



BALTIMORE POLICE DEPARTMENT



Brandon M. Scott
Mayor

Michael S. Harrison
Police Commissioner

March 23, 2022

Honorable President and Members of the Baltimore City Council
Room 400, City Hall
100 N. Holliday Street
Baltimore, Maryland 21202

**RE: City Council Bill #21-0078R Investigational Hearing- Investigative Hearing -
Baltimore Police Department Disciplinary and Complaint Process**

Dear Council President Mosby and Members of the City Council:

The Baltimore Police Department (BPD) has reviewed Council Bill 21-0078R for the purpose of inviting the Baltimore City Police department to brief the City Council on the current process to file and investigate a complaint of misconduct against a Baltimore City Police Officer and to discuss the Departments' continuing efforts to improve the disciplinary and complaint process.

A robust and well-functioning accountability system in which officers are held to the highest standards of integrity is critical to BPD's relationship with the Baltimore community, and a priority of the Department. The Public Integrity Bureau (PIB), BPD's internal affairs entity, receives and investigates all allegations of misconduct by members of the Department.

The Consent Decree outlines specific steps that the Department must take in pursuit of an internal disciplinary process that treats complainants, officers, and witnesses with respect and dignity. The BPD's reforms include updated [policies and procedures](#) for:

- Public Integrity Bureau (PIB)
- Complaint intake, classification, and communication
- PIB administrative misconduct investigations
- Criminal misconduct investigations
- Referral of criminal and administrative misconduct investigations to outside entities
- Disciplinary charges
- Disciplinary hearings
- Imposition of discipline
- Community-centered mediation of misconduct complaints
- Tracking misconduct investigations
- Transparency measures, including training and oversight

All of the current and draft policies can be found on the Baltimore Police Department Website as is the Internal Operations & Training Manual which can be found at: [Misconduct & Discipline | Baltimore Police Department](#). In addition, the Consent Decree Implementation Unit (CDIU) has recently hosted educational seminars in both English and Spanish on how to file a misconduct claim and the overall process. You can review the presentation as well as information on every stage of the process at this link: [Misconduct & Discipline | Baltimore Police Department](#).

We are also required to conduct assessments on our progress that we must share with the Monitoring Team, the DOJ and the public. These reports must provide detailed data regarding the demographics of complainants, respondents and the outcomes of those cases. You can find those reports at the following links:

- [1/Q2 2021 Misconduct Investigations Report](#)
- [2020 Misconduct Investigations Report](#)
- [Q4 2019 Misconduct Investigations Report](#)

Finally, our Monitoring Team conducts semi-annual assessments of the work we are doing across the Consent Decree. You can find all of the published reports at this link:

<https://www.baltimorepolice.org/transparency/independent-monitoring-team/semi-annual-reports>

BPD looks forward to a robust discussion of the improvements that have been made to the disciplinary process. The slide deck that we plan to share during the hearing is attached for your review. That said, the BPD has no objections to City Council Bill 21-0078R and thanks you for allowing us to comment on this piece of legislation.

Sincerely,



Michelle Wirzberger, Esq.
Director of Government Affairs

cc: Natwana Austin, Executive Secretary of the Baltimore City Council
Natasha Mehu, Director of Mayor's Office of Government Relations
Nina Themalis, Special Assistant and Legislative Liaison, MOGR
Eric Melancon, BPD Chief of Staff
Andrew Smullian, BPD Deputy Chief of Staff