

BALTIMORE CITY POLICE ACCOUNTABILITY BOARD
NOVEMBER MEETING MINUTES
November 4th, 2024, 6-8 PM

1. Welcome

Chair Joshua Harris starts the meeting at 6:07 PM. Chair Harris opens the floor for any birthday or anniversary announcements within the last 60 days. Board member Peter Bodde celebrated his 70th birthday. Jarrell Badger from Johns Hopkins shared his birthday is November 5th.

2. Roll call

Secretary Stephanie Lee conducted roll call.

Mansur Abdul-Malik

Ambassador Peter Boddie

Marc Broady, Esq

Antione Burton

Joshua Harris, Chair

Dr. Janetta Gilmore

Megan Keny

Stephanie V. Lee, Secretary

Harold Maddison

Dr. Doris Minor-Terrell

Maraizu Onyenaka

Jessond Riggins

Jamal Turner, Vice Chair

Byran Upshur, Esq

Avi Wolasky

Absent

Lisa Nguyen

3. Review and Approval of Agenda

Vice Chair Jamal Turner moved to approve the November agenda as presented. Board member Harold Madison seconded the motion. The motion passes.

4. Review and Approval of Minutes

Board Member Megan Kenny moved to approve the September meeting minutes. The motion is seconded by Vice Chair Turner. The motion passes.

5. Staff updates

Chief of Investigations, Lisa Kelly, delivered highlights from the November Director's Report that was shared with board members prior to the meeting. Chief Kelly reports two (2) new case managers for the Administrative Charging Committee were hired. The PAB was introduced to the Complainant Intake Specialist when they were hired a few months ago. Brandon Wafford has moved to the Police Accountability Division as the Data Analyst from the Equity Division.

Chair Harris asks a member of the staff who attended the annual National Association of Civilian Oversight of Law Enforcement to share a brief overview. Police Accountability Board Liaison Samuela Ansah shared some insight of a few sessions including "Transparency: A Bridge to Trust and Collaboration", and "Overcoming Obstacles: Strategies for Effective Civilian Oversight of Law Enforcement"

Chair Harris asks Chief Kelly to provide a brief recap of the Demystifying Civilian Oversight panel discussion that was held during Civil Rights Week¹. Chief Kelly provided a brief overview of the event.

Board Member Jesmond Riggins asks if staff can incorporate statistics that are provided the Administrative Charging Committee into the PAB's director's report. Chief Kelly will double check to make sure there won't be any issues providing that information to the PAB and reports the PAB will be receiving data specific to their functions soon.

Chair Harris asks if an intake specialist will be hired to determine which cases should go to the PAB and which cases should go to the Civilian Review Board. Chief Kelly reports the Complainant Intake Specialist is on the call. The Complainant Intake Specialist works with the Complainant Advocate and Civilian Review Board Investigator to ensure intakes that come into the office are triaged appropriately. CRB complaints are also PAB complaints. How that information is entered into the case management system is handled between those three positions.

Board member Kenny appreciates the new PAB Data Analyst, Brandon Wafford, for his work and efforts in building systems to manage PAB/ACC data from scratch. Board member Kenny and Mr. Wafford have been working together to create the monthly reports so Board member Kenny has something to report as the chair of the Data Committee. They are still building and making sure the machine is tight because if you have bad data, you have bad conclusions. Board member Kenny also reports the data committee report for the annual report has been drafted but need to be updated with cleaner data.

¹ <https://civilrights.baltimorecity.gov/meetings-1>

Chair Harris shares the Baltimore Police Department invited the PAB to review the body worn camera footage of an officer-involved shooting prior to its release to the public. There was a firearm recovered from the scene that the man who fled the scene of an accident was carrying. During the meeting with BPD, board members were able to attend and ask several questions. It is still a pending investigation, but one concern Chair Harris has repeatedly raised is the BPD has to develop some sort of strategy to disarm people without killing or shooting them. Given that people are able to have and carry weapons and you don't know whether a firearm is legal or illegal until after the fact. It is extremely important to develop a strategy for the PAB to look at potential policy recommendations to include that. BPD were also informed that per the state law, the regulation does not require the gun to be pointed at an officer and depends on a totality of circumstances and if officers feel threatened can they use deadly force, which was helpful context. For Chair Harris, it is still a concern that people can't just be shot because they have weapons and there must be a way to de-escalate situations. Figuring out ways and what that looks like from a policy perspective is something Chair Harris believes the PAB is tasked with as well as to make sure they are creating a safer environment for everyone. Chair Harris thanks OECR staff for ensuring communication between BPD and the PAB for these meetings and encourages PAB members to attend these viewings as they will be able to help answer questions from members of the community.

