



**2023 Annual Report  
of the  
Police Accountability Board (PAB)  
Of  
Cecil County**



To County Executive Danielle Hornberger and Cecil County Council Members:

The Cecil County Police Accountability Board (PAB) and the corresponding Cecil County Administrative Charging Committee (ACC) were formed by Bill No. 2022-08, which was adopted by the Cecil County Council on July 5, 2022, per Maryland State Law.

The State Legislation is included as Attachment A and the County Legislation is included as Attachment B

Under State Law, the Cecil County PAB oversees citizen complaints against the following law enforcement agencies (LEA's):

1. North East Police Department
2. Elkton Police Department
3. Perryville Police Department
4. Rising Sun Police Department
5. Cecil County Sheriff's Office

In addition, the PAB, through the Cecil County Office of Law, set up an online complaint interface on the County website as well as hyperlinks on each LEA website. Citizens making complaints have the option of making an in-person complaint at the Cecil County Administration Building, at the individual LEA, or utilize the on-line complaint form.

Complaints received via the online portal or at the Cecil County Administration Building are reviewed for jurisdictional purposes and then forwarded to the appropriate LEA. Complaints that originate at the LEA are investigated by that LEA (unless they need to be changed due to jurisdictional issues).

The PAB met for the first time on January 12, 2023 and after completing the required state training, the ACC met on May 30, 2023. The PAB and ACC meeting schedule for 2023 is included as Attachment C.

According to Cecil County Code § 82-8(D), the Cecil County Office of Law supports both the PAB and ACC and also acts as legal counsel.

During the 2023 calendar year, 55 complaints were received and 35 were sent for investigation. A complete list of the Complaints is included as Attachment D and their corresponding adjudications are included as Attachment E.



During the 2023 calendar year, all complaint investigations and corresponding adjudications were completed within the statutory requirements.

In 2023, there were 19 adjudications involving 5 LEAs and 20 individual officers. Of these, the ACC administratively charged 4 officers, with recommended disciplines ranging from a loss of 8 hours pay to termination

The PAB is aware that the officer recommended for termination has appealed the discipline to a Trial Board.

Per Cecil County Code § 82-2(B)(5)(b), that asks the PAB to identify any trends in the disciplinary process. At this time, there is too little data to make any conclusions regarding trends.

In addition, during 2023, the PAB heard testimony from representatives of each of the 5 law enforcement agencies in accordance with Md. Code Ann. Pub. Safety § 3-102(a)(1) (See Attachment F). Specifically, the LEAs are concerned about the retention of officers as well as the recruitment and retention of quality candidates seeking a career in law enforcement. Other areas of concern were the enforcement of driving laws given the legalization of marijuana and the unique issues facing Cecil County and municipalities given the fact that we share borders with two other states. Finally, the LEAs had concerns about the ongoing fentanyl epidemic and drug-related crime.

This summary and the following documents comprise the 2023 Annual Report of the Police Accountability Board of Cecil County as required under Cecil County Code § 82-2(B)(5)(b). Per the instruction of the Cecil County Executive, Danielle Hornberger, to provide this Annual Report no later than January 31, 2024, this report is provided on January 30, 2024, and incorporates all matters and data received by December 31, 2023.

A handwritten signature in blue ink, appearing to read "Stephen A. Miller", written over a horizontal line.

Stephen A. Miller, Chairman  
Cecil County Police Accountability Board





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**PAB MEMBERS:**


<p><b>Stephen Miller, Chairman</b></p> 	Cecil County resident for at least 6 months prior to appointment
	Not an employee of Cecil County government
	Not an employee of a Ceci County municipality with a police department
	Not an active Law Enforcement Officer
	Not an immediate family member of an active Law Enforcement Officer
	Army veteran, former Maryland State Trooper, former Corporal with Rising Sun Police Department. Retired from law enforcement in 1999.
	No pending criminal charges
	Successfully completed background check
	Able to read, write, and speak English
	Adult, age 21 or older

<p><b>Jamila Mettee, member</b></p> 	Cecil County resident for at least 6 months prior to appointment
	Not an employee of Cecil County government
	Not an employee of a Ceci County municipality with a police department
	Not an active or former Law Enforcement Officer
	Not an immediate family member of an active or former Law Enforcement Officer
	No pending criminal charges
	Successfully completed background check
	Able to read, write, and speak English
	Adult, age 21 or older

<p><b>John Stricklett, member</b></p> 	Cecil County resident for at least 6 months prior to appointment
	Not an employee of Cecil County government
	Not an employee of a Ceci County municipality with a police department
	Not an active or former Law Enforcement Officer
	Not an immediate family member of an active or former Law Enforcement Officer
	No pending criminal charges
	Successfully completed background check
	Able to read, write, and speak English
	Adult, age 21 or older




<p><b>John Thompson, member</b></p> 	Cecil County resident for at least 6 months prior to appointment
	Not an employee of Cecil County government
	Not an employee of a Cecil County municipality with a police department
	Former Law Enforcement Officer: Chief of Police for Mount Rainier, MD from 1989 to 1998, and Assistant Prince George's County Sheriff from 1998 to 2002.
	Not an immediate family member of an active or former Law Enforcement Officer
	No pending criminal charges
	Successfully completed background check
	Able to read, write, and speak English
	Adult, age 21 or older


<p><b>Robert McKnight, member</b></p> 	Cecil County resident for at least 6 months prior to appointment
	Not an employee of Cecil County government
	Not an employee of a Cecil County municipality with a police department
	Not an active or former Law Enforcement Officer
	Not an immediate family member of an active or former Law Enforcement Officer
	No pending criminal charges
	Successfully completed background check
	Able to read, write, and speak English
Adult, age 21 or older	







**ACC MEMBERS:**

<p>Robert McKnight, Chairman</p> 	<p>Cecil County resident for at least 6 months prior to appointment</p> <p>Appointed by the Cecil County Police Accountability Board</p> <p>Not an employee of Cecil County government</p> <p>Not an employee of a Cecil County municipality with a police department</p> <p>Not an active or former Law Enforcement Officer</p> <p>Not an immediate family member of an active or former Law Enforcement Officer</p> <p>No pending criminal charges</p> <p>Successfully completed background check</p> <p>Successfully completed training from the Maryland Police Training and Standards Commission</p> <p>Able to read, write, and speak English</p> <p>Adult, age 21 or older</p>
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<p>Jamila Mettee, member</p> 	<p>Cecil County resident for at least 6 months prior to appointment</p> <p>Appointed by the Cecil County Police Accountability Board</p> <p>Not an employee of Cecil County government</p> <p>Not an employee of a Cecil County municipality with a police department</p> <p>Not an active or former Law Enforcement Officer</p> <p>Not an immediate family member of an active or former Law Enforcement Officer</p> <p>No pending criminal charges</p> <p>Successfully completed background check</p> <p>Successfully completed training from the Maryland Police Training and Standards Commission</p> <p>Able to read, write, and speak English</p> <p>Adult, age 21 or older</p>
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Stephen Miller, member	Cecil County resident for at least 6 months prior to appointment
	Serving pursuant to § 82-4(N)(3) of the County Code.
	Not an employee of Cecil County government
	Not an employee of a Ceci County municipality with a police department
	Not an active Law Enforcement Officer
	Not an immediate family member of an active Law Enforcement Officer
	Army veteran, former Maryland State Trooper, former Corporal with Rising Sun Police Department. Retired from law enforcement in 1999.
	No pending criminal charges
	Successfully completed background check
	Successfully completed training from the Maryland Police Training and Standards Commission
	Able to read, write, and speak English
Adult, age 21 or older	

