

BALTIMORE CITY POLICE ACCOUNTABILITY BOARD
MEETING AGENDA
September 8, 2025

I. Welcome

Chair Jamal Turner calls the meeting to order at 6:05 p.m. and asks board members to share any announcements.

Board Member Marc Broady shared his son began Pre-K.

Chair Turner's son started Pre-K.

Vice Chair Joshua Harris' birthday was September 6th.

Secretary Stephanie Lee's birthday was September 3rd.

II. Roll Call

Mansur Abdul-Malik

Dillion Ashburne

Ambassador Peter Bodde

Marc Broady, Esq

Pastor Antoine Burton

Joshua Harris, Vice Chair

Janetta Gilmore, PhD

Stephanie V. Lee, Secretary

Harold Madison

Doris Minor-Terrell, PhD

Jesmond Riggins, Esq

Jamal Turner, Chair

Board Absent

Maraizu Onyenaka

Avi Wolasky excused

III. Review and Approval of Agenda

Board Member Broady moved to approve the agenda. The motion is seconded by Board Member Mansur Abdul-Malik. The motion passes.

IV. Review and Approval of Minutes

Board Member Abdul-Malik moved to approve the August 2025 meeting minutes. The motion is seconded by Board Member Broady. The motion passes.

V. Staff Updates

Deputy Director Caylin Young delivers staff updates.

OECR has conducted three (3) rounds of interviews for the Chief of Police Accountability Division (PAD) position. The final interview will be with Mayor Brandon Scott.

OECR is in the final stage of hiring for the Administrative Charging Committee (ACC) Case Manager position.

The PAD Data Analyst position was posted on August 19th and received 200 applications.

There are three (3) board vacancies in the 7th, 10th and 11th city council districts¹. Board members are encouraged to speak with council members in those districts. Board Member Abdul-Malik asks if the council members are aware of the vacancies. Deputy Directory Young notes they are aware.

PAD will hold a crisis response training for all board members. Details will be shared soon.

Following the July 17 meeting, the PAB approved eight (8) new civilian trial board members. Once all members are trained, the PAB will have fifteen (15) eligible trial board members. OECR plans to increase the number of civilians by the end of the year.

After discussion with Chair Turner, PAB and OECR will move forward with the proposed Annual Report timeline. The Policy and Advice Committee is to draft an outline by September 22, 2025. Data collection began on August 6th and PAD staff will work with the Data committee to compile and analyze relevant data for the report. Data requests outside of regular metrics should be submitted by October 17, the first day of Civil Rights Week. Committees should meet to discuss any data requests and provide information about their work during this time.

In July, OECR received eight (8) complaints on behalf of PAB. In August, OECR received three (3) complaints on behalf of PAB.

¹ <https://mayor.baltimorecity.gov/bc/application>

In July, ACC heard seventy-five (75) cases. In August, ACC heard one hundred thirteen (113) cases.

In July, four (4) trial boards were scheduled. One (1) was held, two (2) were postponed and one (1) was settled. In August, one (1) trial board was scheduled and was postponed.

Civil Rights Week begins on October 17, 2025, with the Civil Rights Breakfast. Board members can attend for free and OECR will send a formal invitation with more information. The breakfast will begin at 8 AM at Baltimore Convention Center.

On October 18, OECR will host a community day, and all board members are encouraged to attend.

Monday October 20 will be Police Accountability Day for Civil Rights Week. OECR is working with PAB leadership to organize an event to bring PAB and ACC members across the state together. Planning is still underway for this event.

Stipends are available for pick up throughout the week. All remaining checks will be mailed on Monday September 15.

The next PAB meeting will be Monday October 6.

Deputy Director Young reminds members their attendance is critical, as only a few board members were present at the town hall. Board members need to be more present.

VI. Chair Updates

Chair Turner delivers Chair Updates.

The August 23 town hall event on mental health and policing went well. The panel had a great conversation.

Chair Turner presented at the City Council hearing on crisis response and mental health. Chair Turner emphasized the need for department-wide crisis intervention training and increased 988 capabilities. Chair Turner had an opportunity to meet with Commissioner Richard Worley, and they reached a common ground about crisis intervention training.

For media outreach, Chair Turner was interviewed on Dr. Karsonya Whitehead's radio show to expand the PAB's public presence.

