



**BALTIMORE COUNTY**

**POLICE ACCOUNTABILITY BOARD**

**2023 Annual Report**

Chair Linda Shields, Esq.

Coordination Manager Henry Callegary, Esq.

**MESSAGE FROM POLICE ACCOUNTABILITY BOARD CHAIR LINDA SHIELDS, ESQ.**

To County Executive Olszewski and County Council Chair Jones,

As we conclude the work of the Baltimore County Police Accountability Board for the year 2023, we are proud to report on our notable progress in formulating a component to provide oversight of the Baltimore County Police Department's disciplinary process.

Over the past twelve months, our members have worked diligently to meet all statutory requirements for the Police Accountability Board, including attending the Baltimore County Police Department's Citizen Academy, and going on "ride-alongs" with members of the Baltimore County Police Department. To further enhance our understanding of police operations and its partnerships with other agencies and public safety stakeholders, the Police Accountability Board invited representatives of the Baltimore County Police Department, including Chief Robert McCullough, the Baltimore County Sheriff's Office, and campus security and police from the colleges and universities located in Baltimore County. Additionally, at the request of the Board, the Baltimore County Police Department Internal Affairs Section has reported to the Police Accountability Board on the number of civilian complaints of police misconduct at our quarterly meetings starting in November of this year. We also met with members of several organizations, including Nuestras Raices, Inc., and will continue to solicit public input at future meetings.

I am pleased to report that the Board has fulfilled its requirement to appoint civilian members to the Administrative Charging Committee and to the Trial Boards. Each of those appointees have successfully completed the required training conducted by the Maryland Police Training and Standards Commission. I am also proud to report that several of our board members have volunteered to speak at their neighborhood community association meetings to explain the role of the Police Accountability Board.

To further our awareness of the current trends in policing and police-civilian relations, the Police Accountability Board Coordination Manager Henry Callegary and I joined the Baltimore County Equitable Policing Advisory Group. In April, we attended the group's first Workshop and Re-Engagement Meeting. The purpose of this meeting was to re-engage the group, and ensure its commitment to improve policing and public transparency and trust. The group met again in September to receive and discuss the findings of the deeper dive-analysis of the County's traffic and training policies, practices and procedures. In addition to participating in these workgroup meetings, on October 20, 2023, Mr. Callegary and I attended the Regional Police Accountability Board Chair Summit. The 4-hour summit convened to provide a forum for fellow state-wide Police Accountability Boards to share their administrative issues, obstacles, and experiences with the implementation of the Police Accountability Boards after their first year.

Whereas the Baltimore County Police Accountability Board is responsible for the review of trends of police disciplinary decisions effective with complaints received after July 1, 2023, there has not been sufficient data for us to review and determine if there are any trends to report. That said, the commitment to accountability remains at the forefront of our collective mission. The

Board shall diligently review and assess the disciplinary results of charged cases and will provide valuable insights to enhance the disciplinary process and uphold the principles of justice.

We remain determined to improve and refine our oversight responsibilities. The dedication and professionalism demonstrated by the board members in their roles to work toward monitoring and ensuring accountability within the Baltimore County Police Department deserves commendation.

Looking ahead, I am confident that our collaborative efforts will continue to make a positive impact on the transparency and fairness of the disciplinary process and enhance public trust. The board remains steadfast in its commitment to working alongside your offices, the Baltimore County Police Department, and all our fellow partners to implement meaningful reforms and contribute to a law enforcement system that our community can trust.

As we approach the holiday season, I want to express my gratitude for your leadership and support. It is through such partnerships that we can collectively strive for a more just and accountable law enforcement environment. May the coming year bring further progress, and I look forward to our continued collaboration in the pursuit of accountability and justice.

Wishing you a peaceful holiday season and a prosperous New Year.

Sincerely,

Linda L. Shields, Chairperson Baltimore County Police Accountability Board

## **HISTORY, PURPOSE, AND STATE AND COUNTY REQUIREMENTS**

On April 9, 2021, the Maryland General Assembly achieved final passage of [HB0670](#), the Maryland Police Accountability Act of 2021. This legislation established an Administrative Charging Committee for statewide and bi-county law enforcement agencies, and required that all Maryland counties and Baltimore City establish Police Accountability Boards and Administrative Charging Committees, among other changes enacted. This legislation took effect on July 1, 2022.

