

**BALTIMORE CITY POLICE ACCOUNTABILITY BOARD**  
**MEETING MINUTES**  
**August 4, 2025**

**I. Welcome**

Chair Jamal Turner provides an overview of the meeting agenda and calls the meeting to order at 6:05 p.m.

At the July 17 PAB meeting via Zoom, Vice Chair Joshua Harris moved to enter closed session to discuss civilian appointees to trial boards. Board Member Janetta Gilmore seconded the motion. The motion passes. The PAB enters closed session under General Provisions Art. § 3-305(b)1 to discuss the appointment, employment, assignment, promotion, discipline, demotion, compensation, removal, resignation or performance evaluation of appointees, employees, or officials over which the PAB has jurisdiction. All present board members vote to enter the closed session with no abstentions. The PAB enters a closed session at 5:20 PM. Deputy Director Caylin Young, Chief of Investigations Lisa Kelly and Police Accountability Board Liaison Samuela Ansah are also present. There is discussion about one applicant. Chair Turner, Stephanie Lee, Secretary, Board Members Mansur Abdul-Malik, Avi Wolasky, Janetta Gilmore, Doris Minor-Terrell, and Antoine Burton vote to approve the application. Board Member Maraizu Onyenaka does not approve the application and Vice Chair Harris abstains. The application is approved. All board members vote to approve all 8 civilian applications and move them forward to training. The Board leaves the closed session at 5:43 PM.

**II. Roll Call**

Mansur Abdul-Malik  
Dillon Asburne  
Ambassador Peter Bodde  
Pastor Antoine Burton  
Janetta Gilmore, PhD  
Joshua Harris, Vice Chair  
Stephanie V. Lee, Secretary  
Doris Minor, Terrell, PhD  
Maraizu Onyenaka  
Jesmond Riggins  
Jamal Turner, Chair  
Avi Wolasky

**III. Review and Approval of Agenda**

Board Member Janetta Gilmore moved to approve the agenda. The motion is seconded by Secretary Stephanie Lee. The motion passes.

#### **IV. Review and Approval of Minutes**

Secretary Lee motions to approve July 1, July 7 and July 17 meeting minutes. The motion is seconded by Board Member Doris Minor-Terrell. The motion passes.

#### **V. Staff Updates**

Office of Equity and Civil Rights (OECR) Director Amber Greene delivers staff updates.

Director Greene thanks the board for their work to advance accountability in the city.

The final candidates for the Chief of Police Accountability Division (PAD) positions have been sent to the Mayor's office. As the result of an internal promotion, OECR is hiring an Administrative Charging Committee (ACC) Case Manager. The position closed on July 14<sup>th</sup> and currently conducting interviews. The PAD has a new opening for a data analyst. The position will be posted by the end of the week.

The Board has three (3) vacancies, from Council Districts Seven (7), Ten (10) and Eleven (11). Director Greene encourages members of the public who live in those districts to apply to serve on the PAB<sup>1</sup>.

Director Greene appreciates the Board for increasing the number of civilian trial board candidates. There are currently fifteen (15) civilian trial board members available. OECR hopes to increase the number to twenty (20) by the end of the calendar year. Members of the public are encouraged to apply<sup>2</sup> for this paid opportunity.

Director Greene congratulates the PAB on completing and releasing their 2024 Annual Report. OECR has prepared a proposed timeline to complete the 2025 Annual Report in a timely manner. The Board is encouraged to review, consider and make edits to the timeline.

Director Greene encourages Board members to attend Baltimore Police Department (BPD) community meetings. August 5<sup>th</sup> is National Night Out. Director Greene will attend two events for National Night Out. Board Members who will attend National Night Out events can pick up materials from OECR.

OECR is looking forward to the upcoming Town Hall and is providing support for the event.

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<sup>1</sup> [Boards & Commissions Application | Mayor Brandon M. Scott](#)

<sup>2</sup> [Civilian Trial Board Application | Office of Equity and Civil Rights](#)

OECR is planning for Civil Rights Week. Director Greene encourages the PAB to think about opportunities they would like to participate in.