Michael Dawson, member	Cecil County resident for at least 6 months prior to appointment
	Appointed by the Cecil County Executive
	Not an employee of Cecil County government
	Not an employee of a Ceci County municipality with a police department
	Not an active or former Law Enforcement Officer
	Not an immediate family member of an active or former Law Enforcement Officer
	No pending criminal charges
	Successfully completed background check
	Successfully completed training from the Maryland Police Training and Standards Commission
	Able to read, write, and speak English
	Adult, age 21 or older





**Rodney Heinze, Former Member (Resigned as of August 21, 2023)**



<b>Cecil County resident for at least 6 months prior to appointment</b>
<b>Appointed by the Cecil County Executive</b>
<b>Not an employee of Cecil County government</b>
<b>Not an employee of a Ceci County municipality with a police department</b>
<b>Not an active or former Law Enforcement Officer</b>
<b>Not an immediate family member of an active or former Law Enforcement Officer</b>
<b>No pending criminal charges</b>
<b>Successfully completed background check</b>
<b>Successfully completed training from the Maryland Police Training and Standards Commission</b>
<b>Able to read, write, and speak English</b>
<b>Adult, age 21 or older</b>



## **RECOMMENDED CHANGES TO POLICY**

At the PAB meeting occurring on February 28, 2023, the PAB was presented with evidence from County Attorney Lawrence Scott, that while there is a statutory obligation for the PAB to submit complaints it receives to the appropriate LEA, there is no such reciprocating obligation upon the LEAs to forward complaints they receive directly from the public to the PAB. Attorney Scott continued that this creates a potential situation where the PAB is not aware of a complaint over which it has jurisdiction until the LEA submits the Investigatory File to the ACC, effectively separating the PAB completely from its legal obligation to process such complaints in a timely manner. To prevent this situation, the PAB voted to create a policy requiring LEAs to forward complaints they receive from the public to PAB within 72 hours of receipt.



## **Attachment A**

# **MARYLAND CODE ANNOTATED, PUBLIC SAFETY ARTICLE, TITLE 3, SUBTITLE 1**

### **§ 3-101. Definitions**

#### **In general**

- (a) In this title the following words have the meanings indicated.

#### **Administratively Charged**

- (b) “Administratively charged” means that a police officer has been formally accused of misconduct in an administrative proceeding.

#### **Disciplinary Matrix**

- (c) “Disciplinary matrix” means a written, consistent, progressive, and transparent tool or rubric that provides ranges of disciplinary actions for different types of misconduct.

#### **Exonerated**

- (d) “Exonerated” means that a police officer acted in accordance with the law and agency policy.

#### **Law Enforcement Agency**

- (e) “Law enforcement agency” has the meaning stated in [§ 3-201](#) of this title.

#### **Not Administratively Charged**

- (f) “Not administratively charged” means that a determination has been made not to administratively charge a police officer in connection with alleged misconduct.

#### **Police Misconduct**

- (g) “Police misconduct” means a pattern, a practice, or conduct by a police officer or law enforcement agency that includes:

- (1) depriving persons of rights protected by the constitution or laws of the State or the United States;
- (2) a violation of a criminal statute; and



(3) a violation of law enforcement agency standards and policies.

**Police Officer**

(h) “Police officer” has the meaning stated in [§ 3-201](#) of this title.

**Serious Physical Injury**

(i) “Serious physical injury” has the meaning stated in [§ 3-201 of the Criminal Law Article](#).

**Superior Governmental Authority**

(j) “Superior governmental authority” means the governing body that oversees a law enforcement agency.

**Unfounded**

(k) “Unfounded” means that the allegations against a police officer are not supported by fact.

**§ 3-102. Police Accountability Board for each County**

**In General**

(a) Each county shall have a police accountability board to:

(1) hold quarterly meetings with heads of law enforcement agencies and otherwise work with law enforcement agencies and the county government to improve matters of policing;

(2) appoint civilian members to charging committees and trial boards;

(3) receive complaints of police misconduct filed by members of the public; and

(4) (i) on a quarterly basis, review outcomes of disciplinary matters considered by charging committees; and

(ii) on or before December 31 each year, submit a report to the governing body of the county that:

1. identifies any trends in the disciplinary process of police officers in the county; and
2. makes recommendations on changes to policy that would improve police accountability in the county.



### **Duties of local governing body**

(b)

(1)

(i) Subject to subparagraph (ii) of this paragraph, the local governing body shall:

1. Establish the membership of a police accountability board;
2. Establish the budget and staff for a police accountability board;
3. Appoint a chair of the police accountability board who has relevant experience to the position; and
4. Establish the procedures for record keeping by a police accountability board.

(ii) An active police officer may not be a member of a police accountability board.

(2) To the extent practicable, the membership of a police accountability board shall reflect the racial, gender, and cultural diversity of the county.

### **Complaint of Police Misconduct filed with Police Accountability Board; contents**

(c)

(1) A complaint of Police Misconduct filed with a police accountability board shall include:

- (i) The name of the Police Officer accused of misconduct;
- (ii) A description of the facts on which the complaint is based; and
- (iii) Contact information of the complainant or person filing on behalf of the complainant for investigative follow-up

(2) A complaint need not be notarized.

### **Complaint forwarded to Law Enforcement Agency**

(d) A complaint of police misconduct filed with a police accountability board shall be forwarded to the appropriate law enforcement agency within 3 days after receipt by the board.



### **§ 3-103. Complaint of Police Misconduct filed with Law Enforcement Agency**

#### **In General**

- (a) An individual may file a complaint of police misconduct with the law enforcement agency that employs the police officer who is the subject of the complaint.
- (b)
  - (1) A Complaint of Police Misconduct filed with a Law Enforcement Agency shall include:
    - (i) The name of the Police Officer accused of misconduct;
    - (ii) A description of the facts on which the complaint is based; and
    - (iii) Contact information of the complainant or a person filing on behalf of the complainant for investigative follow-up
  - (2) A complaint need not be notarized.

### **§ 3-104. Administrative Charging Committees**

#### **Administrative Charging Committee for each County; membership**

- (a)
  - (1) Each county shall have one administrative charging committee to serve countywide law enforcement agencies and local law enforcement agencies within the county.
  - (2) A county administrative charging committee shall be composed of:
    - (i) the chair of the county's police accountability board, or another member of the accountability board designated by the chair of the accountability board;
    - (ii) two civilian members selected by the county's police accountability board; and
    - (iii) two civilian members selected by the chief executive officer of the county.

#### **Statewide administrative charging committee to serve statewide and bi-county law enforcement agencies; membership**

- (b)





(1) There shall be at least one statewide administrative charging committee to serve statewide and bi-county law enforcement agencies.

(2) A statewide administrative charging committee shall be composed of:

- (i) three civilian members appointed by the Governor;
- (ii) one civilian member appointed by the President of the Senate; and
- (iii) one civilian member appointed by the Speaker of the House.

### **Training for members**

(c) Before serving as a member of an administrative charging committee, an individual shall receive training on matters relating to police procedures from the Maryland Police Training and Standards Commission.

### **Complaint forwarded to appropriate administrative charging committee with investigatory files**

(d) On completion of an investigation of a complaint of police misconduct involving a member of the public and a police officer, regardless of whether the complaint originated from within the law enforcement agency or from an external source, the law enforcement agency shall forward to the appropriate administrative charging committee the investigatory files for the matter.

### **Duties of Administrative Charging Committee**

(e) An administrative charging committee shall:

- (1) review the findings of a law enforcement agency's investigation conducted and forwarded in accordance with subsection (d) of this section;
- (2) make a determination that the police officer who is subject to investigation shall be:
  - (i) administratively charged; or
  - (ii) not administratively charged;
- (3) if the police officer is charged, recommend discipline in accordance with the law enforcement agency's disciplinary matrix established in accordance with [§ 3-105](#) of this subtitle;



- (4) review any body camera footage that may be relevant to the matters covered in the complaint of misconduct;
- (5) authorize a police officer called to appear before an administrative charging committee to be accompanied by a representative;
- (6) issue a written opinion that describes in detail its findings, determinations, and recommendations; and
- (7) forward the written opinion to the chief of the law enforcement agency, the police officer, and the complainant.