The Baltimore County Council passed Bill No. [24-22](#) on April 4, 2022, creating the Baltimore County Police Accountability Board and Administrative Charging Committee. Per the terms of this legislation, the Police Accountability Board consists of nine members: one from each of Baltimore County's seven Councilmanic districts (recommended by the relevant member of the County Council, nominated by the County Executive, and appointed by the County Council), as well as two at-large members (nominated by the County Executive and appointed by the County Council). The County Executive appoints one member of the Police Accountability Board as Chair for a term of two years. The term of each member of the Police Accountability Board is three years, with the initial members of the Board serving on a staggered basis, so that three terms expired in 2023, three terms expire in 2024, and three terms expire in 2025.

Among its responsibilities, the Police Accountability Board must hold quarterly meetings with leaders of Baltimore County law enforcement agencies to improve matters of policing, appoint members of the public to the Administrative Charging Committee and Trial Boards, receive complaints of police misconduct from members of the public and forward said complaints to the Administrative Charging Committee, review outcomes of disciplinary matters considered by the Administrative Charging Committee, and submit an annual report. The annual report must be submitted to the County Executive and County Council, and must identify trends in the disciplinary process of police officers in Baltimore County, and make recommendations on changes to policy that would improve matters of policing.

The Baltimore County Administrative Charging Committee is made up of five members of the public, including two members appointed by the Police Accountability Board, two members appointed by the County Executive, and either the Chair of the Police Accountability Board or the Chair's designee. The purpose of the Administrative Charging Committee is to review the findings of a law enforcement agency's investigation and any charges recommended pertaining to a complaint of police misconduct involving a member of the public, and make a determination that the police officer is administratively charged, or not administratively charged. In cases where the officer is administratively charged, the Administrative Charging Committee must recommend discipline in accordance with the law enforcement agency's disciplinary matrix. If the officer is not administratively charged, the Administrative Charging Committee determines whether the charges are unfounded or that the officer is exonerated. If an officer is administratively charged, the chief of the law enforcement agency must offer discipline at least at the level recommended by the Administrative Charging Committee, although they may offer a higher level of discipline than recommended.

In the event that a law enforcement officer does not accept the discipline offered by the chief of the law enforcement agency, the officer may request a trial board to review the complaint and investigatory file. A trial board is made up an active or retired Administrative Law Judge (or a retired District Court or Circuit Court Judge), an officer of equal rank to the officer to which the complaint was directed, and a member of the public appointed by the Police Accountability Board.

An additional description of the complaint process is included in this Annual Report, as well as links to the meetings, agendas, and minutes of the Police Accountability Board and Administrative Charging Committee meetings in 2023.

**POLICE ACCOUNTABILITY BOARD MEMBERS**

<b>Member Name</b>	<b>Councilmanic District</b>	<b>Term</b>	<b>Profession</b>
Peter Fitzpatrick	1 <sup>st</sup>	July 1, 2023-June 30, 2026	Registered Nurse
Linda Shields (Chair)	2 <sup>nd</sup>	July 1, 2022-June 30, 2024	Attorney
Ralph Dennis	3 <sup>rd</sup>	July 1, 2022-June 30, 2025	Bishop; Senior Pastor Emeritus
John Chambers	4 <sup>th</sup>	July 1, 2022-June 30, 2025	Senior Operations Manager for External Public Safety
Renee Streib	5 <sup>th</sup>	July 1, 2023-June 30, 2026	Retired
Scott Richman	6 <sup>th</sup>	July 1, 2023-June 30, 2026	Attorney
Elizabeth Dishon-Feuer (ACC Designee)	7 <sup>th</sup>	July 1, 2022-June 30, 2024	Personal Assistant
Nigeria Rolling-Ford	At-Large (District 6 Resident)	July 1, 2022-June 30, 2025	Legal Administrative Assistant
Kara White	At-Large (District 4 Resident)	July 1, 2022-June 30, 2024	Social Worker II-Adult Services