Board Member Minor-Terrell will be participating in National Night Out and will pick up materials from OECR.

Board Member Mansur Abdul-Malik asks for an update on the Police Accountability, Community and Transparency (PACT) grant. Board Member Abdul-Malik asks for an update on the Office of Performance and Innovation Officer Retention installation. Director Greene reports there are no updates on the PACT grant. The application was submitted on behalf of the PAB in July. Director Greene will look into the grant.

For the installation, Director Greene will check with the Office of Performance and Innovation. They discussed OECR receiving the materials to use at the upcoming Town Hall. Director Greene will provide an update on the installation. Board Member Abdul-Malik enjoyed the installation and believes it provided an opportunity for the public to understand the process from an officer's perspective. The conversation was also beneficial. Director Greene appreciates OECR Outreach and Engagement Coordinator for their hard work in collaborating with the Office of Performance and Innovation to put the event on. Director Greene appreciates ACC Member Ray Kelly for their participation.

## **VI. Chair Report**

Chair Turner delivers the Chair Report.

In July, Chair Turner had the opportunity to testify before City Council's Public Safety Committee. Chair Turner advocated investigative and subpoena powers for the PAB. Chair Turner also noted the need for independence from OECR as a national best practice. Chair Turner addressed data concerns and a need to invest in outreach.

The PAB approved eight (8) new Civilian Trial Board members. More members are needed and encourages board members to share the opportunity with their networks.

The August 23<sup>rd</sup> Town Hall is approaching. The Town Hall will be focused on community policing and mental health. It will be a conversation and a chance for the public to help shape better responses.

Chair Turner notes there will be new committee assignments. All board members will be part of the Community Engagement committee.

## **VII. Quarterly Meeting with Heads of Law Enforcement**

### **a. Baltimore City Community College Public Safety**

Interim Director Randy Kess

Interim Director Randy Kess introduces himself. Interim Director Kess shares there are two (2) certified police officers. They have one (1) officer in the process of provisional. They have six (6) vacancies and lost one (1) member who resigned last month. They have no outstanding issues or events that have occurred on campus.

Chair Turner asks if Interim Director Kess is new to the role. Interim Director Kess notes Director Marshall “Toby” Goodwin retired on May 28<sup>th</sup> and has taken his place since the retirement. Chair Turner would like to send Director Goodwin a card to thank him for his service. Chair Turner asks if Interim Director Kess was promoted from within the agency. Interim Director Kess notes he was the Administrative (3) Lieutenant and has been at Baltimore City Community College (BCCC) Public Safety for three years. Interim Director Kess was born and raised in Northeast Baltimore and graduated from Mergenthaler Vocational Technical High School. He attended Morgan State University. This will be Interim Director Kess’s 18<sup>th</sup> year in law enforcement. He previously spent nine (9) years with Baltimore City School Police Department before transitioning to the Annapolis Police Department for five (5) years. Interim Director Kess’s transitioned to BCCC to help pay for his child’s education. Chair Turner appreciates Interim Director Kess’s history and is looking forward to working with him.

Chair Turner asks how the department assesses and updates safety protocols for high traffic areas on campus. Interim Director Kess notes they work all day and have teams observe hotspots. They ensure lighting is correct and escort campus members to their destinations or cars. They receive notifications of concerning incidents and confer with the Vice President of Public Safety and Police to respond.

Chair Turner asks how officers build relationships with students, staff and faculty to foster a sense of trust and safety within the BCCC community. Interim Director Kess shares all officers routinely walk the grounds to engage with the community. They mostly engage during the course of the day. Some staff attend training courses facilitated by BCCC Public Safety such as Narcan training. They also seek input from the BCCC community. They have a relationship with BPD who provide training to the community. They are always looking to foster relationships with the community.

Chair Turner asks how they coordinate with BPD and other agencies when a serious incident occurs on or near campus. Interim Director Kess notes former Director Goodwin helped to elevate their communication with their partners and fostered relationships with other districts to ensure they receive information. They are also on radio systems to communicate with other agencies.

