

BALTIMORE CITY POLICE ACCOUNTABILITY BOARD MEETING MINUTES

July 8th, 2024

6-8 PM

via Zoom

Call to Order: Chair Joshua Harris called the meeting to order at 6:03 PM.

Welcome: Chair Harris asks if anyone has any birthdays, anniversaries or announcements, anything that's happened in the last 30 days to share with the board or the membership at large. A member of the public has a birthday on July 19th.

Roll Call: Secretary Stephane Lee conducted roll call.

Board Members Present

Mansur Abdul-Malik

Marc Broady, Esq.

Antoine Burton

Joshua Harris, Chair

Dr. Janetta Gilmore

Megan Kenny

Stephanie Lee, Secretary

Harold Madison

Dr. Doris Minor-Terrell

Lisa Nguyen

Maraizu Onyenaka

Jesmond Riggins, Esq.

Jamal Turner, Vice Chair

Avi Wolasky

Board Members Absent

Ambassador Peter Boddie

Bryan Upshur

Review and Approval of Agenda

Chair Harris entertains a motion to approve the agenda. It was moved by Board Member Harold Madison to approve the agenda and seconded by Vice Chair Jamal Turner. The motion passes.

Chair Harris apologizes for his affect as he is recovering from surgery.

Review and Approval of Minutes

Chair Harris entertains a motion to approve the June meeting minutes. Vice Chair Turner moved to approve the meeting minutes and Board Member Megan Kenny seconded the motion. The motion passes.

Staff Update

Interim Director Caron Watkins provided the following staff updates:

Chief of Investigations Lisa Kelly is now overseeing the Police Accountability Division on an interim basis currently. Previously the Police Accountability Division have been reporting to the Chief Operating Officer, Roland Selby, which was in place by the former Director.

Interim Director Watkins asks each Police Accountability Division staff member to introduce themselves and their position.

Samuela Ansah serves as the Police Accountability Board Liaison

Marissa Crockett serves as a Case Manager for the Administrative Charging Committee,

Robin Drummond serves as Special Assistant for Boards and Commissions and Boards and Commissions Coordinator

Michelle Everett serves as the Executive Assistant

Jumel Howard serves as Community Outreach Coordinator

Tiffany Jones serves as the Civilian Review Board Investigator

Terry Lewis serves as the Complainant Advocate

Tashawn Smithrick is the Interim Case Manager Supervisor for the ACC.

As OECR attempts to identify a case manager supervisor, the OEER will also be bringing on another case manager for stabilization and advancement of progress in that unit.

Additionally, OEER is reviewing resumes for the Data Analyst, Public Relations and Social Media Specialists. The interview process for the position of the Complaint Intake Specialist has completed and the new hire will be starting later this month. Samuela Ansah and Terry Lewis have been conducting with the assistance of Tiffany Jones are assessing complaints that are eligible for the Civilian Review Board.

The Maryland Police Training and Standards Commission conducts a 1-day training every month that provides an overview of disciplinary matrix and process. The next one is July 25th is it is held from 9:00 AM to 4:00 PM. Interested board members should let OEER know.

The OEER is also continuing to make progress with retaining the services of Brian Corr of the Cambridge Consulting Services Group. Three consecutive Mondays in September is the tentative schedule for that training.

The 2024 annual National Association of Civilian Oversight of Law Enforcement (NACOLE) Conference in Tucson, Arizona from October 13 to October 17. OEER hopes to have the three members for the Police Accountability Board who will attend provided today.

The September trial board has been canceled. However, there is still a need for trained civilians and encourages the PAB to have people to apply¹.

There is continued progress on the timeliness of case sharing between the ACC and Public Integrity Bureau (PIB). OEER has been working with PIB and the Law Department on a regular cadence.

¹ [Civilian Trial Board Application | Office of Equity and Civil Rights \(baltimorecity.gov\)](https://www.baltimorecity.gov/civilian-trial-board-application)

OECR has made internal progress with the support of Lisa Kelly and Brandon Wafford, the Equity Data Analyst. Recently, OECR leadership met with Chair Harris and Board Member Megan Kenny to discuss shared data goals.