**ADMINISTRATIVE CHARGING COMMITTEE MEMBERS**

<b>Member Name</b>	<b>Appointing Authority</b>	<b>Term</b>	<b>Profession</b>
Elizabeth Dishon-Feuer	Designee of the PAB Chair	June 1, 2023-June 1, 2026	Personal Assistant
Joan Harris (Chair)	County Executive Appointee	June 1, 2023-June 1, 2026	Attorney
Sharon Knecht	County Executive Appointee	June 1, 2023-June 1, 2026	Archivist
Tiffany Justice	PAB Appointee	June 1, 2023-June 1, 2026	Director of Campus Safety
Christopher Tsui (Vice-Chair)	PAB Appointee	June 1, 2023-June 1, 2026	Attorney Advisor

**ADMINISTRATIVE STAFF**

<b>Name</b>	<b>Position</b>
Henry Callegary	Coordination Manager
Kelly La Valley	Executive Secretary

**POLICE ACCOUNTABILITY BOARD MEETINGS**

<b>Meeting Date</b>	<b>Link to Recording</b>	<b>Meeting Agenda</b>	<b>Meeting Minutes</b>
January 23, 2023	<a href="#">Recording</a>	<a href="#">Agenda</a>	
February 27, 2023	<a href="#">Recording</a>	<a href="#">Agenda</a>	
March 20, 2023	<a href="#">Recording</a>	<a href="#">Agenda</a>	<a href="#">Minutes</a>
April 17, 2023	<a href="#">Recording</a>	<a href="#">Agenda</a>	<a href="#">Minutes</a>
May 15, 2023	<a href="#">Recording</a>	<a href="#">Agenda</a>	<a href="#">Minutes</a>
June 26, 2023	<a href="#">Recording</a>	<a href="#">Agenda</a>	<a href="#">Minutes</a>
September 18, 2023	<a href="#">Recording</a>	<a href="#">Agenda</a>	<a href="#">Minutes</a>
October 16, 2023	<a href="#">Recording</a>	<a href="#">Agenda</a>	<a href="#">Minutes</a>
November 20, 2023	<a href="#">Recording</a>	<a href="#">Agenda</a>	<a href="#">Minutes</a>
December 18, 2023	<a href="#">Recording</a>	<a href="#">Agenda</a>	<a href="#">Minutes</a>

