

**BOARD MEETING**  
**BALTIMORE CITY BOARD OF ELECTIONS**  
**NOVEMBER 20, 2025**

The meeting of the Baltimore City Board of Elections was held at the Baltimore City Board of Elections Warehouse at 301 North Franklinton Road, Baltimore MD 21223.

**IN ATTENDANCE:**

**BOARD MEMBERS IN FULL ATTENDANCE**

Scherod Barnes, Board President  
Sam Novey, Board Secretary  
Terrence Thrweatt, Vice President  
Hope Williams, Board Member

**BOARD MEMBERS IN PARTIAL ATTENDANCE**

Maria Vismale, Board Member (arrived 4:20 pm)

**STAFF**

Clifford Tatum, Election Director  
Thomas Chapman, Assistant Attorney General  
Shawn Larson, Baltimore City Board of Elections Staff  
Sabrina Graves, Baltimore City Board of Elections Staff  
Jerod Fautlerod, Baltimore City Board of Elections Staff  
Lisa Stanley, , Baltimore City Board of Elections Staff

**GUESTS**

Perneita Farrar  
Misti McKeehen, Baltimore Votes

**EXCUSED**

Abigail Goldman, Deputy Director

Mr. Barnes declared a quorum at 4:00 pm of himself, Mr. Thrweatt, Mr. Novey, and Ms. Williams.

Mr. Barnes added an item to the agenda under new business for Ms. Farrar to speak on polling place accessibility. Mr. Novey moved to accept the agenda as amended. The motion was seconded by Ms. Williams. The motion passed.

Mr. Thrweatt requested two edits to the October meeting minutes. He moved to change one section to read that the Director "should present a strategic plan." He also moved to change a second section to reflect any prior actions by the board to require the director to present a strategic plan. Mr. Novey asked Mr. Thrweatt to present documentation from the minutes of past meetings to go along with any

statements related to past board actions. Mr Barnes asked the board to move forward with a vote on minutes that include the first amendment proposed by Mr. Threweatt and said that a second vote would be held to amend the minutes regarding the second item once the board reviewed the documents from the prior meeting in question.

Mr. Novey moved to accept the minutes of the October 23 meeting. Ms. Williams seconded the motion. The motion passed.

### **PRESIDENT'S REMARKS**

Mr. Barnes asked board members to schedule individual meetings with Director Tatum.

### **DIRECTOR'S REPORT**

Mr. Tatum shared with board members that Deputy Director Goldman recently spent some time in the hospital and is now recovering in a rehab center. He said that she welcomed thoughts and prayers from the public and asked the staff, board members, and public to all be thinking of Deputy Director Goldman during this time. He also mentioned that she has still been working from rehab, played a significant role in preparing for this meeting, and recognized her incredible dedication to her work.

Mr. Tatum reported on continuing activities. He has been working to do stakeholder engagement. This included working with the Baltimore Teachers Union to find potential trainers for election judges. This also included a meeting with the Chamber of Commerce and an upcoming meeting with the GOP Central Committee. He emphasized a focus in working with the GOP to recruit election judges.

Mr. Tatum reported on operational leadership. He continues to work with the program leads to discuss program functions, agency mission, vision, and accountability for each of our roles within the agency. In these meetings he reviews program mission, objectives, and tasks which will help develop a mission statement, program objectives, and finally a strategic plan that will drive the agency as a whole.

Mr. Tatum mentioned progress on posting job descriptions to recruit an outreach coordinator and a warehouse manager.

Mr. Tatum shared his feeling that things are moving in the right direction with regards to both short term and long-term goals. He was happy with the election plan for drop boxes, early voting sites, and election day sites the team was presenting to the board later in the meeting.

Mr. Tatum shared an update about election judge recruitment. Letters have gone out to all past judges, and 1,380 people have responded to that letter. Mr. Tatum also shared updated registration numbers and an update on meetings with stakeholders and training completed by state.

Mr. Tatum also shared that he had discussed the standard performance evaluation rubric with the board president and was prepared to discuss performance standards with the board either in open or closed session. He shared that based on these conversations and his understanding of the performance criteria he is reporting progress updates regarding work ethics, teamwork, communications, customer service, work performance and supervision in his regular directors' reports. He offered to go into more detail regarding any of these issues.

Mr. Threweatt shared that he had been praising Mr. Tatum's work to the GOP Central Committee. He requested that Mr. Tatum continue to emphasize the importance of the GOP Central Committee in recruiting Republican election judges to serve in Baltimore City precincts.

Mr. Threweatt asked about including a list of expenditures in the future reports. Mr. Chapman clarified that the board bylaws do not explicitly require including a list of expenditures in regular directors' reports. Mr. Threweatt asked that the director include proposed contracts in future reports. He closed by thanking Mr. Tatum for his excellent report.

Mr. Barnes followed up to clarify that the board had asked Ms. Goldman not to move forward any contract during the period when she served as Acting Director in 2025 and to instead wait for the new director to start to begin the contracting process. He reiterated Mr. Threweatt's statement that the expectation of the board is to review proposed contracts before they are submitted to the Baltimore City Board of Estimates.

Mr. Tatum clarified that large contracts for cameras, election judge management, taxi cabs, as well as most smaller contracts would be presented to the board before going to the Board of Estimates.