Chair Turner reiterates the vacancies on the board.

Chair Turner reiterates the importance of participation from board members.

Chair Turner asks the Police Effectiveness Committee to create a presentation for incoming Baltimore Police Department (BPD) officers. Board Member Janetta Gilmore had a conversation with Stephan Manik from BPD about BPD policies. They received good information that will tie in with the presentation.

Vice Chair Harris proposes a strategy to develop a metric for media and outreach. If they host an event about a particular topic, it should include deliverables. This could be an opportunity to be more detailed and hopefully maximize board participation. Chair Turner appreciates the contribution as they can always improve.

Vice Chair Harris understands names have been put forward to fill vacancies on the PAB. Chair Turner will follow up with the Mayor's office and Councilpersons in the vacant districts. Vice Chair Harris knows someone who is eager to fill the vacancy. Chair Turner is aware and reiterates the importance of filling the vacancies to continue the work of the PAB.

Board Member Abdul-Malik asks for an update to the Police Accountability, Community and Transparency (PACT) grant. Chief Lisa Kelly shares OECR received some questions about the grant and will provide an update shortly.

Board Member Abdul-Malik asks if OECR is proposing any legislation for the upcoming legislative session. Deputy Director Young notes the Mayor's office has not yet set a legislative agenda. Board Member Abdul-Malik asks if any of the PAB recommendations are being considered. Deputy Director Young cannot recall but will follow up.

Board Member Abdul-Malik asks if the PAD budget has been sent to the Mayor. Deputy Director Young notes the budget has been set, was passed in June and was implemented on July 1.

Chair Turner notes the Annual Report will require participation from all board members and committees to complete by December 31.

Chair Turner notes the PAB will host a meeting for all PAB and ACC members around the state for the Civil Rights Week to learn from each other. Planning is underway. Board Member Abdul-Malik shares he was able to meet with the General Counsel for Prince George's County. They would like to collaborate with the PAB and Board Member Abdul-Malik will share meeting details with Chair Turner.

Chair Turner notes the National Association of Civilian Oversight of Law Enforcement (NACOLE) annual conference will be held in October. PAB members who are interested in attending should follow up with Chair Turner.

VII. Committee Reports

Chair Turner reminds board members committees will share reports each month. There was an adjustment to the committee assignments. Board Member Gilmore will no longer be on the Data Committee and will remain on the Police Effectiveness Committee.

Board Member Broady shares since the Bylaws committee approved the Bylaws, there has been no further movement from the committee. Chair Turner will set a meeting with Board Member Broady.

Treasurer Malik-Abdul's committee focuses on connecting with civilian oversight boards in the state and country. Treasurer Malik-Abdul reiterates his connection with Prince George's County. Treasurer Malik-Abdul wants to connect with the county because they are the second largest in complaints and operations. In his experience, Treasurer Malik-Abdul has found the majority of counties do not have as robust a budget as Baltimore's PAB and will explore how to use their resources to assist PABs statewide.

Secretary Lee shares the Appointments Committee met and sent an email to Council members for the vacant districts on the PAB. Chair Turner will follow up with them.

Board Member Peter Bodde has not met with the Policy and Advice Committee; however, the goal is to meet this month and have a list of policies the PAB to determine priorities.

Board Doris Minor-Terrell reports the Community Engagement Committee has not met. They will meet and provide a written report on next steps. Chair Turner notes Board Members Antoine Burton and Doris Minor-Terrell are co-chairs of the Community Engagement Committee. Board Member Minor-Terrell shares they hosted a table and shared PAB literature during National Night Out. Attendees were receptive and requested additional information. Board Member Burton reports Park Heights had a successful National Night Out event. Elected officials, BPD and the Baltimore City Sheriff's Office (BCSO) were present. Under Armor sponsored backpacks. Board Member Burton was pleased to see law enforcement engaging with the community. Board Member Doris Minor-Terrell notes Bloomberg sponsored backpacks and Board Member Harold Madison provided music. Secretary Lee saw the Mayor at the Delta Center with BPD

Commissioner and Sheriff Sam Cogen. Secretary Lee was able to provide information about the PAB. Chair Turner was able to attend the various events mentioned.

