

BALTIMORE CITY POLICE ACCOUNTABILITY BOARD
FEBRUARY MEETING MINUTES
February 3rd, 2025

I. Welcome

Chair Joshua Harris wishes everyone a happy Black History Month, Children Dental Awareness Month and Heart Month and opens the floor for any birthday, anniversary or celebration announcements. Vice Chair Jamal Turner shares his son will be two years old.

II. Roll Call

Mansur Abdul-Malik
Ambassador Peter Bodde
Pastor Antoine Burton
Marc Broady, Esq.
Dr. Janetta Gilmore
Joshua Harris, Chair
Stephanie V. Lee
Harold Madison
Dr. Doris Minor-Terrell
Lisa Nguyen
Maraizu Onyenaka
Jesmond O. Riggins, Esq.
Jamal Turner
Bryan Upshur, Esq.

III. Review and Approval of Agenda

Chair Harris entertains a motion to add recent news article to the agenda under new business. Vice Chair Turner moves add current events to the agenda under new business. Member Maraizu Onyenaka seconds the motion. Member Mansur Abdul-Malik asks how many articles will be discussed. Chair Harris only has one article in mind to discuss. The motion passes. Vice Chair Turner moves to adopt the agenda. Member Abdul-Malik seconds the motion. The motion passes.

IV. Review and Approval of Meeting Minutes

Chair Harris entertains a motion to adopt the January meeting minutes as presented, pending any corrections. Member Onyenaka moves to adopt the minutes as presented pending corrections. The motion was seconded by Vice Chair Turner. The motion passes.

V. Staff Updates

Interim Director Lisa Kelly delivers staff updates. Interim Director Kelly reminds board members to submit financial disclosures on or before April 30th. They cover the 2024 calendar year.

The Maryland Police Training and Standards Commission (MPTSC) is holding a PAB training on June 26th.

The Police Accountability Division reviewed the annual report draft and provided suggestions to improve terminology and processes. The report writer is awaiting recommendations from the Policy and Advice Committee and is working on the design format of the report. He is also waiting on Office of Equity and Civil Rights (OECR) to provide information about the budget.

Any board member who did not receive their December stipend should contact the PAB Liaison.

Planning for Civil Rights Week has begun. The breakfast is tentatively scheduled for Friday October 17th. There will be a day of service on Saturday and a week of programming ending on Friday.

The next PAB meeting will be in person, following the PAB's quarterly in person meeting scheduled. Based on complaint data, area code 21202 received 11.2% of misconduct complaints in 2024. As such, the in-person meeting for March will be held in this area code. Board members should share location suggestions with the PAB Liaison or Outreach and Engagement Coordinator.

The Mayor has selected a candidate for the youth board member and are currently going through the Mayor's Office of Government Relations process. The individual will be submitted to City Council on February 10th, provided everything goes well. Vice Chair Turner asks if Interim Director Kelly is aware of who this individual is. Interim Director Kelly has heard good things about the candidate but does not know their name. Vice Chair Turner asks if it is one of the candidates the PAB suggested. From Interim Director Kelly's understanding, it is not one of the candidates the PAB suggested.

Chair Harris recommends board members to take the training held by the MPTSC as he found it helpful to understand the training officers receive as all agencies do not take part in all trainings such as crisis intervention training. Chair Harris took a training that simulated a possible mental health crisis that highlighted the difficulty in following

directions while experiencing a crisis. Chair Harris explains the MPTSC may conduct a training just for them if there are enough people and encourages interested board members to send him an email.

Member Antoine Burton asks Interim Director Kelly if she is aware of who recommended the candidate selected by the Mayor to fill the youth vacancy. Interim Director Kelly does not know who recommended the candidate. Chair Harris expresses his frustration with the youth vacancy and the authority of the board to fill its vacancy on its own based on the City Charter. The PAB extended an olive branch to work in collaboration with the Mayor and voted to present two names to fill the vacancy. Chair Harris believes the PAB did their due diligence in presenting options to choose from and now that neither of their options have been chosen, Chair Harris believes this is a disconnect from the administration and their commitment to civilian oversight. Chair Harris is still optimistic that there is a willingness to do substantive civilian oversight work. The PAB presented recommendations to the administration based on the 2023 annual report. There were conversations with the City Administrator about the recommendations, however, there has been no response to these recommendations. Chair Harris understands this is a big city with a lot of moving parts, but this seems like willful neglect from his perspective.

