

BALTIMORE CITY POLICE ACCOUNTABILITY BOARD

January 2025 Meeting Minutes

January 13, 2025, 6-8 PM

1. Welcome

Chair Joshua Harris begins the meeting at 6:05 PM. Chair Harris opens the floor for any birthday or anniversary announcements from the last 30 days. Board Member Megan Kenny shares her father will be 84 on February 3rd. Board Member Antoine Burton's 12th wedding anniversary is January 18th. Vice Chair Jamal Turner's birthday was January 12th.

2. Roll Call

Stephanie V. Lee, Secretary

Mansur Abdul-Malik

Ambassador Peter Boddie

Marc Broady, Esq.

Rev. Antoine Burton

Joshua Harris, Chair

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

Board Absent

Lisa Nguyen

3. Review and Approval of Agenda

Chair Harris entertains a motion to add Bylaws to Old Business and Baltimore City Mayor's Legislative Agenda to New Business. Secretary Stephanie Lee moved to add Bylaws to Old Business and Baltimore City Mayor's Legislative Agenda to New Business. Board Member Kenny seconded the motion. The motion passes.

4. Review and Approval of Minutes

Vice Chair Turner moved to adopt the December meeting minutes. The motion is seconded by Board Member Harold Madison. The motion passes.

5. Staff Updates

Interim Director Lisa Kelly provides staff updates. Interim Director Kelly shares Office of Equity and Civil Rights (OECR) is hiring for the Chief of Police Accountability Division. OECR is committed to making a thoughtful decision and will keep the Police Accountability Board (PAB) informed and engaged in the hiring process. OECR appreciates the PAB's assistance during interviews for this position.

OECR asks the PAB to submit financial disclosures in a timely manner. Financial disclosures are due on April 30th and cover the 2024 calendar year.

The February 3rd PAB meeting will include elections. Although the enabling legislation only requires an election for the Chairperson, OECR recommends the Vice Chair and Secretary also be held during this election for efficiency measures. OECR also recommends the election take place in person at the OECR offices. If the PAB has any special requests for this election, they should make OECR aware so they can prepare accordingly.

The PAB had requested the Law Department to present at the January meeting; however, they were unavailable. The Law Department has requested the PAB provide them questions so they can provide responses if possible. If the PAB is still interested, Interim Director has asked the Law Department to be present at the February meeting.

Board Member Kenny asks Interim Director Kelly to clarify the period for the financial disclosure form. Interim Director Kelly confirms the form covers the 2024 calendar year.

Chair Harris asks Interim Director Kelly for an update regarding the youth vacancy. Interim Director Kelly recently learned there may be a further internal delay on the vacancy because of Baltimore City Information Technology (BCIT). However, they are working hard to make sure all vacancies for this board and other boards are filled. They understand the youth vacancy has been vacant for some time and it is a priority for Interim Director Kelly to make sure the Mayor's Office of Government Relations (MOGR) understands this.

Chair Harris notes there have been conversations to add the position of Treasurer to the existing leadership positions.

Board Member Mansur Abdul-Malik asks Interim Director Kelly if OECR has year-to-date financials for the PAB to see how they have progressed through the budget thus far

and when does OECR anticipate having budget discussions for the next fiscal year. Interim Director Kelly notes they do not have a year to date financial for the PAB. Budget discussions begin in March which is when OECR discusses the budget with the administration and prepare to go before the City Council which is in June. Board Member Abdul-Malik asks how OECR determines how the budget is progressing to stay within the budget. Interim Director Kelly notes there are internal budget discussion on a biweekly basis with the Chief Operating Officer and Fiscal Officer.

