Angela D. Alsobrooks
County Executive

POLICE ACCOUNTABILITY BOARD

2022 REPORT

Prince George's County
Police Accountability Board
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Message from the Chair

Kelvin Davall
Board Chair

In 2021, the Maryland General Assembly passed a legislative package of police reform bills focused on improving police accountability throughout the State. This bill package was later codified as the Maryland Police Accountability Act of 2021. Among other things, the Act required each County to establish three Accountability Boards not later than July 1, 2022. Two of the entities, the Administrative Charging Committee (ACC), and the Administrative Hearing Board (AHB), were tasked with reviewing police misconduct investigations and determining disciplinary actions. The third entity, the Police Accountability Board (PAB) was charged with reviewing the decisions of the ACC and AHB to determine trends and make policy recommendations regarding best practices and transparency.

After passage of the Act, County Executive Angela Alsobrooks convened a HB 670 Work Group to develop local legislation and guidance to implement the State's mandates. The Work Group, which was comprised of citizens and public safety and County representatives, took on the difficult legislative and logistical challenges of operationalizing the three entities. At the same time, the County Executive and County Council engaged in an extensive and transparent process to select members to serve on each of the entities.

On November 2, 2022, the members of the PAB were sworn-in and soon after began meeting as a body. To date, the PAB has focused on reviewing and updating policies and guidance, training on the *Open Meetings Act,* selecting civilian representatives to the ACC, beginning the selection of civilian members to the AHB, and drafting the 2022 Annual Report. The PAB has not begun tracking trends or making policy recommendations because case outcome data is not yet available. The Board looks forward to beginning this work in 2023.

Although together for just a short time, PAB members have worked diligently and expeditiously to meet their legislative mandates. Members have also placed a premium on being transparent and responsive. I am honored to serve as Chair of this outstanding group of community representatives and look forward to helping ensure the highest levels of police accountability and transparency.

Sincerely,

Kelvin Davall, Chair
Prince George's County
Police Accountability Board

Executive Summary

The Maryland Police Accountability Act of 2021 requires the Police Accountability Board (PAB) to submit a report on or before December 31st of each year to the County Executive and the County Council. The report's is retrospective and should identify any trends in the disciplinary process of police officers in the County and make recommendations on changes to policy that would improve police accountability.

Ten (10) members of the PAB were sworn in on November 2, 2022 and the Chair convened the first meeting of the Board on November 14, 2022. The priority for the Board was the appointments of two community members to serve on the Administrative Charging Committee (ACC) and two or more members to serve on the Administrative Hearing Board (AHB). The appointed members of the ACC and AHB must complete state-mandated Maryland Police Training and Standards Commission (MPTSC) training course before commencing their work. Once the ACC and AHB members have completed the mandated MPTSC training course, both entities will officially begin executing their duties.

This inaugural PAB Annual Report provides a review of the Board's structure, member appointment process, and activities conducted by the Board during November and December 2022. The report also provides a summary of police complaints received by the Board's administrative staff for the period July 1, 2022 through December 23, 2022, as well as a review of the process to establish a PAB in Prince George's County. The statutorily required start date for the PAB and the public's use of the new police complaint process was July 1, 2022.

Because the ACC and AHB have not begun their work as a body, data regarding the disciplinary outcomes for police officers in the County was not available for trends analysis by the PAB. As a result, the PAB did not have data to offer policy recommendations in this report. The Board anticipates both disciplinary trend analysis and policy recommendations will be core components of next year's PAB Annual Report.

Overview

In accordance with State and local law, a-complete list of the statutory duties of the PAB also includes the following:

- Hold quarterly meetings with law enforcement agency heads and work with law enforcement agencies and local governments to improve police services;
- On (at least) a quarterly basis, review the disciplinary outcomes of matters submitted to the Board by the ACC Board;
- At least once a year on or before December 31, submit a report to the County Executive and County Council;
- Appoint two (2) civilian members to the Administrative Charging Committee;
- Appoint one or more civilian members to the AHB(s) in the County;
- Receive complaints of police misconduct filed by members of the public, and within three (3) business days from the date of receipt, forward complaints to the appropriate law enforcement agency for investigation;
- Maintain records and establish a record retention schedule in accordance with State law;
- Maintain confidentiality relating to all matters before the PAB; and
- Otherwise abide by all Federal, State and County laws, and develop rules of procedure not inconsistent with such laws.