Chair Harris asks if there are any updates regarding the report writer who is hired to draft the PAB annual report. Chief Kelly reports OECR has contracted with Funk & Bolton Law Firm to write the annual report. OECR is waiting for committee reports and data to start work. A meeting between staff, board members and Funk & Bolton is being scheduled. Chair Harris recalls one of the PAB's recommendations was to change the timeline for when the annual report was due, because the current date does not provide an opportunity to do a full scope of the previous year. They will work to make sure they are in accordance with the law on getting the report out in a timely manner. The 2023 PAB annual report is online², and Chair Harris encourages members of the public to review it.

Board member Kenny notes the data committee report is drafted with preliminary data but will be meeting with the PAD Data Analyst to verify the data is clean and accurate. The data report should be fully drafted soon, some time in the next week.

6. Quarterly Meeting with Heads of Law Enforcement

a. Chief Toby Goodwin, Baltimore City Community College

Since Chief Marshall "Toby" Goodwin's last meeting with the PAB, they have been able to certify one officer. They have two (2) officers. They have two (2) in the queue that they

² <https://civilrights.baltimorecity.gov/resources-8>

are trying to bring on and still working to fill the other five (5) vacancies in the agency. They have no issues at this time in terms of disciplinary actions from the police aspect. They are working very closely with their civilian team of building security officers and contractual security officers to keep the campus safe for students to achieve academic success.

Chair Harris asks if they are expecting any increased traffic in anticipation of election day or early voting. Chief Goodwin clarifies that BCCC was only an early voting location, not an election day voting site. It was significant as they have done it for the last two election cycles. They will be closed for Election Day but will still have their team physically on campus.

Chair Harris encourages Chief Goodwin to share their open job postings with OECR to share with members of the public who may be interested or looking for employment.

Vice Chair Turner recalls when they discussed a collaborative effort of working on the complaint postings to ensure campus members are educated on the process of where and when they can file a complaint when needed. Vice Chair Turner wonders if it would be helpful for the PAB to do some tabling and outreach at BCCC. Chief Goodwin will run this idea by the vice president and let him make that decision. Chair Harris notes one of the PAB's tasks is to do outreach and education to members of the public and civilians so it would make sense that educational institutions might be a good place to start as well as community associations. This would be helpful in the PAB achieving their goal in doing outreach. Chief Goodwin agrees this is a good idea, especially if the PAB can be in academic setting as well.

7. Old business

Chair Harris opens the floor for any discussion on recent incidents involving police officers. Chair Harris reminds individuals that officer involved shootings are not the only circumstance that warrant a PAB complaint. It can be foul language used by an officer during an interaction, or any negative interaction a member of the public has with a police officer.

Board Member Kenny would like to discuss the recent news of a jury awarding a Baltimore Police Department captain \$5.2 million. To Board Member Kenny's understanding, both officers are still actively on the force, however, is uncomfortable that the consequences are beyond financial, as the female officer must live with the trauma of the assault and financial compensation does not wipe out PTSD. Board Member Avi Wolasky posts the article in the chat. Chair Harris notes this must be viewed with a human perspective of experiences and dealing with trauma and how people who have experienced trauma at the hands of an officer have to still interact and engage. Should the PAB consider this incident from a policy standpoint? While the PAB does not receive complaints from officers against other officers,