OECR is in the process of submitting youth member candidates to the Mayor's Office of Government Relations.

Stipends will be disbursed in four (4) quarterly payments of \$2500 in September, December, March and June.

Board members having issues connecting to their email or laptop should communicate with Chief Operating Officer Roland Selby as soon as possible.

On Wednesday July 10th, PAD will host a meeting to consider opportunities for highlighting the work of the Police Accountability division during Civil Rights Week.

Interim Director Watkins takes a moment to remember on the unfortunate Brooklyn Homes shooting that took place a year ago. She uplifts the families and community in the transition that has taken place over the past year. The shooting had a huge impact on the community, Baltimore City and we need to continue to lift them up and keep them in our thoughts and prayers.

Discussion on Staff Updates

Chair Harris notes the PAB has worked with the PAB Liaison to ensure Civilian Trial Board applications are both digital and in PDF format. In addition, it is the role of the PAB to spread this information, work everywhere, and make sure they are allowing opportunities for everyday citizens of Baltimore to participate in this process.

Board Member Jesmond Riggins asks Interim Director Watkins to clarify the number of full-time staff members in the Police Accountability Division. Additionally, how many full-time employees will staff the Police Accountability Division in the future? There will be thirteen (13) full time staff members in the Police Accountability Division, with a fourteenth (14) staff member in the future. The Office has hired for the Complainant Intake Specialist and are reviewing applications for a Data Analyst and External Affairs Specialist. Additionally, the office will also be hiring for another Case Manager and Case Manager Supervisor. This will bring the Police Accountability Division to thirteen (13) full time staff members. There are possibly additional positions to be added. There was a staffing plan in place prior to Interim Director Watkins' arrival, however, an assessment of needs is required to determine what the division needs to be successful.

Additionally, the staff members of the Police Accountability Division are full time members of the Office of Equity and Civil Rights, and they all spend a significant amount of their time dedicated to the work of and the advancement of the Police Accountability Division. However, there may be times when staff members of the Police Accountability Division serve the needs of the office, particularly when it coincides with their work, such as community outreach and engagement. Overall, the staff of the Police Accountability Division prioritize the work of the Division but are not denied involvement in other divisions in OECR if they are interested in their work.

Chair Harris asks Deputy Commissioner Brian Nadeau and Commissioner Richard Worley how many employees are staffed in the Public Integrity Bureau. DC Nadeau explains there are many areas of the

Police Integrity Bureau, including a special investigative response team, an admin section, and a criminal section. They also do all cases, which either go to the ACC or go to the DRC. For cases that go to the ACC, they have eighteen (18) sworn officers and five (5) civilians for twenty-five (23) staff members.

Chair Harris elevates the ACC reviews the same case to come through the PIB and the PAB should keep the amount of work done by the part time work of the ACC and staff that serve the ACC full time in mind. They should consider this when they are looking to build out an effective team with Director Watkins that can take on the caseload and stand side by side with the PIB and make sure he infrastructure to support civilian oversight of law enforcement entities is built. Chair Harris thanks Interim Director Watkins for the overview on staffing in Police Accountability Division.

Chair Harris asks Interim Director Watkins if there was a delay on submitting the youth applications to the Mayor's Office of Government Relations. Interim Director Watkins notes the delay was due to her focus on other boards, such as the Civilian Review Board, that needed to be staffed. However, the names for the youth vacancy have been submitted.