Discretionary Duties

In addition to its statutory duties, the PAB will also consider the following discretionary duties:

- *Meet periodically with members of the public and community leaders to discuss the details of its annual report (s) and respond to any inquiries about policing in the County;*
- *Attend town halls and other significant community events in which police-related matters are discussed; and*
- *Attend training as deemed necessary by the PAB chair or as directed by the Maryland Police Training and Standards Commission. Training may include but is not limited to Use of Force Training, Grand Jury Training, and Judgment Enhancement Training.*

In 2021, the Maryland General Assembly passed a legislative package of police reform bills, subsequently codified as the Maryland Police Accountability Act of 2021. HB670, the most comprehensive bill contained in the Act, repealed and replaced significant provisions of Maryland's Law Enforcement Officers' Bill of Rights and mandated that each county, Baltimore City and state law enforcement establish Police Accountability Boards, effective July 1, 2022.

In December 2021, County Executive Angela D. Alsobrooks established the ***HB670 Workgroup*** to implement the operational requirements of the Maryland Police Accountability Act of 2021. This work began in earnest in January 2022. In order to meet the July 1, 2022, deadline for establishing the Prince George's County PAB, sub-committees were created to focus on planning in several key areas.

As the Office of the Law drafted police reform legislation, the Office of the County Executive implemented a process for selecting citizens to serve on the PAB. This process began in January 2022. After an application, interview, and vetting process, in March 2022, the County Executive nominated eleven citizens to the PAB.

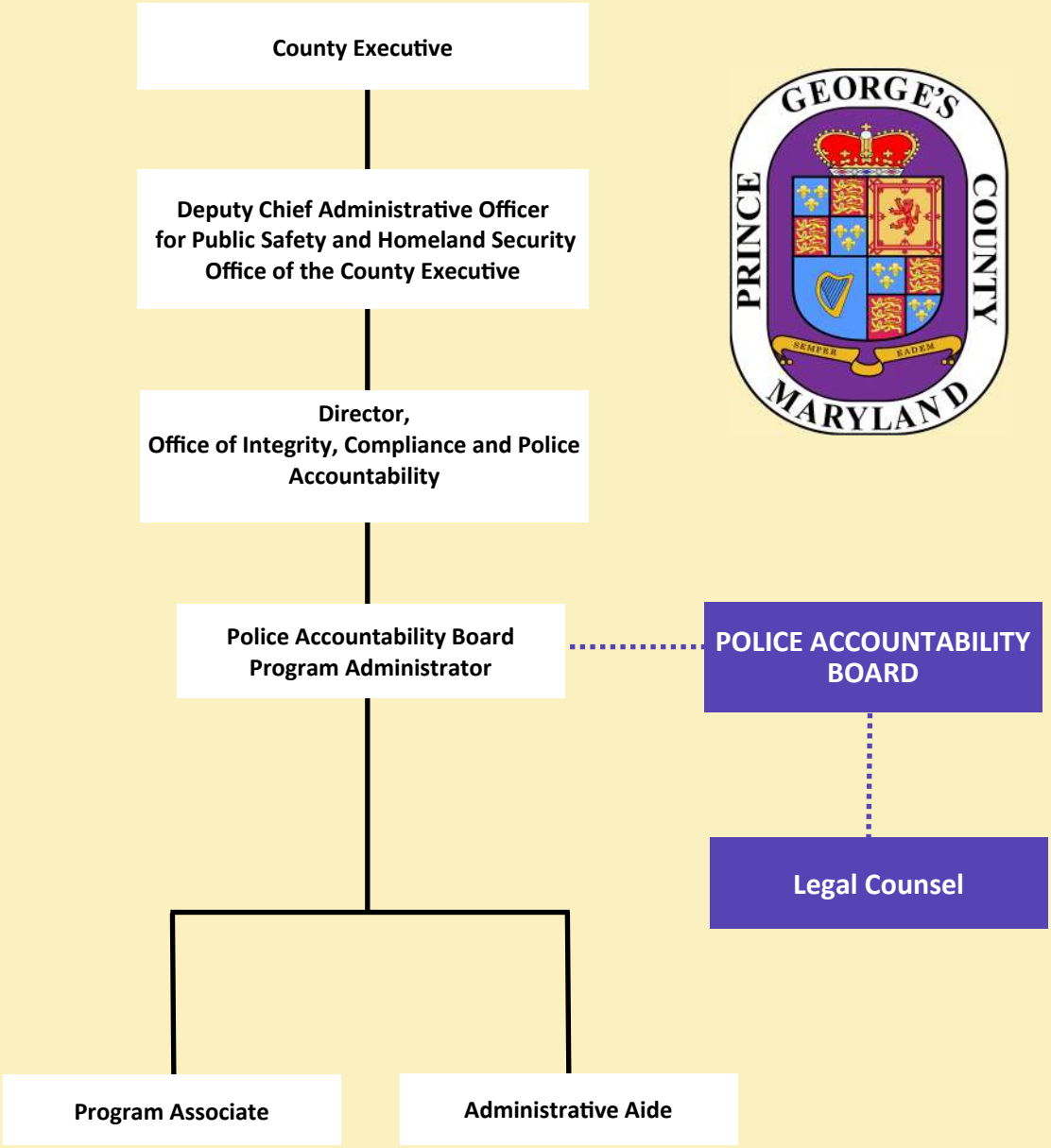
In March 2022, the County Executive also introduced a legislative package of four police reform bills. After a series of public debates, the County Council enacted all four bills, including CB-21-2022, which formally established the Prince George's County PAB.

