

## Administrative Charging Committee for Baltimore City

### ACC Public Session Minutes

Friday, September 6, 2024

7 E. Redwood Street, Baltimore, MD 21202

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**Attendees:** (Committee Members) Tiera Hawkes (Chair), Kim Rogers, Jesmond Riggins, David Cramer, and Raymond Kelly. Staff: Caron Watkins (Interim Director), Lisa Kelly (Chief of Investigations), Tashawn Smith (Case Manager Supervisor), Marissa Crockett, Kashira Al-Sabir, Terrie Lewis, Brandon Wafford, Samuela Ansah, and Robin Drummond.

- A. Call to Order - Rollcall
  - a. The meeting was called to order at 10:00 am by Chair Hawkes.
  - b. Roll call and introductions.
    - i. Committee members
    - ii. Staff
- B. Review and Approval of Agenda
  - a. Raymond Kelly moved to approve the September 6, 2024 Agenda. The Agenda was approved without objections.
- C. Review and Approval of Minutes
  - a. August 23, 2024 and August 30, 2023 Public Session Minutes were approved without objections.
- D. Director's Report
  - a. No Report.
  - b. Tashawn Smith stated the members must complete the BPD Security Application form to start the process to obtain direct access for them to BPD's IAPro and Axon. Forms were distributed to members for signature and completion.
- E. Case Review

The Committee, in accordance with the Maryland Open Meetings Act, Md. Code Ann., General Provisions, 3-305(b)(1) may vote to go into closed session to “discuss the appointment, employment, assignment, promotion, discipline, compensation, removal, resignation, or performance evaluation of an appointee, employee, or official over whom it has jurisdiction or any other personnel matter that affects one or more specific individuals,” and to “comply with a specific constitutional, statutory, or judicially imposed requirement that prevents public disclosures about a particular proceeding or matter.”

- a. Raymond Kelly moved to close the Open Session and move into the Closed Session. The Open Session was closed without objection at 10:04 am.
- b. The Committee moved back into the Open Session at 12:03 pm.

- i. Adjudications from Closed Session:  
The ACC voted to publish the following adjudications for open session:

**Case PAB2023-0624:**

- Officer A:
  - Allegation 1- Failure to Operate BWC as Required: Not Administratively Charged
- Officer B:
  - Allegation 1- Failure to Operate BWC as Required: Administratively Charged
- Officer C:
  - Allegation 1- Neglect of Duty: Not Administratively Charged

**Case PAB2023-0634:**

- Officer A:
  - Allegation 1- Neglect of Duty: Administratively Charged
  - Allegation 2- False Statement/Untruthfulness: Not Administratively Charged
  - Allegation 3- Conduct Unbecoming a Police Officer/Employee: Not Administratively Charged
  - Allegation 4- Discourtesy: Not Administratively Charged

**Case PAB2023-0646**

- Officer A:
  - Allegation 1- Discourtesy: Administratively Charged
  - Allegation 2- Inappropriate Comments and/or Gesture(S): Administratively Charged
  - Allegation 3- Failure to Operate BWC as Required: Not Administratively Charged
- Officer B:
  - Charge 1- Inappropriate Comments and/or Gesture(S): Administratively Charged

**Case PAB2023-0647**

- Officer A:
  - Allegation 1- Neglect of Duty: Not Administratively Charged
  - Allegation 2- Conduct Unbecoming a Police Officer/Employee: Not Administratively Charged
- Officer B:
  - Allegation 1- Failure to Operate BWC as Required: Administratively Charged

**Case PAB2023-0659**

- Officer A:
  - Allegation 1- Conduct Unbecoming a Police Officer/Employee: Not Administratively Charged

- Allegation 2- Inappropriate Comments and/or Gesture(S): Not Administratively Charged
- Allegation 3- Discourtesy: Not Administratively Charged
- Allegation 4- Failure to Operate BWC as Required: Administratively Charged