Board Member Jesmond Riggins asks how long the youth vacancy has been open. Interim Director Kelly believes it has been open for 6 (six) to 8 (eight) months but can confirm with OECR staff. Chair Harris believes it has been open since August of 2023 which is more than a year. Board Member Riggins asks if there are other boards waiting for vacancies to be filled and how long they have been waiting. Interim Director Kelly believes the Mayor's Commission on Disabilities has been waiting as long as the PAB. The Mayor's Office of Government Relations has been notoriously delayed in filling these vacancies for OECR. Board Member Riggins asks if there will be further delay in selecting a youth member. Interim Director Kelly clarifies the delay is not specifically with the youth member, but with the internal processes. From Interim Director Kelly's understanding, the internal process between is BCIT and MOGR with BCIT installing a new program for MOGR to work with. Interim Director Kelly does not believe it will hinder OECR as they can still communicate with MOGR and help them understand the urgency of filling this vacancy. Board Member Riggins asks if there is an estimate of how much longer it will take to fill the vacancy. Interim Director Kelly notes the internal mechanism will take three (3) to four (4) weeks but will double check to confirm how long it will take and if it will be an obstacle to moving the candidate forward.

Chair Harris refreshes the PAB's memory that per the City Charter, any board vacancy that exists for more than 120 days, the board has the ability to bypass the appointment of the Mayor and make an appointment itself. They have received confirmation from the City Law Department that this section of the charter applies to the PBA. When the PAB voted to put forward two names, it was a compromise with former Interim Director Caron Watkins to give the Mayor's office to have input and choose between the two names versus the PAB moving someone to the board. They are still within their exercise authority to be able to make that appointment to the PAB and bypass the Mayor's office per the city charter. If MOGR could give a detailed updated to explain the delay, that would be helpful. If not and if the PAB is willing, they can take action at their next meeting to move forward with appointing someone to fill the youth vacancy. Chair Harris says this with the caveat of his experience on the Charter Review Commission which was delayed by two years and could not fill their own vacancies. Unlike the Charter Review Commission, the PAB can move a candidate forward so they can make sure young people are involved and included in the process to continue the work and to exercise the rights they are given within the purview of the City Charter.

Board Member Riggins notes the first Director that assisted the PAB in its work held the position that OECR did not have to disclose any budgetary details to the PAB. Board Member Riggins asks if this is still OECR's position. Interim Director Kelly notes she is not inclined to provide an itemized financial statement to the PAB. It has not done that in the past. OECR has done a lot for the PAB in the last calendar year including travel for trainings, training for board members and staff, event support and provided stipends in timely manner. Interim Director Kelly is not of the belief that an itemized financial statement is required or necessary currently. However, she is open to providing the board with the financial information it was provided with last year. There was some resistance with former Director Dana Moore that went up to the City Administrator and Deputy City Administrator who provided further information as it relates to the finances of the office. Interim Director is willing to provide that kind of information, but not as it relates to an itemized financial statement. Chair Harris notes a conversation with the City Administrator and under former Director Watkins, they were to give her time and opportunity to go through the budget and sort through things and provide an update to the executive committee for the PAB. They did not receive that update due to transitions, but hopefully they will receive an update with upcoming elections and electing a treasurer next month. The goal is for the treasurer to have an idea of where the budget is so they can be an ally to advocate for additional funding for OECR.

Board Member Abdul-Malik notes that recommendations this year's Annual Report that will need a level of financial support. How are we able to work with OECR to make sure the recommendations have financial support in order to move them forward. Interim Director Kelly asks which recommendation Board Member Abdul-Malik is specifically referring to. Board Member Abdul-Malik is referring to all of the recommendations from travel to reimbursements and in-person meetings to advance the mission and ideals of police accountability in the City. Interim Director Kelly notes the initiatives former Interim Director Watkins implemented within her short period of time were very beneficial. This includes sending PAB members to the National Association of Civilian Oversight of Law Enforcement (NACOLE) annual conference and training by Brian Corr. Interim Director Kelly does not anticipate anything implemented by the previous director changing in the next 3 (three) months. She also does not anticipate any issues with anything the PAB will want to do, but there needs to be open lines of communication as that is what led OECR to be able to support the PAB to attend NACOLE and trainings by Brian Corr. Board Member Abdul-Malik understands from Interim Director Kelly's response is she is willing to maintain the status quo although some of the things that she has not seen yet because their report is still being drafted, she is not sure she will be willing to support. Interim Director Kelly notes unless they have a million-dollar trip planned, she does not anticipate any issues with supporting the PAB. Board Member Abdul-Malik provides examples of support the PAB might need such as a speaker they may want to hire or reimbursements for a larger group of people traveling to

a PAB sponsored event. Board Member Abdul-Malik asks how do they get to a point where there is agreement on what OECR will support. Interim Director Kelly again stresses the importance of open dialogue.

