

CITY OF BALTIMORE

BRANDON SCOTT – MAYOR

 ZEKE COHEN - COUNCIL PRESIDENT



OFFICE OF COUNCIL SERVICES

NANCY MEAD – DIRECTOR

100 N. HOLIDAY STREET

BALTIMORE MD, 21202

HEARING NOTES

LO25-0005

Legislative Oversight - Crime Reduction and Violence Prevention

Committee: Public Safety

Chaired by: Mark Conway

Hearing Date: 7/15/2025

Time (Beginning): 1:00 PM

Time (Ending): 4:00 PM

Location: Du Burns Council Chamber / Webex

Total Attendance: Approximately

Committee Members in Attendance:

Chair Mark Conway	Paris Gray
Phylicia Porter	Mark Parker
Antonio "Tony" Glover	Odette Ramos

Bill Synopsis in the file? ☒ YES ☐ NO ☐ N/A
Attendance sheet in the file? ☒ YES ☐ NO ☐ N/A
Agency reports read? ☒ YES ☐ NO ☐ N/A
Hearing televised or audio-digitally recorded? ☒ YES ☐ NO ☐ N/A
Certification of advertising/posting notices in the file? ☐ YES ☐ NO ☒ N/A
Evidence of notification to property owners? ☐ YES ☐ NO ☒ N/A
Final vote taken at this hearing? ☐ YES ☐ NO ☒ N/A
Motioned by:
Seconded by:
Final Vote:

Major Speakers

(This is not an attendance record.)

Amber Greene – Director of Office of Equity and Civil Rights	Brian Nadeau - Deputy Commissioner of the Baltimore City Police Department
--	--

Jamal Turner - Chair of the Police Accountability Board	Tierra Hawkes - Chair of Administrative Charging Committee
---	--

Major Issues Discussed

- Chair Conway introduced today's topic
 - Here to examine the systems and procedures that dictate police accountability in Baltimore City to improve public trust
 - Comes in response to three recent police-involved shootings
 - Currently under investigation by local and state authorities
 - Are we as a city prepared to respond to individuals encountering mental health crises?
 - How are complaints of misconduct handled? How long until they are address? How can these processes be strengthened?
 - The City now exercises full local control
 - As a result, we are transitioning from the civilian review board to the Police Accountability Board (PAB)
 - Recent state legislation requires that counties create PABs and Administrative Charging Committees (ACC)
- Chair Conway indicates he requested significant data from the Administration on the PAB and ACC
 - Administration shared data on July 2, 2025
 - Chair Conway discussed relevant data
 - Remarked that all parties involved (public and officers) deserve a swift and fair process
- Office of Equity and Civil Rights (OECR) – Director
 - Summarized relevant legislation – Maryland Police Accountability Act of 2021
 - OECR is the nexus for coordination of police accountability process
 - Civilian Review Board sunset effective January 2025
 - PAB
 - Public's primary venue for sharing complaints
 - Reviews disciplinary outcomes of ACC
 - Advises Mayor and City Council on related policy
 - ACC
 - Central decision-making body for misconduct
 - Discussed membership
 - Receives and reviews reports from residents
 - Various options for filing – online and in-person
 - Overview of OECR data on complaints – calendar year vs. fiscal year
 - Offered some suggestions for improvements that it can internally make; as well as support for Maryland Senate Bill 533
- BPD – Deputy Commissioner
 - Currently under consent decree
 - Revamped internal affairs (Public Integrity) division
 - Explained case count discrepancies (cases before ACC vs. those that did not, etc.)
 - Has increased its hiring of civilian investigators, under review of BPD supervisors and internal legal team
 - Suggests that trial boards are very expensive