Member Abdul-Malik asks if OECR is using zip codes or census tract data to determine locations for police misconduct complaints and selecting locations for the PABs in person meetings. Interim Director Kelly understands it is zip codes but will double check.

Member Abdul-Malik asks if anyone on the PAB has seen the draft of the annual report. Chair Harris confirms they have seen it and hopes to have it completed by next month.

Chair Harris follows up on the question regarding census tract data. He provides context that the data committee has found a substantial portion of complaints lack location data and is a qualm with data collection. The PAB cannot respond properly based on incomplete or inaccurate data. This is an area they must push the police department to ensure complaints are reported correctly and the data they report for the consent decree is the same data the PAB receives and is publicly available.

Member Abdul-Malik asks for an update regarding OECR's budget process. Interim Director Kelly reports internal discussion regarding finances have started. As it relates to the whole process through the city, the Mayor must approve OECR's budget. After the approval, OECR will present the budget to the City Council who is allowed to make any adjustments. Around April or May, OECR will receive an approved budget for fiscal year 2026. Member Abdul-Malik asks when Interim Director Kelly will feel comfortable

discussing this with the PAB. Interim Director Kelly will be open to discussion about the budget in two months, following the initial stages with the Mayor and Bureau of the Budget and Management Research (BBMR). Chair Harris asks if the PAB can go over the budget from the past two years. Interim Director Kelly asks if he is referring to the publicly available budget. Chair Harris clarifies the budget for police accountability as it is not broken down or publicly available but was presented as approved. Interim Director Kelly clarifies they are asking to discuss the itemized financial statements from the previous budget. Member Abdul-Malik clarifies they mean the budget that was approved versus what occurred and how the two line up and any explanations of deviations. Interim Director Kelly is not inclined to discuss previous budgets as she has been in this position since December. She understands the PAB has had conversations with the City Administrator and will follow up with her to see if there is anything different, they would like. Chair Harris reiterates his point that it will be difficult for the PAB to advocate for funding if they are unaware of the budget.

Member Harold Madison understands there are some restraints but believes the PAB has saved some of their budget over the past two years in regard to their activities which serves as a baseline for their budget. Chair Harris agrees with this in theory, but because the budget must go through processes. They have seen the Mayor provide a slight increase to their budget last year, although they do not know if it was utilized to full capacity. They are not sure if priorities will change. For Chair Harris, he is aware of what is happening on the federal level where there is a clear statement of giving law enforcement officers carte blanche and immunity. Chair Harris believes this would inspire. If not, it is the board's responsibility to advocate knowing they are receiving this experience and observing the impacts of unconstitutional policing. In order to get ahead of that, they should be having the foresight to think about what it will take and how do they create culture in the department using civilian oversight mechanisms which means appropriate funding and staffing. They also must consider cuts in federal funding. Chair Harris also understands the cuts the Governor has made to balance the budget which is making jurisdictions increase their share than they have had to previously. All these changes will require the city to balance the budget in creative ways. In speaking with the Governor and his input with the state budget, Member Madison understands the \$2 billion cut was already set aside and there will be no new funding. As they move forward and embrace the Baltimore Police Department (BPD), there will be no oversight where they are as they establish who the PAB is. Member Madison believes they have not clearly solidified their identity as the Baltimore City PAB. There has been growth in the last few years and some shortfalls, but they can trust in the funding they receive through OECR to move forward because when they received this opportunity from the state, they were told they would not have any teeth. Member Madison believes they should be