Board Member Peter Bodde notes most organizations he has been involved in were given a budget and discretion of what to do within the budget, subject to laws and regulations. He is in favor of open dialogue but is hearing what the PAB wants to do is subject to OECR approval and would like clarity on that. Interim Director Kelly notes the ordinance says the executive functions belong to the Director of the Office which includes staffing, hiring and budgeting. It also says it is done in consultation with the PAB. That is where Interim Director Kelly is coming from when she mentions open dialogue. Interim Director Kelly believes all the requests she has heard so far from the PAB are legitimate, logical and reasonable requests and does not anticipate any issues fulfilling them. Board Member Bodde is questioning the required approval by OECR for PAB plans. Chair Harris notes his observations of how boards across the city function, however, the PAB is supposed to be unique in its independence. This has been one of their concerns and the reason they included the establishment of a Baltimore City independent office of Police Accountability as a recommendation in the last Annual Report. One of the biggest obstacles has been working to get to the position where the PAB is independent as they are supposed to be and where staff is supporting the decisions of the PAB and not necessarily approving them. The PAB should take steps to have conversations with members of the City Council to make sure action is taken based on last year's recommendations and is not reiterated in this year's report. Chair Harris believes the PBA has very little input over staffing and budgeting, although recent directors have been more willing to have conversations than others. They appreciate the progress but believe there is still an opportunity for the PAB to make determinations as a board as if they would if they were another organization. Board Member Bodde agrees with Chair Harris but is still concerned about that they are supposed to be an independent body ensuring the accountability of the Baltimore Police and when a city official has the ultimate decision over how they spend money, there is disconnect. This is not a criticism of Interim Director Kelly; he is just identifying a serious issue that still needs to be resolved.

Deputy Director Caylin Young believes the PAB's concern with the budget lies with the City Council. The bills are clear on where the budget authority lies. Deputy Director Young does not believe that interpretation has changed within the administration, but when there was a change in leadership, they took the opportunity to try things that would improve the relationship and show good faith. That remains the same under Interim Director Kelly. Deputy Director Young is hearing a lot of proposals from the PAB and OECR sets the budget based on plans. He would encourage the PAB to begin to develop their plans in a concrete manner. Deputy Director Young understands some of work has begun and as a consequence, OECR finds it incumbent and responsible of them to make sure they have resources from the budget, which has to go through the whole budget

process, so the PAB can achieve their goals. Deputy Director Young also notes reimbursements for travel and parking is included in the ordinance and members can work with the PAB Liaison to submit their reimbursement request.

Chair Harris notes that unbeknownst to many, the local enabling legislation that passed in November regarding local control of the police department also sunset the Civilian Review Board (CRB). This information was not known until December of 2024. The CRB is contacting the Attorney General to get an opinion as it was state legislation that empowered the CRB to have subpoena and investigative powers, unlike the PAB. They want to know if the localization of the Baltimore Police Department (BPD) have broad authority to sunset the duties and responsibilities of the CRB and explore mechanism to transfer those powers and responsibilities to the PAB, should it be the case that the authority to sunset the CRB is a result of local control. Chair Harris notes a recommendation from the PAB 2023 annual report to transfer the subpoena and investigatory powers to the PAB should the CRB be sunset. This has not happened yet. Deputy Director Young notes he put in the request to the Attorney General on behalf of the CRB. The request was made at least a week before Christmas. They followed up on January 6th to get a status update from the Attorney General's Office. They said they elevate it due to the follow up, but has not received a response yet. Deputy Director Young intends to follow up again this week.

6. Quarterly Meeting with Heads of Law Enforcement
 - a. Chief Jeffrey Shorter, Baltimore City School Police

Chief Jeffrey Shorter reports their body worn camera pilot program is in phase two and will be fully implemented on January 31st. All ninety-six (96) officers will be equipped with body worn cameras. Additionally, Chief Shorter is looking to implement an early intervention unit or system to flag any officers who have an excessive number of use of force as there is not one in place currently. This is inspired by Baltimore County and City programs. In 2023-2024, they had nineteen (19) use of force complaints. In 2024-2025, they had fourteen (14) use of force complaints. In 2023-2024, they had two (2) internal complaints. In 2024-2025, they have had (5) internal complaints. In 2023-2024 they had (6) administrative complaints¹. In 2024-2025, they had (7) administrative complaints. They have two (2) external use of force complaints they are currently investigating where pepper spray was used. They have a meeting with the current youth advisory group at the end of the week. They will discuss the School Police report card which is a survey completed by students that creates a report card for the School Police to review to see where there are challenges and opportunities for improvement. They will also discuss ways the youth can engage with School Police officers.