Quarterly Meeting with Heads of Law Enforcement Agencies

Commissioner Richard Worley, Baltimore Police Department

Commissioner Richard Worley reports things are going well. Commissioner Worley was on C4 in the morning and did an interview with Channel 2 about the mid-year crime numbers, which are good. He is also cautiously optimistic since it is only halfway through the year. However, halfway through the year they are down over 30% in shootings and 30% in homicides. BPD's clearance rates are getting better. They are up to 70% with homicides and about 40% with nonfatal shootings. The homicide number is key which is due to the partnerships BPD has with the State's Attorney, Federal, State, and partners have all been working together along with the community. The community has been giving BPD more tips recently and they are increasing. One of the biggest things Commissioner Worley is happy about is that more and more people coming to the city. He was at the Inner Harbor for about five (5) or six (6) hours for the 4th of July celebration. He did not think many people would attend, but after it rained and got to be about 110°, people came down to the city to watch the fireworks and drone show, which was good. It was more people than he has seen since before COVID. There have been a few big events at the same time such as AFRAM, Fleet Week, the Oriole's game, and Memorial Day where BPD was present. The problem is BPD has less than two thousand officers now. They have 1984 officers as of July 4. Staffing is still a problem, but the men and women are still going out there doing their job.

As reported by the news, a few officers have received discipline in connection to the action or inaction during for Brooklyn Day shooting. The names of those disciplined have not been released yet because they all have trial boards that they can elect to participate. Some were professional members and most of them were sworn members. There were two recommended for termination.

Commissioner Worley reports PIB did a phenomenal job with the investigations and discovered other things. Commissioner Worley is happy with the crime numbers and is looking forward to the second half of the year.

Chair Harris recalls Commissioner Worley's comments during a quarterly consent decree hearing regarding incentives for officers to be receive crisis intervention training. Chair Harris asks if there has been any movement or increase in attendance without the incentives to get more officers crisis

intervention trained. Commissioner Worley reports there has been an increase in the number of officers receiving crisis intervention training. He believes seventeen (17) officers have received the training recently but believes they should have more officers trained. His goal is to exceed the percentage required by the consent decree, as he believes the training is important. Additionally, BPD has a good percentage of officers that have already received the training. However, when an officer is moved, they are not counted into patrol because many have received training and then moved on to specialized units. BPD has crisis intervention trained officers but wants to increase training in patrol officers who are answering calls every single day. Deputy Commissioner Neadeau reports one hundred ninety-eight (198) officers are trained in crisis intervention and one hundred and two (102) are in patrol, which is 14% of patrol. They have two more classes scheduled between now and the end of the year.

Chair Harris asks if there is an incentive that comes along with the training? If so are these are officers who want to receive better training? Commissioner Worley reports the incentive is not out there yet. Chair Harris notes this is a good improvement, which signals that some officers want to step up and get these tools.

Vice Chair Turner asks how BPD is planning to fill the void left by the two high-ranking women of color. Commissioner Worley reports he is not likely to fill either position now. They were both Deputy Commissioners (DC). DC Briscoe retired after just under 30 years, DC Brown received another job offer that was too good to turn down, and she decided to leave the agency. For now, Commissioner Worley has returned his staffing back to the way it was before he split operations up. All the operations are under DC Jones. Compliance and PIB are under Deputy Commissioner Nadeau. Commissioner Worley is still exploring options when he wants to bring someone in. Currently, things are going well, and he does not plan to fill those positions yet. DC Briscoe's position opened on July 1st and DC Frisco's position opened on June 1. DC Briscoe told Commissioner Worley she was leaving a while ago. DC Briscoe went out on a knee surgery in February and when you get outside and you are doing something else, you rather realize there is life after BPD. Commissioner Worley had a similar experience when he had knee surgery two (2) years ago. DC Briscoe decided she was going move on and spend more time with her grandchildren and that is exactly what she is doing. Board Member Kenny asks how BPD reports on the race of an individual under arrest. Commissioner Worley reports the race is self-reported at Central Booking and Juvenile Booking as they do all the processing. Additionally, the race is self-reported and voluntary. When an answer is not provided, the information is left blank. Commissioner Worley notes they did not want officers identifying the race of an individual under arrest and prefer individuals to self-report their race. Board Member Kenny asks if BPD is involved in the race data provided in Maryland Case Search. Commissioner Worley states that information is provided by the state and has changed dramatically recently as he **has** had people complain to him about the changes. Deputy Commissioner Nadeau provides an overview of the problems with Maryland Case Search and its issues with race data. When an individual goes to Central booking self-reports as a White female but goes to the court system, which reports the individual as an Asian female, they would then match the two together and make them an Asian female. Deputy Commissioner Nadeau reports this is not a BPD function. Board Member Kenny clarifies individuals self-identify when they are booked by BPD and the arresting officer is not collecting any of that data. They can ask, and that the person could just say they do not want to identify their race or just not answer. Commissioner Worley clarifies officers can ask individuals to self-report their race on a form done during booking, but officers are not making that distinction. Chair Harris offers context regarding the conversation around race data. During the June 3rd PAB meeting there were discussions regarding the State's Attorney's presentation on the Citation Docket