**Committee may request additional information before making a determination**

- (f) In executing its duties in accordance with subsection (e) of this section, an administrative charging committee may:
  - (1) request information or action from the law enforcement agency that conducted the investigation, including requiring additional investigation and the issuance of subpoenas;
  - (2) if the police officer is not administratively charged, make a determination that:
    - (i) the allegations against the police officer are unfounded; or
    - (ii) the police officer is exonerated; and
  - (3) record, in writing, any failure of supervision that caused or contributed to a police officer's misconduct.

**Meetings**

- (g) An administrative charging committee shall meet once per month or as needed.

**Confidentiality of matter until final disposition**

- (h) A member of an administrative charging committee shall maintain confidentiality relating to a matter being considered by the administrative charging committee until final disposition of the matter.



### **§ 3-105. Uniform State Disciplinary Matrix**

#### **Maryland Police Training and Standards Commission duty to develop and adopt model uniform disciplinary matrix**

- (a) The Maryland Police Training and Standards Commission shall develop and adopt, by regulation, a model uniform disciplinary matrix for use by each law enforcement agency in the State.

#### **Each Law Enforcement Agency to adopt uniform disciplinary matrix**

- (b) Each law enforcement agency shall adopt the uniform State disciplinary matrix for all matters that may result in discipline of a police officer.

#### **Issuance of Administrative charge; offer of discipline to follow disciplinary matrix; matter referred to trial board if Police Officer does not accept offer of discipline**

- (c)
- (1) Within 15 days after an administrative charging committee issues an administrative charge against a police officer, the chief of the law enforcement agency shall offer discipline to the police officer who has been administratively charged in accordance with the disciplinary matrix.
  - (2) The chief may offer the same discipline that was recommended by the administrative charging committee or a higher degree of discipline within the applicable range of the disciplinary matrix, but may not deviate below the discipline recommended by the administrative charging committee.
  - (3) If the police officer accepts the chief's offer of discipline, then the offered discipline shall be imposed.
  - (4) If the police officer does not accept the chief's offer of discipline, then the matter shall be referred to a trial board.
  - (5) At least 30 days before a trial board proceeding begins, the police officer shall be:
  - (6)
    - i. provided a copy of the investigatory record;
    - ii. notified of the charges against the police officer; and



- iii. notified of the disciplinary action being recommended.

### **§ 3-106. Trial Board**

#### **In General**

- (a)
  - (1) Except as provided in paragraph (2) of this subsection, each law enforcement agency shall establish a trial board process in accordance with this section to adjudicate all matters for which a police officer is subject to discipline.
  - (2) A small law enforcement agency may use the trial board process of another law enforcement agency by mutual agreement.

#### **Membership**

- (b)
  - (1) Except as provided in paragraph (2) of this subsection, a trial board shall be composed of:
    - i. an actively serving or retired administrative law judge or a retired judge of the District Court or a circuit court, appointed by the chief executive officer of the county;
    - ii. a civilian who is not a member of an administrative charging committee, appointed by the county's police accountability board; and
    - iii. a police officer of equal rank to the police officer who is accused of misconduct appointed by the head of the law enforcement agency.
  - (2)
    - i. This paragraph may not be construed to apply to the Baltimore Police Department.
    - ii. A trial board for a statewide or bi-county law enforcement agency shall be composed of:
      - (1) an actively serving or retired administrative law judge appointed by the Chief Administrative Law Judge of the Maryland Office of Administrative Hearings;



(2) a civilian who is not a member of an administrative charging committee or the Maryland Police Training and Standards Commission, appointed by the police accountability board for the county where the alleged misconduct occurred; and

(3) a police officer of equal rank to the police officer who is accused of misconduct appointed by the head of the law enforcement agency.

### **Duties of Chair**

(c) The actively serving or retired administrative law judge or the retired judge of the District Court or a circuit court shall:

(1) be the chair of the trial board;

(2) be responsible for ruling on all motions before the trial board; and

(3) prepare the written decision of the trial board, including the findings, conclusions, and recommendations of the trial board.

### **Training for Members**

(d) Before serving as a member of a trial board, an individual shall receive training on matters relating to police procedures from the Maryland Police Training and Standards Commission.

### **Proceedings open to public; exceptions**

(e) Proceedings of a trial board shall be open to the public, except to protect:

(1) a victim's identity;

(2) the personal privacy of an individual;

(3) a child witness;

(4) medical records;

(5) the identity of a confidential source;

(6) an investigative technique or procedure; or

(7) the life or physical safety of an individual.



### **Administration of oaths and issuance of subpoenas**

- (f) A trial board may administer oaths and issue subpoenas as necessary to complete its work.

### **Complainant's rights**

- (g) A complainant has the right to be notified of a trial board hearing and, except as provided in subsection (e) of this section, the right to attend a trial board hearing.

### **Burden of Proof**

- (h) Except as otherwise provided in this subtitle, a law enforcement agency has the burden of proof by a preponderance of the evidence in any proceeding under this subtitle.

### **Disciplined only for cause**

- (i) A police officer may be disciplined only for cause.

### **Written decision after final hearing**

- (j) Within 45 days after the final hearing by a trial board, the trial board shall issue a written decision reflecting the findings, conclusions, and recommendations of a majority of the trial board.

### **Appeal of decision of trial board**

- (k)
- (1) Within 30 days after the date of issuance of a decision of a trial board, the decision may be appealed by the police officer:
    - i. if the trial board is from a local law enforcement agency, to the circuit court of the county in which the law enforcement agency is located;
    - ii. if the trial board is from a bi-county law enforcement agency, to a circuit court in a county in which the incident that gave rise to the disciplinary proceeding occurred; and
    - iii. if the trial board is from a statewide law enforcement agency, to the Circuit Court for Anne Arundel County.

- (2) An appeal taken under this subsection shall be on the record.





### **Decision Final**

- (l) A trial board decision is final unless appealed by a police officer under subsection (k) of this section.

### **§ 3-107. Emergency suspension with or without pay; termination of employment**

#### **Pending investigatory, administrative charging committee, and trial board process; suspension**

- (a)
  - (1) Pending an investigatory, administrative charging committee, and trial board process, the chief may impose an emergency suspension with or without pay if the chief determines that such a suspension is in the best interest of the public.
  - (2) An emergency suspension without pay under this subsection may not exceed 30 days.
  - (3) A police officer who is suspended without pay under this subsection is entitled to receive back pay if an administrative charging committee determines not to administratively charge the police officer in connection with the matter on which the suspension is based.

#### **Criminal charges or misdemeanor charges against Police Officer; suspension**

- (b)
  - (1) A chief or a chief's designee may suspend a police officer without pay and suspend the police officer's police powers on an emergency basis if the police officer is charged with:
    - i. a disqualifying crime, as defined in [§ 5-101](#) of this article;
    - ii. a misdemeanor committed in the performance of duties as a police officer;
    - or
    - iii. a misdemeanor involving dishonesty, fraud, theft, or misrepresentation.
  - (2) A police officer who was suspended without pay under this subsection is entitled to receive back pay if the criminal charge or charges against the police officer result in:
    - i. a finding of not guilty;
    - ii. an acquittal;
    - iii. a dismissal; or



iv. a nolle prosequi.