Vice Chair Harris shares he is leading a coalition that is preparing for federal agents to be deployed to Baltimore. The PAB should consider how they will respond. Considering the Posse Comitatus and Insurrection Acts which gives the President broad ability to intervene in state and local affairs, the PAB should consider policy recommendation for local law enforcement agencies on how to engage with federal agents that may be deployed to Baltimore. The PAB should also be prepared to share information with residents about how to engage with federal agents. Vice Chair Harris will share updates from the coalition.

Chair Turner notes the co-chairs for the Data Committee are not present.

VIII. Quarterly Meeting with Heads of Law Enforcement

a. Commissioner Richard Worley, Baltimore Police Department

Commissioner Richard Worley reports August was the lowest number of homicides in Baltimore since 1970. August is the second month this has happened. Baltimore had five (5) homicides in April. Baltimore has experienced thirty-eight (38) less homicides this year than last year. There have been ninety-two (92) homicides this year. Non-fatal shootings are down. All crime categories are down.

The Maryland Cycling Classic was a big event for BPD. There was also an Orioles game and a sold-out event at the CFG Arena on the same day in addition to regular calls for service and other events. The officers of BPD and the community stepped up and did a good job.

There were fourteen (14) robberies over the weekend. There are usually twenty-twenty-five (20 to 25) robberies. They are still under consent decree and hope to satisfy more requirements next year.

Recruitment is going well. They have one hundred (150) trainees at the Academy. Staffing is up. They now have two thousand twenty-five (2,025) officers. They are five hundred (500) officers short.

The Fraternal Order of Police (FOP) recently ratified the contract the City put forward. It is a good contract for officers, BPD and the City. They received some of their requests and officers received a slight increase. They hope it moves through the Board of Estimates.

Regarding the recent behavioral health fatalities, they are still in open investigation so Commissioner Worley cannot speak on them. For crisis intervention training,

Commissioner Worley would also like to have each officer trained in the academy. However, there are limitations due to the ability of the vendor to provide the training. There is also a cost to the training. Commissioner Worley does not want officers to respond to behavioral health calls unless it is necessary. There were five (5) incidents where officers were injured while responding to behavioral health calls over the weekend. Police officers are the current default, but not the best to respond to behavioral health calls. Hopefully they can work on a solution together.

Board Member Gilmore asks about the status of quality-of-life crimes. Commissioner Worley reports that each crime category is down. Shoplifting is the only category that is not down. Commissioner Worley believes there is a perception and certain news networks do not like to give credit for good work. BPD does have to work on criminal citations and quality of life issues, but BPD's policy is the most effective, least intrusive. If they give someone a warning and it abates the problem, that is the end of the problem. They do not escalate to a citation or arrest. BPD recently began an entertainment district specifically to deal with these issues in the entertainment areas. There will be four (4) phases and they will expand to include more officers. They've received good reviews since they began a month ago. Now, officers completing their field trainings will be deployed to the entertainment district for sixty (60) days until the next class is released, then go to a district. They will work in main areas downtown on the weekends. During the weekdays, they will be deployed throughout Baltimore, walking foot, conducting business checks and engaging with the community they will be policing. Commissioner Worley recalls quality of life crimes were not prosecuted for some time.

Board Member Bodde shares he is a Fells Point resident and believes the Entertainment district initiative is working. Board Member Bodde asks how coordination will work when Baltimore City Sheriff's Office (BCSO) becomes involved. Board Member Bodde asks for any insight into the collaboration with Maryland Transit Police. Commissioner Worley notes the State Police's expertise is vehicle stops. BPD officers will stay in the Fells Point and Federal Hill areas. BPD coordinates very well with BCSO. They do not want to duplicate work, so they will avoid working in the same areas. BPD is open to assistance as they are short-staffed.

Board Member Burton asks if BPD has a plan if federal agencies are deployed to Baltimore. Considering the last time federal officers were deployed in 2015 did not end well, Board Member Burton asks if BPD will be connecting with them to create a plan and where it will be dispatched. Commissioner Worley notes they do have a plan. Working with law enforcement and military agencies is about communication and working together. Commissioner Worley has a relationship with the general and work in the same spaces. The National Guard is different because they are a federal agency but are not law enforcement officers. They are trained in warfare and would have to be placed in areas they could help. Commissioner Worley is hoping to avoid that, but if they

come, they will deal with it and work with it. 2015 was a different time in Baltimore and they are in a much better place as a police department. Commissioner Worley believes they can handle anything thrown their way by anyone.

