

Baltimore City Accountability Board
September Meeting Minutes
September 9, 2024

Welcome

Vice Chair Jamal Turner started the meeting at 6:03 PM. Vice Chair Turner will be chairing the meeting, as Chair Joshua Harris is absent. Vice Chair Turner thanks each one of the Board members for attending and spending their time, hard work and energy to do what must be needed to be done for the city, Vice Chair Turner is thankful for the Law Enforcement Agency heads present and members of the public for attending.

Roll Call

Secretary Stephanie V. Lee conducted the roll call.

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

Absent

Joshua Harris, Chair
Lisa Nguyen

Review and Approval of Agenda

Vice Chair Turner entertains a motion to adopt the agenda. It was moved by Board Member Antoine Burton and seconded by Board Member Megan Kenny to accept the agenda as printed Motion Carried

Review and Approval of Minutes

Secretary Stephanie Lee makes a correction to remove Board Member Peter Bodde's duplicate name listed on the roll call for the August meeting minutes. Vice Chair Turner entertains a motion for the acceptance of the minutes from the previous meeting. It was moved Secretary

Lee and seconded by Board Member Harold Madison that the minutes be accepted as corrected.
Motion Carried

Staff Updates

Interim Director Caron Watkins delivers staff updates for the Office of Equity and Civil Rights (OECR).

Tashawn Smith who had previously been a case manager for the Administrative Charging Committee (ACC) has been promoted to Case Manager Supervisor. Since the previous supervisor transitioned out of the role, Tashawn stepped in and has led the way. She has been she has brought a lot of insight and wisdom and just great ideas to the to the role. OECR is so grateful that she accepted the opportunity to stand in the acting capacity and then ultimately applied for the role and competed for the role and is now serving in the role of supervisor. OECR has also hired two additional case managers to fill Tashawn's role and because of the number of cases that the ACC manages and must review each week, additional staff was needed. One will be starting at the end of the month, and another will be starting early October. They will be introduced to the PAB once they start. OECR continues to interview for the data analyst and as well as the public relations and social media specialist position.

The Maryland Police Training and Standards Commission has a training one-day training held once a month. They go over the disciplinary matrix, the process, roles and responsibilities of the PAB, the ACC, and the trial board members. Interim Director Watkins has taken the training and found it very helpful and encourages the PAB to do the same. Interim Director Watkins took the training on the Eastern Shore and found the perspective interesting to other boards. The next training is September 19th, October 24th and November 14th.

In September, the PAB will receive training from Brian Corr of Cambridge Consulting Services Group. The three-part training will take place September 16th, September 23rd, and September 30th from 6:00 to 8:00 PM. Interim Director Watkins encourages the PAB to be present.

The National Association of Civilian Oversight of Law Enforcement (NACOLE) annual conference will be October 13-17. OECR is sending both staff and board members from the ACC, the PAB and the CRB. Those who are attending should contact PAB Liaison Samuela Ansah if they have not received any information regarding travel and accommodations.

The PAB has a total of 5 trained civilians currently and there are two applications ready for review and approval by the board. The PAB and OECR continue to encourage people to apply.

OECR is working to ensure the PAB annual report is timely this year. There will be a meeting on September 10 to discuss how OECR and PAB will work together to make sure they are reaching the benchmarks to present a timely report. Interim Director Watkins thanks Board Member Jesmond Riggins, for his leadership as the Chair of the Policy and Advice Committee for working alongside OECR on the annual report.

OECR continues to meet with the Public Integrity Bureau (PIB) to make sure they we are synced for the ACC. OECR is always working to find ways to improve the timeliness and pressures that come with that role. That requires OECR to be in communication with the Public

Integrity Bureau at the Police Department. They meet regularly and are often joined by the law department who help guide them. They continue to find ways to try to evolve to make sure they are improving the process to make sure they are compliant with the MPAA as well. There are no hiccups there and continue to triage issues as they come. For the most part they have been proactive at solving issues and not really dealing with any hiccups currently and will work to make sure that remains true.

As it relates to the Youth Board member vacancy, the packets were submitted, and they remain with the Mayor's Office of Government Relations. Interim Director Watkins checked in to get a status update and they were they are still under review.

With regards to stipends, for fiscal year 2025, OECR stated that the distribution of the checks will be in four quarterly payments. The first one is coming up for this fiscal year and the PAB should receive them on or about September 20th. PAB members should be on the lookout for more details from PAB Liaison Samuela Ansah or Fiscal Officer Akeem Kirk.

The PAB has laptops and e-mail addresses. It is very important for various reasons that OECR communicates with the PAB through their PAB e-mail address. If board members need help with getting the PAB e-mail on their phone, OECR can help with that. However, it is very important that board members utilize their PAB e-mail address. OECR will not be communicating via personal e-mail accounts once they confirm access to the PAB e-mail addresses because this was requested and was carried out.

