

**BALTIMORE CITY POLICE ACCOUNTABILITY BOARD**  
**MEETING MINUTES**  
**March 3, 2025**

**I. Welcome**

The meeting was called to order at 6:12 p.m.

Chair Jamal Turner shares his appreciation for his election as Chair of the Police Accountability Board. Chair Turner thanks the other members of the Executive Board and reiterates the mission of the PAB.

Chair Turner opens the floor for any announcements or celebrations.

Vice Chair Joshua Harris acknowledges the successful Central Intercollegiate Athletic Association Tournament over the past week and the positive attention it brings to Baltimore City.

Chair Turner remembers Angie Stone who passed away on her way to Baltimore City for the Tournament.

Board Member Harold Madison celebrated his birthday on February 20<sup>th</sup>.

Board Member Marc Broady congratulates Chair Turner on his election to Chair of the PAB.

**II. Roll Call**

Mansur Abdul-Malik, Treasurer

Marc Broady, Esq.

Pastor Antoine Burton

Dr. Janetta Gilmore

Joshua Harris, Vice Chair

Megan Kenny

Stephanie V. Lee, Secretary

Harold Madison

Lisa Nguyen

Maraizu Onyenaka

Jesmond Riggins, Esq.

Jamal Turner, Chair

Bryan Upshur, Esq.

Board Absent

Peter Bodde

Dr. Doris Minor-Terrell

Avi Wolasky

### **III. Review and Approval of Agenda**

It was moved by Board Member Harold Madison to adopt the March 2025 agenda. Board Member Megan Kenny seconded the motion. The motion passes.

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

Vice Chair Harris moves to adopt the minutes pending correction. Board Member Maraizu Onyenaka seconded the motion. The motion passes.

### **V. Staff Updates**

Interim Director Lisa Kelly delivers staff updates. The Director's Report was shared with the PAB in advance of this meeting.

The final round of interviews for the Chief of Police Accountability Division position were completed. A decision is expected to be made soon, and the PAB will be made aware of any updates.

Mayor Brandon Scott has selected a youth member to fill the vacancy. The candidate is Dillion Ashburn. PAB members can track his appointment process through a link in the Director's Report.

During the legislative session, the legislative team will keep Boards and Commission aware of testimonies Office of Equity and Civil Rights (OECR) submit. Legislation OECR has submitted testimony is in the Director's Report.

Secretary Stephanie Lee asks which bills are they in support of and against. Interim Director Kelly notes the legislation outlined in the Director's Report are the ones OECR provided testimony for and advises Secretary Lee of the process to submit testimony. Secretary Lee is aware of the process to submit testimony and was asking her question in the event she speaks to her legislators; she can provide accurate information about which bills she would like them to vote in favor of. Secretary Lee attended the legislative hearing on February 25<sup>th</sup>. Secretary Lee has concerns about House Bill 885 and is concerned that many state legislators are not aware of the PABs existence. Chair Turner advises legislation will be discussed under Old Business on the agenda.

Vice Chair Harris asks if OECR can provide the testimonies they submitted. Interim Director Kelly will share the testimonies with the PAB.

Vice Chair Harris is pleased they now have a youth member selected who is moving through the nomination process. It was not one of the candidates the PAB voted to move forward when they extended an olive branch to not enact their power to appoint someone

to an open vacancy but is excited to bring on a new board member and will follow the process.

Board Member Jesmond Riggins believes the PAB should take note how long it took to fill this vacancy in mind. It should never take this long again and if there is an inkling that things will be delayed again, the PAB should be more aggressive. Chair Turner believes in the event something like this happens again, they will strategize to address the issue.

Vice Chair Harris asks how many PAB members participated in the interviews for the Chief of Police Accountability Division position. Interim Director Kelly believes 2 PAB members joined interviews.

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

### **Commissioner Richard Worley, Baltimore Police Department**

Commissioner Richard Worley reports both homicides and shootings are down and almost every crime category is down. The consent decree is moving along well and should have two parts of the consent decree come into full compliance and be removed. There are two section that will be coming into compliance and need to be in the one-year sustainment period. Regarding recruitment, BPD is up to two thousand fifteen (2,015) officers and just started an academy class with fifty (50) members. They will be in the academy for seven (7) months and go under field training. They should be certified in September. The next academy class already has forty (40) members and will possibly reach over fifty (50) members. They just released a new advertising campaign and received interest. They have had a few members leave, which happens, and he equates it to the Ravens a few years ago when they were doing well but the coaches were being hired elsewhere. That is what happened to BPD but will keep moving forward. They are always seeking to improve and become more efficient with their current resources. By the time the fifty (50) new officers join the force, BPD would have lost fifteen-twenty (15-20) members. Their contract was just ratified which goes back to July 1<sup>st</sup>. They are in contract negotiations for a three-year contract with the union. Commissioner Worley hopes everything plays out well so they can keep officers at BPD. There was a retirement ceremony with two moving to other roles and one returning to Puerto Rico. There will be promotions on March 23<sup>rd</sup> where they will promote two lieutenant colonels and other positions. Overall, Commissioner Worley is pleased with where the agency is heading.