¹ Administrative complaints are complaints the BSCP found an officer engaging in misconduct that needs to be investigated

Chair Harris asks for clarification on the external complaints. Chief Shorter explains there were a few parents who called the School Police office about concerns with how the use of force was conducted. They were given information to file a formal complaint. The event occurred at the end of December 2024 before the break. However, the complaints have not been filed. The School Police will still investigate the incidents. They have found School Police officers have used pepper spray to remedy incidents of violence in the past. This is not something they want to do, but it is the least they can do without putting their hands-on young people and escalating incidents. Chief Shorter explains an officer may be in the middle of a fight with twenty to thirty (20-30) students and must decide to resolve the situation with the least amount of force while they wait for backup. They are working through the use of force policies and procedures which is coming along well.

Chair Harris appreciates the urgent action Chief Shorter is taking on moving towards early intervention to recognize potential problems. Chair Harris asks how many officers have received crisis intervention training. Chief Shorter notes none of the officers are currently certified. He is working on this and has contacted Baltimore Crisis Response Inc., and Behavioral Health System Baltimore for crisis intervention for the whole district. There is an EAP that does not have the processes and protocols to handle incidents that police officers handle. During an incident at Dunbar High School, the EAP came the next day, but it was not enough. Chief Shorter has looked into the crisis intervention as they have a lot of young people, they encounter who are in crisis. Chief Shorter has found school administrators may use emergency petitions. However, they have the School Police who although are not trained in crisis intervention, have learned through proxy and practice to calm young people down. Chair Harris suggests the School Police document their success in de-escalation during these incidents. Chief Shorter believes once body worn cameras are implemented, this would be possible to highlight and document these instances.

Vice Chair Turner highlights the School Police's efforts in connecting and ensuring the youth voice is incorporated in their work. Vice Chair Turner asks if there is an opportunity for open dialogue with organizations youth are associated with for nonviolent incidents. Chief Shorter notes they have established a Community Resource Unit. Corporal Covington serves as the Community Resource Officer. They are in the process of creating a Police Youth Advisory Board, with a tentative start date in the spring. When incidents occur, they can be referred to the board who can get feedback from the particular school where the incident occurred and make recommendations.

Board Member Burton congratulates Chief Shorter on his appointment to Chief and commends his officers based off an incident he saw on social media. Board Member Burton asks if there is a policy or procedure in place for officers anytime there is a complaint made against them and if there is an officer assigned to each school. Chief Shorter notes there are officers assigned to each high school. They have a complaint form

on their website. Chief Shorter always mentions the complaint filing process during outreach meetings. They have two officers assigned to their internal investigations. One of the officers recently came from BPD's Special Investigation Response Team section and their internal investigations unit on both the ethics and general side. Chief Shorter recently brought a new Major to oversee the administrative unit of the School Police. He now has two Majors in Operational and Administrative.

Board Member Kenny introduces herself as the Chair of the Data Committee. She asks Chief Shorter to provide the statistics he shared at the beginning of his updates in writing.

Secretary Lee asks if the School Police work with the Movement Team. Chief Shorter reports they do and he is good friends with Akil. They have many conversations about incidents, especially at Carver. He also speaks with Dr. Brooks of the Safe Passes group about incidents that occur. Chief Shorter is helping Principal Skinner at Mergenthaler Vocational-Technical High School to replace a team with individuals they know who can do the work well. The principals whose schools in those locations are expanding and Chief Shorter was able to visit with each new and current location in the system.

b. Chief Antoine Smith, Baltimore City Environmental Police

Chief Antoine Smith was not present.