Civil Rights Week is coming up and will start with interfaith prayers throughout the weekend, starting on Friday and going throughout Sunday. Monday will be the staple event, the 31st Annual Civil Rights Breakfast. Interim Director Watkins encourages everyone to attend. It will be held at the Marriott Waterfront downtown. Doors will open at 8:00 AM. OECR will have programming throughout the week. The Police Accountability Division (PAD) has the first programmed event that evening, which is the 7th. It will be hosted at the Eubie Blake Cultural Center at 6:00 PM and the panel discussion is titled "Demystifying Civilian oversight of Law Enforcement in Baltimore City from the 1800s to 2024". Interim Director Watkins would appreciate if the PAB would attend all the events throughout the week in addition to the PAD event. There will be events on redlining and women trail blazers in the Civil Rights Movement. There will be an Expo for the future of careers that exist to expose youth who may not go to college to the trades. OECR will be partnering with unions for that event. OECR will finish the week at Saint Peter Cleaver for a neighborhood walk and resource fair that will be Saturday, October 12th and that is PAD is joining is linking up with Community Relations Commission to host that walk.

The next PAB meeting is Monday, October 7th. There will not be any law enforcement agency present that day as we will utilize the panel discussion as the meeting for the month of October and the all the chairs of the Police Accountability Division boards will be panelists.

Discussion on Staff Updates

Board Member Kenny clarifies if PAB members can access their email on their phones. Interim Director notes they should be able to.

Board member Riggins reiterates Interim Director Watkins' reminder for PAB members to ensure they have access to their PAB emails and laptops as they prepare for the annual report. Board member Riggins was made aware of the meeting regarding the annual report today. Board member Riggins recalls the events leading up to the September 10 meeting. OECR the PAB a proposed timeline and a recommendation as to how the report should be produced on August 2nd. On August 5th, Board Member Riggins sent a timeline and outline of how the board is to produce the report. there were some differences between those two timelines. The major differences Board Member Riggins saw was who would be responsible for writing the report and the date by which the report should be drafted. OECR proposed that the PAB draft the report and that the report be drafted by November 4th. The plan Board Member Riggins made OECR responsible for drafting the report and try to get the report done by mid-December. This is the difference between the two plans. On August 18, 2024, Board Member Riggins sent a memo to the Chair, Vice Chair, Secretary, and other members about his thoughts regarding the office's proposed plan. Board Member Riggins agreed with, much of the proposal from OECR, but disagreed regarding who will be responsible for drafting the report and the timeline. Board Member Riggins recommended to the chair and to the board leadership that it'd be communicated to the office that OECR remain responsible for drafting the report. Also, given Civil Rights Week, there is a lot, of pressure on the staff in addition to other factors that the board hire a report writer and leverage new technology to help with the drafting of the report. The reason Board Member Riggins did not share that memo with OECR is because he wanted to be able to give his thinking to the board leadership and other members. This would give them an opportunity to react and chime in as to their thinking. If the leadership had decided to, they wanted to share that memo with OECR that would have been fine with him. Board Member Riggins wants to raise this issue about hiring a report writer with the board. The reason why Board Member Riggins wants to do it is because if they go with the board drafting the report, then someone on the board is going to have to volunteer to write that report and he is not doing it. If no one on the Board volunteers to draft the report, then the Board could request that OECR hire report writer. Board Member Riggins believes the Board should vote to determine the direction they want to go in. If they want to hire a report writer, they should vote to hire a report writer.

Vice Chair Turner thanks Board Member Riggins and opens the floor for discussion.

Board Member Kenny likes the idea of hiring a report writer. Board Member Kenny doesn't know what the budget looks like but would see it like soon.

Board Member Bryan Upshur agrees with the idea of hiring a report writer but would like to know what process and if the PAB can hire a writer. Is that a request they need to make first from some other body, even if they decide they want to do it themselves?

Interim Director Watkins asks Board Member Upshur if he is asking for it to be an independent report outside of the office altogether. For example, if the PAB independently went and found a writer and did the report. Board Member Upshur clarifies if the PAB did agree to a report writer, how would they, functionally speaking, be able to hire one through the PAB?

Interim Director Watkins doesn't believe Board Member Riggins is saying that the PAB is going to do it themselves. This has been discussed offline and are trying to find ways to accomplish the goal together. Sometimes outsourcing is something that you must do to be able to meet the deadlines. Interim Director Watkins believes Board Member Riggins brought up all the different things that are approaching and being realistic about the timeline and being

able to meet the December 31st deadline for the report. OECR will explore this option and will discuss this during the September 10 meeting. Interim Director Watkins supports hiring a report writer but does not believe it would be the PAB finding their own writer. Interim Director Watkins believes it would be OECR working with the PAB to identify a report writer and have them do what Board Member Riggins did last year. The report would go through iterations to make sure the narrative and tone is right. It wouldn't just be written and then it would be what it is. But Interim Director Watkins doesn't think it would be an independent process outside of OECR altogether. She would like that clarification from the committee chair.

Board Member Riggins affirms Director Watkins statements. This is a partnership between the PAB and OECR who is charged with supporting their work. Because the budget is allocated to OECR to support the PAB and the ACC, they will be working with OECR to get a report writer. It wouldn't be outside of OECR

Interim Director Watkins notes this will be discussed at the September 10 meeting. OECR does not have a report writer on staff, so this option is being explored for other boards and commission OECR supports.