and the race and ethnicity data they collect and report. The PAB will draft a letter to request a standard be implemented on what it looks like to have a consistent standard to identify race and ethnicity of individuals that are being included on the citation docket or arrested. This letter will be sent to multiple parties, including BPD. Commissioner Worley asks if the PAB can advocate for the race data to be sent electronically as the state and the courts are still using paper and BPD uses electronics. Secretary Lee will make a note of that for Chair Harris and Board Member Kenny to include in their letter.

Chair Harris takes a point of privilege to acknowledge Debbi Levi from the Office of Public Defender (OPD). Ms. Levi would like to bring a few things to Commissioner Worley's attention. Actualizing the Police Accountability Act of 2021 or Anton's Law is obviously litigating access to misconduct records. While OPD is winning many of these motions lately, the State's Attorney's office is saying that there is significant delay in getting the documents from the Police Department. Ms. Levi is not sure if that is true or not, but it is taking several weeks for production, and wants to bring that to Commissioner Worley's attention. Another issue OPD is experiencing is issuing lawful subpoenas to BPD for either documents or related reports. It has come to their attention by that the Document Compliance Division is currently staffed with only one person. OPD routinely gets the response a response stating the Document Compliance Division is staffed with only one person, are ninety (90) days behind, and cannot comply with requests. Ms. Levi asks that unit be staffed more robustly. She asks if BPD can figure out why production is taking so long, as it lengthens people's incarceration time. Ms. Levi notes the production is not as complete as in past administrations. Ms. Levi commends Commissioner Worley on the fantastic job he is doing, as she has not read anything near as much about Commissioner Worley in the paper as any of his predecessors in recent past and the community seems to be taking to you. This is not criticism as much as this is working to help actualize transparency and accountability but is noticing this hiccup in production. Ms. Levi asks someone to investigate why production is taking so long and why production is not as complete as it used to be in past administrations. If OPD gets a court order for full production that includes a recorded interview, any videos, any BWC that went with that, they are not receiving it and will have to keep being aggressive until they get it.

Deputy Commissioner Nadeau shares BPD is adding additional staffing to Document Compliance Unit. They had some folks that moved on, went to other areas, so getting more staffing there because besides OPD, BPD gets a lot of requests. It is highly important to BPD to make sure they are filling the requests. BPD just authorized overtime to the body worn camera unit to work and help complete some requests. They acknowledge the backlog and are working with deputy chief secure additional staffing, which is not always quick, but is in progress. Commissioner Worley notes they get many requests from a certain news station that adds to the backlog.

Secretary Lee asks how a wellness check is conducted in an apartment, specifically if they can enter the apartment or wait for the leasing office to open the door. Commissioner Worley reports the answer depends on the context of the call. If they receive a wellness check without context, they knock on the door to see if anybody answers and they will go through some other steps to try to get. However, if they believe the person may be at risk of harming themselves determined by statement made by the individual, they can, we can do a little bit more and officers will try to look in windows to see if there's anything they can do with forced entry. However, they need enough evidence that would allow them to do that. BPD will call the fire department to enter the location if they believe there is someone that needs assistance or in need of medical attention.