if there are negative interactions with officers in the public, it is oftentimes a reflection of the patterns, practice and culture that exist internally in a department. Chair Harris believes it is important for the PAB to understand the work of police accountability and civilian oversight of law enforcement is work creating culture change, policy recommendations and policy changes are one part of that. Unfortunately, policy is not only part of that, it is looking at the culture internally and how do they reshape it to where actions like this are unacceptable even if it is officers to other officers inside the department. Board Member Ambassador Peter Bodde believes Chair Harris and Board Member Kenny hit the nail on the head. It is incumbent upon the PAB to be proactive in this and reaching out to BPD what the policy is, and if the policy is wrong, how to change it. There are probably legal ramifications that Board Member Bodde does not understand with the court settlement, but that does not matter. The principle behind this is very critical and no person should ever have to be forced to work in an environment where these things have occurred. Chair Harris believes one of their recommendations could be to expand the law to include officer to officer interactions. Chair Harris knows if civilians do not feel comfortable coming to Baltimore police officers to file a complaint, he imagines that there are officers who have experienced things internally in the department who do not feel comfortable coming to their superior about other officers. Having a space that would provide a layer of transparency but also a buffer between them and the culture that exists currently could be helpful. This all falls into accountability and police accountability, whether it is officer to civilian or officer to officer, it is about creating accountability and transparency within the police department. Board Member Ambassador Bodde believes they should also look at training because this should never have happened if people were well trained. Board Member Janetta Gilmore recalls this case when she was doing the administrative trials for the police department, so she is very familiar with a lot of the details of this incident. The main thing that comes to Board Member Gilmore's mind is once the facts came out, the incident did not rise to the level of termination. This may be harsh for the PAB to hear, but once all the facts came out, due to how things are classified, that is how it became more of a civil matter. There is always a lot more to it than they know and Board Member Gilmore recalls this incident did not rise to the level of termination for either party. Board Member Doris Minor-Terrell does not believe there are enough avenues open to assist officers who have complaints. Board Member Minor-Terrell experienced this recently as she was trying to assist a female officer who had a complaint. She would like for the PAB to be more readily available for people to make their direct complaints to and strongly supports opening that avenue. Board Member Minor-Terrell and Board Member Kenny worked together to assist an officer they believed would harm themselves based on the issues they were facing. No officer should be driven to that point or sexually harassed and not have an avenue. Chair Harris agrees but points out the jurisdiction of the PAB is limited to interactions between officers and members of the public. The PAB can be a resource to officers who have been wronged by other officers in the department and help them get legal

counsel. To be able to take complaints between officers, the legislation would have to be amended. Board Member Riggins clarifies that the Civilian Review Board (CRB) does not have jurisdiction over these types of complaints either. Chair Harris asks Administrative Charging Committee Member, Ray Kelly, if there was any mention of officer-to-officer complaints in the Community Oversight Task Force (COTF) report. Mr. Kelly reports if it does not have a member of the public involved, then there is an internal entity such as the Administrative Charging Committee that has those cases, so there is no public avenue for officer-to-officer engagement. Chair Harris believes it is important they look at how to rebuild trust and create culture change in their policy recommendations. There must be a level of transparency to know that there is an avenue for members of the public, but also for internal issues. Maybe there is a process that exists the PAB is not aware of. Chair Harris would like to provide the space to say the PAB should know about it and be publicized. Mr. Kelly reiterates Board Member Gilmore's comments, and it is important that they understand to review the totality of the whole incident and situation where a lot of times the advocate in him wants to react, but they are bound by policies and procedures where morality is not necessarily a policy violation or lack thereof. Like Board Member Gilmore stated, there was a lot involved with this incident and there was a reason that it went to the level of a civil case. It is important for the Administrative Charging Committee to keep some autonomy in these situations because they can't if there is a misconduct complaint that arises from these situations, they can't comment on in real time because they will be adjudicating that case without bias, if there is a complaint down the road.

Secretary Lee notes during the last consent decree hearing, there seems to be an uptick of officer against officer complaints based on the statistical information that was provided. It may not be for the sexual harassment, but there is an uptick based on the statistics shared. Chair Harris notes this might be something for the PAB Data committee to look into to see if they can find additional data points on what officer to officer complaints look like internally. Holistically, this is about culture change and not just policy change. If the PAB can change policies, but if the culture is toxic then the culture is toxic and the outcome will be toxic as well. Board Member Kenny shares they were planning on including that in the annual report once the data is verified. To connect with Board Member Minor-Terrell's comments, Board Member Kenny believes officers who submit internal complaints are not safe, so the fact there is an uptick in internal complaints is good in a courageous way. Board Member Kenny will discuss this with Baltimore Police Department in December. She recalls seeing the video on social media and understands there is more context and will never know everything, but this incident was in the back of her mind when she was assisting with the officer with Board Member Minor-Terrell. She has a better understanding now thanks to Board Member Gilmore's comments.