The enactment of CB-21-2022 fundamentally changed how PAB members would be selected. It mandated that the County Executive and the County Council share the responsibility for appointing Board members. The bill also mandated a public engagement process for these appointment. The application and nomination process was reopened in September 2022.

After several public listening sessions, the County Executive and the County Council selected and subsequently swore in ten members on November 2, 2022. An eleventh member, appointed by the County Executive, will be confirmed in January 2023.

The PAB conducted its first meeting on November 14, 2022, to begin the process for making appointments. On November 29 2022, the PAB completed its initial round of mandated appointments by selecting two people to serve on the ACC.

PAB Organizational Structure



Approved 9/2022

Board Members

Shelia Bryant, Esq. is a practicing attorney in the areas of Family Law, Bankruptcy and Estate Planning. She is a certified Inspector General and has served in this capacity while on active duty in the USMC and with the Federal Government. She was awarded a Bronze Star Medal during her tour of duty with the United States Marine Corps and retired as a Colonel. She is affiliated with multiple organizations, including: League of Women Voters; J. Franklin Bourne Bar Association; Progressive Maryland's Returning Citizen Task Force; and is a member of the Executive Board of the Prince George's County NAACP.

Sheila Bryant is originally from McComb, MS and grew up in Los Angeles, CA. She has resided in Prince George's County since 2009. She is proud to live in such a rich and diverse area that has so much to offer in terms of culture, entertainment and community. She has immersed herself in the affairs of Prince George's County and volunteers frequently with organizations and individuals to promote justice and equity. She applied to the PAB to promote public trust for law enforcement and safety for citizens without abusive conduct by those who are empowered to protect and serve. Her goal is to ensure transparency and accountability and make recommendations for improved policy and practice. Shelia Bryant is a proud wife, mother and grandmother.

Andrea Coleman, PhD is the Principal Researcher at KLK Research Group, a research firm bridging the gap between research, policy, and practice via data analysis, translational, action-oriented research, evidence-based practices, and training. Dr. Coleman previously worked in local, state, and Federal criminal and juvenile justice systems, including as a law enforcement civilian employee. While employed at the U.S. Department of Justice, Dr. Coleman trained over 500 criminal and juvenile justice stakeholders in 36 states on evidence-based system improvement strategies, data collection and analysis, and culture change. Dr. Coleman also serves on the Prince George's County Hope in Action Violence Prevention Task Force, and in this capacity, she also aggregates and analyzes crime data and trends.

Dr. Coleman has lived in Prince George's County for over 15 years. After relocating from Kentucky, she purposely chose to reside in Prince George's County due to its vibrant communities and culture, its cuisine, and, most importantly, its people. Dr. Coleman applied to the PAB to serve Prince George's County and assist with developing and recommending strategies to increase trust between law enforcement and the community while holding officers appropriately accountable.