mindful of how they push because they can waste a lot of time and not use it as a ground for education on all levels. Member Madison believes they need to get their voice out to the community because if the community does not know who the PAB is, the work will be futile. The PAB talks extensively about a budget but does not have an identity of who they are. They are not an advocacy group; they are the final voice to hold police accountable. Chair Harris believes the Governor's commitment to police accountability is clear through statements and conversations. Baltimore is ahead compared to other jurisdictions; despite progress they need to make and where they should be. Chair Harris believes they do not exist in a vacuum. With the Civilian Review Board (CRB) possibly being sunset, the investigative and subpoena powers need to go elsewhere, like the PAB which would need a budget that aligns with the capacity to fulfill that work. Chair Harris does not care what the budget is, he wants transparency and idea of what they have to work with. Chair Harris agrees they need to do the work of ensuring the community knows who they are, but if the community knows who they are and they cannot meet because they do not have the budget and staffing to do so, it sets the PAB up for failure and for their reputations to be harmed. They created a treasurer position on the executive board of the PAB so that individual could have an idea of the budget and provide the rest of the board with a high level debrief. Member Burton notes they have not had the authority to make any kind of decisions as it relates to the budget and how it is spent, what facilities they can use. There are a lot of politics behind it. Member Burton wonders if anything will change this time around. Member Burton also believes it is very important that they get their voice out there and people are aware of who the PAB is. Member Burton respects the Mayor but is extremely concerned with the direction of Baltimore City Police Department and the way they are reverting backwards. The leadership is no longer diverse, as Black women are no longer in leadership and more White men are coming to leadership. Member Burton can foresee the challenges ahead. Chair Harris believes they have had a loud voice and has upset people for speaking up. They have brought these issues to the press and media. Chair Harris believes it is a lack of will and commitment and he cannot speak on why or where that comes from but is hopeful someone else can get it done. Because the PAB advocates for policy changes and makes recommendations to law enforcement agencies, they must advocate in the best interest of the citizens to ensure change in the police department. Whether that means protests or more press conferences, they can figure that out.

Member Abdul-Malik asks when it is appropriate to submit a Freedom of Information Act (FOIA) request. Chair Harris believes the board can discuss FOIA whenever they would like based on their evaluation of BBMR and publicly available information as they believe their budget is combined with OECR's budget and the specific amount is specified in a letter from the Mayor. This is the reason for their recommendation for a separate entity for police accountability specifically. Whether the FOIA request yields the information they are seeking versus a high-level response. The Board can have a

conversation about a Maryland Public Information Act (MPIA) request. Member Abdul - Malik stated that should be able to see if item A had ten (10) invoices of which nine (9) were for PAB. How do we analyze this data? Chair Harris stated with the acknowledgement of time and resources we can put together a request for the committee to review and analyze the data. Ultimately, it is the vicious circle of the PAB have autonomy to function as a separate entity with having total control of our budget which is a continued recommendation from our first annual report.

VI. Quarterly Meeting with Heads of Law Enforcement Agencies

Chief Antoine Smith, *Baltimore City Environmental Police*

Chief Antoine Smith reports they are incorporating body worn cameras into the agency in March. They are currently operating at a 47% staff level due to attrition, suspension and work-related injury. They are looking to recruit to bolster their numbers. Chief Smith was told he would possibly receive two more budgeted positions this year and two positions in 2026, which would bring their number up to the 15 they need to fulfill their patrol duties.

Vice Chair Turner asks what the agency's plans are regarding Druid Hill Lake. Chief Smith reports the lake is still under construction and is a function of Baltimore City Environmental Police (BCEP) as it is a Department of Public Works worksite. Once construction is completed, it will turn over to the Department of Recreation and Parks (BCRP) BCEP will not have any law enforcement business there unless requested because it will no longer be worksite. As an infrastructure site, BCEP will check it everyday as the lakes will be underground. BCEP has done policing around Hanlon Park at the request of residents. However, Druid Hill Lake will be the responsibility of BCRP as it will be a recreational lake and not a drinking water source.

Chair Harris asks if BCEP has received any misconduct complaints. BCEP has not received any complaints since 2023 which was sent to OECR through the CRB. This complaint was adjudicated and was not sustained. They are dealing with internal administrative issues.

Chief Marshall "Toby" Goodwin, *Baltimore City Community College*

Chief Marshall Goodwin reports they are adding additional officers to the agency. One individual is awaiting provisional certification from MPTSC and another who will join that individual shortly. They have another new hire that will go through the process soon. Chief Goodwin hopes this will increase their number to 5 of the 9 positions they were allocated. Chief Goodwin estimates this will happen between now and May as it takes

time to get individuals certified. Once they receive a provisional certification, they must take a two-week field training provided by an outside agency.

