



Police Accountability Board

2022 Annual Report



HOWARD COUNTY POLICE ACCOUNTABILITY BOARD

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Voice/Relay

Keyonna Kinsler, Executive Secretary
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December 31, 2022

To: The Honorable County Executive Dr. Calvin Ball and County Council members

Re: Police Accountability Board Annual Report 2022

It is my privilege to submit the inaugural report of the Howard County Police Accountability Board (the Board). The report includes a summary of the Board's formation and activities.

County Executive Dr. Calvin Ball established the Board in February 2022. After an application process, members were nominated in May and approved by the County Council in June. Fully operational as of July 1, 2022, the Board is working with law enforcement agencies to develop an understanding of how data relative to complaint investigations is tracked and reported. With this information, the Board anticipates being able to identify trends and make recommendations that further enhance policing in Howard County.

As a new Board, there was significant foundational work to be undertaken. Although required to meet quarterly, the Board met ten times over five months in open and closed sessions to establish relationships; strategize about how to approach the work before us; appoint members to the Administrative Charging Committee; adopt rules of procedure; and prepare this annual report.

Howard County has made progress in becoming more transparent and accountable in law enforcement. As a Board, we intend to be proactive in our relationships with law enforcement and the community to achieve our mutual goals of transparency and accountability.

The Board commends you for your leadership and trust in us to act in the best interests of the residents of Howard County as we pursue our mandate to improve policing in our community. We welcome your feedback and input on our ongoing role in advising you on the major issues facing the County. In the new year, we will meet at least quarterly and welcome your participation if you would like to join us.

Sincerely,

Nellie A. Hutt

Nellie A. Hutt, Chair
Police Accountability Board
Howard County

Executive Summary

The Howard County Police Accountability Board (hereinafter referred to as “PAB” or “Board”) was established on July 1, 2022 with seven members, including one member representing each of the five councilmanic districts in Howard County and two at-large members. One member was appointed to serve as the Board Chairperson. The Board has focused on understanding its role and establishing rules of procedure to carry out its statutory mandate.

In the six months since its establishment, the Board has worked to complete various administrative tasks necessary to allow it to operate efficiently. In the new year, the Board looks forward to working with law enforcement agencies to understand their policies and processes. This will enable us to fulfill our statutory responsibility to assess police transparency and accountability, and recommend, if necessary, actions to improve.

To date, the Board has accomplished several tasks, including a meeting with local law enforcement agencies, establishing rules of procedure, and selecting members of the Administrative Charging Committee.

History of the Police Accountability Board

The Board was developed as part of the police accountability and disciplinary process enacted by the Maryland General Assembly in the Maryland Police Accountability Act of 2021 (MPAA). The MPAA replaces the Law Enforcement Officers’ Bill of Rights (LEOBR). The legislation established the requirements for police accountability and discipline. It required that each county shall have a Police Accountability Board effective on July 1, 2022.

On February 9, 2022, County Executive Dr. Calvin Ball signed into law [Council Bill 83-2021](#), which established the Howard County Police Accountability Board. On June 6, 2022, the County Council approved Dr. Ball’s nominees to the Board. On July 25, 2022, Keyonna Kinsler was hired as the Executive Secretary to the Board.

Council Bill 83-2021, the MPAA, and related COMAR regulations, set out the following responsibilities for PAB members:

- Accepts and forwards complaints from members of the public for investigation by the police and sheriff’s departments.
- Appoints members to the Administrative Charging Committee and Trial Boards.
- Reviews outcomes of disciplinary matters considered by the Administrative Charging Committee and Trial Boards.
- Submits an annual report to the County that identifies any trends in disciplinary actions against law enforcement personnel and makes policy recommendations that would improve police accountability.
- Meets with community youth representatives at least twice a year.
- Holds quarterly meetings with heads of law enforcement agencies and otherwise works with law enforcement agencies and the county government to improve matters of policing (Maryland Public Safety Code Ann. § 3-102).
- Works to ensure public accountability and transparency over the powers exercised by law enforcement agencies (COMAR 12.04.09.03A).

Police Accountability Board Members and Staff:

Keyonna Kinsler, Executive Secretary



Ms. Keyonna Kinsler began as the Executive Secretary and PAB Liaison in July 2022. She has made connections in different parts of the County throughout her time with the Board. Before becoming the Executive Secretary to the Board, Keyonna served as a Parole and Probation Agent for three years in the City of Baltimore.

Ms. Kinsler has a background in psychology and criminal justice. She holds a Bachelors of Arts in Psychology and a Master of Arts in Criminal Justice both obtained from Coppin State University.