Board Member Bodde realizes there are all sorts of technicalities with this and who's jurisdiction complaints fall in. He believes since accountability is in the title of their board, people will bring stuff to their attention. Board Member Ambassador Bodde believes they have a responsibility that if somebody brings anything to their attention, it gets to the right place. As a board, Board Member Ambassador Bodde believes they should have some procedure that is documented that complaints get to the right place or people as things may fall through cracks which would be very harmful. Chair Harris suggests a meeting with Police Accountability Division staff to talk through the different potential complaints that could come in that may not be within the PAB's jurisdiction and what a process will be to get those to the appropriate place in a confidential manner. Board Member Riggins asks Chief Kelly to correct him if he is wrong, but he believes there is a process that requires OECR to forward complaints to the appropriate police department. Board Member Riggins is unsure if they are referring to complaints against non-police officers and ensuring that they make it to the appropriate city or state agency but does believe there is a process in place if it involves a police officer. Chief Kelly confirms there is a process. According to the PAB's city council ordinance, OECR must forward complaints it receives to the relevant law enforcement agency. The law enforcement agency is also required to forward complaints to OECR within a certain time frame. This answers Board Member Riggins question and wants the PAB to understand there is a requirement for OECR to forward complaints to the appropriate agency. Board Member Kenny and Chief Kelly have a brief conversation regarding the types of complaints the PAB receives from a law enforcement agency. Chair Harris believes the caveat is if for some reason an officer were to file a complaint against another officer with the PAB, instead of internally through the police department, there is a requirement for OECR to forward that complaint to the appropriate law enforcement agency. Chair Harris believes this requires a deeper conversation, but if the complaint comes in from anywhere else, what that looks like and how they forward the. However, if a complaint involves an officer, they must be forwarded to the relevant law enforcement agency. Board Member Kenny understands this but is now confused by what they receive from BPD. Chief Kelly clarifies OECR receive complaints that involve members of the public that are filed against police officers. Board Member Kenny clarifies OECR will only receive a complaint from an officer against another officer if they file it with OECR directly. Chief Kelly confirms that is correct and adds a caveat: if an officer reviews a body worn camera video and observes an interaction with a member of the public that involves some misconduct, then the PAB will receive, and the ACC will review those complaints as well. Board Member Riggins adds another caveat: if a sergeant sees misconduct and is required to file a complaint against an officer and it involves members of the public, then the ACC will review that case. Additionally, if there is an audit by BPD or the Consent Decree Monitoring Team and they find misconduct, it will be forwarded to the ACC for review if it involves a member of the public. Board Member Kenny would

like a visualization of these caveats and will take this conversation offline so the meeting can move forward.

New business

a. Committee Reports

Chair Harris asks if any committees would like to share any updates with the rest of the PAB. Board Member Riggins will follow up with committees he has not received a report from.

b. NACOLE Recap

Chair Harris explains the National Association of Civilian Oversight of Law Enforcement is an organization specifically designed to provide best practices, strategies, and tactics of civilian oversight of law enforcement to create a level of transparency and accountability. They have a conference each year where there are several sessions and workshops to provide insight into things that they may already be dealing with or anticipating. There is also an opportunity to network with other civilian oversight entities from around the country. This year, a few PAB members were able to attend the conference in October to represent the PAB, build relationships, take notes and learning they could bring back to the rest of the PAB. Chair Harris asks Vice Chair Turner and Board Member Riggins to share their experience at the 2024 NACOLE conference.

Vice Chair Turner appreciates OECR for facilitating their attendance and accommodations for the conference. Vice Chair Turner can't put a dollar amount on the wealth of knowledge, information and connections that he was able to make at the conference. One key takeaway Vice Chair Turner captured was whether the PAB is effectively communicating the impact of police oversight for Baltimore City. The role of the PAB is crucial in delivering impartial oversight and fostering community engagement proactively. As Vice Chair Turner envisions the next stages of the PAB, he sees them deepening their roots within community and being able to benchmark their growth to oversight entities such as the Chicago Office of Police Accountability (COPA) who did a presentation that impressed Vice Chair Turner. The New York oversight committee also has a good model. Both have over 100 staff members working diligently through cases, address policy issues and are working within community to educate and collaborate. Vice Chair Turner highlights COPA and their working groups that connect with committees of the boards to collaborate on issues. The PAB has grown and learned so much in the past two years and has a lot of growth coming their way and can learn from the templates of community leaders, social justice advocates and board such as COPA and oversight committees in New York to glean how the PAB can continue to effectively and efficiently grow the Board and work with community and other

oversight agencies throughout the state to push forth that legislative agenda they craft and within their report. They have to be able to collaborate and work with the other boards and with community to make these things come to fruition. A deeper dive is available to the PAB in their email.

