

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

January 8th, 2024

Zoom

6:00-8:00 pm

**I. Welcome**

Chair Joshua Harris started the meeting at 6:01 PM

**II. Roll Call**

Secretary Lee conducted roll call

Mansur Abdul-Malik  
Peter Boddie  
Marc Broady  
Joshua Harris, Chair  
Janetta Gilmore  
Megan Kenny  
Stephanie Lee, Secretary  
Doris Minor-Terrell  
Lisa Nguyen  
Maraizu Onyenaka  
Jesmond Riggins  
Jamal Turner, Vice Chair  
Bryan Upshur  
Avi Wolasky

**Board Absent**

Antoine Burton  
Harold Madison

OECR Staff  
Director Dana Moore  
Acting Chief Aeiramique Glass  
Acting Deputy Chief Megan Mishou  
Chief Lisa Kelly  
Robin Drummond  
Samuela Ansah

**III. Review and Approval of Agenda**

Member Peter Bodde moved to approve the agenda; motion was seconded by Member Megan Kenny.

**IV. Review and Approval of Minutes**

Member Bodde moved to approve the minutes; motion was seconded by Member Kenny

## **V. Staff Updates**

Director Dana Moore shares Mariel Shutinya has officially left the Office of Equity and Civil Rights as Chief of the Police Accountability Division. Aeiramique Glass has joined the Office of Equity and Civil Rights as the Deputy Chief of the Police Accountability Division. While there is an ongoing search for a Chief of the Police Accountability Division, Aeiramique Glass will be Acting Chief of the Police Accountability Division. Additionally, Megan Mishou will be the Acting Deputy Chief of the Police Accountability Division.

Director Moore shares the Police Accountability Board survey conducted by Governor's Office of Crime Prevention, Youth and Victim Services and Police Executive Research Forum. Board members and staff are encouraged to participate in the survey.

Members will choose one civilian member to serve on an upcoming trial board.

There is still a youth vacancy on the PAB. Members are encouraged to share the application with their networks.

Laptops for members have been delayed due to procurement issues, but members will be receiving laptops shortly. Dr. Gilmore shared her technology issues were solved following a meeting with BCIT.

The next PAB meeting will be held on February 5<sup>th</sup>. Notices will be sent out immediately following this meeting.

The process for stipends for members began in December but is taking longer than expected. Members will submit a W-9 form to process their payments. Director Moore has requested members to receive a lump sum payment for 6 months of work and will consult with the Board and Human Resources about the remaining payments. Member Jesmond Riggins asks Director Moore how much the stipends are and if stipends place additional responsibilities and expectations on board members. Director Moore answers the stipends won't require more work from members and expect less support from the staff. Stipends will be \$10,000 for the year. Stipends will not require more work from board members and will not reduce expectation of staff. At the minimum, Board members are expected to attend monthly meetings and are encouraged to serve on a committee. Chair Harris asks if the stipend was built into the budget and if it will remain the same in the budget. Director Moore answers the stipend was built into the budget and will remain in the budget. Director Moore shares every agency has been directed to reduce their budget and eliminate a position up to \$68,000. Member Kenny asks if Baltimore Police Department's budget has been decreased as well. Director Moore answers as a city agency, BPD will have to reduce its budget as well. Chair Harris shares the budget for the Police Accountability Division is codified through the enabling legislation and ordinance of estimates.

Member Mansur Abdul-Malik asks if there were legislative proposals OECR would be requesting. Director Moore answers there isn't any legislation OECR will be advancing at the State level in the Maryland General Assembly. Within the city council, OECR is asking for some changes for some boards and commissions, specifically the Mayors Commission on Disabilities (MCOD) and Wage Commission. OECR is looking to make

one small change to local control of Baltimore Police Department. For context, the Baltimore City Council passed changes to the city charter to codify the powers and duties of the police department. The City Council also passed legislation that codifies the public local law. Both pieces of legislation were drafted by the Local Control Advisory Board and was picked up by Councilmember Mark Conway, replicated and pushed through the legislative process and has concluded. The Mayor will sign both changes on 1/24/2024. There will be another charter amendment for citizens to support that makes the description, powers and duties of Baltimore Police Department align with other City agencies. Chair Harris shares he will be in Annapolis for the legislative session unrelated to police accountability and will keep the Board updated as needed. Chair Harris notes the Charter Review Commission will review and make recommendations for changes to the City Charter as it relates to policing.