Nellie Hutt, Chair



Chair of the Board, Nellie A. Hutt, has lived in Howard County for more than 40 years. She is a retired federal Administrative Appeals Judge with proven experience in constitutional and administrative law. She also served as a trial attorney for the Social Security Administration for thirteen years.

Chair Hutt is widely involved in the Howard County community. She served on the Howard County Ethics Commission and on various local boards. She is a founding member of the Continentals Society, Inc., Columbia Chapter. She and her husband established a program to recruit students from Howard County and surrounding areas to attend their alma mater, Washington University in St. Louis. Selected students received scholarships, some full, to attend the university. Ms. Hutt and her husband, Louis, are proud parents of three children.

Brenda McChriston, At-Large



Brenda is CEO and Principal of Spectrum HR Solutions, a certified woman-owned minority human resource advisory practice in strategic HR management, diversity, leadership training, compliance, employee relations and compensation. Opening the doors in 2004, Spectrum has helped more than 115 companies and organizations nationwide save money, improve employee productivity, and achieve organization growth.

In 2019, Brenda chaired the Howard County Human Resource Society's Diversity Inclusion Committee and organized the County's first ever Leaders Symposium on Diversity Inclusion bringing top notch speakers and attracting C-suite attendees. She has been re-appointed by Governor Hogan to the Maryland Commission for Women; served on Howard County's Personnel Board and is a member of the Board of Directors for the Better Business Bureau of Maryland.

Additionally, Brenda is a graduate of Leadership Maryland, Leadership Howard County, and the Goldman Sachs 10K Small Businesses Program.

Herman L. Charity, District 1



Herman L. Charity, a lifelong resident of Howard County, has assumed various roles in the county over the years. He was the first black Howard County Police Officer and retired after 30 years of service at the rank of Lieutenant in the role of Commander of the Internal Affairs Division. After retirement, Herman continued in public service as the Executive Assistant for Howard County Executive James Robey.

His assignments during his 8-year tenure with Mr. Robey included working with local, state, and federal officials on legislation that was important to the citizens of Howard County. He later went on to be a Special Investigator for the Howard County States Attorney's Office for an additional 7 years.

Herman has been recognized for outstanding community service by many organizations including the Howard County Police Department, the Howard County Public School System, and the NAACP. He continues to serve the Howard County community in his 28th year as a High School Football coach. In addition to serving on the Police Accountability Board, he also serves on the Howard County Recreation and Parks Board, as well as the Harriet Tubman Foundation.

Arnettia S. Wyre, District 2



Arnettia S. Wyre, Esq., MBA is the CEO of LAKE Solutions, LLC, a full-service conflict resolution firm. In this capacity, she assesses conflict and develops systemic interventions, facilitates discussions, provides one-on-one coaching, conducts training, and mediates disputes. Services are provided to individuals, families, community organizations, and businesses. Unlike litigation where there is typically a winner and a loser, Arnettia's desire is to create a win/win for all parties involved while preserving relationships and self-respect.

With more than 20 years of legal experience, Arnettia believes in the power of self-determination. To that end, she is committed to motivating and empowering individuals to work together to amicably resolve issues. She believes this can be accomplished through the use of effective communication coupled with the use of alternative dispute resolution (ADR) tools.

Committed to strengthening the community, Arnettia has established a non-profit devoted to ensuring underrepresented youth from under-resourced communities are provided with equitable opportunities that will inspire them to THINK BIG, DREAM BIG, and DO BIG things for themselves, their families, and their community. Arnettia is dedicated to producing the next generation of global leaders by exposing under-resourced youth to domestic and international travel, character-building, and leadership development.

Ricardo Morales, District 3



Ricardo Morales is a 14-year resident of Howard County. He has served in many capacities at his daughter's schools, including Vice President of the Parent Teacher Association. Ricardo has a background in higher education administration but is currently working in the information technology field.

As a Black Latino male born outside the United States, Ricardo hopes to bring a different perspective to the Board as it relates to citizen and police interactions. Ricardo looks forward to working with his fellow Police Accountability Board members, law enforcement officers, and others who hold the best interests of Howard County and its residents at heart.

Paul Rivers, District 4



Paul Rivers is a retired Supervisory Deputy U.S. Marshal with 28 years in service. In his last fourteen years he managed and supervised over 50 employees and managed two United States Federal Courthouses. He has lived in Howard County for the past 18 years and he is rooted in the community.

Paul's credentials include a Master of Science in Strategic Leadership, Bachelor of Science in Administration of Criminal Justice, Associates in Public Service with a major in Criminal Justice Technology and management training courses from Management Concepts and Technology. Furthermore, he teaches Introduction to Criminal Justice at Howard Community College. He is an active volunteer with the U.S.O, American Legion, and several veterans' groups. He is also on the Howard County Veterans Commission, and he is on the Board of Directors for NAMI Howard County.