Board Member Riggins thanks OECR for facilitating their attendance to the 2024 NACOLE conference, which is Board Member Riggins' third or fourth time attending, but his first time attending as a board member. When Board Member Riggins attended some session, he was listening for things that could help inform the way that he looks at civilian oversight in Baltimore City and how they can move forward in the work they want to do and create a civilian oversight system that he believes many of them and the City would actually be proud of. Board Member Riggins sent a video to the PAB outlining his three takeaways from the NACOLE conference: The belief that Baltimore City needs an independent office of civilian oversight has been reinforced that much more because one of the themes he took away was the repeated call for independence. Board Member Riggins first learned about COPA in 2017 and was excited when he first learned about it and saw that same excitement from the staff and Vice Chair Turner who learned about COPA at the conference. COPA is an independent office. It is not a board or commission, even though there are boards and commissions in Chicago, COPA is an independent office that does an array of things. They have staff that everyone at the NACOLE conference envied. If board members get an opportunity to look at their website, they will see a model that Board Member Riggins believes they would want in Baltimore and many people across the United States would want. This goes to their first recommendation from the 2023 PAB report, which is having an independent oversight office to actually support the work of the PAB, ACC and CRB and to have a staff that is independent which is important for a host of reasons. The example of COPA is a good example to look at and for them to further discuss when it comes to the types of policies that they want to advocate when it comes to furthering police accountability and what it looks like in Baltimore City. Member Riggins' second takeaway was community education should be their primary mission, along with community outreach and education. He says this because there was session, he attended that was about international oversight. There was a representative from Mexico who was asked how Mexicans are viewing civilian oversight. His answer was something to the effect of 'people have short memories' which means people tend to forget why they need civilian oversight until another tragedy happens. This resonated with Member Riggins because this is one of the things that tends to allow civilian oversight to fall by the wayside in the public's eyes because they tend to forget why they need oversight until something traumatic happens. This led Member Riggins to believe that if memory and keeping the public engaged, how do they institutionalize memory? How do they perpetuate memory in the community? One way to do that is to be community focused and to go out and to educate the community about police oversight, what their structure looks like and to gather

information and input from the community, which could also in turn help to inform their report. Member Riggins' last point has to do with data which was informed by the New York Civilian Review Board and how they collect data. It would be informative and beneficial for Baltimore City.

Chair Harris thanks Vice Chair Turner and Board Member Riggins for their participation. Chair Harris appreciates the training from Brian Corr. Chair Harris announces he has been having conversations with the Center for Policing Equity who collect data that helps law enforcement agencies identify ways to improve their relationship with the communities they serve. They intentionally look at ways they can measure bias in policing, which means if they can measure it, it can be stopped. One of the things they tout is that one in five Americans interacts with law enforcement each year. Of those encounters, 1 million results in use of force. If you are Black or Brown, you are four times more likely to have force used than if you are White. They look to work directly with police to measure behaviors and to revise policies that results in fewer people being hurt, killed and fewer people in jail ultimately. Chair Harris is looking forward to growing a more robust relationship with them as well as with NACOLE so they can be armed with the best tools and resources to provide policy change as well.

Chair Harris agrees with Board Member Riggins that their priorities really shift to make sure they are doing outreach and education to the community so that they are aware because ultimately they want to do community engagement and be able to increase individuals capacity, knowledge and beliefs around civilian oversight of law enforcement so they know what to do, who to contact, how to file a complaint, why it's important to have civilian oversight in law enforcement. That way, when the current PAB's term expires, there will be individuals who are willing and ready to understand how to step into this work and continue to build upon it. Chair Harris shares a tool from the Center for Policing Equity, the justice navigator. A lot of it is centered around science and data. Chair Harris recalls Board Member Kenny's comment about the uselessness of inaccurate data. They have to make sure that the data they are collecting and sharing is being appropriately collected and is as accurate as possible so when organizations like Center for Policing Equity look to pull this data and use it to do assessments on how policies can be changed and transformed to improve interaction with communities, it will be effective because it will not be effective if the data is not accurate.