Board Member Maraizu Onyenaka recalls some concerns Board Member Riggins discussed in his memo regarding the annual report and asks Board Member Riggins to elaborate on other concerns. Board Member Riggins explains in addition to the draft not reading in one voice, the report was written as it was more of an OECR report and not the PAB report. There was an emphasis on the work of OECR and not the PAB. That was a problem because it is a PAB report. There was also issue with PAB being able to report out on particulars about the budget, how the money was being the money allocated to OECR was being used to support the PAB and ACC. They had questions about all of things for example, something like today, if they can hire a report writer because they don't really know much about the budget. That was a major issue that they had and hopefully they will be able to work through that and correct that going forward when it comes knowing exactly how the PAB and ACC is being supported fiscally and with human resources. Another major thing Chair Kenny alluded to it earlier which is data. There was a big issue with data and that is something that they are going to continue to work through. Board Member Riggins acknowledges when starting something new like this from the ground up, it takes at least three years to get your footing under you. They will be discussing how they should be constructing the data for the report whether it should follow the fiscal or calendar year. There are still things to work through and there are still systems being put in place to capture the data to be able to use and analyze and which will inform recommendations. These are some of the issues they noticed last year that they are hoping to improve on this year.

Board Member Peter Bodde believes it is important and anything they can do to streamline the process and professionalize it. By saying that, he does not in any way mean to be critical of what was done in the past. Board Member Bodde believes Board Member Riggins had an incredibly unfair burden placed on him last year that he rose to the occasion and ran with. However, no one should have to do that as a volunteer board member, and if they are able to get a technical writer to assist them. Board Member Bodde's only concern is that it be under the purview of the PAB more than OECR because it is a PAB report. At the end of the day, he knows they have a very cooperative working relationship, but the tone and direction must be under the PAB.

Vice Chair Turner asks if anyone else has anything to add to this conversation and asks Board Member Riggins what support or resolution he believes is needed at this moment. Board Member Riggins asks if the PAB is comfortable with voting to request OECR to hire a report writer for the PAB report that the entire board and not just a couple of members are able to identify what their preference is.

Vice Chair Turner entertains a motion to vote on requesting that a right report writer be hired to write the most recent annual report. It was moved by Board Member Kenny and Seconded by Board Member Boddie that the Board recommend the hiring of a report writer. Motion Carried. Board Member Janetta Gilmore abstains from voting. The motion passes.

Vice Chair Turner appreciates the hiring of the staff to support the work and looks forward to introducing them to the PAB and members of the public. Vice Chair Turner highly encourages that all Board members attend the Brian Corr trainings. They advocated for it and received it and should all be utilizing that resource. It's important to participate and gain the knowledge of police accountability from the perspective of NACOLE Instructor.

Board Member Abdul-Malik asks Interim Director Watkins if there is any update on proposed legislation or work towards proposed legislation that OECR is looking to push forward in the upcoming legislative session? Interim Director Watkins' mic was not working but replied in the chat. Interim Director Watkins states she will have the Legislative Liaison for OECR come speak with the PAB about proposed legislation at their next meeting.

Quarterly Meeting with Heads of Law Enforcement Agencies

Johns Hopkins University Police Department, Deputy Chief Monique Brown

Deputy Chief Monique Brown recently retired from the Baltimore Police Department after twenty-four (24) years and is now with Johns Hopkins Police Department helping to operationalize the department. They have hired one other Captain and have about four police officers that are about to go to training late fall and winter. They have two (2) upcoming hires; one is a second Deputy Chief, and one is a Lieutenant. They have forty-two (42) entry-level candidates and 11 police officers currently in the process of being hired. Their goal is to hire at least thirty (30) officers per year for the next three (3) years to achieve their full staffing capacity, which is one hundred (100) officers. Their hiring plan is a top-down approach and is really emphasizing on prioritizing local candidates because home grown officers have a different understanding of their own communities and it's always great to be able to get others from our community to be here to service the community. They are also looking for officers who have university policing experience and gender diversity, meaning they are looking for women. They do not want an agency that is full of men.

They are seeking candidates that also share their visions and values of Hopkins in the Police Department where they are service oriented and community grounded. That has not changed. This will not be a policing department that is going to be over policing any of their communities. That is not the goal. The community means whether they are university staff, faculty, student, guests, a patient and even with our surrounding communities that is connected and adjacent to the campuses where they service already.

Deputy Chief Brown understands there are questions about the difference in hierarchy or roles for her now that she has joined JHUPD. There are no key differences in the leadership or hierarchy. The way that BPD is structured, she is sitting in the same seat, which is number 2. It is just a change of titling. In BPD, she was a Deputy Commissioner. At JHU, she is a deputy chief, but she will be the first Deputy Chief of Operations, which is still like BPD and is responsible for the daily operations of public police services, doing all of the community initiatives and strategies and engagements across Homewood, East Baltimore and Peabody campuses. She is still committed to building and strengthening the community partnerships and that will never change because that is her work: making sure that they have the best relationships that they possibly can with all their community members.