- Cases that do not involve members of the public are handled internally
 - Typically, technical violations
- Police Accountability Board - Chair
 - 2024 report is public, but the Board has been unable to upload it to the website
 - Central, Eastern, and Western districts saw the highest volume of complaints
 - Recommendations for council
 - Grants investigative and subpoena powers
 - Requires state authorization and local enabling
 - Without independent authority they are reliant on the agencies themselves to supervise
 - ACC has yet to use its subpoena power
 - Amend code to clarify PAB independence
 - Require quarterly budget reports to PAB
 - Change due date of annual reports to end of fiscal year, rather than December
 - For BPD
 - Improve data sharing and uniform standards for data sharing
 - Cases are often filed in triplicate
- ACC – Chair
 - Discussed limitations
 - Faster resolutions would be an improvement
 - More collaboration with BPD – need additional information
 - Would like to have their own legal representation
 - More staff generally
- Chair Conway requests that the administration discuss PAB and ACC securing third-party legal representation – complicated by charter
- Questions from committee
 - Chair Conway
 - Data across different agencies is at times duplicative/unclear/conflicting
 - Asks that different agencies work together from a data perspective to better show how cases are taken in; matriculated; and closed/resolved
 - BPD suggests that their data is not tracked by fiscal year and suggests that small nuances may lead to complications in the data
 - It would be helpful to have a system that makes sense and if that requires PAB/ACC reports to comply with state requirements because BPD must, we should consider that
 - BPD suggests this could complicate retrospective looks
 - Requested information on outcomes – do we have a way of tracking them?
 - ACC tracks until election to go to trial by officers (that is with BPD)
 - As of Monday 7/14 – from BPD, 1,196 have reached final disposition with 1,098 being sustained
 - CM Porter
 - To PAB – are cases identifying trend and/or progressions? Is misconduct from out of jurisdiction being tracked?
 - They will follow up
 - How does BPD evaluate during hiring?

- Review is conducted by the state, state holds all certifications
- Are there currently any officers within the BPD who have complaints from other jurisdictions?
 - State training commission would have conducted that review and approved
 - No sharing with BPD
- CM Gray
 - What percentage of review cases result in disciplinary action and how often are they adopted? to PAB/ACC
 - OECR – there are no circumstances that an agency could decline the recommendation
 - How has PAB work informed BPD policy over the past year?
 - BPD – review quarterly
- CM Glover
 - How does the Maryland bill impact the timeline of cases that arrive late to the ACC?
 - Law Enforcement Agencies (LEAs) have a year and a day to complete an investigation
 - The bill alters the timeline so that it is bifurcated – LEA has 11 months; and charging committee has 30 days with an additional 60 if they exercise subpoena power
 - From youth members – why aren't police evaluated every 6 months or a year
 - BPD – there is an annual evaluation from supervisors, as well as any in advance of promotions, etc.
 - Any future options for youth to be involved in PAB
 - Currently have one youth appointee and the PAB outreach team is happy to find more opportunities
 - Also opportunities with working groups
 - BPD is also establishing a youth advisory program
- CM Parker
 - Concerns on data
 - Why was internal investigations so high in 2023
 - OECR – numbers are accurate, may be a change in collection
 - Requests that discrepancies are clarified
 - What is the current workload for ACC members?
 - ACC – depends on each member; most have other jobs, cases are reviewed on Friday
 - Is the current workload sustainable?
 - ACC – No
 - Of the recommendations made in 2024 PAB report – 5 deal with altering relationship with OECR
 - PAB – national best practice is independence; OECR relationship continues to improve
- Chair Conway
 - Will the administration consider the PAB's recommendations

- Admin – currently in process of preparing for session, don't want to shortchange that
- Would like to know whether the administration intends to take PAB recommendations to Annapolis
 - Requests general thoughts on recommendations within 60 days
- Do PAB and ACC believe the current processes are effective at holding officers accountable and, if not, what should change
 - ACC – not yet adequately addressing but that is primarily due to the time frame, will take time
 - PAB concurs – working to a degree, should be strengthened
- Public testimony
 - Requests that our immigrant community is provided with greater protections
 - Supportive of independence for PAB and ACC
 - Support for independent legal counsel for PAB and ACC
 - Expressed general concerns over recent police-involved shootings and concern about delay in having a hearing on this specifically
 - Support for home rule over Johns Hopkins Police
- Chair Conway offered closing remarks
 - Reiterated the importance of consistent and reliable reports moving forward, regardless of the office offering data

Further Study

Was further study requested?

☒ **Yes** ☐ **No**

If yes, describe.

Request	Requested Agency
Requesting that the Mayor's Office, Law, OECR & PAB write a memo on how to get the ACC separate legal counsel	MOGR, LAW, OECR, PAB
Are there any BPD officers with open accountability cases in other jurisdictions	BPD
Clarification on internal case numbers from the PIB for 2024 - for 2024 & 2025 can the internal case numbers be broken down by how the complaint was filed - i.e. officer complaint, body worn camera footage etc....	BPD
A memo on the recommendations of the PAB - what should the council be looking at in terms of local legislation? what recommendations would be limited by the need for state action, and what would the administration be willing to make a priority for the upcoming legislative session in 2026?	MOGR, BPD, OECR, PAB
Asking for a memo from the Administration on the possibility of BPD & OECR working with MOPI or a data fellow on a unified data set for police accountability, noting outcomes of disciplinary action.	BPD, MOGR, OECR, MOPI

Ethan Navarre

Date: 7/15/2025

Cc: Bill File
OCS Chrono File