Chair Turner asks about crime numbers relating to burglaries and breaking and entering. Commissioner Worley reports crime is lower overall. Burglaries are down 6% year-to-date. Chair Turner is aware there has been an increase of breaking and entering in the Northeast and wanted to see if that was a citywide trend. Commissioner Worley notes

different districts are hit at different times. Detectives are beginning to place more emphasis on burglaries. For example, the previous day only had four (4) burglaries. In the last seven (7) days, they were down 35% and in the last twenty-eight (28) days, they were down 21%. Although the Northeast District is smaller than previously, they lead in stolen automobiles. It is unclear why this is happening.

Vice Chair Harris congratulates Commissioner Worley on the reduction in crime and asks what he attributes the reduction in crime despite being understaffed. Commissioner Worley contributes it to hard work, overtime and partnerships. They have good federal, state and local partners who all work together because everyone is understaffed. The gun violence reduction strategy is also helpful. Instead of mass arrests, which they will never do again, they are doing more focused arrests of those who are committing violence in the city. Although arrests are increasing, they are nowhere near what they used to be in the past. Commissioner Worley believes they are still under 15,000-20,000 arrests. One year, they arrested 100,000 but still had over 300 homicides. There are a lot more issues in the city such as drug addiction that leads to minor crimes and drug distribution. Although marijuana is somewhat legal, there are still issues around the state.

Chair Turner asks how far the Sidestep program is throughout the city. Commissioner Worley does not believe the Sidestep program is widespread but will get more information to Chair Turner.

Vice Chair Harris Deputy asks Commissioner Brian Nadeau for his judgement on officer interactions with the public based on complaints. Deputy Commissioner Nadeau reports they have seen a decrease in complaints which is good. They have a body worn camera unit that randomly watches videos to make sure interactions are appropriate. They do not see as many problematic incidents going to the Public Integrity Bureau (PIB). Most of the incidents going to PIB are on the lower end of the spectrum of misconduct. They did see a few serious misconducts, but it is mostly minor misconduct complaints. Deputy Commissioner Nadeau believes the new members will be freshly trained with current training they are conducting that is recognized by the state and is one of the best academies in the state. They have to absorb those individuals as well and are working on having the absorption take place. Placing new officers on patrol can help officers in the field as they are learning the newest and best training coming out, even though they go to in-service training themselves. Hopefully, over a period, that will help reduce complaints.

Board Member Kenny clarifies if Deputy Commissioner Nadeau is speaking about the entire agency or just PIB. Deputy Commissioner Nadeau is speaking about the agency. Board Member Kenny asks what the prerequisites to become an investigator in PIB. Deputy Commissioner Nadeau notes there would have to be a posting and officer would apply to. They would go for an interview with a panel and be scored. Based on the scoring, they would be sent to the Commissioner's office who would approve the

application. They must be an officer for two years to apply. Two years is just the minimum requirement to apply. The applicant pool can include officers who have been investigating for a while, it depends on the applicant pool.

Board Member Kenny asks how Deputy Commissioner Nadeau feels about the skills of his investigators. Deputy Commissioner Nadeau is confident in his investigators. They could hire more investigators, but they had to absorb the losses in the agency. Now that recruitment is bouncing back it shouldn't be long before the number of staff in PIB will increase. Board Member Kenny notes additional staff does not equal additional good staff. It could just be more people. Board Member Kenny asks how Deputy Commissioner Nadeau feels about his investigators based on their skill set. Deputy Commissioner Nadeau feels good about it as they under consent decree and the Department of Justice monitors their investigations and rated them 92% which is very good or excellent.

Vice Chair Harris asks what mechanisms exist to protect the quality control of investigations that occur with civilian complaints to keep investigations consistent and fair. Deputy Commissioner Nadeau reports once investigations are completed, they go to a sergeant who reviews the investigation. The Sergeant decides if it needs additional work or sends it to a Lieutenant for review who does the same process to make sure the investigation is conducted well. The investigation will go to a Captain and depending on the case, it might go to the Major or Chief. If the Captain approves the investigation, it should be at the standard they want. The investigation will go to the legal office for review who will provide their opinion of the investigation. Once it goes through this process; all cases should be in the same type of category they want. Vice Chair Harris clarifies his question: before the investigation goes to the Captain, is there a checklist followed by the investigators. Deputy Commissioner Nadeau confirms there is.