Vice Chair Turner congratulates Deputy Chief Brown on her new position and thanks her for her years of dedication and service to Baltimore City. Vice Chair Turner looks forward to working with her in this capacity and is looking forward to the transformation within John Hopkins University Police Department.

Board Member Kenny introduces herself to Deputy Chief Brown. Board Member Kenny is the Chair of the Data Committee and a graduate of Johns Hopkins Graduate School for Public Policy. She also attended a fancy predominately white institution (PWI) in New Haven, Connecticut. Board Member Kenny recognizes there is a different experience being on the campus of a PWI and how police engage with the students versus how police engage with the community. Board Member Kenny understands that sexual assault and drug use are just as prevalent on private elite PWI campuses as they are everywhere else. Board Member Kenny's asks how the JHUPD is going help make the campus and student to student relations safer. Board Member Kenny knows for a fact there is a level of privilege that people have that gets taken advantage of. There is a lot of power dynamics at play at these schools where sexual assault happens all the time and it's not safe. How does Deputy Chief Brown going to bridge that with the students amongst themselves? Deputy Chief Brown believes it starts with relationships. JHU has over 400 plus student groups. They are working through the Office of Equity and Inclusion and all the student affairs and student government groups to make sure that they are socializing what is healthy. Deputy Chief Brown believes it comes down to education. There are incidents, unfortunately that happen that most young people when they interact with each other, don't know that they are committing a crime. Some is obvious. just be very clear She is not trying to make it seem that it's not, but you would be surprised at how some engagement in sexual activity, they don't recognize or understand that they are committing crimes. The biggest part for JHUPD to do is making the right connections, making sure they are engaging with those student groups and that they are constantly socializing what healthy sexual interactions and behaviors are. They have plenty of resources that are there, and a lot of that work has already been done. The goal for JHUPD is just to make sure they also make everyone on campus feel safe to make sure that they are reporting it when happens to them so that they are not feeling as if they're not in a safe space or that they're feeling that because that has been some biases somewhere along the line as they know what policing used to stand for. The goal is to let them know JHUPD there to be a service provider to them and to make them as comfortable as possible to make sure that they are willing to come to them to make those reports. JHUPD is making that connectedness in those relationships which is really where Deputy Chief Brown sees the biggest bridge they must cross to make everyone on campus feel as safe as they can to say, 'I'm making a report, and I know that it is going to be handled appropriately'. Board Member Kenny thanks Deputy Chief Brown for her answer as

she experienced a similar situation with the campus police at her alma mater where incidents were not reported.

Board Member Abdul-Malik asks what the budgeted amount for the Johns Hopkins Accountability Board. Deputy Chief Brown will follow up on this question.

Vice Chair Turner asks due to the understaffing of other agencies, primarily BPD, that are experiencing historic vacancy rates, how can we ensure that John Hopkins will work with the other agencies to not further atrophy the services of BPD or pull a certain amount of folks from BPD. Deputy Chief Brown explains in the memorandum of understanding (MOU) there is a limitation of no more than five officers can be hired from BPD annually. The goal also is not to further cause more shortages or staffing issues or vacancies in the Baltimore Police Department. Coming from that from operations, Deputy Chief Brown understands what those shortages are. The other part is just to recruit, no different than any other agency is trying to get the best of the best. JHUPD wants home grown and is trying to make sure they are staying as local as possible, but it's good to also know they are looking for those officers who already have university and or some type of school experience so not to compete. Ultimately it is the individual's choice to whatever agency they may apply for. Deputy Chief Brown can say that in the beginning of her career when she first applied for the Police Department, she also applied for corrections. It is just one of those things to not compete, but they do have limitations through the MOU of how many officers we can take from BPD. Vice Chair Turner remembers speaking with Chief Bard who also echoed the sentiments of not wanting to pull too many folks from BPD.

Board Member Abdul-Malik notes this question is for OECR than JHUPD. Board Member Abdul-Malik asks for an update on the recommendation that was in the 2023 PAB annual report regarding the Johns Hopkins Accountability Board changing their name. As Vice Chair Turner understands and per a conversation with Chief Branville Bard, the naming of that board was from state legislation and would have to be addressed during session with the state legislature. Secretary Lee concurs with Vice Chair Turner. Board Member Abdul Malik notes this question goes along with his earlier question for Interim Director Watkins regarding legislation. Board Member Abdul-Malik believes these are some of the things whereby it would be good for the PAB to continue to follow up on, especially being as though there are changes that need to be made legislatively, such as changing of the due date for the report. Board Member Abdul-Malik believes it would be good for the PAB to try and have further communications about legislation that is proposed from the board itself, given the recommendations that were in the 2023 report. Interim Director Watkins would be happy to meet with the PAB to discuss the legislative priorities that were submitted. OECR did submit some legislative priorities that were taken from the 2023 PAB annual report. Interim Director Watkins was going to allow the Legislative Liaison from OECR attend the November meeting to discuss the legislative priorities with the PAB but is happy to meet with the PAB sooner. Board Member Abdul-Malik will work to coordinate this meeting as soon as possible because the legislators are available now. The further it gets into November and December; it will be difficult to be able to talk to people for the PAB to try to promote some advocacy in order for these things to actually change. Interim Director Watkins shares a contact for the PAB to schedule a meeting regarding this topic. Board Member Abdul-Malik will include Board Members Riggins, Gilmore, Onyenaka, Chair Harris, Vice Chair Turner and Secretary Lee.