**Case PAB2023-0663**

- Officer A:
  - Allegation 1- Neglect of Duty: Not Administratively Charged
  - Allegation 2- Failure to Operate BWC as Required: Administratively Charged

**Case PAB2023-0667**

- Officer A:
  - Allegation 1- Abusive or Discriminatory Language: Not Administratively Charged
  - Allegation 2- BWC Violation Other: Administratively Charged

**Case PAB2023-0674**

- Officer A:
  - Allegation 1- Discourtesy: Not Administratively Charged

**Case PAB2023-0757**

- Officer A:
  - Allegation 1- Retaliation: Not Administratively Charged
  - Allegation 2- Harassment: Not Administratively Charged
  - Allegation 3- Conduct Unbecoming a Police Officer/Employee: Not Administratively Charged

**Case PAB2023-0823**

- Officer A:
  - Allegation 1-Harassment: Not Administratively Charged

**Case PAB2023-0849**

- Officer A:
  - Allegation 1- Conduct Unbecoming a Police Officer/Employee: Not Administratively Charged
  - Allegation 2- False Statement/Untruthfulness: Not Administratively Charged

**Case PAB2023-0940**

- Officer A:
  - Allegation 1 - Conduct Unbecoming a Police Officer/Employee
  - Allegation 2 – Failure to Write Report
  - Allegation 3 - Failure to Operate BWC as Required

**Note:** The ACC agreed to table this case until the next meeting.

**Case PAB2024-0271**

- Officer A:
  - Allegation 1- Criminal Misconduct/Misdemeanor: Not Administratively Charged

**Case PAB2024-0272**

- Officer A:
  - Allegation 1-Harassment: Not Administratively Charged

**Case PAB2024-0273**

- Officer A:
  - Allegation 1- Conduct Unbecoming a Police Officer/Employee: Not Administratively Charged
  - Allegation 2- Criminal Misconduct/Felony: Not Administratively Charged

**Case PAB2024-0286**

- Officer A:
  - Allegation 1- Failure to Operate BWC as Required: Administratively Charged

**Case PAB2024-0287**

- Officer A:
  - Allegation 1- Neglect of Duty-Loss or Damage of Equipment (Not to Include Firearms): Not Administratively Charged
  - Allegation 2- Failure to Operate BWC as Required: Administratively Charged

**Case PAB2024-0288**

- Officer A:
  - Allegation 1- Conduct Unbecoming a Police Officer/Employee: Administratively Charged
  - Allegation 2- Criminal Misconduct/Theft Related: Administratively Charged
  - Allegation 3- Failure to Operate BWC as Required: Administratively Charged
- Officer B:
  - Charge 1- Failure to Operate BWC as Required: Administratively Charged

**Case PAB2024-0289**

- Officer A:
  - Allegation 1- Force Out of Policy: Not Administratively Charged

**Case PAB2024-0290**

- Officer A:
  - Allegation 1- Force Out of Policy: Administratively Charged

**Case PAB2024-0291**

- Officer A:
  - Allegation 1- Failure to Operate BWC as Required: Administratively Charged
  - Allegation 2- Force Out of Policy: Administratively Charged
- Officer B:

- Allegation 1- Failure to Operate BWC as Required: Administratively Charged
- Allegation 2- Force Out of Policy: Not Administratively Charged
- Officer C:
  - Allegation 1- Force Out of Policy: Not Administratively Charged
- Officer D:
  - Allegation 1- Force Out of Policy: Not Administratively Charged
- Officer E:
  - Allegation 1- Failure to Operate BWC as Required: Administratively Charged
  - Allegation 2- Force Out of Policy: Administratively Charged

**Case PAB2024-0292**

- Officer A:
  - Allegation 1- Force Out of Policy: Administratively Charged
- Officer B:
  - Allegation 1- Force Out of Policy: Not Administratively Charged
- Officer C:
  - Allegation 1- Force Out of Policy: Not Administratively Charged