**Termination of employment; conviction of felony or misdemeanor**

(c)

- (1) The chief shall terminate the employment of a police officer who is convicted of a felony.
- (2) The chief may terminate the employment of a police officer who:
  - i. receives a probation before judgment for a felony; or
  - ii. is convicted of:
    1. a misdemeanor committed in the performance of duties as a police officer;
    2. misdemeanor second degree assault; or
    3. a misdemeanor involving dishonesty, fraud, theft, or misrepresentation.

**Police officer required to submit to tests, examinations, or interrogations relating to subject matter of investigation**

(d)

- (1) In connection with a disciplinary matter under this subtitle, a police officer may be required to submit to blood alcohol tests, blood, breath, or urine tests for controlled dangerous substances, polygraph examinations, or interrogations that specifically relate to the subject matter of the investigation.
- (2) If a police officer is required to submit to a test, examination, or interrogation under paragraph (1) of this subsection and the police officer refuses to do so, the law enforcement agency may commence an action that may lead to a punitive measure as a result of the refusal.
- (3)
  - i. If a police officer is required to submit to a test, examination, or interrogation under paragraph (1) of this subsection, the results of the test, examination, or interrogation are not admissible or discoverable in a criminal proceeding against the police officer.



- ii. If a police officer is required to submit to a polygraph examination under paragraph (1) of this subsection, the results of the polygraph examination are not admissible or discoverable in a criminal or civil proceeding against the police officer.

### **§ 3-108. Victims' rights advocate; database to enable complainant to follow status of case**

#### **Duties of victims' rights advocate**

(a)

(1) A law enforcement agency shall designate an employee as a victims' rights advocate to act as the contact for the public within the agency on matters related to police misconduct.

(2) A victims' rights advocate shall:

(3)

- i. explain to a complainant:
  1. the complaint, investigation, administrative charging committee, and trial board process;
  2. any decision to terminate an investigation;
  3. an administrative charging committee's decision of administratively charged, not administratively charged, unfounded, or exonerated; and
  4. a trial board's decision;
- ii. provide a complainant with an opportunity to review a police officer's statement, if any, before completion of an investigation by a law enforcement agency's investigative unit;
- iii. notify a complainant of the status of the case at every stage of the process; and
- iv. provide a case summary to a complainant within 30 days after final disposition of the case.



### **Database to enable complainant to follow status of the case**

- (b) Each law enforcement agency shall create a database that enables a complainant to enter the complainant's case number to follow the status of the case as it proceeds through:
- (1) investigation;
  - (2) charging;
  - (3) offer of discipline;
  - (4) trial board;
  - (5) ultimate discipline; and
  - (6) appeal.

### **§ 3-109. Assistance of representative in connection with proceedings for Police Officer and complainant**

A police officer who is the subject of a complaint of police misconduct and a complainant may have the assistance of a representative in connection with proceedings under this subtitle.

### **§3-110. Rights of Police Officers**

#### **Retaliation prohibited**

- (a) A police officer may not be discharged, disciplined, demoted, or denied promotion, transfer, or reassignment, or otherwise discriminated against or threatened in regard to the police officer's employment because the police officer:
- (1) disclosed information that evidences:
    - i. mismanagement;
    - ii. a waste of government resources;
    - iii. a danger to public health or safety; or
    - iv. a violation of law or policy committed by another police officer; or
  - (2) lawfully exercised constitutional rights.



### **Right to sue**

- (b) A police officer may not be denied the right to bring suit arising out of the police officer's official duties.

### **Right to engage in political activity**

- (c)
  - (1) Subject to paragraph (2) of this subsection, a police officer has the same rights to engage in political activity as a State employee.
  - (2) This right to engage in political activity does not apply when the police officer is on duty or acting in an official capacity.

### **Regulation of secondary employment**

- (d)
  - (1) Subject to paragraph (2) of this subsection, a law enforcement agency may not prohibit secondary employment by police officers.
  - (2) A law enforcement agency may adopt reasonable regulations that relate to secondary employment by police officers.

## **§ 3-111. Collective bargaining; scope of subtitle**

### **Negate or alter requirements of subtitle**

- (a) A law enforcement agency may not negate or alter any of the requirements of this subtitle through collective bargaining.

### **Establish or alter process for discipline**

- (b) Collective bargaining may not be used to establish or alter any aspect of the process for disciplining a police officer.

## **§ 3-112. Expungement or destruction of records relating to disciplinary actions**

A record relating to an administrative or criminal investigation of misconduct by a police officer, including an internal affairs investigatory record, a hearing record, and records relating to a disciplinary decision, may not be:

- (1) expunged; or



(2) destroyed by a law enforcement agency.

### **§ 3-113. Timing for review of complaints**

#### **Investigating unit of Law Enforcement Agency**

(a) The investigating unit of a law enforcement agency shall immediately review a complaint by a member of the public alleging police officer misconduct.

#### **Administrative Charging Committee**

(b) An administrative charging committee shall review and make a determination or ask for further review within 30 days after completion of the investigating unit's review.

#### **Process for review from beginning to end**

(c) The process of review by the investigating unit through disposition by the administrative charging committee shall be completed within 1 year and 1 day after the filing of a complaint by a citizen.

### **§ 3-114. Regulations**

The Maryland Police Training and Standards Commission shall adopt regulations to implement this subtitle.





## **Attachment B**

# **CECIL COUNTY CODE CHAPTER 82 POLICE ACCOUNTABILITY BOARD**

### **§ 82-1. Definitions**

As used in this chapter, the following terms shall have the meanings indicated:

LAW ENFORCEMENT AGENCY (LEA) – Shall have the same meaning as defined at § 3-201 of the Public Safety Article of the Annotated Code of Maryland, as amended hereafter from time to time.

POLICE OFFICER – Shall have the same meaning as defined at § 3-201 of the Public Safety Article of the Annotated Code of Maryland, as amended hereafter from time to time

### **§ 82-2. Police Accountability Board created**

A. There shall be a Cecil County Police Accountability Board (CCPAB) to serve the citizens of Cecil County, Countywide Law Enforcement Agencies, and local Law Enforcement Agencies within Cecil County

B. The CCPAB shall:

- (1) Hold quarterly meetings with heads of Law Enforcement Agencies and otherwise work with Law Enforcement Agencies and the County government to improve matters of policing;
- (2) Appoint civilian members to charging committees;
- (3) Receive complaints of police misconduct filed by members of the public;
- (4) On a quarterly basis, review outcomes of disciplinary matters considered by the Administrative Charging Committee; and
- (5) Work with LEAs and the County Executive to:
  - (a) Improve matters of policing by receiving complaints of police misconduct filed by the public; and



- (b) Submit a report to the Cecil County Executive and the Cecil County Council by December 31 of each year, or such other time as the County Executive designates, which identifies any trends in the disciplinary process of police officers in Cecil County and make recommendations on changes to policy that would improve police accountability in Cecil County.

### **§ 82-3. Administrative Charging Committee created**

- A. There shall be a single Cecil County Administrative Charging Committee (CCACC) to serve Countywide law enforcement agencies and local law enforcement agencies within Cecil County
- B. The CCACC shall:
  - (1) Meet whenever there is a need to oversee, manage or adjudicate an active complaint, but not less than once per calendar year;
  - (2) Adopt rules of procedure and conduct for hearings that provide procedural and substantive due process, which may be amended from time to time as a majority of the CCACC may deem necessary and appropriate;
  - (3) Review the findings of a LEA's complaint investigation;
  - (4) Make a determination that the police officer who is subject to investigation shall be:
    - (a) Administratively charged; or
    - (b) Not administratively charged
  - (5) If the police officer is charged, recommend discipline in accordance with the model disciplinary matrix established in accordance with §§ 3-106 and 3-105 of the Public Safety Article of the Annotated Code of Maryland;
  - (6) Review any body camera footage that may be relevant to the matters covered in the complaint of misconduct;
  - (7) Authorize a police officer called to appear before an administrative charging committee to be accompanied by a representative;
  - (8) Issue a written opinion that describes, in detail, its findings, determinations, and recommendations; and



(9) Forward a written opinion to the chief of the LEA, the police officer, and the complainant.