7. Old Business

a. Bylaws

Chair Harris asks the PAB if they had a chance to review the bylaws that were sent in December of 2024. A few members did not have a chance to review the bylaws. They will be sent again.

8. New Business

a. Legislative agenda

PAB members received a copy of the Mayor's Legislative priorities ahead of the meeting. One item is a public safety police accountability legislation that is a statewide bill supported by the Mayor's office. Chair Harris has not seen the bill, but has had conversations with Deputy Director Young and former Interim Director Watkins about items that were proposed in June to be part of the Mayor's legislative priorities. The included recommendations from the PAB's 2023 annual report. They look forward to reviewing the bill to see if it is legislation they will support or oppose.

Board Member Riggins asks if there is a bill number for this legislation. Chair Harris notes there was no bill number included and will work to receive that information.

Deputy Director Young presents in his capacity as Delegate and discusses four pieces of legislation with the PAB. The bill discussed previously is House Bill 122. The other bills are House Bill 139 and House Bill 186. These three are currently in the General Assembly (GA). The last bill is in drafting.

House Bill 139 will solve the issue with timeliness of investigations sent to the Administrative Charging Committee (ACC). The bill specifically mandates all investigations be completed within nine (9) months of the filing of the complaint. This would leave the remaining three (3) months and one (1) day for the ACC to do their work. Under current law, the ACC is supposed to make a decision within thirty (30) days. To be clear, Delegate Young is not concerned about the time investigations should be completed in the bill, whether it is nine (9), ten (10), eleven (11) or a full twelve (12) months. His main concern is separating the timelines such that the ACC's timeline is independent from the investigatory timeline. If the General Assembly says they will give the investigation a full year, Delegate Young will support and vote for it, as long as it separates the timeline for the ACC and provides the ACC with their own time. Deputy Director Young would prefer the ACC to have at least forty-five (45) days but will support if it stays at thirty (30) days. This is the bill on the Mayor's legislative agenda. Chair Harris reiterates the importance of separating the timeline for investigations and give the ACC ample time to review a case. Chair Harris notes this is an opportunity for the PAB and community to support this bill as there will be pushback from other stakeholders.

House Bill 122 covers police officer complaints. Delegate Young explains this bill comes from a recommendation from Board Member Doris Minor-Terrell who noticed police officers who may have experienced sexual assault within the ranks do not have access to the PAB and must file a complaint through the internal affairs investigatory process. The bill as drafted allows for any police officer to file any complaint with the PAB. This would remove the limit of only members of the public who can file complaints. The bill is drafted broadly on purpose and Delegate Young will be speaking with Board Member Minor-Terrell to get a sense of what is acceptable to limit the types of complaints officers can file. Delegate Young is open to limiting the complaints to sexual assault only but is open to more types of complaints.

House Bill 186 will extend the qualifications for the administrative law judge position on a trial board to allow any lawyer who has the qualifications to be appointed as a judge by the Governor, to serve as chief of the trial board. This will open up the pool of individuals eligible to serve as the chief so we do not run into any staffing issues. Board Member Janetta Gilmore asks for clarification on the residency requirements for the lawyers under this bill. Delegate Young explains because this is a statewide bill, the bill does not contemplate any changes in any residency requirements under the current law.

Board Member Riggins asks if Delegate Young is aware when hearings will be scheduled for these bills. Because these bills are newly filed, they have not been scheduled for a hearing yet. Delegate Young estimates they will be scheduled sometime in February and will share the dates when they are scheduled. Board Member Minor-Terrell thanks Delegate Young for his consideration about what is important to the PAB as they move forward with legislation that protects people.

Delegate Young has another bill that has yet to be drafted but will create a B-charging committee. Currently under state law, there is only one charging committee per jurisdiction. This bill would allow the City Council to pass an ordinance to authorize a second charging committee to work every other week. This would allow them to split their work, so they are not overworked due to the volume of cases. Chair Harris asks whose legislation this is. Delegate Young is not aware of anyone else who will be submitting the same legislation. Chair Harris agrees this legislation will help alleviate the workload of the ACC. Board Member Riggins asks if Delegate Young can speak to the mechanics or details of this bill in creating an additional ACC. Delegate Young notes the bill is an enabling mechanism that would require the City Council's approval. However, once approved, implementation will happen within OECR. There are many different ways the two (2) ACCs will split their cases, and when we reach that point, OECR will engage with the ACC to determine what makes the most sense. Board Member Riggins believes there are ideas about expanding the number of members of the ACC from five to nine (5 - 9) members. Board Member Riggins believes it is important to expand the capacity of the Baltimore City ACC as they have the biggest workload and volume in the state.