Board Member Riggins adds in one of the memos that he wrote regarding the process to get the report done, he mentioned a promotion marketing plan regarding the report's

recommendations. One of the things that Board Member Riggins would like to place on the table, is after they produce one of the reports, in either the second or third quarter of the year, the PAB have a briefing for the state and local legislators. The Policy and Advice Committee working with the office will hold a briefing every year for the state and local legislators. That way, they can talk directly with them about legislation that they may be able to introduce in the next legislative session based on the PAB's recommendations. Board Member Riggins would recommend the PAB have a third quarter meeting with legislators because they don't want to have a briefing like that too early in the year because it will be forgotten. Based on Board Member Riggins' experience, the third quarter is when legislators, particularly on the state level, are gearing up for the legislative session in January. The third quarter is when interested legislators will be able to pre file legislation and get that legislation seen in committee earlier in the process, which helps to increase the probability that it could potentially get a vote and make it out of committee. Also, it would allow a legislator, whether a senator or delegate on the state level to be able to find a cross filer, which is somebody in the opposite chamber who could also introduce that same legislation which gives it a higher probability of making it even though there are 18 million ways for a bill to die in the legislature. Board Member Riggins is not sure if there will be time this year, but next year the PAB should be holding briefings for the local and state legislators and for members of the community. Board Member Riggins believes to have three community meetings where the PAB is briefing the community on the report and the recommendations and getting some feedback from them that they could potentially incorporate into future legislation or reports.

Vice Chair Turner highlights some of the joint work the PAB has been doing with in tandem with OECR. This includes Board Member Abdul-Malik, Secretary Lee and Community Engagement Coordinator Jumel Howard from OECR who have been in conversations about a communication plan. They have some work ahead of them and encourages all board members that would like to participate in the conversation.

Board Member Marc Broady believes this could be done this year in the fourth quarter and asks if Board Member Riggins had any recommendations on specific committees, committee chairs, or vice chairs that are more likely to adopt or think through possible legislation in this arena. Vice Chair Turner will have this discussion offline and potentially set up a committee meeting to discuss these ideas.

Secretary Lee asks Deputy Chief Brown a question from the chat regarding her retirement from BPD and employment by JHUPD. Deputy Chief Brown retired in July but gave notice in May that she was retiring and was hired by Hopkins in July. She took some time off for herself prior to getting hired. Deputy Chief Brown explains the way that the city works, one can retire anytime, but you are held for a certain amount of time frame before you can even say that you're going to retire. Even then, you still must wait. Just based on timing and the way the city works, Deputy Chief Brown took time off in the end of May and June and was officially retired in July.

Baltimore City Environmental Police, Chief Antoine Smith

Chief Antoine Smith shares Chief Jeffrey Shorter was his supervisor when I was with Baltimore City Police and Deputy Chief Brown was his classmate in the Academy. Chief Smith shares his department is still recruiting to fill their ranks but is experiencing some difficulty as some of the surrounding agencies are a little bit more attractive by way of some of the incentive

that they're offering. They are working with their human resource partners and class and competency to see if they can compensate well or at least give some parity across the board for as far as competitive pay. Their recruitment efforts are the same, no different than any other agencies. They take lateral officers but are not looking to bring on ground level police officers from off the street to put them in the Academy. They are looking for experienced police officers who can hit the ground running once they put them in the field and do their comparative compliance and field training so that they can operate in the environments such as the reservoirs in the other outlying areas. Chief Smith was able to secure funding for policy writing through Lexapol. He was asked to get a few more estimates to ensure they are getting the best price. They have secured a professional services procurement and are able to approach it from that aspect to be able to get the Lexapol services so they can get the policies written in a timely manner and be able to disseminate them to the PAB and public. They are in the process of beta testing a body camera program. They did procure some body cameras from Axon as it is easier and seamless with the current state of where the mobile CAD system is and the CAD dashboard and environment that the city is going to have. They will be sharing that environment with the school police, BPD and Hopkins. They are all on the same platform. The body camera program needs to be up and running before spring of 2025, which is mandated by legislation. This is necessary so they can get these officers out there and have the proper recording of their interactions for any complaint or any praise that we might want to give to officers that are doing a good job. For those who are not aware, the Baltimore City Environmental Police protect the municipal drinking water supply from terrorism, pollution and crime. They do have general law enforcement authority throughout the region, which they call a water quality management area and that is any place that the city processes and services water through the outland communities and counties which is the water quality management area (WQMA) within six separate counties. At their current staffing level, they are mandated for eleven officers. They hope to gain another six from metropolitan patrol to do some of the duties they have within the boundaries of Baltimore City. Those officers would be responsible for critical infrastructure checking, quick response to emergency situations at some of the water maintenance facilities and other critical infrastructure such as the water treatment plants, wastewater treatment plants, chlorinators, public stations and things of that nature. They would be the experts on the ground. They would be able to contain by way of being what's called a HAZWOP or a tech, which most of the officers are certified in hazardous material handling by being certified by the Baltimore Fire Department as hazmat protects so they can mitigate any type of terrorist attack by way of chlorine release or anything like that. These guys can be able to go in and be the first response and see if they can mitigate it sooner before hazmat if they are the first on scene. They are in the process of recruiting and are operating at an estimated 64% manpower. They have two officers that are undergoing some disciplinary action. One is suspended and the other is detailed to a detail until further notice. They do have one open position right now and one position for a Sergeant, which is slated to be filled by human resources any day. Their last three (3) candidates did come from BPD. Two (2) could be recertified and one was not able to recertify so they had to be terminated.