Kelvin Davall, PAB Chair, is an engineer with Hewlett Packard. As a community leader, Chair Davall has deep roots in Prince George's County and has used his skills and knowledge to serve the community in various capacities, such as: working with many elected County officials to improve the quality of life for all Prince Georgians, meditating community and neighbourhood disputes and volunteering throughout the County in various capacities. Chair Davall is also the current Homeowner's Association Board President of his community and has served in this capacity for over seven years.

Chair Davall was born in Washington D.C. and has considered Prince George's County home for 10 years. Chair Davall loved serving his community members and wishes to represent the citizens of Prince George's County with deserved dignity and respect. Chair Davall completed the Prince George's County Citizen's Police Academy and is a former member of the Citizens Complaint Oversight Panel. Chair Davall's goal in serving on the PAB is to provide oversight of Prince George's County law enforcement agencies and to hold officers accountable to ensure training protocols are followed when interacting with citizens. Chair Davall is proud of the resident's desire to assist with improving the quality of life and making Prince George's County the best that it can be.

Keenon James is the Senior Director of the Everytown Survivor Network at Everytown for Gun Safety. For nearly two decades, Mr. James has committed to bridging the gap between law enforcement and the communities they serve. Mr. James has served in leadership roles with President Obama's Policing Practices and Accountability Initiative; the U.S. Department of Justice, Office of Community Oriented Policing Services (COPS Office); and the National Organization of Black Law Enforcement Executives. He is an active member of Kappa Alpha Psi Fraternity, Inc., North Carolina Central University Alumni Association and the NAACP, Prince George's County Branch.

Mr. James was born, raised, and continues to live in Prince George's County. He has skills and experience implementing police reforms nationally and desires to use his skillset while serving as a Board Member. Mr. James' goal is to work to identify and address systemic changes needed for policing practices in the County, as well as develop inclusive opportunities for the community to engage in public safety strategies. Mr. James considers Prince George's County home because it's the community that poured into him and helped him achieve .his full potential. Mr. James is a third generation Prince Georgian and is proudly raising his family's fourth generation to call Prince George's County home.

Lafayette Melton is a Senior Human Resources professional, diversity advocate, and change agent. He has 17 years of expertise in diversity and inclusion, leadership development, recruiting, workforce planning, coaching, and policy. His career reflects a track record of helping organizations value diversity and inclusion. He is a graduate of Cornell University's Diversity and Inclusion certificate program and has received numerous awards for his work in DEI and Equal Employment Opportunity. His affiliations include: Founding Member of the Innovation Exchange Council, Graduate of Building Foundations of Visionary Leadership, Graduate of American Management Association's Effective Executive Public Speaking, Graduate of FHWA's Leadership Development Academy.

Mr. Melton has been a resident of Prince George's County for 36 years. He takes great pride in the County's rich history of Black excellence and is happy to see so many County residents accomplish legendary achievements. While serving on the PAB, he hopes to play a role in instilling confidence that police officers will enforce the laws with valor, honesty, and respect. He is a firm believer that people should be the change they want to see. Serving on the PAB will afford him the opportunity to help create the changes he believes will improve relations between residents and law enforcement and create a safer County for everyone.

Earl O'Neal retired after serving as a Union Representative for over 30 years. Mr. O'Neal's community involvement includes service as a Board Member with the South County Economic Development Association; Tantallon Citizens Association, Member; Maryland Business and Clergy Partnership, Board Member; and Friendly High School PTSA and Athletic Booster, Club Treasurer. Mr. O'Neal's youth involvement includes reviewing disciplinary matters for the youth diversion program with the Juvenile Division of the Community Public Awareness Council (C-PAC). Mr. O'Neal has also volunteered with the Olde Mill Foundation to help grow true partnerships between communities and law enforcement.

Mr. O'Neal has resided in Prince George's County for 28 years. With over 30 years as a labor and community organizer, Mr. O'Neal worked to solve problems by listening to understand the issues from all sides and bringing people together to invest in a plan to address concerns. He applied to the PAB because Prince George's County is his community. His goal is to ensure that law enforcement and community members receive fair and honest consideration of their complaints. He believes Prince George's County can be the best in the State of Maryland. Mr. O'Neal was born in Washington D.C. and raised four college graduates while living in Prince George's County.