**Case PAB2024-0305**

- Officer A:
  - Allegation 1- Conduct Unbecoming a Police Officer/Employee: Not Administratively Charged
  - Allegation 2- Neglect of Duty: Not Administratively Charged
- Officer B:
  - Allegation 1- Inappropriate Comments and/or Gesture(S): Administratively Charged
  - Allegation 2- Failure to Write Report: Administratively Charged

**Case PAB2024-0306**

- Officer A:
  - Allegation 1- Failure to Operate BWC as Required: Administratively Charged

- c. Data Discussion/presentation – Brandon Wafford (Data Equity Analyst)
  - i. Introduction
  - ii. Overview and explanation of the data
  - iii. Presentation of the data on shared screen
  - iv. Creates the bi-weekly reports

- v. Working in CMTS to identify metrics. Report was pulled based on ACC requests
- vi. Review of sample data spreadsheet to include 1) number of cases, 2) dates of expiration, 3) other detailed information.
- vii. The information is sent to Tashawn Smith.
- viii. Brandon Wafford welcomed future questions.
- ix. Jesmond Riggins would like to see graphs, especially line graphs that show the number of cases to get a sense of how the police department is performing over time.
- x. Chair Hawkes stated that she likes pie charts and would like to see data on a quarterly basis. Jesmond Riggins agreed.
- d. Brandon Wafford thought that it would be good to show cases by color on the bar graphs, for example by agency or location.
  - i. Trends - officer allegations that are not sustained but the BWC was sustained.
  - ii. Question: How can information be delivered that supports the ACC.
- e. Jesmond Riggins stated that if ACC has information that ACC can point to, it would be helpful in supporting their policy recommendations.
- f. Chair Hawkes noted that they are finding trends and would like data to back up those trends.
- g. Jesmond Riggins spoke about the specific data with ACC and felt that this becomes important when forming the PAB Report. He noted that:
  - i. PAB does not review cases.
  - ii. CRB can choose to do their own investigations which would capture a different type of data. He noted that there is an automated way of capturing data.
- h. Chief Kelly joined the meeting virtually.
- i. Brandon Wafford –
  - i. The ACC has the strongest support for data to go to Annapolis.
  - ii. Megan Mishou was interested in creating a collaboration of systems.
  - iii. Able to make conclusions from BPD Watch.
  - iv. Possible to use Power BI to link all information together.
  - v. Welcomes any information to assist in creating data.
- j. David Cramer –
  - i. Spoke about mental health crisis trends to be captured.
  - ii. Brandon Wafford responded –
    - 1. Take the terms that are being used and put them together visually
    - 2. The narrative may not be captured based on terminology
    - 3. Brandon suggested advocating creating policy to be changed in the system
    - 4. Will bring documents and ways to visualize the language.
- k. Jesmond Riggins –
  - i. What data are you able to collect?

- ii. Brandon responded –
    - 1. Use intake from Kashira (intake specialist)
    - 2. BPD is supposed to send cases
    - 3. Received the information but did find system incongruencies.
    - 4. That spreadsheet is set up so that it can be saved in One Drive to allow it to be constantly tracked.
    - 5. Working on coding software and working so that it is constantly being saved.
    - 6. He spoke about the case managers work and the intake person's cases.
    - 7. He stated that he pulls the report and Tashawn Smith validates that report.
    - 8. Then the data is automated. The data source is changed and the data file is updated the data file.
    - 9. Power BI will then be used to create the data line graphs.
  - l. Members completed the BPD security forms to access IAPro.
  - m. Interim Director Caron Watkins spoke about two new case managers to start in September 2024 and the other in October 2024.
  - n. Chair Hawkes called for a motion to adjourn the meeting.
  - o. David Cramer moved to adjourn the meeting at 12:40pm.
- F. Meeting was adjourned at 12:40 pm

Next ACC Meeting: September 13, 2024, 10:00 am.