the closed session and announcing that it was voted on and approved. Chair Harris does not believe this new motion is required and will check the meeting minutes. Interim Director Watkins announces OECR does not have record of this vote and recalls the vote occurred during an emergency meeting. Secretary Lee confirms it was done during an emergency meeting. Interim Director Watkins reminds the PAB any time there is a quorum, the meeting is subject to the Open Meetings Act which must be followed and a vote needs to be held. Chair Harris reiterates a vote was held, acknowledged and documented in meeting minutes, but is happy to do another vote now if the PAB would like.

Secretary Lee moved to approve the 2023 Police Accountability Board Annual Report. The motion is seconded by Board Member Riggins. The motion carries.

Secretary Lee reads a note in the chat regarding the quarterly consent decree public hearing on August 15th at the U.S. District Court Room 1A 101 W Lombard Street Baltimore, MD starting at 10 AM. ACC Member Ray Kelly shares additional details for a DOJ meeting at Saint Peter Cleaver to answer questions and give updates to the public at 6:00 PM on August 15th. Chair Harris explains the Baltimore Police Department is under consent decree and it is important to have as much public participation as far and as wide as possible. Chair Harris shares they are working on finalizing details for a meeting with US. District Judge James Bedar

with the leadership of the Police Accountability Board so that they have an open line of communication knowing that it's important and that the civilian oversight and the Police Accountability Board is an important part of that consent decree as well as BPD coming off that consent decree. Chair Harris will keep the PAB posted with the final details of that as well as reach out to see if maybe one other person might be able to be interested in participating in that meeting.

Public Comment

Alfredo Fooks is the founder of 211 brands located on 42 South Poppleton Street and first-time residents of Southwest Baltimore. Mr. Fooks is really excited about being involved with this conversation because as he is out and about and has worked hard to get the streets cleaned up with the partners in the community, with other agencies and stuff, trying to get himself familiar with everyone and get everyone familiar with the name because he is not going anywhere. He sees the vision and understands the job is not easy and applauds the PAB. He gives the PAB their flowers on behalf of the community and Highlands Roundhouse. Mr. Fooks believes they could use a lot of support from partnerships within the Justice Department that are tasked with the community. Mr. Fooks lives adjacent to the McHenry School and recreational center, and he polices like the PAB does. He is very protective over the kids. Mr. Fooks' daughter is a two-time Grammy award-winning opera singer. She graduated from Towson and the Julliard, but she has yet to want to visit Baltimore. Mr. Fooks has been fighting to make it appealing and it became a passion when he realized he didn't want that for just his child, but for all the children that attend the school. One of the problem Mr. Fooks is experiencing is a homeless crowd that are coming over by the recreational center and using drugs. There are cameras in the area, but it is lacking some patrol. Mr. Fooks is reaching out on behalf of his community and asking the police to be more responsive to the requests they've made for casual patrol.

Chair Harris thanks Mr. Fooks and appreciates the work being done in Southwest. Chair Harris knows what it's like to be involved in a community cleanup and try to build 'totally well' communities and policing and law enforcement is just one component of that, but it takes all of us to play our role to make sure that we are doing that. Chair Harris communicates with Howard, the chair of Southwest Partnership Public Safety Committee and wants to put Mr. Fooks in touch with the commander for the Southern District as Roundhouse is the in the Southern District. Chair Harris knows people have been working to make sure they see more regular patrol and officers are getting to know community members because there are a lot of actively involved and engaged community members in Southwest.

Chair Harris wants to make sure the public understands the Police Accountability Board, is here as representatives of civilians for the city of Baltimore to provide civilian oversight of law enforcement. If any member of the public has had a negative interaction with law enforcement, they can file a complaint on the Office of Baltimore City Office of Equity and Civil Rights website or through the police department. Should a complaint be filed, the complaint goes to BPD where an investigation is launched. The investigation will be sent to the Administrative Charging Committee, which is a body that's made-up of civilians selected by this body to review those investigations and determine whether an officer should face consequences for those actions and what those consequences should be. It is important for the public to aware of how to file those complaints, that the PAB is here as civilians to make recommendations on policing and police accountability to the City Council, to the mayor, and to the state legislature and any other body that needs to be involved. The PAB provides civilian oversight of the Baltimore Police Department, the Baltimore Sheriff's Department, Baltimore Community College Police Department, the Baltimore City Environmental Police and Johns Hopkins Police Department. Those are the law enforcement entities that are under the PAB's jurisdiction and for them to review those complaints and offer recommendations for improvement of police

protocols and procedures. The Civilian Review Board, which is unique as it has subpoena powers and has its own independent investigative powers to do their own investigation simultaneously as the Police Department into civilian complaints of law enforcement.

Adjournment

Vice Chair Turner moves to adjourn the meeting. The motion is seconded by Board Member Doris Minor-Terrell. The motion passes. The meeting was adjourned at 7:29 p.m.

Submitted,

Stephanie V. Lee

Stephanie V. Lee

Board Secretary