Chair Turner asks their process for documenting, reviewing and reporting use of force incidents and student complaints involving officers and recalls conversations with former Director Goodwin about PAB's complaint process. Interim Director Kess notes they have not received any complaints; however, complaints will be investigated with assistance from University of Maryland or Baltimore City School Police. They also assist with field training. Chair Turner asks if there are flyers or information regarding complaints on campus. Interim Director Kess has not seen any flyers and will add a link to PAB complaints on their website.

**b. Baltimore City School Police, Major Chad Ellis**

Major Chad Ellis introduces himself to the PAB. He joined the Baltimore City School Police on July 1, 2025. Major Ellis has spent thirty (30) years policing in the Baltimore metro area. He spent his first twenty-two (22) years with BPD. For the last eight (8) years, he has been with University System of Maryland as the Chief of University of Baltimore Police and as Assistant Chief of the University of Baltimore where he was responsible for operations with the University of Maryland Baltimore Police Department. Major Ellis was a commander with oversight of community outreach and support team.

Major Ellis reports Chief Shorter is on vacation. Major Ellis reiterates Chair Turner's sentiments regarding outreach as a foundational principle. This is what keeps Major Ellis in public service for three decades.

During the May 5<sup>th</sup> PAB meeting, Chief Shorter spoke to the mission and vision of Baltimore City School Police (BCSP) is to create and maintain a safe learning environment. They accomplish this by developing positive relationships and delivering high quality professional police services with equity and impartiality.

There has been a sharp decline in civilian complaints since the 2021-2022 school year. For the 2024-2025 school year, there were nine (9) use of force incidents. This is seven (7) fewer incidents than the previous year. There was one (1) complaint, which is seven (7) fewer complaints than the previous year. Since May 5<sup>th</sup>, there have not been any additional complaints.

Body worn cameras became operational in June. They deploy body worn cameras on sixty (60) users per day. Major Ellis believes body worn cameras encourages appropriate behavior from law enforcement and holds them accountable. BSCP leadership are staunch proponents of body worn cameras.

At the end of May, they held a health and wellness training with BPD and BSCP staff. They also held a collaborative training with BPD on use of force investigations, search and seizure warrants, and emergency petition orders. In June and July, their BCSP went through state mandated in-service training which included de-escalation techniques. They are scheduling a second restorative practice and public safety training. One of BCSP's core

components is restorative practices to support learning environments and wraparound services for schoolchildren. They are having the second phase of restorative practice training in August and September. In September and October, they will work with Baltimore Health Services to implement the Child and Adolescent Response Team (CART) to respond to children or adolescents in need.

Major Ellis reiterates the importance of outreach, support and wraparound services to improve relationships with the community.

Vice Chair Harris asks if there is a strategy to expand their presence or work with BPD to de-escalate incidents that occur beyond campus. Major Ellis notes they collaborate with agencies. They have ongoing conversations to identify trends, outliers and other information. Sharing information is essential to minimize potential crimes. For a specific event, Major Ellis notes they make immediate contact and share information with other agencies. They respond immediately to incidents. It is hard to measure incidents law enforcement has prevented, but the relationships they make with other agencies helps. This also extends to non law enforcement partners. This is important because twenty (20) years ago, agencies operated in silos which affected the community. The collaboration of agencies is a great benefit.

Chair Truner asks which specific trainings address mental health and behavioral health crisis. Major Ellis notes they are bound to instruction from Maryland Police Training and Standards Commission regarding behavioral health crises. They receive an annual training which includes emergency petitions. Individually, chiefs and leadership have the ability to engage in next level of training specific to their group. Chief Shorter has reached out to Baltimore Behavioral Health and the CART team as resources and partners. These partners allow them to provide actionable assistance. They rely on their partners in the school system to document behavior that could lead to a need for assistance. Major Ellis' last post at the University of Maryland Baltimore had several displaced citizens. They worked with city services and nonprofits to understand address the root cause of the issue. In the last week, Major Ellis has had two (2) individuals on different sides of the city at two (2) schools who were displaced. One was a juvenile and they are assisting them with the services they need. The other is an adult who was displaced and needed assistance acquiring an identification card for employment. Work toward a root cause does not necessarily mean they have to send officers to training as much as just recognizing what they see and aiding as needed.