Secretary Lee asks about a news article regarding officers who have been working at these various events not getting any opportunity for water or to relax. Secretary Lee asks what the protocol for officers is working at festivals, etcetera. Commissioner Worley notes this is the first time in the last two (2) years this issue occurred. Their Asset Management Team dropped the ball, and they did not provide food for the officers. For most events like Fourth of July, BPD provides plenty of water and food at the command post. Commissioner Worley believes the Fraternal Order of Police sometimes waits for BPD to make a mistake so they can jump on it. If the officers were hungry or thirsty, Commissioner Worley believes they could have found water if it was not provided, however BPD dropped the ball. Deputy Commissioner Nadeau provides additional context stating the normal protocol is asset management would have food and beverage for the officers who are working those various events and have done so at every event up until this specific event. Asset Management has been part of the planning process, and they work with the fire department, they have cooling stations, they bring out water. They go around on the Gators doing delivery. They have people on standby to provide breaks. For some reason they were not notified of this specific event and asset management was not part of the planning. That error has been since corrected. They have been given a list of every event coming up for now to the end of the year and they will be present moving forward.

Board member Avi Wolasky recalls Commissioner Worley's recent interview on C4 where he acknowledged the staffing shortages at BPD having been gaining some traction, as BPD is the first department to get back to some of the applicants. Board Member Wolasky wants to ensure BPD is not too zealous in fulfilling vacancies and is vetting applicants properly. Commissioner Worley notes there is a new Major who put new processes in place. Recruitment has additional people and was slightly reorganized. BPD's human resources department fell is under a different chief now and she has the whole system where more streamlined to get the people through. BPD still does the entire background because it does not help anybody to hire somebody who should not have hired.

Chair Harris has questions related to campus protests as a result to what is happening in Palestine. Chair Harris asks what support BPD to protest that were occurring on campuses. Commissioner Worley reports they were on a call with Hopkins daily and provided advice and what it would take BPD to become involved in disbanding protests because they were peaceful ended peacefully. They spoke with Hopkins daily because if anybody were going to go in and do anything, it would have had to be BPD because Hopkins does not have a police force yet. BPD was not willing to do that at that point because it, it never looks good when force is used. Commissioner Worley's approach was to wait the protestors out and that is that seemed to work. The most effective, least intrusive is what BPD always tries to practice.

Chair Harris asks if BPD have drones that they use for surveillance or for any other tactics. Commissioner Worley reports they do have drones that are used when SWAT members need to do an entry or something. The crime lab uses drones to take overhead photos of crime scenes, which is where the good photos of the Key Bridge are from. BPD's drone policy is very restrictive and only two units that have them. If they are to be used for anything else, they must get Commissioner Worley's approval. They just sought approval to use them for a demonstration at an elementary school recently.

Board Member Riggins asks Deputy Commissioner Nadeau if he knows the current average number of days that PIB takes to complete an investigation concerning members of the public. Deputy Commissioner Nadeau answers they are not divided by whether it involves a member of the public or

not it because it goes to the same process. They are at about 136 days for an average. If it is a criminal case, it takes much longer. If it is a simple case, it is much shorter, but the average is 136,