Chair Harris shares PAB leadership has met with the Police Accountability Division staff to create a robust communication outreach strategy. The outreach platform utilized by the City isn't sufficient for the community engagement work the PAB is planning to conduct. As such, there are plans to use a separate platform as the PAB to conduct outreach to community members and associations. The Police Accountability Division staff will build out QR codes, flyers and graphics for PAB members to share with their networks and social media to make the public aware of meetings. It is part of PAB member's responsibilities to make sure residents are aware of the complaint process. PAB members are encouraged to share contacts to include on the outreach list.

## **VI. Quarterly Meeting with Heads of Law Enforcement**

- **Baltimore City Community College (BCCC) represented by Director Marshall "Toby" Goodwin**

Director Goodwin shares they are still in the process of hiring vacant positions but is facing similar challenges to the City and State police departments. BCCC is a small team and is not fully staffed with 10 personnel. They rely on their security team of 19/20 personnel currently to cover their services 24/7. BCCC is very engaged with their student community, faculty and staff and are building external relationships with other law enforcement partners to ensure campus remains safe daily. Director Goodwin is in monthly conversations with the Northern and Northwestern District Commanders as portions of BCCC are in their districts.

Chair Harris asks Director Goodwin what the boundary for BCCC's jurisdiction is as they operate in various districts. Director Goodwin shares BCCC covers 3 districts but only has jurisdiction for on campus buildings at the main campus in Liberty Heights (Northwest District), Old Provident Hospital (Northern District) and the Workforce Development location downtown (Central District). Director Goodwin shares once BCCC officers are certified, they will have the law enforcement powers on the campus and throughout Maryland. Currently, BCCC officers are not authorized to be armed, which is like Baltimore City School Police.

Member Riggins asks Director Goodwin what the complaint and investigation process for BCCC looks like as the Administrative Charging Committee hasn't received any cases regarding a BCCC officer. Director Goodwin shares he joined BCCC in November of 2022 and hasn't received any complaints against an officer. They deal with a lot of internal issues and issues with students are handled by the Student Affairs Office at BCCC. BCCC

Public Safety works closely with internal student support services to address concerns. When complaints are received, they are investigated and shared in compliance with the law. Director Goodwin believes with the limited amount of personnel and veteran level of current personnel, BCCC Public Safety officers communicate effectively with students and visitors on campus. They are committed to creating a conducive environment that fosters student's academic achievement. BCCC Public Safety hasn't received any complaints related to arrests, as there have been no arrests on campus.

Chair Harris asks Director Goodwin how students know to file a complaint and if BCCC Public Safety would be open to assistance from the PAB in creating forms for complaints. Director Goodwin welcomes assistance from the PAB. It is part of BCCC Public Safety accreditation process to create a complaint process. BCCC Public Safety is currently undergoing the accreditation process. Member Riggins notes there should be commendation forms for BCCC Public Safety officers as well. Director Goodwin notes commendations received from students and staff on campus is shared with Public Safety officers.

Vice Chair Turner commends Director Goodwin on their track record of zero complaints and asks how BCCC Public Safety manages with limited personnel. Director Goodwin answers BCCC Public Safety has a security team of 20-25 personnel that cover the main and external BCCC campuses. Their police officers and supervisors interact with them daily. For big events, BCCC Public Safety will partner with neighboring BPD districts for additional coverage. For example, there was a detail for car robberies along the Liberty Heights corridor that allowed for collaboration between the neighboring BPD districts enforcement and BCCC Public Safety

Chair Harris asks Director Goodwin to send some dates PAB members can come visit BCCC Public Safety.