Chair Harris suggests Delegate Young consider funding for civilian oversight be guaranteed through a percentage of the jurisdiction's law enforcement agency's budget. When he has reviewed local legislation for civilian oversight, the ones that seem to be most successful have guaranteed funding based on a certain percentage of what their law enforcement agencies are funded. This might be a mechanism we they look at expanding or creating a secondary ACC.

Board Member Maraizu Onyenaka asks gathered information from the ACC in drafting this bill. Chair Harris understands when bills are being drafted, it is something legislators usually keep to themselves or to a small group of people so the idea is not taken by another legislator. Delegate Young believes this depends on the case, but this is certainly a consideration. Delegate Young had conversation with ACC members about their challenges over time and this was an idea that had been populated. There was an effort to split the ACC into two board. They ran into a roadblock with the ACC trying to split itself to alleviate their workload. Delegate Young is not sure if adding more members to the ACC solves the issue that each member has so much work to do. As far as drafting for this bill is concerned, Delegate Young did not consult with ACC members, although he has not had much conversation about drafting this bill with anyone. He only just submitted the concept to the drafting office who will work the concept into a bill. That will be the first time Delegate Young will see the bill and is open to sharing it with everyone on the PAB and ACC.

House Bill 238 Public Safety-Police Accountability-Time Limit for Filing Administrative Charges is a bill sponsored by Delegate John Carden from Baltimore County. The bill will hold the timeline for investigations if there is a criminal investigation. Delegate

Young is in support of this. The bill will also change the start date of the timeline from filing a complaint by a citizen to the date that the appropriate official employed by the law enforcement agency became aware of the incident, which Delegate Young does not agree with. For example, a law enforcement agency supervisor might be informed in various ways of an incident, but complainant is not ready to file a complaint until they are ready. The timeline will begin at an ambiguous date of when the appropriate official becomes aware. However, this is not a date that be verified. Delegate Young believes these puts complainants at a disadvantage. Delegate Young has reached out to Delegate Cardin to explain his issue with this part of the legislation. Delegate Young lifts this up to the PAB and ACC to give their perspective on this bill. Board Member Riggins agrees with Delegate Young's reasoning regarding the ambiguity of the timeline. Board Member Riggins has seen that if a law enforcement agency takes too long to start an investigation, evidence may expire.

Chair Harris allows Deborah Levi from the Office of the Public Defender to speak. Ms. Levi notes Baltimore County currently delays an investigation when there are criminal charges which is outside of the law. Baltimore County has entered into a memorandum of understanding with the Fraternal Order of Police to delay all of their misconduct investigations if there are criminal charges. The police department will use this delay period to refrain from turning over any evidence of the officer's misconduct which does not promote transparency. They will allow the officer's criminal case to conclude when they could be finding evidence that the officer violated multiple policies, procedures and best practices. Delegate Young asks for clarification regarding who the defendant in this situation is. To not take up too much time, Delegate Young and Ms. Levi will connect to discuss this issue further. Chair Harris notes several members have shared this legislation with him and explains how it underscores the need for the CRB to have subpoena powers and independent investigations. Ms. Levi reiterates the potential for this bill to not be beneficial to the public and only benefit law enforcement who are engaging in potentially criminal conduct.

Secretary Lee has downloaded the bills and will share them with the PAB. Chair Harris notes it will be important for the PAB to follow these bills.

9. Public Comment

Chair Harris acknowledges a question in the chat regarding information about the CRB information still present online. Chair Harris explains they are waiting to hear from the Attorney General to determine if it is in the purview and authority to sunset the CRB based on the local control bill. Chair Harris believes the administration wants to ensure civilian oversight is prioritized.