Chair Harris has heard of possible mergers of the campuses and asks how it will impact Chief Goodwin's agency and staff. Chief Goodwin has not heard anything to that effect.

Member Madison asks what the professional certifications include. Chief Goodwin notes the certification is the same for all law enforcement agencies in Maryland. They must go through the MPTSC. New recruits go through a background check, psychological, stress, physical credit check, MVA check. If they pass the checks, they will go through 6 months of training at the police academy. If they are a lateral hire who has left an agency less than three years ago, they go through the background check and be provisionally certified. This means they have passed all the requirements and must go through a two-week training on campus to understand what the agency does on a day-to-day basis. Once they complete the two-week training, they receive their blue certification card. All the officers attend an annual one week in service training. Member Madison asks how much the agency spends on each officer to go through the professional certification process. Chief Goodwin is fortunate to have good relationships with individuals, so it has not cost him anything to send officers to training. If they are a new recruit, then the agency pays the cost for entry level certification.

VII. Old Business

Chair Harris entertains a motion to add Bylaws under old business on the agenda. Member Marc Brody moves and Member Doris Minor-Terrell seconds the motion to approve the Bylaws. Member Madison asks if there was a reason the youth member position was not included in the Bylaws. Chair Harris does not believe the youth member is not a special member of the board but just a regular member of the board. The only designation is for them to be under the age of 25. Member Brody confirms Chair Harris' comment and is not opposed to adding a section regarding the youth board position to the Bylaws. Member Madison believes it would be helpful to outline the duties of the youth board position in the Bylaws. The motion passes.

Bylaws

Chair Harris notes they did not want to get too specific in the Bylaws as to create contention between the enabling legislation. The Bylaws are to provide an outline and guide. There was a question regarding attendance and those who do not regularly attend PAB meetings being in the Bylaws. It was determined it was not necessary to be included in the Bylaws as the enabling legislation creates a mechanism for the PAB to remove

members if needed. Since the youth member position is enshrined in the enabling legislation, Chair Harris does not believe it is necessary to include in the Bylaws. This is another reason the Treasurer position was included in the Bylaws as it was not outlined in the enabling legislation. Chair Harris provides context to the development of the Bylaws, the Treasurer position and asks Member Brody if he would like to add any additional context or information. Member Brody describes the work the Bylaws committee completed to get the Bylaws into its current position and is confident they will protect their interests and help the board move forward and is open to any amendments. Chair Harris notes the Bylaws can be amended at any time with a majority vote from the board.

Chair Harris entertains a motion to pass the Bylaws. Member Onyenaka moves to accept the Bylaws as presented. Member Bryan Upshur seconds the motion. The motion passes.

VIII. New Business

Current Events

Chair Harris notes there was an article detailing a recent lawsuit filed against leadership of Baltimore Police Department's Public Integrity Bureau (PIB). Chair Harris received a call from a reporter regarding the lawsuit. Chair Harris told the reporter he cannot speak to the credibility of the lawsuit and whether it is founded and was hesitant to speak on the specifics of the lawsuit. However, Chair Harris told the reporter interactions law enforcement has with the public reflect internal culture. Culture changes need to occur internally to see them exuded externally. There is a concern if these allegations are true and if PIB is working to make complaints disappear. Chair Harris understands there have been questions regarding changes in leadership at BPD and if those changes are conducive to culture change in the department. Chair Harris says this with the caveat of officers who have come to him with complaints he has had to turn away as the PAB can only take complaints from members of the public. They could fall under the purview of the CRB, which raises the issue of the sunset of the CRB and local control of BPD. Chair Harris believes legislation is not necessary to transfer the investigation and subpoena powers from the CRB to the PAB as it can be done through an executive assignment from the Mayor. This is a concern given the PIB has about 70 staff members and the ACC only has 5 members who work part time to review investigations and assign footage. The article was concerning and can prompt a look into the internal policies of BPD. Secretary Lee shares the article with board members via email.

Elections

The enabling legislation provides elections for PAB leadership must be held every two years. This meeting marks the two-year mark for the current leadership. As such, the PAB will elect new leadership at this meeting. Board members interested in serving completed interest forms. The submissions were shared with the PAB. Member Mansur Abdul-Malik applied for the Treasurer position. Member Stephanie Lee applied for the Secretary position. Member Joshua Harris applied for the Vice Chair position. Member Jamal Turner applied for the Chair position.