## **VII. New Business**

Chair Harris asks if there was any new business to be discussed. Chair Harris notes the article shared by Secretary Lee of a BPD officer that was promoted with a pending case in criminal court. Chair Harris provides the opportunity for the Board to share their thoughts.

Secretary Lee notes the article was shared in the Baltimore Sun and possibly Fox news and may be waiting adjudication by the Administrative Charging Committee.

Member Kenny notes suspects who are arrested can face collateral consequences prior to being found guilty or innocent. It is frustrating that officers seem to be rewarded while they have pending criminal charges, but defendants are sitting in a cage.

Member Bodde is outraged at the article and promotion of an officer with pending criminal charges. He hasn't been involved in an organization where individuals are promoted without a clear and thorough record check with the Inspector General for any disciplinary actions. If there were any questions whatsoever, the promotion was

held up until the case was adjudicated. Member Bodde believes this is a serious matter and cannot slip through the cracks as other PAB members have noted. Member Bodde finds this egregious because this is a simple process question that should not have happened. If the police department doesn't have procedures in place for simple processes like this, it gives him great pause.

Member Riggins concentration when improving policing is independent community oversight, 5-star internal affairs operation and promotion of the best officers. Member Riggins recalls asking then Acting Commissioner Worley about the promotion process for good officers into leadership ranks. The answer he received left Member Riggins with many more questions as it seems the promotion process is out of the Commissioner's hands in a way. It seems there is little influence the Commissioner could have on creating a process of promoting officers that would help to ensure some of the best officers make it up the ranks. A story like this coming out makes Member Riggins know more about how the promotion process works. For the PAB to make recommendations as to how policing can be improved through the promotional process, they first need to know how the process works. If there is some way the PAB receive a detailed response from BPD about its promotion process, that would be helpful.

Member Marc Broady suggested writing a letter to BPD regarding the promotion process.

Chair Harris notes if the messages published in the news article from the promoted officer are true, they are every civilian's worst nightmare to interact with an officer with that way of thinking: to be so well connected and powerful that an officer can do anything to a civilian. Chair Harris questions how to change that mindset and training for officers so they do not have that type of mindset. No one is so powerful that they are above respect and the law. While the PAB focuses on policy recommendations, the real priority is a culture change and culture relies on mentality and the way individuals think which can be done through training and policy enforcement.

Member Kenny reads the article with the statement of charges. The officer is quoted as saying "I've already contacted my connections at internal affairs to let them know to throw your complaint out". Member Kenny is curious if the PAB could reach out and verify if the officer did contact internal affairs to have the complaint thrown out. Chair Harris agrees and believes the ACC will be the best body to handle the request.

Secretary Lee shares the victim was interviewed on Fox and repeated the exact information that was in the statement of charges.

## **VIII. Old Business**

- **Trial Board**

Chair Harris notes the trial board application was approved by the Board previously, but there is a need to ensure the application reaches as many Baltimore City residents as possible with a robust community outreach and engagement plan.

Acting Chief Aeriamique Glass recalls board members selected civilians to send to training to be available to serve on upcoming trial boards. Board members will go into closed session to select an individual previously sent to training to serve on an upcoming trial board.

- **Annual Report**

Acting Chief Glass shares the annual report is close to being completed. OECR staff want to ensure the data information is comprehensive and accurate. Acting Deputy Chief Meg Mishou and Data Committee Chair Megan Kenny have been working together on data collection. All committees have met to contribute to the report as well as PAB leadership worked over the holidays to get a robust report draft. The draft will be shared with PAB once a few data elements have been added.

Chair Harris notes this the PAB second annual report however, it is the first report since the board members were confirmed and the previous year's report was submitted by staff while the board was still being convened. There is a mandate for an annual report, but doesn't have to be the Board's only report. There can be additional reports throughout the year in case there are items that need to be released prior to the annual report deadline.