Chair Turner asks how students know where to file a complaint. Major Ellis notes students can file a complaint on their website which directs them to OECD's website. They do complaint intake at the dispatch center. Students can call the main line of the school district, and the call will be forwarded to BCSP. There is also a link on BPD's website. In schools,

there is an office reserved for BCSP where literature regarding complaints is available. They have forms at the main entrance and back of the district office.

Major Ellis will be at Furley Middle School for National Night Out on Tuesday August 5<sup>th</sup>.

## **VIII. Old Business**

### **a. Civilian Trial Board Members**

There has been discussion to monitor participation of civilian trial board members and how to keep them engaged. Chair Turner asked Vice Chair Harris to put some information together about this. Vice Chair Harris will work on this.

### **b. Town Hall**

Save-the-date for the upcoming town hall was shared on the Zoom.

## **IX. New Business**

### **a. Committee Assignments**

Chair Turner announces new committee assignments.

The Data and Research Committee will be led by Board Member Avi Wolasky and Maraizu Onyenaka. Board Members Janetta Gilmore and Mansur Abdul-Malik will be members of the committee. Vice Chair Harris asks how OECR staff will support the Data Committee due to staffing changes. Director Greene notes there is support for data requests. There is a proposed deadline for data requests for the annual report.

The Disciplinary Review Investigations Committee needs further discussion and an assignment is pending.

The Community Engagement Committee will be led by Board Members Antoine Burton and Doris Minor-Terrell. All Board members will be on the committee.

The Policy and Advice Committee will be led by Board Member Peter Bodde. Chair Turner, Board Members Dillon Ashburne, Antoine Burton and Marc Broady will be on the committee.

The Bylaws Committee will be led by Board Member Marc Broady. Board Members Avi Wolasky, Jesmond Riggins and Mansur Abdul-Malik will be on the committee.

The Police Effectiveness Committee will be led by Vice Chair Harris and Board Member Janetta Gilmore. Board Members Harold Madison and Jesmond Riggins will be on the committee.

The Appointments Committee will be led by Secretary Lee and Board Member Harold Madison.

Board members should speak with Chair Turner regarding their assignments. Chair Turner expects committees to meet monthly and provide a written report prior to the monthly meeting or provide an update during the monthly meeting. Chair Turner asks committees to invite him to their first meeting.

**b. Behavioral Health System Baltimore, Inc. Presentation**

Crista Taylor provides a presentation of Behavioral Health System Baltimore, Inc.

Board Member Maraizu Onyenaka asks how 911 operators are trained to assess calls to be diverted to 988. Ms. Taylor notes there are eight (8) call types that can be transferred from 911 to 988. When 911 operators identify a call as that call type, they automatically transfer it to 988. There are also two (2) behavioral health clinicians in the 911 call center to support all call takers to identify additional opportunities beyond those that automatically transferred to 988. The clinicians are a new addition they hope to build on.

Vice Chair Harris asks for clarification regarding training for officers. Ms. Taylor notes all new recruits receive a twenty-four (24) hour behavioral health awareness and basic crisis intervention training. There is an annual mandatory refresher for all officers. This training has been in use for several years.

**X. Public Comment**

Secretary Lee reads a comment from Joan Floyd regarding their discussion with Commissioner Worley at the June 2<sup>nd</sup> PAB meeting. Chair Turner will forward the comment to BPD.

Bryan Beverly requests a copy of the presentation from Behavioral Health System Baltimore, Inc.

Calvin Smith asks how Baltimore City School Police support charter or contract schools. Chair Turner will forward this question to Baltimore City School Police.

**XI. Adjournment**

Board Member Janetta Gilmore moves to adjourn the meeting. The motion is seconded by Board Member Doris Minor-Terrell. The motion passes.

The meeting was adjourned at 8:02 p.m.

Submitted,

*Stephanie V. Lee*

Stephanie V. Lee