Board member Riggins recalls the staffing issues in PIB when it comes to accelerating the pace of investigated investigation completions. Board Member Riggins would like to know if there are any active plans in place to allow PIB to meet the 90-day investigation completion requirement in the CRB statute and in the consent decree. Deputy Commissioner Nadeau reports they are going through a hiring process to add more civilian investigators. Currently they have six (6) with a goal of ten (10) civilian investigators. BPD did a public hiring where they recruited two civilian investigators who are currently in the background stage of the hiring process. BPD has postings for recruitment. Deputy Commissioner Nadeau acknowledges it will be a challenge to reach the ninety (90) day turnaround for investigations due to the lack of staffing across the agency. If they only hired all the staff needed for PIB, they would not have anybody working the street. Deputy Commissioner revisits Commissioner Worley's comments regarding recruitment. Deputy Commissioner Nadeau reiterates the new Major in recruitment and has been meeting with them has seen a great improvement in the number of qualified applicants that are coming through. The goal is to get the staffing level back up to where it needs to be so that BPD can staff all parts of the agency where it needs to be. With the volume of complaints that come in which they cannot control, some are legitimate complaints, and some turn out to be not sustained or unfounded, but BPD must investigate all of them. BPD also polices themselves too with internal audits and inspections. When they find violations, they also send those over to PIB to be investigated. They do not go to the ACC, but they go to PIB. This is the staffing BPD has, but that has to do the entire investigation. A staffing study revealed the average case took 30.5 hours to do in 2019. Deputy Commissioner Nadeau is not sure they can reach the ninety (90) day requirement until BPD is staffed sufficiently. Even with the current staffing plan, which calls for thirty-five (35) sworn investigative detectives, five (5) sworn investigative sergeants and then another ten (10) civilians, with the volume they have, they will still not get investigations done in ninety (90) days. It is hoped with better training and better supervision Deputy Commissioner Nadeau hopes complaints go down. There are many internal complaints of technical violations that they over which takes time and requires balance. PIB will not get to the ninety (90) day turnaround in 2024 but will see how the new recruitment goes in 2025. Civilians have been a huge asset to BPD, but it takes time to get people up and trained and civilians come in for the most part with no law enforcement experience so there is a completely training regimen they must go through. BPD has been very fortunate with the civilians that they have selected, and Deputy Commissioner Nadeau hopes the next two (2) are as successful and can move on and continue to hire the last two that will bring the up to the ten (10) civilian investigators. Civilians are good for longevity. Sworn people come then apply to be sergeants or lieutenants, get on the list and get selected which causes them to leave or people retire. All the civilians BPD has hired so far have been of a younger generation. They have years to work and hope they will stay at BPD. BPD is trying to work in processes where they can also get a promotion their job too to keep them in advantage to staying.

Board Member Riggins confirms BPD is staffing plan of forty (40) sworn officers and ten (10) civilian Investigators. Board Member Riggins asks if this plan would enable PIB to meet the ninety (90) day requirement in state law and in the consent decree, even if there is no reduction in the case volume. Deputy Commissioner Nadeau clarifies the requirement is part of consent decree and is in the city ordinance, but not state law. Deputy Commissioner Nadeau believes if BPD did not do self-audits to find their own errors; they could meet the ninety (90) day requirement. However, self-audits are necessary to find other errors to make the department better and make sure that people are following the right procedures. For example, even though somebody does not turn on the body worn camera in

time, 99% of the time is not a big deal. It is the 1% of the time that it becomes a big deal that if BPD does not train them to do it all the time that it can cause us some issues. BPD does self-audits at juvenile booking for example to check if people seat belted in and the paperwork is correct. If they got rid of all the self-auditing, they would be able to complete this. However, because the self-auditing is hundreds of cases including training issues and BPD acts on those, it has added hundreds of cases to their volume. It is hoped that, those will drop with people doing the right thing all the time and so that BPD does not have all those cases. When they get their fifty (50) staff member and balance out the caseload that they will reach a happy medium and reach their goal. BPD cannot control if twenty (20) people decide to call PIB and file complaints and they turn out to be nothing or something, they all must be investigated. The problem is PIB cannot control who does that. They can control their own self-auditing, and Deputy Commissioner Nadeau believes it is better to self-audit and make sure they are doing things correctly than wait for somebody to complain. Self-auditing has caused BPD's cases to go up, which is why it has taken them longer to complete all cases. For the most part, the ACC does not see self-audited cases.