Member Riggins shares there are 12 policy recommendations in the report. The Policy and Advice Committee met on 12/22/2023 to go over drafted policy recommendations. There were discussions and commentary around refinement and elimination of certain policies. They would like to focus on core policies the Board can make recommendations now and consider additional recommendations in the future as the deadline was approaching. As the Policy and Advice Committee waits for OECR staff to return a finalized draft to review as the OECR has recommendation for the Committee to consider. At that time, the Committee will finalize the recommendations then pass it along to the Board to approve. Chair Harris notes the draft will go to the Policy and Advice Committee, once they approve the draft, it will go to the Board for review, comments, and suggestions in posture everyone is comfortable with then release to the public. The deadline was January 1, and there is a policy recommendation to amend the annual report deadline.

Member Marc Broady asks how the report will be released to the public. Chair Harris answers it will be released on OECR website, and a copy will be shared with the Mayor and law enforcement agencies. There may be a press briefing regarding the release of the report. Plans will be solidified when that time approaches.

Director Moore realized early on the deadline of January 1 would not be feasible and

recommends a deadline of January 31. The goal is to get it right, not fast. Director Moore can't recall the specific bodies the report must be released to, but they will receive a copy. The outreach OECR staff is working on includes different organizations that interact with the Board will receive a copy via email. Director Moore recommends the report be translated into the 3 most used languages in Baltimore City: Spanish, Simplified Mandarin Chinese and French. In the past, OECR has translated reports into braille, which is expensive and isn't widely requested, but would like a copy available in braille. There is also a feature online that makes it easily accessible for residents with visual impairments. With the permission of the Board, OECR can pursue these accessibility and language access features for the PAB annual report. Chair Harris suggests engaging with the National Federation of the Blind. Director Moore agrees as OECR has a positive working relationship with NFB.

Chair Harris expects Board members to assist with promotion of the annual report once released. Chair Harris suggests it might be feasible for members to receive the draft, provide feedback and approve the report via email. There will be an executive summary of the report with bullet points on the policy recommendations provided to Board members to reference when asked about the report by members of the public or media.

Director Moore suggests the Board decide as to who will speak about the report to the media so there is continuity and clarity in messaging. Chair Harris asks the Board for additional comments or thoughts as to the Chair and Vice Chair being designated to speak to the media about the report on behalf of the PAB. Member Bodde agrees with the proposal and approves of the Chair and Vice Chair being designated to speak with the media on behalf of the PAB about the annual report. Chair Harris notes the Chair of the Administrative Charging Committee might be included in media relations to speak for the ACC. Chair Harris also notes shares the Chair of the ACC might report updates to the PAB in the future.

## **IX. Public Comment**

Tierra Hawkes, Chair of the Administrative Charging Committee commends the PAB on their work.

Chair Harris shares he received communication from a member of the public regarding the jurisdiction of the Johns Hopkins University Police Department.

Member Abdul-Malik asks when the next PAB meeting will be held in-person. Chair Harris notes OECR staff have sent a schedule for potential in person meeting dates. The goal is to have an in-person meeting once a quarter and will share the schedule with the Board. The Board identifying the most accessible locations for in person meetings to ensure community engagement. Member Abdul-Malik shares the Community Engagement Committee recommends the Board host in-person meetings in communities that have a higher concentration of complaints. Chair Harris suggests

the Data Committee work with the ACC to break down complaints by zip code to identify communities where most complaints are originating. Secretary Lee suggests ensuring the public has no less than a 30-day notice of an in-person PAB meeting.

Chair Harris notes there is still a youth vacancy on the Board for a member between the ages of 18-25 and asks Board members to share with their networks to ensure the vacancy is filled.

Vice Chair Turner moved to enter executive/closed session, the motion is seconded by Megan Kenny. The Board enters executive/closed session.

### **X. Adjournment**

The meeting was adjourned at 7:50 PM

Submitted,  
Stephanie V. Lee  
Board Secretary