
CITY OF BALTIMORE

Brandon M. Scott – Mayor
Zeke Cohen – Council President



Office of Council Services

Nancy Mead – Director
100 Holliday Street, Room 415
Baltimore, MD 21202

PUBLIC SAFETY COMMITTEE

The Honorable Mark Conway
CHAIR

HEARING NOTES

LO25-0036
Police Accountability

Hearing Date: 11/4/2025

Hearing Start Time: 1:00 PM

Hearing End Time: 3:30 PM

Location: Du Burns Council Chamber / Webex

Total Estimated Attendance: 50

Committee Members in Attendance:

- **Chair** Mark Conway
- Danielle McCray
- Paris Gray
- **Vice Chair** Zac Blanchard
- Phylicia Porter
- Antonio Glover

Additional Councilmembers in Attendance

- Odette Ramos
 - Mark Parker
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MAJOR SPEAKERS

(This is NOT an attendance record.)

- Amber Greene – Director, Office of Equity and Civil Rights
 - Jesmond Riggins – Police Accountability Board and Administrative Charging Committee
 - Brian Nadeau – Deputy Commissioner, Baltimore City Police Department
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NOTES

- Councilman Conway introduced the hearing with opening remarks
 - Citizen oversight is the cornerstone of Baltimore’s police reforms
 - The PAB was meant to close the gap between the public and police
 - The Board continues to struggle because it is constrained by the administration it needs to oversee
 - Has received complaints of the PAB being treated as subordinate to the OECR
 - The Board has also been unable to create a unified dataset between BPD, PAB, and ACC

- Mayor's Office of Government relations filters the data that comes before the Council
 - Why does the Mayor's office gatekeep the data that comes to the Council?
- Following the July 15 hearing, we did receive some data
 - Did not provide final outcomes for disciplinary processes
 - We don't know the total number of disciplined officers
- Reports suggest 2-4 trial boards are held each month, even holding 4 each month would take a decade to clear the backlog
 - A process that takes a decade is not a process upholding accountability
- Can we act fast enough to build trust?
- Jesmond Riggins of the PAB and ACC gave an opening statement
 - Two pillars
 - Legal independence from the Law Department
 - Operational independence from OECR
 - System must be empowered and allowed to exercise powers
 - Law allows the ACC to request more information from the Police Department
 - Law allows ACC to issue subpoenas but counsel to the ACC and BPD rejects that ability
 - Must be insulated from shifts in political winds
 - Mayor appoints the city solicitor, police commissioner, and director of OECR
 - Also provided written testimony
- OECR disputes some of the contentions made during the Chair's opening remarks
 - Chair Conway - Those responses did not include information on outcomes
- BPD and OECR presented a slideshow – available in hearing packet
 - Discussed process
 - Presented relevant data
- Chair Conway
 - We would like to see the bottom line outcomes
 - How many separate officers with ACC eligible complaints
 - 675
 - How many officers have been subject to multiple ACC recommendations
 - At least 286 have two or more complaints
 - How many officers have gone through an ACC
 - Cannot answer
 - Trial board awaiting a decision
 - Pending 488 trial boards
 - Any pending trial board who incur another complaint?
 - Cannot answer
 - Could a failure to activate a body worn camera be serious?
 - Cannot think of a case where the camera is not turned on, those presented are technical violations
- Vice Chair Blanchard
 - What is the administration's stance on independent oversight of these processes
 - Mayor supports robust oversight – OECR has been conducting oversight such that the PAB and ACC are allowed to conduct their work without interference
 - How long from filing of complaint to full investigation
 - 334 day + up to 60 days for the ACC

- What is the average complaint processing time
 - Average 235 days, some very quick
- Detailed breakdown of the average length of time for investigation of complaints by category of allegation
 - ACC 21-day turnaround time
 - But difficult to separate out different allegations that may come in with one complaint
- Councilwoman Porter
 - How many of the 286 officers with two or more complaints came from other jurisdictions and where, how long were they with the department
 - Unable to answer
- Councilman Parker
 - Can the categories of allegations be shown relative to those officers who accepted ACC decisions and received trial board discipline
- Councilwoman Ramos
 - Can the numbers reflected in BPD's slideshow be broken down between type of complaint
 - Are you concerned that the number of misconduct complaints looks to make up about half of the officer pool?
 - One officer could have several
- Councilman Glover
 - Does the PAB have any vacancies
 - 3 in districts 7, 10, and 11
 - Does the PAB have an independent budget
 - No
 - Can the public file a complaint
 - Yes, absolutely
 - What does the process look like for officers to file harassment complaints within the division
 - Members can file with equal opportunity section of Baltimore police department
- Chair Conway
 - Per state law, the ACC can request information from a law enforcement agency, including the request of further investigation and subpoenas
 - Does BPD have to complete additional investigatory steps? Can it refuse to comply with those requests?
 - BPD – We will comply with a request
 - Are there circumstances you would not?
 - BPD – request to investigate someone else
 - Jesmond Riggins
 - Requests from the ACC to BPD have gone ignored or received non-responsive answers
 - BPD has not received compliance from BPD to request to reopen an investigative report
 - Instances where case subject officers are not identified as respondents
 - Advised that ACC would need to make a request to the PAB who would then file a complaint on behalf of the ACC to include other officers in the initial case

- Language of implementing ordinance appears to suggest ACC can
 - Chair of the ACC is available to answer any questions regarding the ACC
 - These hearings are a chance to see where we are not connecting
- Councilman Glover
 - Please characterize your relationship with BPD
 - OECR – work well
 - We have not seen the same level of engagement with all members of the PAB
 - ACC works very hard
- Councilman Parker
 - Is there a formal way that recurrence is accounted for?
 - BPD – statewide matrix requires that prior conduct is taken into account
 - Please detail number of trial boards completed and those outcomes reflecting guilty vs. not guilty
 - Please share at future meetings examples of trainings or corrective measures that were implemented
- Chair Conway
 - Entity being within the Mayor’s office creates the chance for issues
 - Makes accountability potentially difficult
 - We want to make sure the law is sound in case we get a more dangerous administration
 - A unified data set would cure many of these issues
- No public testimony was offered

FURTHER STUDY REQUESTED

Hearing Packet in bill file? ----- YES NO N/A
Attendance Sheet in bill 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 bill file? ----- YES NO N/A
Evidence of notification to property owners in bill file? ----- YES NO N/A

Notes by: Ethan Navarre
 Notes Date: 11/4/2025

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