Commissioner Worley refers to the earlier question regarding the Sidestep Program. He reports it is still in the Western District and there are ten to fifteen (10-15) children in the program. They hope to see more children. Chair Turner understands the program requires youth to have committed level two (2) offenses to be in the program. Chair Turner asks if officers are required to make a referral to the program. Commissioner Worley notes it depends on the crime and the history of the offender. They often see stolen automobile cases. Commissioner Worley reports most young people who are arrested are released the next day by a judge on community detention, where they are confined to their home or GPS. They have tried using the Sidestep program, it just has not taken off like they would like. They receive many referrals through the Department of Juvenile Services (DJS). There was a backup of cases in the juvenile system due to incorrect addresses. The issue is being corrected but may not be fixed until June or July.

Chair Turner asks in the event a youth is enrolled with the Sidestep program and reoffends while in the program, how is that situation handled. Commissioner Worley reports it will be handled on an individual basis. If it is an arrestable offense, they will be arrested. If it is a referral, they will take them home and do the referral to DJS and the Mayor's Office of Neighborhood Safety and Engagement (MONSE).

Board Member Madison asks if there is any written information about the Sidestep program that can be shared with the community. Commissioner Worley reports the program is ran through MONSE and will have to contact them for more information.

Secretary Lee reads questions from members of the public in the Zoom chat. Deborah Levi asks if BPD has seen the affidavit regarding the lawsuit against Deputy Commissioner Nadeau. Commissioner Worley cannot speak on an active lawsuit. Ms. Levi reports Deputy Commissioner Nadeau's claim that complaints are minor are not supported by the data in the Office of the Public Defender. Ms. Levi is concerned with cases being expunged. They find many cases are expunged when there is not a legal mechanism for that. Deputy Commissioner Nadeau reports cases can no longer be expunged. Claude Guillemard commends BPD on their progress with the consent decree and asks if Commissioner Worley anticipates any changes in the consent decree due to the new administration at the federal level. Commissioner Worley does not anticipate any changes to the consent decree. They have spoken with Mayor Brandon Scott and the federal judge. The consent decree has been helping BPD in creating a better agency than they were before and want to see it through to the end. Even when they satisfy the paragraphs of the consent decree, they will not change nor revert back to the way they were before. Ms. Guillemard commends BPD for their work during the encampments on the Johns Hopkins University campus.

Vice Chair Harris asks for an update regarding the early intervention software BPD will procure. Deputy Commissioner Nadeau reports they have the program, and it is being utilized by the Health and Wellness department. They are going through the testing phase to ensure it is working as intended. This is going well. Vice Chair Harris asks for name of the system. It is called the Early Intervention System.

Board Member Riggins asks if BPD has incorporated artificial intelligence (AI) in its operations and if so, in what ways. Commissioner Worley reports they have not incorporated AI into their operations as it is still a gray area. Before they do anything with AI, they need policies to guide its usage. They have made sure officers cannot write reports with AI as they will overlook important factors. They are considering AI for some things, but there will be parameters as AI is still evolving. Vice Chair Harris will send Board Member Riggins information regarding the use of AI to reduce crime in Baltimore he is aware of. It would be helpful for them to examine to gain a better understanding of the policies to minimize crime with such new technology. Vice Chair Harris

acknowledges this is not under their purview but would be helpful for them to understand.

Secretary Lee reads a question from the Zoom chat: Is Commissioner Worley saying BPD does not use spatial recognition technology. Commissioner Worley reports they do use spatial recognition technology, but it is not used alone and is one point of data. Secretary Lee reads a comment from the Zoom chat from Amelia McDowell: she is concerned about officers with sustained findings of credibility related issues. Is an officer's disciplinary history taken into consideration when they are applying for a position within PIB. Commissioner Worley reports it is taken into consideration. When an officer applies, their PIB history is reviewed to determine if they suitable for the position. Secretary Lee reads a question from the Zoom chat: Does PIB remove complaints from those who have sustained findings from their personnel records? They are happy to provide evidence of removals. Deputy Commissioner Nadeau reports removal of sustained findings has not been allowed since October of 2022. Previously, they could be expunged if the complaint was unfounded or exonerated, but this is no longer allowed. Board Member Kenny asks what would happen if certain files were shared and an updated file is shared again with information missing. Deputy Commissioner Nadeau would have to see those files.

Vice Chair Harris asks if BPD has taken a position on concurrent civilian investigations against complaints being investigated within PIB. Deputy Commissioner Nadeau notes any time there are two simultaneous investigations, there will be an issue when it comes time for a trial due to different statements given to different people. All of this comes into play when there is a Trial Board. Anyone can be charged, but they must be able to get it through a trial board. When there are slightly conflicting statements, there may be nuances that can cause issues at a Trial Board or criminal case. In a legal setting, it is not recommended to have two simultaneous investigations on the same case.