Board Member Riggins is asking this question because the ACC has been receiving expired cases that do not allow the ACC to be able to make a decision prior to the three hundred sixty-six (366) day state law requirement that requires officers to be charged in that time. There are cases that are slipping through the cracks in that way. Board Member Riggins would like to know what happens on BPD's end when the ACC decides on an expired case. Chair Harris adds there are certain circumstances BPD cannot control when complaints come in and the ACC cannot control certain circumstances when they receive a case as well. Deputy Commissioner Nadeau is fully aware of the timing issues as this has been an issue for five (5) years. Deputy Commissioner Nadeau reports Interim Director Watkins has been nothing but phenomenal to work with. She is responsive and has great communication. PIB provides OECR with a list of cases that expire within thirty (30), sixty (60), and ninety (90), days every Monday. This list allows OECR to begin pulling necessary evidence such as if there is BWC. There have been some cases that have been sent over to OECR that have been lost which can happen since PIB and OECR do not have the same electronic system which BPD cautioned against from the beginning as it causes a few problems for OECR to be able to upload materials. There is a new email system between ACC and PIB only as communicating with individual staff members was causing issues when they would be on leave or resign. Deputy Commissioner Nadeau believes that when OECR builds their team, the issues will reduce. He is not aware of any cases that have had issues since these changes and discussion with OECR a few months ago. BPD is also tagging their cases as ACC or non-ACC as a DRC case can be done in two hours because he has the ability to pull BPD people to do it, but the ACC does not have that ability. Deputy Commissioner Nadeau has the major and the chief in PIB focusing on the ACC cases to make sure that they are being done. Deputy Commissioner Nadeau admits one misplaced ACC case was serious and is working with the Maryland Police Training and Standards Commission on. The other misplaced cases were less serious. If the ACC receives, a case that is sent late and they return with a sustained finding and there is a penalty, BPD cannot issue the penalty, but the sustained finding stays in the system. All the paperwork goes into the system, but it is noted that the case had expired and therefore the penalty was never assessed. This means it does not go to their parent command to assess the penalty. Essentially, they get no "discipline" because the discipline must be the charge and the discipline must be done per state law. Although the sustained finding stays, the penalty portion of it cannot be executed.

Board Member Riggins clarifies the Administrative Charging Committee does not sustain and not sustain, they charge and not charge. PIB are the ones that sustain and determine the unfounded. Deputy Commissioner Nadeau agrees and further clarifies when the ACC does not charge when it is

unfounded. BPD provides the ACC with a suggestion of what their legal team has determined or decide if you charge. If the ACC is charging, it is sustained, it is charged. If the ACC does not charge it, it is unfounded. Board Member Riggins point and question is in expired cases where ACC does charge and make a recommendation of discipline, is BPD is not required to charge the officer per the ACC's decision? Deputy Commissioner Nadeau confirms due to state law, BPD cannot issue the discipline. Board Member Riggins asks if anyone such as the DRC can issue the discipline and Deputy Commissioner responds no one issues the discipline. Officers cannot be disciplined on an expired case. The charging document is in the file stating they are charged; the discipline cannot be executed.

Chair Harris asks Deputy Commissioner Nadeau if the PIB is sending cases to the CRB simultaneously for their investigations to begin. Deputy Commissioner Nadeau reports when complaints are received, they send CRB eligible cases over.

Secretary Lee reads a question from the chat from the President of Grove Park who would like to hear about the update on BPD's relationship with CRC and merchants in the city along with camera checks. Commissioner Worley reports they meet with the CRC every month and it's a monthly meeting that continues to go on either in person or virtual. There was one recently. They deal mostly with the majors that are in their districts and they are on the monthly commander meetings.

Commissioner Worley believes it is going well with the CRC and unclear about the camera checks. BPD is constantly watching our cameras. They have a whole City Watch Unit that watches the cameras. Several of the districts have community information centers and intelligence centers that can look at the cameras. Commissioner Worley is not sure what the relationship is with the merchants. He is aware of an upcoming meeting, but it depends on the districts. The district commanders have their monthly meetings, and they deal with the merchants that are in their districts and work with them to do whatever they need to be done. There is a Maryland Retailer Association that Commissioner Worley meets with on a quarterly basis.

Chair Harris asks Commissioner Worley, if there would ever be a reason that the ACC would be asked to retract the determination on a finding of an investigation. Commissioner Worley states they would never interfere with that. Deputy Commissioner Nadeau states there is not even a process for that in the statute.

Board Member Kenny suggests BPD consider dropped case rates for officers. This means being able to follow an officer from arrest through the end of the cases adjudicated. Board Member Kenny has done this data analysis a while ago because she likes doing it and believes it an insightful metric that could be used as an indicator for a highflyer. If BPD has an officer who arresting people and 90% of the cases are dropped, it could suggest an over arrest behavior. Commissioner Worley reports BPD already looks at that data monthly. They receive a report every month that tells them how many arrests they made but were released without charges and they make sure that it is not the same officer that is repeatedly happening. The dropped case rate has gone down significantly because they do not make arrests just to make arrests. This data is tracked already. Sometimes individuals are released without charges that is abated by arrest because the State's Attorney figured that that the punishment of spending the time in central booking was enough for the violation. The dropped case rate is down quite significantly, BPD watches the rate monthly, and they do it with compliance as well.