C. In executing its duties, the CCACC may:

- (1) Request information or action from the LEA that conducted the investigation, including requiring additional investigation and the issuance of subpoenas;
- (2) If the police officer is not administratively charged, make a determination that:

- (a) The allegations against the police officer are unfounded; or
- (b) The police officer is exonerated; and

(3) Record, in writing, any failure of supervision that caused or contributed to a police officer's misconduct.

#### **§ 82-4. Membership**

- A. The County Executive shall post a public notice to invite persons to apply to serve on the CCPAB. Public notice shall be posted prior to initial appointments and any successive term or vacancy of a member.
- B. To the extent practicable, the membership of the CCPAB shall reflect the racial, gender, and cultural diversity of Cecil County.
- C. No active police officer, nor their immediate family member, nor any person that, themselves or immediate family member, fully retired from law enforcement less than two years prior to the date of appointment, may be a member of the CCPAB or CCACC.
- D. Membership to the CCPAB and CCACC shall be restricted to County residents who have met residency requirements of at least six months and successfully pass a background check, including a criminal record check, before a nomination is forwarded to the County Council.
- E. CCPAB and CCACC members may hold their position until their successors are appointed and approved.
- F. Employees of Cecil County government and Cecil County municipalities which have police departments are prohibited from serving on the CCPAB or CCACC.



- G. All members of the CCPAB and CCACC are subject to the applicable provisions of the Cecil County Code of Ethics, Chapter 39 of the Code of Cecil County, Maryland, as amended hereafter from time to time.
- H. All members of the CCPAB and CCACC shall be an adult at least 21 years of age, not having been or be convicted, in a federal or state court of record, of a crime punishable by imprisonment exceeding one year and received a sentence of imprisonment for more than one year, unless pardoned.
- I. No member of the CCPAB and CCACC shall have a charge pending, in a federal or state court of record, for a crime punishable by imprisonment exceeding one year.
- J. All members of the CCPAB and CCACC must be able to comprehend spoken English and speak English, comprehend written English, read English, and write English proficiently enough to complete a standard form application for appointment satisfactorily. Reasonable accommodation shall be made for qualifying applicants in accordance with the requirements of the Americans with Disabilities Act, 42 U.S.C. § 12101 et seq., as amended, and its implementing regulations.
- K. Members of the CCPAB and CCACC shall sign nondisclosure agreements and maintain confidentiality relating to all matters before the respective Board and Committee.
- L. Members of the CCPAB and CCACC shall comply with the Maryland Open Meetings Act, General Provisions Article of the Annotated Code of Maryland, § 3-101 et seq., as amended hereafter from time to time.
- M. With regard to the CCPAB:
- (1) The CCPAB shall be composed of five members selected by the County Executive, including a chairperson appointed by the County Executive.
  - (2) A CCPAB appointment becomes operative when either the County Council votes by resolution to confirm the appointment by a three-vote majority or by operation of law if the Council fails to act within 30 calendar days from the date of introduction at legislative session.
  - (3) If the Council votes to reject an appointment by a three-vote majority within the above thirty-calendar-day time frame, then the appointment fails.



- (4) Except as initially staggered, members shall serve a term of three years and shall not be eligible for reappointment after a total of six years of service on the CCPAB.
- (5) Initial terms of members shall be staggered as follows:
  - (a) Two members shall serve an initial term of three years;
  - (b) Two members shall serve an initial term of two years; and
  - (c) The remaining members shall serve an initial term of one year.
- (6) The Chairperson of the CCPAB shall have experience relevant to the position.
- (7) Two members shall be retired, sworn law enforcement officers who retired in good standing at least years two years prior to appointment on the CCPAB, with sufficient time and responsibility of service in a Maryland law enforcement agency or federal law enforcement agency to adequately represent a law enforcement perspective.

N. With regard to the CCACC:

- (1) The CCACC shall be composed of five members.
- (2) The Chairperson of the CCPAB, or a member of the CCPAB designated by the Chairperson of the CCPAB, shall serve as a member of the CCACC.
- (3) The Cecil County Executive shall appoint two Cecil County civilians as members of the CCACC. The appointment becomes operative when either the County Council votes to confirm the appointment by a three-vote majority or by operation of law if the Council fails to act within 30 calendar days from the date of introduction at legislative session. If the Council votes by a three-vote majority to reject an appointment within the above thirty-calendar-day time frame, then the appointment fails.
- (4) The CCPAB shall appoint two Cecil County civilians to the CCACC by majority vote.
- (5) The members of the CCACC shall elect a chairperson annually from among its members by majority vote at each first meeting occurring on or after each July 1.
- (6) The Chairperson of the CCACC shall serve no more than two consecutive terms as the Chairperson.



- (7) Members shall serve a term of three years and shall not be eligible for reappointment after a total of six years of service on the CCACC.
- (8) Before serving on the CCACC, every member shall receive training on matters relating to police procedures from the Maryland Police Training and Standards Commission.

#### **§ 82-5. Resignation and removal**

- A. Any member of the CCPAB or CCACC may resign at any time by providing written notice to the County Executive.
- B. In addition to the grounds set forth above, a member of the CCPAB or CCACC appointed by the Cecil County Executive may be removed in accordance with the following provisions:
  - (1) The Cecil County Executive retains the authority to remove any member at any time when the member:
    - (a) No longer meets any of the membership criteria in § 82-4;
    - (b) Violates the Cecil County Code of Ethics;
    - (c) Fails to maintain confidentiality;
    - (d) Violates the State's Open Meetings Act;
    - (e) Is removed upon the recommendation of a majority vote of the CCPAB when, in its discretion, the best interest of the community, Board or Commission would not be served by continued membership; or
    - (f) Just cause.
  - (2) The Chairperson shall notify the Cecil County Executive if a member of the CCPAB or of the CCACC misses three scheduled meetings in any twelve-month period without an excused absence. The Cecil County Executive shall remove and replace such member.





## **§ 82-6. Meetings and reporting**

- A. The CCPAB shall meet no less than quarterly with heads of LEAs operating in Cecil County to:
- (1) Discuss improvements that can be made to policing;
  - (2) Appoint civilian members to charging committees and trial boards;
  - (3) Receive complaints of police misconduct from the public; and
  - (4) On a quarterly basis, review outcomes of disciplinary matters considered by charging committees.
- B. Each complaint of misconduct received by the CCPAB shall be forwarded within three days of receipt by the CCPAB to the appropriate LEA. If no meeting of the CCPAB is scheduled within that time frame, the Chairperson of the CCPAB shall ensure that such complaint is forwarded and report the transfer of such report to the CCPAB at its next meeting.
- C. The CCPAB and the CCACC may meet in special meetings at the call of the Chair, or the Vice Chair in the absence of the Chair, or at the request of 2/3 of the members.
- D. Matters considered at a special meeting are limited to the purpose and agenda contained in the notice of the meeting.
- E. Adequate notice of all special meetings will be provided to all Board or Commission members.
- F. Notice of all meetings of the CCPAB and the CCACC shall be in accordance with the Maryland Open Meetings Act.
- G. All meetings are open to the public, except that the CCPAB and the CCACC may meet in closed session or adjourn an open session to meet in a closed session in accordance with the General Provisions Article of the Annotated Code of Maryland, § 3-305, as amended hereafter from time to time.
- H. All meetings of the CCPAB shall be conducted in person and shall require CCPAB members and the public are given at least three days' notice prior to the meeting.