Marsha Ridley, a certified public housing manager and licensed mechanical engineer, is a Boiler Plant Engineer with the Government of the District of Columbia. During her tenure with the District Government, she converted a unit in a troubled public housing facility into an on-sight educational and multi-service center with the successful goal of increasing police presence. For over 20 years, she has been an active member of the Mitchellville Foxlake Community Association and engages in multiple civic activities throughout the County. With over 40 years of expertise in public safety and community engagement, she believes in and has experience in police accountability oversight and has expertise working with vulnerable communities.

Having lived in Prince George's County for over 23 years and served as a member of the former Citizen Complaint Oversight Panel for two years, she has an ongoing interest in improving public safety and policing. She brings relevant knowledge and experience to her new role. Ms. Ridley's goal, while serving on the PAB, is to increase police accountability and adherence to protocols while protecting our residents and visitors and to facilitate timely response to police complaints. She is proud of the quality of life the County affords its citizens and takes great pride in its leadership. She is the mother of 4 children, grandmother of 7 and great-grandmother of 2.

Carlo Sanchez is the Asst. Director of Public Safety for the Montgomery College, Takoma Park/Silver Spring Campus. He is a former Maryland State Delegate, representing District 47B in Prince George's County. During his tenure as a Delegate, Mr. Sanchez served on the Judiciary Committee, the County's Delegation Law Enforcement Subcommittee, as Chair of the Maryland Legislative Latino Caucus, and was the former Secretary of the Prince George's County Democratic Central Committee. His community involvement includes serving as an Elder at the Washington Spanish Bilingual SDA Church and former President of the Carole Highlands Neighbourhood Association.

Carlo Sanchez has lived in Prince George's County for 40 years. With over 20 years of career public safety knowledge at a higher learning institute. His experience includes, serving as a public safety officer, supervising an entire department where his responsibilities included investigating and resolving community complaints against subordinate police officers. His objective, while serving on the PAB, is to bridge the gap between the Police, the County, and the Latino Community of Prince George's County, by working to provide transparency around policing. He considers Prince George's County a diverse community, with many cultures and ethnicities. Mr. Sanchez's parents immigrated to the Langley Park region, of the County, where they chose to lay roots and raise a family.

Tamika Springs, Esq. investigates claims of employment discrimination and writes final agency decisions in her role as an Independent Contractor with the Federal Government. Mrs. Springs has multiple years of litigation experience in various areas of law, including: administrative law, special education law, equal employment opportunity and veterans' law. During her employment as an Assistant Attorney General with the District of Columbia, Mrs. Springs represented the Metropolitan Police Department with regards to their disciplinary actions. Mrs. Springs is a certified Equal Employment Opportunity Investigator. She is a member of Alpha Kappa Alpha Sorority, Incorporated.

Mrs. Springs has resided in Prince George's County for over 10 years. She believes Prince George's County has an abundance of opportunities. Mrs. Springs' love for Prince George's County and her desire to give back led her to serve on the PAB. Mrs. Springs' goal is to promote open dialogue and communication between the members of the community and law enforcement. Mrs. Springs has been married for over 14 years to her wonderful husband and has two children.

Daniel Vergamini is a Lead Inspector/Team Manager in a federal Office of the Inspector General. He has examined and provided oversight for federal programs and operations in varied federal Offices of Inspectors General for over 15 years. Mr. Vergamini served in the Army Guard and Air Force Reserves for over 21 years, including several active-duty tours.

Daniel Vergamini has resided in Prince George's County for 6 years. Mr. Vergamini served on the Citizen Complaint Oversight Panel for three years, reviewing police actions, internal affairs investigations, and citizen complaints, prior to the enactment of the Police Accountability Act of 2021.

Our Team

The PAB team has extensive experience working in police accountability and government operations. The PAB's Program Administrator has 22 years experience managing the former Prince George's County Citizen's Complaint Oversight Panel (CCOP), as well as an additional 10 years experience managing programs in various County agencies. The PAB's Program Associate has 10 years of experience working in the Office of the County Executive staff and 11 combined years working with the County's Office of Law, Office of the State's Attorney and Police Department. The Administrative Aide has 15 years of experience providing administrative support to CCOP. For over 30 years, the PAB's Contract Attorney has served as legal advisor to various County Boards and Commissions. She also served as legal counsel to the CCOP for 5 years.