Vice Chair Turner asks if the BCEP has had any complaints filed since their last presence at a PAB meeting. Chief Smith reports there haven't been any complaints filed. The only complaint they had was internal and is being adjudicated and investigated.

Board Member Riggins asks the starting salary for a lateral police officer in the BCEP. Chief Smith notes depending on service time, they can negotiate, but the starting salary is somewhere around \$54,000.00 to \$64,000.00 depending on experience. They do have the option to negotiate if they are coming from another agency as a lateral. An internal hire of someone from

school police, BPD or another agency, whatever their current salary is, the city's policy is that they can stay somewhere close to that competitively and we must compensate accordingly. That does leave a disparity between some of the officers who have been there because we haven't had a salary study done, which Chief Smith is assured that one should be coming soon. The salary study would put them on an even playing field to be able to recruit and retain some good talent. Right now, this is one of the obstacles that Chief Smith keeps running into as far as the salary. It would be helpful to have something that Chief Smith could offer to these officers who want to come in and endeavor to be a part of the BCEP.

Baltimore City School Police, Chief Jeffrey Shorter

Chief Jeffrey Shorter retired from BPD in 2022 and joined the hotel industry just to explore the hospitality field on a different level. He then joined the Department of Justice (DOJ) where his goal was to expand his reach across the state in reference to community relations because that's what his base is in and believes in helping those who sometimes can't help themselves. When Chief Shorter got the opportunity to join the Baltimore City School Police as the chief, he was hesitant because he understands it is a lot of work and feels like this is his second career. He planned on enjoying the fruits of his labor, but when it's your calling, there isn't much you can do about it. Chief Shorter met with the CEO of the Baltimore City Public Schools and all the chiefs. Chief Shorter's plan is to make it around the city just to introduce himself to most of the administrative staff and principals across the city to see and understand the lens they are using. Chief Shorter reviewed the structure and positive procedures as this is his second week. Chief Shorter is working on reorganizing the department to ensure they align with the 21st century best practices and has been tackling long standing issues of public concern which are quite a few. For the School Police to be able to help the community, students and administrative staff, they must first be internally sound. One of the things Chief Shorter will do is to establish a community relations outreach section and continue to be the bridge builders that School Police has maintained over the decades. Chief Shorter recalls when he was in school, they had a school resource officer who they became School Police officers around 1980. Chief Shorter has been working with several grassroots and public organizations and public health organizations to understand how a village can help change some of the things that have gone wrong, build on the things that have gone right and move the agency forward. He hopes to get more engagement and participation from the administrative staff to come out of the building and do things to not only show their involvement and dedication beyond working hours. The Baltimore City School Police have nearly One Hundred Fifty (150) schools, about Eighty Thousand (80,000) students and staff around One Hundred One (101) police officers. Chief Shorter is looking at the internal review process and as far as he can tell, they have not had any internal complaints within the past ninety (90) days, which may be due to summer break. However, he will have numbers for the PAB at their next meeting. Chief Shorter is looking to recruit for regular police officers and laterals with community engagement in their resumes because this is not a job for everyone. You just can't bring an old-fashioned police officer to teach them how to deal with youth. It is a different situation than they have all grown up with. Chief Shorter remembers going down to the Harbor on Eastern Sundays and it wasn't like it is now. Working in the hospitality industry, Chief Shorter dealt with a lot of youth that came downtown and seeing how a lot of them were just looking for something to do, some leadership and a lot of mentorships. Chief Shorter is working with programs like Safe Passage in the school system, which is comprised of local grassroots organizations to be partners and expand their tentacles to make sure students receive the proper safe passage to and from school. Chief Shorter relates that to the move of the Warriors, which was not just about getting to Central

Park, but getting back home. The way Chief Shorter sees it, students must get to Central Park, which is whatever that school is to learn and just having that safe passage. Sometimes it's difficult if you don't have that because it's a fight just to get to school and have that same fight to get back home. That should be raised from a student's mindset that they have to fight to get there and fight to get back. Once a student gets to school, there's a small percentage of students who are unruly and disruptive in the community. You have a small 20% of criminals disrupt 80% of the community. Taking that mindset from BPD and that mantra that it's only a small portion of the students who disrupt the larger portion and learning how to give them sometimes second and third chances. In the reentry program that Chief Shorter had, he realized that we all have had second, third, sometimes fourth chances to just get it right. He has had those chances and has been able to get this new position. Baltimore City School Police have a body worn camera pilot that's underway in phase one with the same company that BPD has, Axon. They have reviewed several agency's policies such as Johns Hopkins which has a brilliant policy and BCSP policy will be comprised of best practices from different agencies across the country. They are reviewing those policies. BCSP currently have fifteen (15) mobile units out participating in the pilot. In the pilot program, on the phase one, they will be presenting some information to the Board of Commissioners by the end of the year and update with the data because their data is important. The data is critical and it's showing that the policies are compliant with the collection of data as well.