### **§ 82-7. Budget**

The Cecil County Executive shall submit and the Cecil County Council shall approve a budget for the CCPAB (which includes CCACC) that shall include:

- A. An annual appropriation for studies and contracted services relevant to the mission of the CCPAB supported by grant assistance from Governor's Office of Crime Control and Prevention; and
- B. May include a quarterly stipend for members in such amount as the County Executive may deem appropriate, with Council approval.
- C. The budget will be overseen by the County Attorney.

### **§ 82-8. Ethics, rules, recordkeeping, and support**

#### **A. Ethics**

- (1) CCPAB and CCACC members shall abide by and fully comply with the Cecil County Code of Ethics, Chapter 39 of the Code of Cecil County, Maryland, as amended from time to time.
- (2) No member of the CCPAB or CCACC shall cast a vote on any matter where a conflict of interest exists.
- (3) In any instance where the determination of a conflict of interest is uncertain, the Board or Commission shall request a determination of conflict of interest from the Cecil County Ethics Commission, which shall not be unreasonably delayed.

#### **B. Rules**

- (1) For a CCPAB or CCACC meeting to occur, a quorum of at least three voting members must be present.
- (2) Notwithstanding any rules of procedure and conduct for hearings that provide procedural and substantive due process adopted by the CCACC or the CCPAB, all meetings shall be conducted in accordance with Roberts Rules of Order Newly Revised, unless they are inconsistent with the approved rules or this chapter.



- (3) There shall be one vote per member of each of the CCPAB and the CCACC. Any members serving both the Board and the Commission shall have one vote in each body. The Chair is entitled to vote on any item unless precluded by operation of the Cecil County Code of Ethics.
- (4) A tie vote "for" or "against" a motion means that a motion fails.
- (5) A motion can only succeed when at least a majority of members present vote to pass the motion, and in all cases a minimum of three or more members are required to vote to pass the motion.

#### C. Recordkeeping

- (1) The custodian of all records of any form, including, without limitation, paper, media, and electronic, of the CCPAB shall be the County Attorney's Office, with:
  - (a) Records pertaining to any administrative investigation being deposited and secured by the Office of the County Attorney; and
  - (b) Records pertaining to any criminal investigation being deposited and secured by the Office of the State's Attorney.
- (2) The custodian of all records of any form, including, without limitation, paper, media, and electronic, of the CCACC shall be the County Attorney's Office, with:
  - (a) Records pertaining to any administrative investigation being deposited and secured by the Office of the Cecil County Attorney; and
  - (b) Records pertaining to any criminal investigation being deposited and secured by the Office of the State's Attorney.

#### D. Support

- (1) The Office of the County Attorney shall provide support personnel as may be required by the CCPAB and CCACC.
- (2) The Office of the County Attorney shall provide legal support and administrative oversight to the CCPAB and the CCACC and will be the as record legal advisory to each.



- (3) The Cecil County Director of Administration shall provide such meeting space, supplies, equipment and support, including, without limitation, technology support and secure storage, as may be required by the CCPAB and CCACC to perform their respective duties.



## Attachment C

<b>PAB Meeting Dates</b>	<b>ACC Meeting Dates</b>
January 12, 2023	May 30, 2023
February 28, 2023	June 27, 2023
March 28, 2023	July 31, 2023
April 25, 2023	August 21, 2023
May 30, 2023	September 12, 2023
June 27, 2023	October 24, 2023
July 31, 2023	December 12, 2023
August 21, 2023	
September 12, 2023	
October 24, 2023	
December 12, 2023	



## Attachment D

PAB ID * **	Date complaint received	Date of Incident	Complainant	Officer Accused	LEA	Status
3	7/13/2022	7/12/2022	REDACTED	REDACTED	PVPD	ACC Decision: Officer not charged
4	8/1/2022	8/1/2022	REDACTED	REDACTED	CCSO	Administratively rejected
5	9/11/2022	8/30/2022	REDACTED	REDACTED	PVPD	ACC Decision: Officer not charged
14	9/26/2022	2/3/2022	REDACTED	REDACTED	CCSO	Administratively rejected
15	9/26/2022	9/23/2022	REDACTED	REDACTED	PVPD	ACC Decision: Officer not charged
18	11/11/2022	11/1/2022	REDACTED	REDACTED	PVPD	ACC Decision: Officer not charged
27	12/8/2022	12/3/2022	REDACTED	REDACTED	CCSO	Administratively rejected
28	12/8/2022	12/3/2022	REDACTED	REDACTED	CCSO	Administratively rejected
29	12/12/2022	12/9/2022	REDACTED	REDACTED	CCSO	Administratively rejected
30	12/12/2022	12/3/2022	REDACTED	REDACTED	RSPD	ACC Decision: No jurisdiction
32	12/15/2022	12/15/2022	REDACTED	REDACTED	PVPD	ACC Decision: Officer not charged
37	12/19/2022	12/13/2022	REDACTED	REDACTED	NEPD	ACC Decision: Officer Charged
39	1/9/2023	1/5/2023	REDACTED	REDACTED	CCSO	ACC Decision: No jurisdiction
40	1/14/2023	1/12/2023	REDACTED	REDACTED	PVPD	ACC Decision: Officer not charged
41	1/23/2023	1/23/2023	REDACTED	REDACTED	CCSO	Administratively rejected
42	2/2/2023	12/12/2022	REDACTED	REDACTED	EPD	ACC Decision: Officer Charged
43	2/5/2023	1/27/2023	REDACTED	REDACTED	CCSO	Administratively rejected
44	2/6/2023	2/6/2023	REDACTED	REDACTED	CCSO	Under LEA investigation
46	2/23/2023	1/6/2023	REDACTED	REDACTED	EPD	ACC Decision: Officer not charged
47	2/24/2023	2/11/2023	REDACTED	REDACTED	CCSO	Administratively rejected
48	2/24/2023	2/11/2023	REDACTED	REDACTED	CCSO	Administratively rejected
49	5/3/2023	4/29/2023	REDACTED	REDACTED	NEPD	ACC Decision: Officer not charged
50	5/3/2023	4/3/2022	REDACTED	REDACTED	RSPD	Administratively rejected
51	5/3/2023	4/3/2022	REDACTED	REDACTED	CCSO	Administratively rejected
52	5/7/2023	4/3/2022	REDACTED	REDACTED	CCSO	Administratively rejected
53	5/11/2023	5/11/2023	REDACTED	REDACTED	RSPD	Administratively rejected
54	5/11/2023	5/11/2023	REDACTED	REDACTED	RSPD	Administratively rejected
55	5/13/2023	5/8/2023	REDACTED	REDACTED	EPD	ACC Decision: Officer not charged

\* PAB ID numbers are sequential. Missing numbers are on account of software testing, duplicate submissions, incomplete forms, or other submission error.

\*\* Complaints which involved multiple officers are noted by the addition of an alphanumeric symbol after the PAB ID number (i.e. 68A, 68B, etc....)