## **VII. Old Business**

### **a. Annual Report**

Board Member Riggins has been busy and burned out but will resume work on the Annual Report soon. He plans for the committee to send their recommendations to the report writer to incorporate into the report. The report writer will complete the report and send it back to the committee to edit and decide which recommendations to keep in the report for the board to review. Chair Turner spoke with report writer who believes they can send a completed draft shortly after he receives the recommendations.

Vice Chair Harris notes there is a bill to amend the deadline for the annual report.

Chair Turner notes this is the second annual report and will be released under former Chair Joshua Harris' purview.

## **b. 2/25 Legislative Bill Hearings**

Chair Turner provided oral testimony on five (5) bills. He testified in favor of House Bill 122<sup>1</sup>, House Bill 139<sup>2</sup>, House Bill 836<sup>3</sup>, House Bill 985<sup>4</sup>. He testified in opposition to House Bill 885<sup>5</sup>. Vice Chair Harris testified in favor of House Bill 836. Vice Chair Harris and Chair Turner provide a brief overview of these bills. Chair Turner notes there will be additional work around these bills and board members will have additional opportunities to speak on their position of these bills.

Vice Chair Harris notes they should continue to push for improvements based on national best practice standards as they are the largest jurisdictions and leader in the state. Vice Chair Harris believes the next step is to act on the recommendations in the annual report.

Board Member Doris Minor-Terrell provided oral testimony in support of House Bill 122.

Board Member Riggins provided written testimony for four (4) bills and oral testimony on one (1) bill. Board Member Riggins hopes these bills make it to a voting list, otherwise they will die in committee. Once a bill is out of committee, it goes to the opposite chamber and the process starts again on a compressed timeline. If those bills become law, there will be another round of advocacy required at the local level, as are enacting bills and allow for local governments to have the discussion and ability to enact them. The PAB would need to start preparing to go to City Hall to advocate for these changes to be implemented.

Vice Chair Harris proposes the PAB engage in an email campaign to members of the House Judiciary Committee advocating for these bills. Board Member Riggins notes the subject of the emails should say exactly what they want to convey as legislators do not have time read each email thoroughly.

Vice Chair Harris moved to have OECR staff draft an email for them to engage in an email campaign for the recent police accountability related bills. The motion is seconded by Secretary Lee. The motion passes.

## **VIII. New Business**

### **a. Community Engagement Update**

To ensure the PAB can amplify their work and connect with the community, Community Outreach Coordinator Jumel Howard has created a community engagement plan to

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<sup>1</sup> [Legislation - HB0122](#)

<sup>2</sup> [Legislation - HB0139](#)

<sup>3</sup> [Legislation - HB0836](#)

<sup>4</sup> [Legislation - HB0985](#)

<sup>5</sup> [Legislation - HB0885](#)

achieve these goals. He will be available to speak on these plans during the next PAB meeting. Chair Turner would like to see PAB members attend Commander and Community Association meetings for the Districts they represent at least once a quarter.

Vice Chair Harris asks board members who attend Community Association meetings to share the meeting information with the PAB and they can receive talking points and materials from OECR to share at the meeting. Secretary Lee notes OECR staff will attend events with PAB members when asked. Board Member Madison shares his community association events on April 20<sup>th</sup>.

PAB Liaison Samuela Ansah shares a potential Community Town Hall event for the PAB to host. Details will be forthcoming.

**b. 1:1 Meetings with Chair Turner**

Chair Turner extended an invitation for PAB members to have a 1:1 meeting with him. There were issues with the doodle poll which has since been resolved. He looks forward to meeting with board members to discuss their capacity and engagement with the PAB within March.

**c. PAB Training with MPTSC**

Secretary Lee recalls Vice Chair Harris encouraged PAB members to attend the PAB focused training offered by Maryland Police Training and Standards Commission (MPTSC). The next PAB training is on June 26, but Secretary Lee cannot make that date. Secretary Lee understands MPTSC will conduct a training if there are enough individuals signed up. Secretary Lee believes it would be good for the PAB to have their own training. Vice Chair Harris believes this is a good idea. He proposes sending a few dates via a Doodle Poll.

**IX. Public Comment**

Vice Chair Harris acknowledges the presence of Chief of Baltimore City School Police, Chief Jeffrey Shorter. Secretary Lee acknowledges the presence of Chief of Baltimore City Environmental Police, Chief Antoine Smith.

**X. Adjournment**

It was moved by Board Member Kenny and seconded by Board Member Madison that the meeting be Adjourned. Meeting was adjourned at 7:36 p.m.

Submitted,

*Stephanie V. Lee*

Stephanie V. Lee, Secretary