Board Member Riggins has been contemplating school shootings as a parent with a school aged child and recently learned more than twenty (20) schools across the country have been impacted by gun violence since the start of this year. Approximately two hundred five

(205) school shootings have been tracked by an organization called Education Week since 2018. Board Member Riggins believes this is a tremendous amount of school shootings being around our children. Since Chief Shorter mentioned best practices and this is a big issue, Board Member Riggins wants to know what the conversations are being had around having our officers in public schools armed. Chief Shorter explains this was one of his interview questions Chief Shorter is in support of whatever we can do currently and, in the future, to support the safety of students in the school and in the community. BCSP is just an arm of BPD, an arm of the Sheriff's Department, and an arm of MTA police. They all collaboratively work to ensure that those things are mitigated. BCSP has a weapons detection system that have been strategically placed throughout the school system. It is called Evolve, it's a hands-off system. They have metrics that that is used into the machine to identify weapons as small as a knife and even ghost guns which have a metal barrel. They utilize administrators and police officers to ensure that system is in place. They have an Evolve system at school headquarters. As everyone knows, guns in school are a big political elephant in the room. With Chief Shorter only being in the role for two weeks, he can't tackle the elephant alone. Everyone knows where the roadblock is and where the support is. Whatever side you are on, Chief Shorter would encourage everyone to consider what they would want to happen if their child was in a school with an active shooter situation. A police officer has resources that afford it to them for a particular reason because they are trained on that. It has gone so far as to say should teachers be armed. Even if teachers were armed and they may go once or twice a month to the range, they would still lack de-escalation training that law enforcement officer have. Everybody doesn't have common sense. In situations where youth are engaged in the nefarious activity in the community is what Chief Shorter's focus is because if he can get those things in place to prevent incidents from pouring into the schools and even behind the walls, the school to prison pipeline in reverse. What happens in the prison goes to the streets, what happens in the streets goes to the schools. Interrupting any piece of that anywhere in Chief Shorter's view can limit

these incidents. Chief Shorter can't say they can stop every incident occurring in the school, but to see something, say something. Administrators and schoolteachers know their students better than anybody. Students spend more time in the school than they spend anywhere else. If you see something, say something. The one in Georgia was stopped because officers were armed.

Vice Chair Turner understand Chief Shorter has been in his role for two (2) weeks, but from previous conversations with the with the last Chief, Vice Chair Turner believes there were some improvements that were intended to be implemented to ensure that the availability for students, parents, teachers, who would like to file a complaint. There was to be a plan for that marketing to be worked on and improved. Vice Chair Turners asks if they have developed a plan for that and if so, where are they in the process for that? Chief Shorter has spoken their chief legal counsel in reference to complaint tracking. They are currently working on a system to be able to track complaints. Chief Shorter knows at most police stations they have notices where people can file complaints. Chief Shorter is not sure what the school system's position is on placing those within the school system, but he will have a better answer when he presents to the PAB again. Chief Shorter knows they have an internal mechanism to track and resolve complaints but is not sure if that is the best mechanism. Vice Chair Turners notes the PAB has previously offered the ability for some collaboration with the PAB to be able to help with that. Vice Chair Turner has a background in educational advocacy and has worked with some of the youth led organizations such as Youth as Resources and Youth Action Board. Vice Chair Turner asks if Chief Shorter has had a chance to speak with these types of organizations. Chief Shorter has worked with Baltimore brothers, We Are Us, Healing Cities Baltimore, The Movement Team. Chief Shorter has heard of YAR. They have a School Report card that Chief Shorter is using to share with his officers about student's perception of police officers. Chief Shorter would like to sit down with YAR because there seems to be some issues they have encountered with YAR and are trying to work through them. Chief Shorter doesn't believe it should only be one organization that drives the direction of a school police force or a school board or any organization because those may not be the consensus of everybody that's involved or affected. Chief Shorter is looking forward to working them and has a meeting in a few weeks with them. Chief Shorter doesn't believe from being in the community that you focus everything on one organization. His goal is to develop a Youth Advisory Board that consists of and is representative of multiple organizations. This way there will be a variety of input to ensure that you've received the best product.