L. Denise Hall
Program Administrator

Tangi Allen
Program Associate

Ashley M. Ritter
Administrative Aide

Marva Jo Camp
Contract Attorney

Prince George's County

Law Enforcement Agencies (LEA)

Berwyn Heights

Bladensburg

Bowie

Brentwood

Capitol Heights

Cheverly

Colmar Manor

Cottage City

District Heights

Edmonston

Fairmont Heights

Forest Heights

Glenarden

Greenbelt

Hyattsville

Landover Hills

Laurel

Morningside

Mount Rainier

Prince George's Fire Marshall

Prince George's Police

Prince George's Sheriff

Riverdale Park

Seat Pleasant

University of Maryland

University Park

Upper Marlboro

Board Meetings

In-person Board meetings are held at 9200 Basil Court, in one of two conference rooms on the 4th floor. Each space as been equipped with Smart technology and accommodations to facilitate public sessions via an online platform or in person. The PAB held the following sessions in 2022.

November 14, 2022 - The PAB held its first public session. The public was able to view this meeting via Zoom. DCAO for Public Safety and Homeland Security, Barry Stanton provided greetings on behalf of County Executive Alsobrooks. The Board also heard several presentations, which included a summary of various pieces of State legislation that focused on police reform presented by County Attorney Rhonda Weaver and an Ethics briefing by Office of Ethics and Accountability's Compliance Officer, Roslyn Walker. Also on the agenda were the Board's appointment of two citizens to serve on the Administrative Charging Committee and two or more citizens to the Administrative Hearing Board.

November 16, 2022 - The Board met in a public session that was subsequently closed to begin the process of selecting its two appointees to the ACC. In closed session, the Board reviewed fifteen applications submitted by individuals interested in serving on the committee, and approved three finalists for interviews.

November 22, 2022—In a closed session, the Board prepared nine specific interview questions for the finalists and prepared for the interviews.

November 29, 2022—Interviews of the three finalists were conducted in an administrative session. Serenity Garnett and Cardell Montague were selected as the PAB's appointees to the ACC.

D**ecember 14, 2022**— The Board began the process for appointing one or more civilian members to serve on the AHB. They deliberated on the number of civilians to appoint, as well as the application and recruitment process. The Board decided to conduct a hybrid process. The Board would review applications of citizens who were vetted by the County Executive and the County Council for appointment to the ACC and PAB, but were not selected to serve on either body would be reviewed first. After this review, if the Board wants to expand the pool of applicants, a call for applications would be advertised. The Board also developed a broad set of qualifications for selecting PAB appointees. The following criteria of soft skills were established. Board members were asked to develop interview questions based on those skills.

- Ethics
- Flexibility/Availability
- Ability to Travel the County
- Logic and Reasoning
- Reading Comprehension

December 21, 2022— In a closed session, the interview questions proposed by Board members were reviewed. The Board selected a set of questions designed to assess candidates time management, reasoning, and critical thinking. The Board also began its review of the first set of applications being considered for the AHB positions. It was determined that vetted applicants for the PAB and ACC positions will be contacted to determine their interest in serving on the AHB, with a response date of January 6, 2023. The Board reviewed all applications and selected the first cohort for consideration, contingent upon their interest in serving. The Board also confirmed its intention to open the process to new applications, if needed.

December 28, 2022 - The Board met in an administrative session to finalize the 2022 Annual Report, which is due for submission to the County Executive and the County Council on or before December 31, 2022.

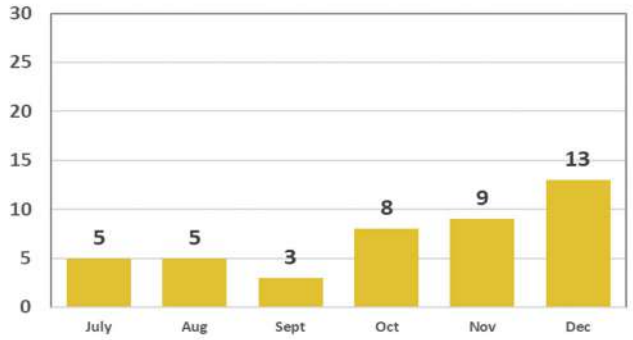
Complaint Activity

The PAB staff received 43 incoming complaints involving officers in 9 County LEAs, during the period July 1, 2022 to December 23, 2022. Below is a statistical review of those complaints. These numbers reflect complaints submitted to the PAB, and may also include complaints that LEAs received directly, then forwarded to the PAB.