PAB ID * **	Date complaint received	Date of Incident	Complainant	Officer Accused	LEA	Status
56	5/30/2023	5/29/2023	REDACTED	REDACTED	NEPD	Administratively rejected
57	5/31/2023	5/29/2023	REDACTED	REDACTED	EPD	Administratively rejected
65	6/17/2023	6/16/2023	REDACTED	REDACTED	EPD	Adjudication Pending
66	6/30/2023	6/30/2023	REDACTED	REDACTED	CCSO	Under LEA investigation
67	7/5/2023	1/13/2023	REDACTED	REDACTED	EPD	ACC Decision: Officer not charged
68A	7/26/2023	12/2/2022	REDACTED	REDACTED	EPD	ACC Decision: Officer Charged
68B	7/26/2023	12/2/2022	REDACTED	REDACTED	EPD	ACC Decision: Officer Charged
69	8/14/2023	1/28/2023	REDACTED	REDACTED	EPD	ACC Decision: No jurisdiction
71	9/6/2023	8/28/2023	REDACTED	REDACTED	CCSO	Under LEA investigation
72	9/6/2023	8/28/2023	REDACTED	REDACTED	CCSO	Under LEA investigation
73	9/6/2023	8/28/2023	REDACTED	REDACTED	CCSO	Under LEA investigation
74	9/6/2023	8/28/2023	REDACTED	REDACTED	CCSO	Under LEA investigation
75	9/8/2023	8/30/2023	REDACTED	REDACTED	CCSO	Under LEA investigation
76A	9/8/2023	9/21/2022	REDACTED	REDACTED	CCSO	ACC Decision: Officer not charged
76B	9/8/2023	9/21/2022	REDACTED	REDACTED	CCSO	ACC Decision: Officer not charged
76C	9/8/2023	9/21/2022	REDACTED	REDACTED	CCSO	ACC Decision: Officer not charged
76D	9/8/2023	9/21/2022	REDACTED	REDACTED	CCSO	ACC Decision: Officer not charged
77	9/8/2023	9/21/2022	REDACTED	REDACTED	CCSO	Under LEA investigation
78	9/8/2023	9/21/2022	REDACTED	REDACTED	CCSO	Under LEA investigation
79	9/13/2023	9/9/2023	REDACTED	REDACTED	CCSO	Under LEA investigation
80	9/20/2023	9/19/2023	REDACTED	REDACTED	CCSO	Under LEA investigation
81	9/8/2023	9/21/2022	REDACTED	REDACTED	CCSO	Under LEA investigation
82	10/12/2023	7/31/2023	REDACTED	REDACTED	EPD	ACC Decision: Officer not charged
83	10/12/2023	9/28/2023	REDACTED	REDACTED	CCSO	Under LEA investigation
85	11/20/2023	12/20/2022	REDACTED	REDACTED	CCSO	ACC Decision: Officer not charged
86	11/24/2023	11/15/2023	REDACTED	REDACTED	CCSO	Under LEA investigation
87	12/6/2023	12/4/2023	REDACTED	REDACTED	NEPD	Pending ACC Adjudication
88	12/15/2023	5/1/2022	REDACTED	REDACTED	PVPD	Administratively rejected
89	12/27/2023	12/24/2023	REDACTED	REDACTED	RSPD	Under LEA investigation
90	12/27/2023	12/24/2023	REDACTED	REDACTED	RSPD	Under LEA investigation
92	12/28/2023	12/28/2023	REDACTED	REDACTED	NEPD	Under LEA investigation

\* PAB ID numbers are sequential. Missing numbers are on account of software testing, duplicate submissions, incomplete forms, or other submission error.

\*\* Complaints which involved multiple officers are noted by the addition of an alphanumeric symbol after the PAB ID number (i.e. 68A, 68B, etc....)





## Attachment E

Case File: 2022-3 (PAB ID: 3)		
<b>Complainant</b>	REDACTED	
<b>Officer Accused</b>	REDACTED	
<b>Department</b>	PVPD	
<b>Date of Incident</b>	7/12/2022	
<b>Date PAB received Complaint</b>	7/13/2022	
<b>Date ACC received IF</b>	5/24/2023	
<b>Adjudications:</b>	<b>Charge 1 (Illegal confiscation of drivers license)</b>	Not charged (Exonerated)

Case File: 2022-5 (PAB ID: 5)		
<b>Complainant</b>	REDACTED	
<b>Officer Accused</b>	REDACTED	
<b>Department</b>	PVPD	
<b>Date of Incident</b>	8/30/2022	
<b>Date PAB received Complaint</b>	9/11/2022	
<b>Date ACC received IF</b>	5/24/2023	
<b>Adjudications:</b>	<b>Charge 1 (Harassment)</b>	Not charged (Exonerated)

Case File: 2022-15 (PAB ID: 15)		
<b>Complainant</b>	REDACTED	
<b>Officer Accused</b>	REDACTED	
<b>Department</b>	PVPD	
<b>Date of Incident</b>	9/23/2022	
<b>Date PAB received Complaint</b>	9/26/2022	
<b>Date ACC received IF</b>	5/24/2023	
<b>Adjudications:</b>	<b>Charge 1 (Harassment)</b>	Not charged (Exonerated)

Case File: 2023-40 (PAB ID: 40)		
<b>Complainant</b>	REDACTED	
<b>Officer Accused</b>	REDACTED	
<b>Department</b>	PVPD	
<b>Date of Incident</b>	1/12/2023	
<b>Date PAB received Complaint</b>	1/14/2023	
<b>Date ACC received IF</b>	5/24/2023	
<b>Adjudications:</b>	<b>Charge 1 (Racial discrimination)</b>	Not charged (Exonerated)



<b>Case File: 2023-A (PAB ID: 42)</b>			
<b>Complainant</b>	REDACTED		
<b>Officer Accused</b>	REDACTED		
<b>Department</b>	EPD		
<b>Date of Incident</b>	12/22/2022		
<b>Date PAB received Complaint</b>	2/2/2023		
<b>Date ACC received IF</b>	5/25/2023		
<b>Adjudications:</b>	<b>Charge 1 (Use of Force)</b>	Not charged (Exonerated)	
	<b>Charge 2 (Derogatory Language)</b>	Charged	<b>Recommended Discipline:</b> Loss of 8 hours pay

<b>Case File: 2022-37 (PAB ID: 37)</b>			
<b>Complainant</b>	REDACTED		
<b>Officer Accused</b>	REDACTED		
<b>Department</b>	NEPD		
<b>Date of Incident</b>	12/13/2022		
<b>Date PAB received Complaint</b>	12/19/2022		
<b>Date ACC received IF</b>	5/17/2023		
<b>Adjudications:</b>	<b>Charge 1 (Violation of social media policy)</b>	Charged	<b>Recommended Discipline:</b> Loss of 8 hours pay

<b>Case File: 2023-49 (PAB ID: 49)</b>			
<b>Complainant</b>	REDACTED		
<b>Officer Accused</b>	REDACTED		
<b>Department</b>	NEPD		
<b>Date of Incident</b>	4/29/2023		
<b>Date PAB received Complaint</b>	5/3/2023		
<b>Date ACC received IF</b>	6/7/2023		
<b>Adjudications:</b>	<b>Charge 1 (Wrongful Arrest)</b>	Not Charged (Exonerated)	



<b>Case File: 2023-55 (PAB ID: 55)</b>		
<b>Complainant</b>	REDACTED	
<b>Officer Accused</b>	REDACTED	
<b>Department</b>	EPD	
<b>Date of Incident</b>	5/8/2023	
<b>Date PAB received Complaint</b>	5/13/2023	
<b>Date ACC received IF</b>	6/27/2023	
<b>Adjudications:</b>	<b>Charge 1 (Wrongful Arrest)</b>	Not Charged (Exonerated)

<b>Case File: 2023-C1 (PAB ID: 68)</b>			
<b>Complainant</b>	REDACTED		
<b>Officer Accused</b>	REDACTED		
<b>Department</b>	EPD		
<b>Date of Incident</b>	5/8/2023		
<b>Date PAB received Complaint</b>	5/13/2023		
<b>Date ACC received IF</b>	6/27/2023		
<b>Adjudications:</b>	<b>Charge 1 (Neglect of Duty)</b>	Charged	<b>Recommended Discipline:</b> Loss of 24 hours pay
	<b>Charge 2 (Attention to Duty)</b>	Charged	