**ADMINSTRATIVE CHARGING COMMITTEE MEETINGS**

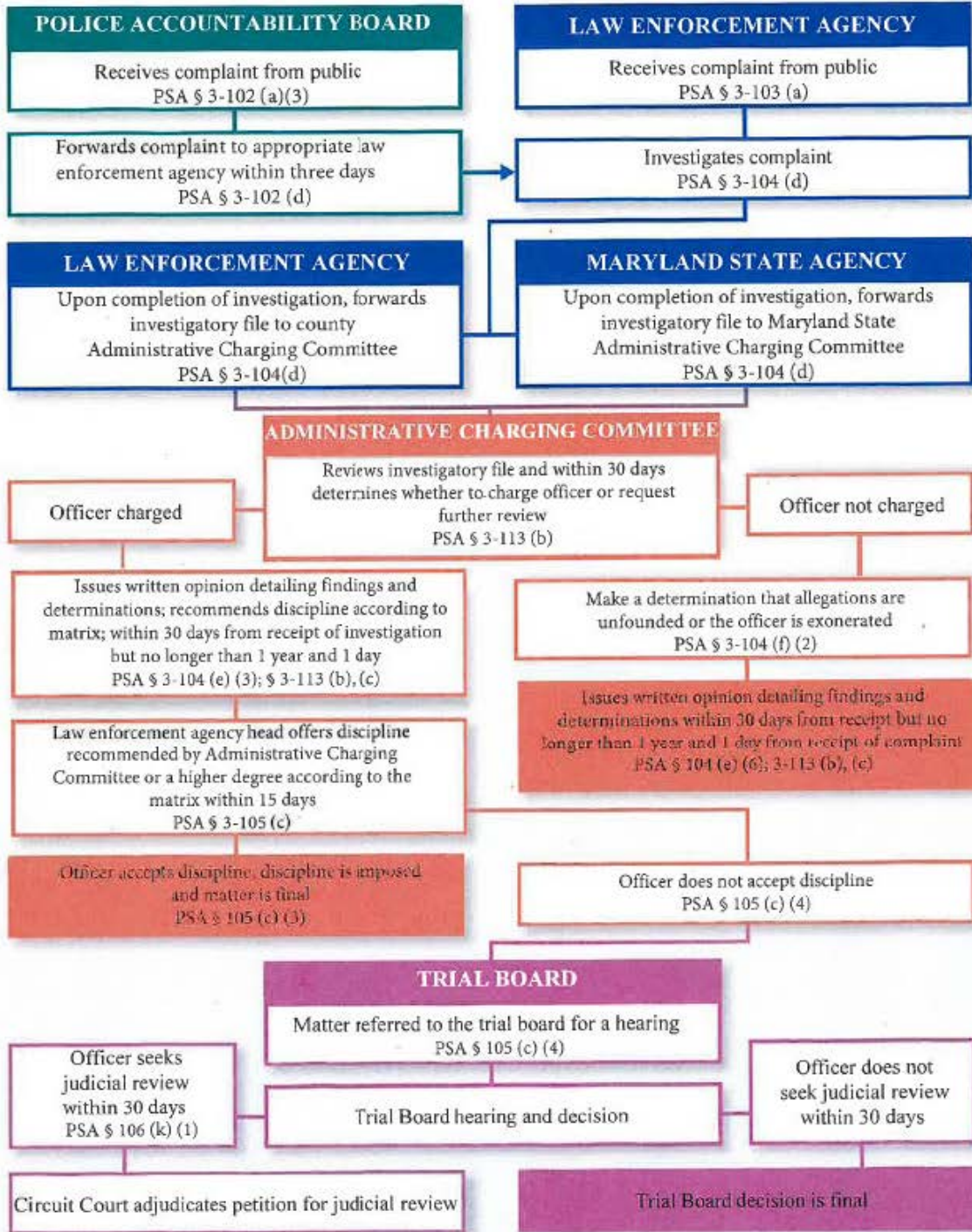
<b>Meeting Date</b>	<b>Link to Recording</b>	<b>Meeting Agenda</b>	<b>Meeting Minutes</b>
June 9, 2023	<a href="#">Recording</a>	<a href="#">Agenda</a>	<a href="#">Minutes</a>
June 26, 2023	<a href="#">Recording</a>	<a href="#">Agenda</a>	<a href="#">Minutes</a>
July 21, 2023	<a href="#">Recording</a>	<a href="#">Agenda</a>	<a href="#">Minutes</a>
August 18, 2023		<a href="#">Agenda</a>	<a href="#">Minutes</a>
September 15, 2023	<a href="#">Recording</a>	<a href="#">Agenda</a>	<a href="#">Minutes</a>
October 13, 2023	<a href="#">Recording</a>	<a href="#">Agenda</a>	<a href="#">Minutes</a>
November 3, 2023	<a href="#">Recording</a>	<a href="#">Agenda</a>	<a href="#">Minutes</a>
December 8, 2023	<a href="#">Recording</a>	<a href="#">Agenda</a>	<a href="#">Minutes</a>

Additional information, as well as links to meeting recordings, agendas, and minutes, can be found on the Baltimore County Police Accountability Board website (<https://www.baltimorecountymd.gov/boards-commissions/executive/PAB/>)



MARYLAND  
POLICE AND  
CORRECTIONAL  
TRAINING  
COMMISSIONS

# POLICE MISCONDUCT COMPLAINT PROCESS



*Disposition by the Administrative Charging Committee shall be completed within 1 year and 1 day after filing of a complaint by a citizen PSA 3-113 (c)*



## REVIEW OF DISCIPLINARY MATTERS

The Baltimore County Administrative Charging Committee began reviewing investigatory files and issuing opinions in July, 2023. The following chart identifies the number of case files reviewed by the Administrative Charging Committee at each meeting, the outcome of the case file, and whether any of the case files dealt with use of force by a law enforcement officer