PAB Liaison asks BPD to share any events that they are going to have for a National Night Out on August 6th. Commissioner Worley shares BPD is coordinating events and Commissioner Worley will attend as many as he can starting early in the day. Last year's National Night Out was August 1st, and

BPD started planning for this year's National Night Out about a month ago to make sure that each district is given an allotment of funds to make sure that there is a good National Night Out provided at all the sites throughout the city.

Baltimore City Environmental Police

No Representative Present

Old Business

Chair Harris states data concerns from the June 3rd PAB meeting were discussed briefly with BPD. Chair Harris shares they have begun conversations with City Council leadership about legislation and best practices from around the country. They look at what civilian oversight looks like and how Police Accountability Boards can have more independence and what that would look like legislatively. They are beginning those conversations to work with council leadership on that. Once they get a draft legislation put together, based on national best practices and reflective of what those practices look like around the country they will be presented to this body for review.

Public Comment

Secretary Lee suggests sending a question in the chat from a member of the public to BPD. Chair Harris speaks on the need for the PAB to stay in communication with the community and provides an overview of the civilian oversight structures in Baltimore City.

Marvin Perry asks if police officers get a performance report and is there as if a level attached to their performance, so we know there is good officers who are getting these high performances and then the bad officers who are just under the radar, but we find that they have many cases that are questionable. Chair Harris is not sure if Commissioner Worley or Deputy Commissioner Nadeau are present, but what he does know is they've had conversations and questions around what BPD was doing to get ahead of the curve in anticipation of potential red flags on an officer's record. They are working to secure software that will look at complaints against officers as kind of like what Board Member Kenny mentioned. She mentioned what they call a drop case rate, which is if you are an officer who has several complaints, but none of them has been founded, those lists of complaints could potentially be a flag. BPD can begin intervention process into with those officers, whether it be through training, whether it be through some other incentive to change behaviors, habits. It could be as simple as not knowing how or not speaking to members of the public appropriately and so doing sorts of interventions on that way. Chair Harris is not sure if they have finalized the acquisition of that software. As to officer promotions and knowing that it is good officers that are being promoted, Chair Harris cannot speak to that at this time, but it is a good question and he will make sure to get an answer to those questions and make sure that those records are being used to incentivize good behavior. Chair Harris thanks Mr. Perry for the question and Mr. Perry would love to work with the PAB in those areas of looking at that data if they need help from the university. Chair Harris would like to connect Mr. Perry with Board Member Megan Kenny, the Data Chair who has been working to make sure that they are able to get consistent data. Chair Harris notes when they first started, the data that is provided publicly versus the data that is provided to the consent decree monitoring team are different sets of data. They have seen situations where the data has changed from previous years and trying to seek and understand that. Board Member Kenny has really done a one-woman job at diving into and looking at that data and figuring out what questions we need to ask, what our best practices and systems are put in place. Chair Harris encourages Mr. Perry and Board Member Kenny to exchange information to connect.

Stephen Manik from BPD shares that BPD selected a vendor for the new early intervention system and posts a link in the chat.

New Business

Vice Chair Turner moves for the PAB to enter closed session to vote on trial board applicants. Board Member Madison seconds the motion. The motion passes. The PAB enters closed session at 7:36 PM. The PAB votes to send one (1) applicant to receive training by the Maryland Police Training and Standards Commission. The PAB returns to open session at 7:52 PM

Adjournment

Board Member Kenny moves to adjourn the July 8th PAB meeting and the motion is seconded by Board Member Maraizu Onyenaka. The motion passes. The July 8th PAB meeting is adjourned at 7:54 p.m.

Submitted,

Stephanie V. Lee

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