<b>Case File: 2023-C2 (PAB ID: 68)</b>			
<b>Complainant</b>	REDACTED		
<b>Officer Accused</b>	REDACTED		
<b>Department</b>	EPD		
<b>Date of Incident</b>	5/8/2023		
<b>Date PAB received Complaint</b>	5/13/2023		
<b>Date ACC received IF</b>	6/27/2023		
<b>Adjudications:</b>	<b>Charge 1 (Neglect of Duty)</b>	Charged	<b>Recommended Discipline:</b> Loss of 24 hours pay
	<b>Charge 2 (Attention to Duty)</b>	Charged	<b>Recommended Discipline:</b> Loss of 24 hours pay
	<b>Charge 3 (Incompetence)</b>	Charged	<b>Recommended Discipline:</b> Termination



Case File: 2022-18 (PAB ID: 18)		
<b>Complainant</b>	REDACTED	
<b>Officer Accused</b>	REDACTED	
<b>Department</b>	PVPD	
<b>Date of Incident</b>	11/1/2022	
<b>Date PAB received Complaint</b>	11/11/2022	
<b>Date ACC received IF</b>	8/18/2023	
<b>Adjudications:</b>	<b>Charge 1 (General Misconduct)</b>	Not Charged (Exonerated)

Case File: 2023-B (PAB ID: 67)		
<b>Complainant</b>	REDACTED	
<b>Officer Accused</b>	REDACTED	
<b>Department</b>	EPD	
<b>Date of Incident</b>	1/13/2023	
<b>Date PAB received Complaint</b>	7/5/2023	
<b>Date ACC received IF</b>	7/5/2023	
<b>Adjudications:</b>	<b>Charge 1 (Improper Vehicle Pursuit)</b>	Not Charged (Unfounded)

Case File: 046-2023 (PAB ID: 46)		
<b>Complainant</b>	REDACTED	
<b>Officer Accused</b>	REDACTED	
<b>Department</b>	EPD	
<b>Date of Incident</b>	1/6/2023	
<b>Date PAB received Complaint</b>	2/23/2023	
<b>Date ACC received IF</b>	8/16/2023	
<b>Adjudications:</b>	<b>Charge 1 (Excessive use of Force)</b>	Not Charged (Exonerated)

Case File: 076-2023A (PAB ID: 76)		
<b>Complainant</b>	REDACTED	
<b>Officer Accused</b>	REDACTED	
<b>Department</b>	CCSO	
<b>Date of Incident</b>	9/21/2022	
<b>Date PAB received Complaint</b>	9/8/2023	
<b>Date ACC received IF</b>	9/8/2023	
<b>Adjudications:</b>	<b>Charge 1 (Unconstitutional Search)</b>	Not Charged (Exonerated)



<b>Case File: 076-2023B (PAB ID: 76)</b>		
<b>Complainant</b>	REDACTED	
<b>Officer Accused</b>	REDACTED	
<b>Department</b>	CCSO	
<b>Date of Incident</b>	9/21/2022	
<b>Date PAB received Complaint</b>	9/8/2023	
<b>Date ACC received IF</b>	9/8/2023	
<b>Adjudications:</b>	<b>Charge 1 (Unconstitutional Search)</b>	Not Charged (Exonerated)

<b>Case File: 076-2023C (PAB ID: 76)</b>		
<b>Complainant</b>	REDACTED	
<b>Officer Accused</b>	REDACTED	
<b>Department</b>	CCSO	
<b>Date of Incident</b>	9/21/2022	
<b>Date PAB received Complaint</b>	9/8/2023	
<b>Date ACC received IF</b>	9/8/2023	
<b>Adjudications:</b>	<b>Charge 1 (Unconstitutional Search)</b>	Not Charged (Exonerated)

<b>Case File: 076-2023D (PAB ID: 76)</b>		
<b>Complainant</b>	REDACTED	
<b>Officer Accused</b>	REDACTED	
<b>Department</b>	CCSO	
<b>Date of Incident</b>	9/21/2022	
<b>Date PAB received Complaint</b>	9/8/2023	
<b>Date ACC received IF</b>	9/8/2023	
<b>Adjudications:</b>	<b>Charge 1 (Unconstitutional Search)</b>	Not Charged (Exonerated)

<b>Case File: 032-2022 (PAB ID: 32)</b>		
<b>Complainant</b>	REDACTED	
<b>Officer Accused</b>	REDACTED	
<b>Department</b>	PVPD	
<b>Date of Incident</b>	12/15/2022	
<b>Date PAB received Complaint</b>	12/15/2022	
<b>Date ACC received IF</b>	10/19/2023	
<b>Adjudications:</b>	<b>Charge 1 (Illegal traffic stop)</b>	Not Charged (Exonerated)



<b>Case File: 069-2023 (PAB ID: 69)</b>		
<b>Complainant</b>	REDACTED	
<b>Officer Accused</b>	REDACTED	
<b>Department</b>	EPD	
<b>Date of Incident</b>	1/28/2023	
<b>Date PAB received Complaint</b>	8/14/2023	
<b>Date ACC received IF</b>	8/14/2023	
<b>Adjudications:</b>	<b>Charge 1 (DWI)</b>	No Jurisdiction

<b>Case File: 030-2022 (PAB ID: 30)</b>		
<b>Complainant</b>	REDACTED	
<b>Officer Accused</b>	REDACTED	
<b>Department</b>	RSPD	
<b>Date of Incident</b>	12/3/2022	
<b>Date PAB received Complaint</b>	12/12/2022	
<b>Date ACC received IF</b>	unknown	
<b>Adjudications:</b>	<b>Charge 1 Improper Tow</b>	No Jurisdiction

<b>Case File: 2022-085 (PAB ID: 85)</b>		
<b>Complainant</b>	REDACTED	
<b>Officer Accused</b>	REDACTED	
<b>Date of Incident</b>	12/20/2022	
<b>Department</b>	CCSO	
<b>Date PAB received Complaint</b>	11/20/2023	
<b>Date ACC received IF</b>	11/20/2023	
<b>Adjudications:</b>	<b>Charge 1 (Use of Force)</b>	Not charged (Exonerated)
	<b>Charge 2 (Conduct Unbecoming)</b>	Not Charged (Unfounded)



<b>Case File: 2023-082 (PAB ID: 82)</b>		
<b>Complainant</b>	REDACTED	
<b>Officer Accused</b>	REDACTED	
<b>Date of Incident</b>	7/31/2023	
<b>Department</b>	EPD	
<b>Date PAB received Complaint</b>	10/12/2023	
<b>Date ACC received IF</b>	11/20/2023	
<b>Adjudications:</b>	<b>Charge 1 (Improper use of Influence)</b>	Not charged (Exonerated)
	<b>Charge 2 (Conduct Unbecoming)</b>	Not charged (Exonerated)
	<b>Charge 3 (Conduct Unbecoming)</b>	Not charged (Exonerated)
	<b>Charge 4 (Conduct Unbecoming)</b>	Not charged (Exonerated)

<b>Case File: 2023-039 (PAB ID: 39)</b>		
<b>Complainant</b>	REDACTED	
<b>Officer Accused</b>	REDACTED	
<b>Department</b>	CCSO	
<b>Date of Incident</b>	1/5/2023	
<b>Date PAB received Complaint</b>	1/9/2023	
<b>Date ACC received IF</b>	N/A	
<b>Adjudications:</b>	<b>Charge 1 (Improper Conduct)</b>	No Jurisdiction





## Attachment F

### Dates of Testimony from LEAs:

<b>Department</b>	<b>Date</b>
Rising Sun Police Department	April 25, 2023
Elkton Police Department	May 30, 2023
Cecil County Sheriff's Office	July 31, 2023
Perryville Police Department	August 21, 2023
North East Police Department	December 12, 2023