Board Member Burton asks what data federal agencies are using to deploy into different areas of Baltimore. Commissioner Worley notes that would be a coordination meeting between BPD and the National Guard. Commissioner Worley is not aware of what data they are using; they have not reached that point. The only data Commissioner Worley is aware they have is the crime statistics which look good. They can always use help, which is why the Mayor and Governor are asking the State Police for assistance and other agencies. Every agency is short, but working together helps.

Chair Turner asks what BPD would do if the Mayor directed officers to arrest military personnel deployed by the federal government. Commissioner Worley notes the hypothetical would depend on the circumstances. BPD cannot be ordered to do anything unethical or illegal. Commissioner Worley will follow legal advice from their lawyers. Commissioner Worley does not believe it will come to that point. Commissioner Worley reiterates his commitment to working with agencies to make the city safer. Chair Turner agrees.

Board Member Jesmond Riggins asks how coordination would work if the National Guard is deployed from other states. Commissioner Worley notes coordination would be the same. They would coordinate with whoever is in charge. All the agencies want the same thing which is a safe transition and to be productive in whatever is needed. Many of the Maryland National Guards are not residents of Maryland or Baltimore so BPD would have to provide resources to familiarize them with the areas they will be deployed to. Commissioner Worley is not too concerned. He works well with everyone and does not have an ego. Chair Turner believes BPD is the first line of defense against illegal detainment which is important when other law enforcement or military agencies are present. Residents should be able to depend on local law enforcement agency to ensure their rights are not violated. Commissioner Worley has spoken to Chief Pamela Smith of the Metropolitan Police Department who reported they implemented a plan so officers are not occupying or patrolling the same areas. This has gone well in DC.

Board Member Riggins notes the reason for potential military intervention in Baltimore would be to quell crime. Given that all the crime statistics show a downward trend, what does the Commissioner think about the potential military deployment? Commissioner Worley believes his opinion does not make a difference because it is above his pay grade. If they come, they will work together. Commissioner Worley's focus is to keep Baltimore residents safe and continue the historic crime reductions. Commissioner Worley will not have a say in whether the deployment happens. He will do his job with whatever cards

are dealt. He can only be prepared if it does happen and will make sure Baltimore residents are protected. Board Member Riggins understands decisions will be made outside of Commissioner Worley's purview but encourages the Commissioner and members of BPD to deploy their ego if they see things that should not be happening.

Treasurer Abdul-Malik asks how deployed agencies would be held accountable for misconduct. Commissioner Worley notes they have their own command. BPD officers are guided by BPD policies. In DC, most of the National Guard are deployed to high traffic areas for visibility. Commissioner Worley has not heard of any major incidents but is sure it will be recorded. Commissioner Worley believes there are many other issues in Baltimore to deal with. The deployment will not change the way BPD does business and drive crime down.

Chair Turner asks what the plan for the most vulnerable communities in Baltimore is, particularly those experiencing housing insecurity if the National Guard is deployed. Commissioner Worley notes the plan will not change and commends the Mayor's Office of Homeless Services for their work. Individuals can decline assistance, but finds most people accept the resources. Chair Turner shares he is the Vice Chair of the Continuum of Care whose population is the unhoused. There are limited resources and many people who do not have housing, so Chair Turner disagrees that many people do not accept resources. People who are seeking housing still need a plan for the potential deployment and asks BPD to consider a plan to protect vulnerable citizens. Commissioner Worley reiterates they have a plan and while they cannot help with permanent housing, they do help connect residents to resources and other resources.

Board Member Broady appreciates Commissioner Worley's leadership in the historic crime reductions.

Board Member Dillon Ashburne asks if the National Guard is deployed, what conflict resolution is for someone whose rights are violated and what power does BPD hold in the resolution. Commissioner Worley shares BPD policies will remain the same. Officers will respond and handle any calls for service, regardless of who is involved. They will not be side by side with the National Guard who will be in their own area.

Board Member Ashburne asks how National Guard deployment impact college campuses and other schools. Commissioner Worley does not believe they will go to college campuses. In DC, they have been deployed mainly in tourist areas downtown and other areas. Most of the college campuses in Baltimore have their own police department.