Ms. Levi discusses Senate Bill 292 which is the Safer Traffic Stop for All bill that will eliminate the amount of reasons police officers can stop citizens for a traffic stop. It will

eliminate the reasons for primary enforcement such as an expired registration. Under this bill it would only allow secondary enforcement such as reckless driving, speeding or a broken taillight. Senator Sydnor and Delegate Phillips have sponsored the bill and the Office of the Public Defender is supporting this bill. Ms. Levi believes this will reduce unnecessary and dangerous interactions for law enforcement and the public as traffic stops are disparately enforced in Baltimore and Maryland. Chair Harris notes a conversation with Police Commissioner Worley who had not considered a reduction in unnecessary traffic stops.

There is a comment in the chat noting the CRB will meet to review and vote on complaints filed before January 1st, 2025.

Claude Guillemard explains the impact of the sunset of CRB on the current rollout of the Johns Hopkins University private police department. It makes some of the final policies recently proposed completely moot and JHU community members have not heard anything from Hopkins regarding this issue. Ms. Guillemard believes it is crucial the PAB receive the powers from the CRB if it is sunset as there is no outside oversight for Hopkins police. Chair Harris recalls a recommendation from a review of Hopkins standing order for complaints to go to the CRB for independent investigations as the private police force is a concern of the Hopkins community. The PAB should flag this issue for Chief Bard.

Ray Kelly recalls Delegate Young's discussion on legislation that could create a second ACC. Mr. Kelly would encourage the PAB to begin the recruitment process and has had conversations with Chair Harris about this. There need to be education and community outreach to explain the roles to the community and engage with interested candidates. Mr. Kelly believes this is important to make sure there are replacements ready in case current members of the ACC leave. Chair Harris has been in conversation with board members to create a pipeline for individuals to be engaged in the work of police accountability and be ready to serve should that time come. This includes looking at individuals who sit on the CRB, should it be sunset. It only makes sense to bring them in and have them engaged in a kind of auxiliary community engagement board or committee to being preparing the pipeline for civilian oversight. Board Member Riggins recalls a recent conversation with the ACC around this issue. When it comes to the work that is required of ACC members, it should be noted that they need a certain skill set. The work requires a lot of reading and interpretation of policy, and an application to facts. This is important to keep in mind so when new members rotate on the ACC, they will not be overwhelmed by the skill set that is needed to do the work. Board Member Riggins believes this is an academic exercise in many regards.

Chair Harris reminds board members to prepare for the upcoming elections in February. Those interested in a position should come prepared to speak about their experience if

they have a plan and strategy so the election process can move quickly and swiftly. Board Member Kenny reminds the PAB she will not attend the February meeting. Board Member Abdul-Malik asks if there is a way the PAB can receive information about interested candidates before the elections for efficiency, as the last elections were cumbersome. Chair Harris agrees and asks OECD to create a form for those interested in a position to distribute to PAB members by Friday January 17th, 2025. The form will be available for 10 days and will be due a week before the next PAB meeting.

Board Member Riggins states as we are about to enter a new phase in the country, it is incumbent upon the PAB to move as a unit and work as a team to push for change as a unit and in collaboration with the CRB, as long as it exists, and ACC. If they do this as individuals, it will not work. If they move as a team in unison, they will be able to weather the incoming storm. They have the opportunity, given the membership of the PAB and other boards, to make a difference and speak in unison on behalf of Baltimore City residents in advancing the type of police oversight they want to see. Chair Harris believes Baltimore will be one of the cities to see a hostile resolution from the federal administration and lack of their support.

Chair Harris answers a question in the chat regarding the new webinar format. The PAB will still be meeting in person on a quarterly basis and are working through the sound issues for in person meetings.

Board Member Abdul-Malik asks if the PAB would be able to receive an attendance record of all board members for the elections. Secretary Lee can compile the attendance records since the PAB began its work.

Mr. Kelly shares there will be an event on Thursday January 16th, 2025, at the St. Peter Clever Church with the Department of Justice Civil Rights Division. They will be answering questions about the consent decree, where it currently stands and what to expect. The flyer will be shared with the PAB.

10. Adjournment

Vice Chair Turner moved to adjourn the meeting. The motion is seconded by Board Member Kenny. The motion passes.

The meeting was adjourned at 8:03 p.m.

Submitted,

Stephanie V. Lee

Board Secretary