Vice Chair Turner asks how many employees the School Police has on staff versus how many are mandated. Chief Shorter has one hundred one (101) officers, and they are mandated for one hundred sixteen (116). Chief Shorter's plan is to use some of the open vacancies if he can combine them and make it marketable to bring in an outreach officer on the civilian side. Sometimes you need a civilian component of law enforcement, you can't have all law enforcement because they are trained to think a certain way and getting out of that mindset is kind of difficult. Bringing in a community component to that is one of the plans that Chief Shorter has, like a community outreach or community engagement officer where you have youth at a central book juvenile detention who will be coming home from different juvenile facilities. How can we get them a behind the walls program that we have for the adults? How can we re-engage them before they come back into the community? It's not just about the youth, a lot of times it's about the families. So, to bring a kid or person home from a situation like that and not provide a holistic approach or support mechanism for the entire family is where we fail. Law enforcement was focused on returning citizens, that became a hot topic for a long

time, but what about the family? Because the family is a part of that returning citizen. Chief Shorter is looking to create some programs to deal with those issues to get ahead. Chief Shorter believes we often overlook the kids that do well. How do we recognize the children that do the right thing because it's the right thing to do? You can't forget them because they lack that attention, and when you don't give them that attention the adage about if you don't give a child a warmth, it will burn down the village. Well, if we give everybody that warmth, they won't think about burning down the village. Recognize the youth who do well, however you reward them and sometimes they're your greatest mentors because they can get to some of the kids that we just can't.

Old Business

Secretary Lee moves and Board Member Gilmore seconds that the Board enter closed session to discuss and approve new trial board applicants. Motion Carried. The Police Accountability Board enters closed session at 7:51 PM. The Police Accountability Board voted to send 3 trial board applicants to training. The Police Accountability Board returns to open session at 8:03 PM.

New Business

Board Member Abdul-Malik believes the PAB needs a legislative committee to be aggressive with their legislative efforts, otherwise they will miss opportunities and be a year out from being able to really implement recommendations. There are some big changes that the PAB has recommended that need legislative intervention. There needs to be some sort of committee or something where a set group of people can have their eye on that stuff and how it's moving, who they are talking to and whether there's additional information that needs to be provided. Vice Chair Turner believes this falls under the Policy and Advice Committee that is chaired by Board Member Riggins. Board Member Riggins believes the PAB would set out their legislative goals, then OECR takes that and works with the PAB to move that into a legislative body. OECR would track the legislation and provide updates to the PAB and works with them on pushing the legislation through because they are a volunteer body and don't have the time to dedicate to this issue.

Director Watkins was able to find OECR's legislative priorities that was mentioned earlier in the meeting. Director Watkins makes Board Member Abdul-Malik aware that OECR did submit the name change of the oversight committee for Johns Hopkins as part of their legislative packet. Board Member Abdul-Malik asks if the date change for the annual report deadline included in OECR's legislative packet. Interim Director Watkins is not sure and will double check.

Secretary Lee asks if the date for the annual report deadline is in the City enabling legislation or state law. After some discussion, HB 670 mandates each PAB to submit an annual report to the governing body of the county on or before December 31 of each year. City Council Ordinance 22-0234 mandates the PAB to publicly publish and submit an annual report to the Mayor and City Council by each December 31.

Board Member Abdul-Malik is willing to step in and help with the legislative efforts led by the Policy and Advice Committee. Board Member Abdul-Malik believes the Organizational and

Community Engagement Committee he chairs will work with the Policy and Advice Committee, especially for issues that will impact everybody.

Secretary Lee reiterates the discussion of the date for the annual report deadline between state law and the city ordinance. Secretary Lee notes any changes would have to be done duly. Board Member Abdul-Malik reiterates the importance of starting legislative efforts early, particularly with issues that will impact all PABs across the state. If there are proposals that will impact other PABs in the state, Board Member Abdul-Malik believes his committee would be responsible for organizing with other PABs to work on a strategy together. It is much bigger than just a proposal or package that is probably specific for OECR. Instead, they need something that is very specific and pointed to the things that the enabling legislation that created the board and all the boards or any other municipalities are going to be affected by. There are a much broader, bigger things than the little things that are being discussed such as the date and name change, such as impact on budgets, they need to have a much better organization for that. Board Member Abdul-Malik will gladly, be willing to put some time and energy into this.

Board Member Riggins clarifies the difference between the state law and city council ordinance regarding the deadline for the annual report. The state law does state that the report needs to be published on or before December 31st. The local legislation in following the state law says that the report must published by December 31st. So, there's flexibility right in when the PAB can publish the report. However, Board Member Riggins believes the issue when it comes to changing the date that a report should be due by, that would have to happen at the state level because the city cannot go outside of what the state says. Board Member Riggins notes Board Member Abdul-Malik is on the Policy and Advice Committee. Secretary Lee volunteers to show the PAB how to track bills and sign up to testify during the legislative session. Board Member Abdul-Malik will re-engage with Board Member Riggins. Board Member Riggins shares he was the Chief of Staff in the Maryland Senate for four (4) years and has some inside baseball maneuvers that could help push things forward.

Board Member Kenny asks due to the language of the enabling legislation regarding the deadline for the annual report, could they potentially publish a report in August and use data that reflects the fiscal year which they can take to Annapolis and do all the inside baseball.

Public Comment

None

Adjournment

Vice Chair will entertain a motion to adjourn. It was moved by Board Member Kenny and seconded by Board member Riggins that the meeting be adjourned. Motion Carried

The meeting was adjourned at 8:13 p.m.

Submitted,

Stephanie V. Lee

Stephanie V. Lee

Secretary