James Gormley, District 5



Since his retirement in 2019, James Gormley has engaged substantially in community service in Howard County. As one of the founding members of the Police Accountability Task Force of Howard County, James has collaborated with HoCo community organizations, County leadership and senior officers at HoCo's law enforcement agencies to improve police accountability and transparency in our County. This followed James' extensive career as a corporate/compliance attorney, including 28+ years of experience at Northrop Grumman, where he led a senior legal team responsible for driving global compliance and accountability for the Company's 90,000 employees.

Born in 1959 in Kettering, England, the son of Irish immigrants, James emigrated to the United States in 1980, falling in love with and marrying his wife, Karen. They have lived in Ellicott City for the last 29 years, raising their son and two daughters in the wonderful environment of Howard County. James still plays soccer regularly, brews cider from his home-grown apples, and writes children's stories about the magical worlds created whenever he and his grandchildren get together.

Police Accountability Board Meeting Summaries

Since the Board's inception, there have been ten (10) meetings held in 2022.

August 24, 2022: This was an introductory meeting that included the following items: a greeting from County Executive Dr. Calvin Ball and an introduction to the Howard County Police Department and the Howard County Sheriff's Office. County Administration staff summarized PAB duties, as well as setting future meeting dates and agenda items.

September 8, 2022: This meeting included presentations by County Law Enforcement Agencies. These agencies discussed their structure and operations. The agencies also shared an overview of their complaint and investigation processes as well as summarizing their newly started body-worn camera policies and other operational matters.

September 14, 2022: County Administration provided a draft outline of the ACC legislation. The Board discussed with the Office of Law the ACC and the selection parameters for recent applicants. The Office of Law also informed the Board of the need to adopt Rules of Procedure.

September 28, 2022: The members of the Board were provided training from the Office of Law on Ethics, Open Meetings Act, Public Information Act, and Public Boards/Commissions Rules of Procedure.

October 9, 2022: The Board reviewed, debated, and changed the draft Rules of Procedure as presented by the Office of Law. After completing this process, the Board presented the Rules of Procedure for public comment and review.

October 18, 2022: Administration staff provided a presentation on the proposed ACC legislation. The Board reviewed the applicants for the Administrative Charging Committee and selected two to serve as members. The Board also reviewed the changes to the Rules of Procedure and set the hearing date for comments and input from the public.

November 9, 2022: The draft Annual Report was presented to the Board for review. There was a cursory discussion of the Board's mission and objectives. To allow for thorough analysis, a discussion item was added to the agenda for the next meeting. Another draft of the ACC legislation was provided to the Board for review.

November 30, 2022: The Board held a public hearing on the PAB Rules of Procedure and received public comment. The Board was introduced to the student member of the School Board. The Board also revised the draft Annual Report and discussed the overall vision and mission of the Board.

December 7, 2022: The Board adopted the Rules of Procedure, selected meeting dates for 2023, and further reviewed the draft Annual Report. The Board set a final meeting for 2022 to be held virtually.

December 12, 2022: The Board approved the submission of the PAB Annual Report.

Future Activities

The Board will work on the following items in **2023**:



Identify, review, and report on law enforcement trends. Collect data, policies, and reports currently maintained by Law Enforcement Agencies (LEAs) that apply to accountability and transparency. The PAB will also make recommendations to the County Executive and County Council.



Develop relationships with LEAs to ensure police accountability. Meet with the County and LEAs to collaboratively establish key metrics for tracking accountability and transparency.



Review the statistics and outcomes of officer complaints and evaluate accountability measures with LEAs and the County. Prepare an annual report that identifies any trends in the disciplinary process of police officers and makes recommendations on changes to policy that would improve police accountability.



Become familiarized with LEAs' outreach programs such as Citizens Academies, ride-alongs and other activities.



Attend State offered trainings and conferences to enhance understanding of the role of boards as it relates to overall trends and actions.



Continue to engage with the community, including meeting with community youth representatives as required by the Howard County Code.