<b>Meeting Date</b>	<b>Cases Reviewed</b>	<b>Lead Complaint</b>	<b>Outcomes</b>	<b>Use of Force Alleged</b>
July 21, 2023	1	Intimidation	Officer not administratively charged, and exonerated.	No
August 18, 2023	0	N/A	N/A	N/A
September 15, 2023	2	(1) Retaliation (2) Violation of Free Speech	(1) Officer not administratively charged and exonerated. (2) Officer not administratively charged.	No
October 13, 2023	1	Excessive Use of Force	Officer not administratively charged, and exonerated.	Yes
November 3, 2023	3	(1) Failure to Enforce Protective Order (2) Lack of Knowledge of Residency Laws (3) Theft of License Plate and Profiling	(1) Officer not administratively charged, and exonerated. (2) Officer not administratively charged, and exonerated. (3) Officer not administratively charged, and exonerated.	No
December 8, 2023	10	(1) Unnecessary Use of Force (2) Discourteous Language and Unbecoming Conduct (3) Discourteous behavior. (4) Threatening	(1) Officer not administratively charged, and exonerated. (2) Officer not administratively charged, and exonerated. (3) Officer not administratively charged, and exonerated. (4) Officer not administratively charged, and exonerated.	(1) Yes (7) Yes

		<p>demeanor and language.</p> <p>(5) Targeting and harassment, and downgrading crime statistics.</p> <p>(6) Discourteous language, failure to create an incident report, and failure to use body-worn camera.</p> <p>(7) Excessive force and racial profiling.</p> <p>(8) Failure to provide necessary medical care.</p> <p>(9) Failure to use body-worn camera.</p> <p>(10) Discourteous behavior and failure to use body-worn camera.</p>	<p>(4) Officer not administratively charged, and complaint deemed unfounded.</p> <p>(5) Officer not administratively charged, and exonerated.</p> <p>(6) Officer not administratively charged, and exonerated for discourteous language. Officer not administratively charged, and exonerated for failure to create an incident report. Officer administratively charged for failure to use body-worn camera.</p> <p>(7) Officer not administratively charged, and exonerated.</p> <p>(8) Officer not administratively charged, and exonerated.</p> <p>(9) Additional information requested from BCPD.</p> <p>(10) Additional information requested from BCPD.</p>	
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### COMPLAINT DATA

As of December 1, 2023, 140 community complaints have been received by the Baltimore County Police Department, both directly and through the Police Accountability Board’s online portal. The Internal Affairs Division has completed investigations for 82 of the community complaints received.

## **TRIAL BOARD DATA**

As of December 1, 2023, no trial boards have been held in Baltimore County under the new disciplinary process implemented by HB0670 and County Council Bill 24-22.

## **TRENDS IN DISCIPLINE**

As the Baltimore County Administrative Charging Committee only began reviewing investigatory files in July, 2023, there is insufficient data for the Police Accountability Board to identify any trends in the disciplinary process for law enforcement officers in Baltimore County. The Police Accountability Board will be able to provide greater analysis of trends in discipline in its 2024 Annual Report.

## **POLICY RECOMMENDATIONS**

**ISSUE:** Md. Code, Pub. Safety, §3-113(c) states that “(t)he 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.” This timeframe ensures that files are reviewed in a timely manner by the Administrative Charging Committee. However, in the event that the underlying complaint triggers a criminal investigation, this timeline can be very problematic. Namely, a criminal investigation and prosecution are unlikely to be completed within a year and a day of the receipt of a complaint, creating a scenario where the Administrative Charging Committee is required to make a decision in a case where an ongoing criminal investigation is also taking place prior to the conclusion of the criminal matter. This may lead to situations where the investigatory file presented to the Administrative Charging Committee lacks adequate information (such as statements by law enforcement officers) when a criminal investigation is ongoing. In turn, such a situation increases the likelihood of an officer not being administratively charged appropriately by the Administrative Charging Committee due to a lack of evidence. As the Administrative Charging Committee is the only means for disciplining an officer in a matter involving the public, this scenario creates the very real possibility in which the Administrative Charging Committee fails to recommend discipline for an officer facing criminal prosecution.

**SOLUTION:** The Maryland General Assembly should consider amending Md. Code, Pub. Safety, §3-113(c) to extend or toll the timeline for the Administrative Charging Committee to make their disposition beyond one year and one day in cases where the accused officer is also subject to a criminal investigation.