Board Member Kenny reports another analysis of the arrest data file that is on Open Baltimore, which she wrote an article for on the Real News, shows a decline in the number of arrests that have happened in the past each time a report is pulled. Board Member Kenny questions the truth of the data. She was told the declining numbers were due to expungements, but Board Member Kenny's argument is expungements is for charges and

verdicts, however the arrest still occurred. Clean data is extremely important and having the methodology posted as well because if the data has changed, you need to explain why.

c. Civilian Trial Board Member

There was a request for a civilian trial board member for a December trial board. OECR staff will facilitate the request. Chair Harris asks when the December trial board will occur. OECR staff will send the PAB the information. Chair Harris believes the PAB can observe the trial board.

8. Public comment

Mr. Jarrell Hatcher recalls the conversation with Chief Goodwin about engaging with the faculty, staff and students. Mr. Hatcher is extending the same invitation for Johns Hopkins between there and DC as well as with the faculty, student and staff contingency. Mr. Hatcher put a link in the chat and shares information about the upcoming community meeting for the Johns Hopkins Police Accountability Board where Mr. Hatcher serves as a member and a part of the governance committee. They are still in their infancy stages but welcomes everyone to be engaged with the Johns Hopkins Accountability Board. Chair Harris asks if the upcoming meeting will be in person or virtual. Mr. Hatcher reports the meeting will be both. Chair Harris asks OECR to send PAB members information about the meeting and will plan to engage with Johns Hopkins to do outreach.

Community Outreach and Engagement Coordinator, Jumel Howard shares police districts have monthly crime updates and community meetings. The next one is the Southern District Community Meeting on 11/5 at noon. Mr. Howard shares the meeting information in the chat.

Secretary Lee thanks OECR staff who joined her at an expungement fair over the weekend. Secretary Lee encourages the PAB to ask OECR staff to attend events as they are willing to table and share information about civilian oversight.

Board Member Riggins appreciates OECR for the work they have been doing with the ACC as they now have four case managers and a case manager supervisor. Things are starting to run a bit more smoothly. Now that there is a bit more capacity, OECR has been able to go from scramble and survival mode to getting a bit more sophisticated things that help speed up the process. Board Member Riggins also thanks Interim Director Watkins for the leadership she has brought to the office.

Chair Harris asks Mr. Ray Kelly to share some insights from the last quarterly consent decree hearing. Mr. Kelly shares the monitoring team has submitted motions for BPD to enter compliance on two issues: First Amendment protections during protests and making sure people are allowed to protest freely and not be victimized for protesting or recording

officers during protests. The second area was the MOU with Baltimore City School Police. They will be introducing two more, the COTF and interactions with youth. From Mr. Kelly's perspective, the first two are low hanging fruit as they can only really judge First Amendment protected interactions about what happened in 2020. Mr. Kelly was on the monitoring team at that time and saw protests. They did great but we can't have a test unless the city goes somewhere they don't want the city to go. Mr. Kelly is not opposed to the motion. With the MOU with the schools, it was just a matter of creating an interaction and procedural protocols when they have to interact. It wasn't anything that affected school police policy as much as BPD had to agree on an MOU on how those interaction look like. Mr. Kelly believes this policy is strong. He was not surprised as this is low hanging fruit. Mr. Kelly's concern comes from the youth interaction policies. There are two youth policies: 1202 is youth interrogations and 1207 is youth interactions. For Mr. Kelly and looking at cases through ACC lens, he does not think BPD is in compliance with youth interactions as of yet. Mr. Kelly is meeting with a member of the monitoring team to speak about this issue. Mr. Kelly believes the other three compliance areas are ready to move into full and effective compliance because they have to then sustain it for another year before it can get removed from the consent decree. The one thing they do not want is to just have a lot of lingering things that they are paying to get implemented as the consent decree costs money.

Mr. Kelly invites Mr. Hassan Aden to share about the last quarterly consent decree hearing. Mr. Aden was traveling last week so he did not attend, but did get a briefing and confirms Mr. Kelly's account of the hearing. Mr. Aden describes the sustainment phase as increasing in intensity because BPD and the City is being watched whereas before the monitoring team and DOJ were providing technical assistance and assessments to get BPD to compliance. Once they reach it, BPD has to show they are doing the work to maintain it. Mr. Aden reports there will be a public hearing in December that will reflect the quarterly consent decree hearing and will share the date with the PAB.

9. Adjournment

Board Member Kenny moved to adjourn the meeting. The motion is seconded by Board Member Madison. The motion passes, the meeting is adjourned at 8:17 p.m.

Submitted,

Stephanie V. Lee

Stephanie V. Lee

Board Secretary