PAB/LEA Statistics

This section provides details of complaints that have been received from July 2022 through December 9, 2022 by the Police Accountability Board, the Police Department and the Sheriff's Office, including;

- I. Complaints received by the Board (in chart form)
- II. PAB complaint disposition
- III. Sheriff complaints received involving a member of the public (in chart form)
- IV. Police complaints received involving a member of the public (in chart form)

I. Complaints Received by the Police Accountability Board

	Speeding	Use of Force	Wrongful Arrest	Other
July 2022	1	0	0	0
August 2022	0	0	2	0
September 2022	0	0	0	0
October 2022	0	0	0	0
November 2022	0	0	0	0
December 2022	0	0	0	1
Total	1	0	2	1

II. Complaints Received by the Police Accountability Board

Type	Issue	Status
Speeding	Occurred before July 1, 2022	Not Sustained: Closed Referred to Police Department
Wrongful Arrest 1	Occurred before July 1, 2022	Not Sustained: Closed Referred to Police Department
Wrongful Arrest 2	Occurred before July 1, 2022	Not Sustained: Closed Referred to Police Department
Other	Received December 8, 2022	Under Review: Referred to Police Department

III. Complaints received by the Sheriff's Office

	Speeding	Warrant Complaint	Eviction	Other
July 2022	0	0	0	0
August 2022	0	0	0	0
September 2022	0	0	0	0
October 2022	0	0	0	0
November 2022	0	0	0	0
December 2022	0	0	0	0
Total	0	0	0	0

IV. Complaints received by the Howard County Police Department

Internal Affairs Statistics	
2022 Citizen Complaints as of 10/31/22	
Conduct	
Conformance to Laws	3
Improper Conduct	6
Truthfulness	2
Rudeness	2
Performance	
Work Performance	7
Court FTA	2
Total Complaints	22
Complaint Dispositions	
Exonerated	1
Not Sustained	1
Sustained	1
Currently Open	19

The PAB has been provided these statistics by the Police Department and will request further information on these complaints.

Complaints and dispositions are listed by total number of involved officers, not cases. One case may involve multiple officers.

Trends in the Disciplinary Process of Police Officers in the County

The Police Accountability Board is tasked with submitting this Annual Report to the County Executive and the County Council in part to identify trends in the disciplinary process of police officers in the County.

As there have not been any actionable complaints filed with the Board and as there have been no cases reviewed by the Administrative Charging Committee, the Board is unable to identify any trends in the disciplinary process. During the coming year, the Board will work with both the Police Department and the Office of the Sheriff to review any available historical data and any new cases and data that may help in identifying trends. The Board will also consider any recommendations on changes to policy that could improve police accountability in Howard County.

Police Accountability Resources and References Documents

[Maryland Police Accountability Act of 2021](https://mgaleg.maryland.gov/2021RS/Chapters_noln/CH_59_hb0670e.pdf)

https://mgaleg.maryland.gov/2021RS/Chapters_noln/CH_59_hb0670e.pdf

[MDLE Resource Page \(POLICE TRAINING and STANDARDS COMMISSION\)](https://mdle.net/standards.htm)

<https://mdle.net/standards.htm>

[Statewide Police Disciplinary Matrix: Matrix Sub Committee Report–June 9, 2022](https://mdle.net/pdf/Commission_Approved_PAB-ACC_Regulations.pdf)

https://mdle.net/pdf/Commission_Approved_PAB-ACC_Regulations.pdf

[ACC Member Training Guidance Memo](https://mdle.net/pdf/ACC_Member_Training_Guidance_Memo.pdf)

https://mdle.net/pdf/ACC_Member_Training_Guidance_Memo.pdf

[ACC Training Syllabus](https://mdle.net/pdf/ACC_Training_Syllabus.pdf)

https://mdle.net/pdf/ACC_Training_Syllabus.pdf

[Administrative Charging Committees Training Status](https://mdle.net/pdf/ACCMAP.pdf)

<https://mdle.net/pdf/ACCMAP.pdf>

[Howard County Police Accountability Homepage](https://www.howardcountymd.gov/boards-commissions/police-accountability-board)

<https://www.howardcountymd.gov/boards-commissions/police-accountability-board>

[Howard County Council Bill 83-2021: Police Accountability Board](https://apps.howardcountymd.gov/olis/GetFile.aspx?id=31400)

<https://apps.howardcountymd.gov/olis/GetFile.aspx?id=31400>

[Howard County Online Complaint Form](https://services.howardcountymd.gov/hcportal?id=sc_cat_item_311&sys_id=1eab1e1287d455906ac52f47cebb3561)

https://services.howardcountymd.gov/hcportal?id=sc_cat_item_311&sys_id=1eab1e1287d455906ac52f47cebb3561

EMERGENCY REGULATIONS:

[Chapter 09 Police Accountability Boards and Administrative Charging Committees](https://mdle.net/pdf/Commission_Approved_PAB-ACC_Regulations.pdf)

https://mdle.net/pdf/Commission_Approved_PAB-ACC_Regulations.pdf

[Chapter 10 Uniform State Disciplinary Matrix](https://mdle.net/pdf/Commission_Approved_Uniform_Disciplinary_Matrix_Regulations.pdf)

https://mdle.net/pdf/Commission_Approved_Uniform_Disciplinary_Matrix_Regulations.pdf



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