Mr. Barnes asked for an update regarding a resolution passed by the board at a prior meeting to support the staff recruiting election technicians directly rather than sourcing them via a state contractor. Mr. Tatum and Ms. Stanley clarified that Baltimore City Board of Elections will recruit 300 of our own technicians and that the agency will use 30 technicians from the state contractor. Mr. Novey asked if the state was again using Abacus for this staffing contract and Ms. Stanley confirmed that they were.

Mr. Threweatt asked about progress in procuring the election judge management system. Ms. Stanley said that this process is taking some time because it requires extensive review by city government partners to integrate with other systems in use by the agency. Ms. Stanley also reported that the team is making more comparisons between different vendors for this service in order to ensure they get the right service and that they comply with procurement rules.

Ms. Williams asked about progress planning a team retreat as had been discussed at the prior meeting. Mr. Tatum shared that he is going to plan the retreat after he finishes his one-on-one meetings with all staff and department heads. Once he has

heard everyone's understanding of the mission of their team he will move forward to plan a retreat with the team and board.

Ms. Williams also said she would generally prefer to discuss performance expectations in closed session. Mr. Chapman clarified that the board has the option to discuss high level performance expectations (i.e. talking in general about what the expectations are and not whether Mr. Tatum specifically has met them in either open or closed sessions.

Mr. Barnes commended Mr. Tatum for being highlighted in a recent Baltimore Votes newsletter for his work partnering with the Baltimore Votes Coalition to recruit more high school students to serve as poll workers. Mr. Tatum shared that he had met with Baltimore Votes and heard about their plan to do outreach about voter registration and election judge recruitment in Baltimore City High Schools. Both Mr. Tatum and the organization committed to partnering to pursue these shared goals.

Ms. Williams shared that she felt the agency's strategy of having weekend training opportunities for students outside of school hours had worked well in 2024 and should be repeated in 2026.

Mr. Barnes thanked Mr. Tatum for a comprehensive report.

### **ASSISTANT ATTORNEY GENERAL'S REPORT**

No report at this time.

Mr. Barnes asked about upcoming Charter petitions. Mr. Chapman clarified that the only petition circulating right now was the Baby Fund. Mr. Chapman said that other petitions might start later.

### **OLD BUSINESS**

Mr. Threweatt presented minutes from the February 20, 2025 meeting. Mr. Novey read the part of minutes aloud that Mr. Threweatt had pointed out. This discussion covered there referred to polling place consolidations and the development of the "election plan" covering the locations for polling places, early voting sites, and drop boxes and not to the agency strategic plan.

### **NEW BUSINESS**

Mr. Barnes invited Ms. Perneita Farrar to address the board. She asked that election judges be trained to assist people with disabilities and ensure that they can vote with dignity and confidentiality. She also asked that people with disabilities be included in voter impact studies. Mr. Barnes thanked Mr. Farrar for her conversation and asked that she schedule a one-on-one meeting with Mr. Tatum so that she and the director could work together to ensure these goals are achieved.

Ms. Stanley presented nine polling place changes covered in the board packets (which included ADA survey and other preparatory documents). Mr. Tatum affirmed that the public and affected communities were notified of these changes as required by law.

Mr. Novey shared his feeling that he is excited about this polling place plan. He called out specifically that over 95% of sites remain the same as 2024, that some changes were related to moving into newly renovated buildings, and expressed gratitude to the staff who prepared these documents and polling site owners who continue to welcome voters in their facilities in election after election.

Mr. Threweatt moved to approve the polling place plan. Ms. Williams seconded the motion. The motion passed.

Ms. Stanley also shared that Baltimore City was adding a ninth early voting center because Baltimore City now has over 400,000 registered voters. Ms. Stanley presented the early voting sites included in the board packets. These included adding Rita Church recreation center, moving back to UMD Community Engagement Center, and moving South Baltimore's center to Middle Branch Recreation Center.

Mr. Novey asked about what would happen in Baltimore City lost voters in the future and dropped below 400,000 voters in a future election.

Mr. Threweatt moved to approve all the early voting locations presented by the staff. Ms. Vismale seconded the motion. The motion passed.

Mr. Threweatt and Mr. Barnes both expressed their support for using the Middle Branch Recreation Center. He also recognized staff members Jason Walker and Glenn Muir for their work ensuring all sites are compliant and all paperwork is prepared.

Mr. Novey moved to approve all dropbox locations proposed by the staff in the board packets. Mr. Threweatt seconded the motion. The motion passed.

Mr. Novey moved to accept the 2026 election plan proposed by staff. Ms. Vismale seconded. The motion passed.

Mr. Barnes thanked the staff for their hard work and expressed the board's desire to work with staff to implement the election plan. Mr. Threweatt also expressed his gratitude for the staff's work on the election plan and for sending out messages to community leaders about the election plan. Mr. Barnes made an appeal for community members to sign up for communications from the board of elections.

Ms. Williams shared that she had reviewed the "beta site" version of the agency website and that it looked great. Ms. Williams also shared her appreciation for Ms. Goldman and recognized her stalwart dedication to the work of the Baltimore City Board of Elections.

Mr. Barnes declared the next meeting of the Board would be held on December 18, 2025 at 4pm and wished everyone a happy Thanksgiving. The meeting adjourned at 5:02 pm.