Chair Harris asks if any other member would like to run for a position at this time. Member Madison asks if any member in a position is interested in running for that position again. Chair Harris notes Secretary Lee is running for Secretary again and notes he decided to step down as Chair and run for Vice Chair. No other member indicates they would like to run for a position at this time.

Chair Harris entertains a motion to nominate the slate of individuals who applied for the positions to their respective positions. Member Madison moves to accept the slate of officers. The motion is seconded by Member Byran Upshur. Member Abdul-Malik asks if those who are running for a position should abstain from voting. Chair Harris notes because they are not voting for any individual person but for the whole slate of individuals, those individuals can vote, except for the Chair who typically abstains from voting. The motion passes. Chair Jamal Turner, Vice Chair Joshua Harris, Secretary Stephanie Lee and Treasurer Mansur Abdul-Malik will serve as the executive board of the PAB until 2027.

IX. Public Comment

Secretary Lee reads a comment from Claude Guillemard who expresses concerns about the sunset of the CRB which leaves the Johns Hopkins University Police without independent oversight. Vice Chair Harris provides context to the CRB and reiterates the importance of the PAB receiving the powers of the CRB.

Secretary Lee reads a comment from Amy Cruice who invites the PAB to view the Life After a Second Chance Film at the Reginald F Lewis Museum on Saturday February 8th, 2025. She also invites the PAB to join the American Civil Liberties Union of Maryland (ACLU MD) for their Day of Action on February 17th, 2025. Vice Chair Harris recognizes ACLU MD as a partner in civilian oversight, police reform and they have a non-voting position on the CRB.

Treasurer Abdul-Malik asks if there is a day dedicated to police reform during the legislative session. Vice Chair Harris asks Ms. Cruice if she can provide any updates from the legislative session regarding civilian oversight. Ms. Cruice understands most of the policing bills have not been scheduled for a hearing yet. She provided a link to House Bill 836 which would provide PABs with investigatory powers that ACLU MD is prioritizing this session. Ms. Cruice believes they will schedule all hearings regarding policing on the same day and will update the PAB when she receives an update. ACLU MD is gathering individuals who have experience in civilian oversight to testify and shares her contact information. Vice Chair Harris confirms there is no day of action regarding police reform. Ms. Cruice clarifies the event on February 17th will cover policing.

Member Minor-Terrell reiterates the support needed for officers who report abuse they suffer in their law enforcement agency. Vice Chair Harris believes they can bring awareness to this issue through a recommendation for the early intervention software used by BPD to include internal complaints. Vice Chair Harris suggests Member Jesmond Riggins include this recommendation in the annual report as documentation of this behavior is helpful. Chair Jamal Turner recommends having the external and internal complaints combined so if there is a threshold where it triggers a warning about an officer, both complaints are added together. Member Onyenaka wonders if they would consider writing a letter to the Mayor about this issue regarding the sunset of CRB, local control of BPD and the need for a civilian oversight body to take complaints from officers who do not feel safe within their agency to report misconduct. Secretary Lee agrees and notes the CRB cannot monitor those complaints if they no longer exist. Vice Chair Harris believes because the Johns Hopkins University Police Department is a state agency, the CRB needs to remain in existence even if its sole purpose is to oversee Johns Hopkins. Chair Turner believes they will have an audience with the Mayor and City Council as they develop their recommendations for the annual report.

Member Madison asks since ACLU MD advocated for independent counsel for the CRB, can the PAB receive access to that advocacy. Vice Chair Harris notes it is complicated because the legal counsel for the PAB is the City Solicitor, and no other counsel can give advice. Chair Harris believes they need to explore the avenue the City Council took to have their own separate legal counsel. Member Madison believes if the PAB receives the CRB powers, they will need independent counsel. Vice Chair Harris understands why independent counsel is necessary and a national best practice for civilian oversight. Secretary Lee will send information regarding House Bill 836.

X. Adjournment

Chair Turner moves to adjourn, Member Madison seconds the motion. The meeting is adjourned at 7:45 p.m.

Submitted,

Stephanie V. Lee

Stephanie V. Lee

Secretary