Treasurer Abdul-Malik notes the PAB exists because of a fracture between police and the community. This is an opportunity to meet the moment and be a massive opportunity for healing for the police to support and protect citizens of Baltimore and ease concern about

deployment of the National Guard. The Mayor and Governor are doing that, but they are not officers. Being able to hear from officers will go a long way.

Board Member Burton reiterates Treasurer Abdul-Malik's comments. This will be a good moment for Commissioner Worley and BPD to the events in 2015 when the National Guard was last deployed to Baltimore. Board Member Burton hopes BPD does everything they can to protect citizens with grassroots organizations because Board Member Burton is sure some young people will respond if provoked. Commissioner Worley reiterates their commitment to handling calls for service.

Chair Turner had a meeting with Commissioner Worley about the relationship BPD, PAB and members of the public, and will continue to meet.

Board Member Minor-Terrell asks how mental health challenges from the most vulnerable communities will be addressed. Commissioner Worley reiterates his comments about removing police from behavioral health responses. BPD will provide the best response they can. They partner with Crisis Response Teams (CRT) when possible. Chair Tuner hopes additional people will be added to the CRT to provide 24-hour coverage and increase the quality of response. Commissioner Worley notes if there is a weapon, the CRT will not respond. They have experienced a number of behavioral health crises with weapons that resulted in de-escalation or use of less lethal options.

Chair Turner proposes to table the Old Business and New Business agenda items to allow for public comments. Board Member Ashburne moved to table agenda items to allow for public comments. The motion is seconded by Board Member Minor-Terrell. The motion passes.

IX. Old Business

a. Annual Report

This agenda item was tabled.

X. New Business

a. 2025 NACOLE Conference

This agenda item was tabled.

b. Civil Rights Week 2025

This agenda item was tabled.

XI. Public Comment

Kapri Shorter has heard that BPD has no plan, framework or methodologies in their approach to the deployment of federal agencies. What will BPD do from this point forward to ensure a proactive approach to deployment. Commissioner Worley reiterates they will handle deployment as it comes. Ms. Shorter disagrees and believes there should

be a well document plan and framework that outlines what their approach will be and asks what BPD will do to create a plan today. Commissioner Worley notes they will handle crime the same way they handle every call. Commissioner Worley will not put anything specific in place because they assume the federal agencies will come and do their job, not create issues. If they do create issues, they will investigate and proceed as they normal.

Joan Floyd recalls her conversation with Commissioner Worley in June when he promised to respond to her letter from April regarding the operation and jurisdiction of the Johns Hopkins University Police Department (JHPD). Ms. Floyd has not received contact from BPD. Commissioner Worley notes JHPD has a chief. Ms. Floyd believes JHPD operates with permission from BPD. Ms. Floyd will share her letter with the PAB.

A member of the public asks if BPD will obey an illegal situation as they believe the deployment of federal agencies is illegal. Commissioner Worley will not abide by illegal or unethical orders. They have lawyers who provide them with guidance and legal advice.

A member of the public asks Commissioner Worley to expand on the limitations of the National Guard and how the limits will be enforced. Commissioner Worley reports he cannot give the National Guard orders, they take orders from their command. They would coordinate on what their orders are, where they are going and what they are doing. DC has not experienced any problems with any of the members deployed there.

Chair Turner reads a question from a member of the public regarding the superiority of local law to federal law. Commissioner Worley notes lawyers would make their opinion, but believes federal law usually supersedes state and local law. Vice Chair Harris notes the Passe Comitatus and Insurrection Act gives the President the ability to deploy federal troops. The Governor and Mayor have been firm on their stance to not have federal support in Baltimore. Historically, the only reason federal troops have been deployed to a jurisdiction is at the request of the jurisdictions. State and local law enforcement are under the jurisdiction of the Governor and Mayor. They can work in collaboration to help support the vision of the executive leadership of the state. Federal agents can still be deployed, even though it has not been practiced, it is technically legal under the Insurrection Act. The language of the deployment will be important.

XII. Adjournment

Treasurer Abdul-Malik moves to adjourn the meeting. The motion is seconded by Board Member Broady. The meeting is adjourned.

The meeting was adjourned at 7:52 p.m.

Submitted,

Stephanie V. Lee

Stephanie V. Lee

Secretary