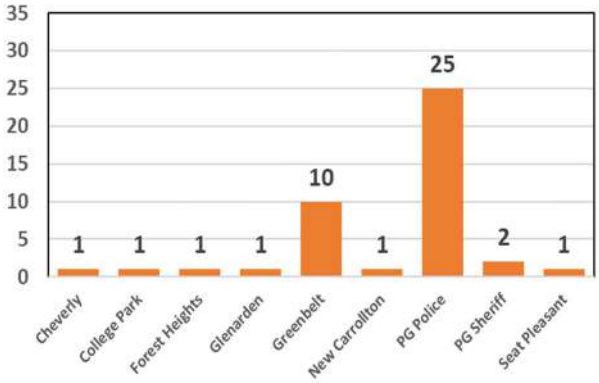
Mandate

"To receive complaints of police misconduct filed by members of the public, and within three (3) days from the date of receipt, forward these complaints to the appropriate law enforcement agency for investigation."

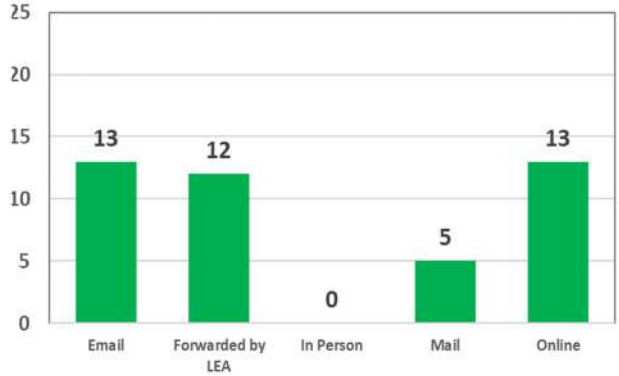
Complaints Received Monthly



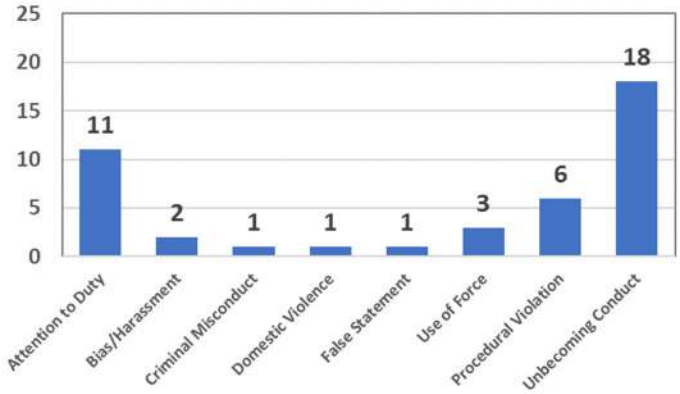
Involved Law Enforcement Agencies



Source of Complaint



Categories of Misconduct Alleged



43 complaints received

100% referred with 3 days

2 referred for independent investigations*

****Complaints against the head of the involved law enforcement agency.***

Complaint Process

WHO CAN FILE A COMPLAINT

- An alleged victim of police misconduct;
- Any individual having personal knowledge of alleged police misconduct;
- Any person filing the complaint on behalf of either person described above; or
- A person who is in possession of or has access to a video or audio recording that captures the alleged police misconduct.

INFORMATION TO BE INCLUDED IN THE COMPLAINT

All complaints of police misconduct filed with the PAB must include the following information:

- The name of the officer(s) accused of alleged misconduct;
- A description of the facts on which the complaint is based; and
- Contact information of the complainant or a person filing on behalf of the complainant.
- You may also include any documentation, video or audio recordings, or other materials that may constitute potential evidence related the complaint.

WHERE TO FILE THE COMPLAINT

A complaint may be completed electronically on the PAB's webpage. Complaints can also be downloaded and print a copy of your completed Complaint Form and

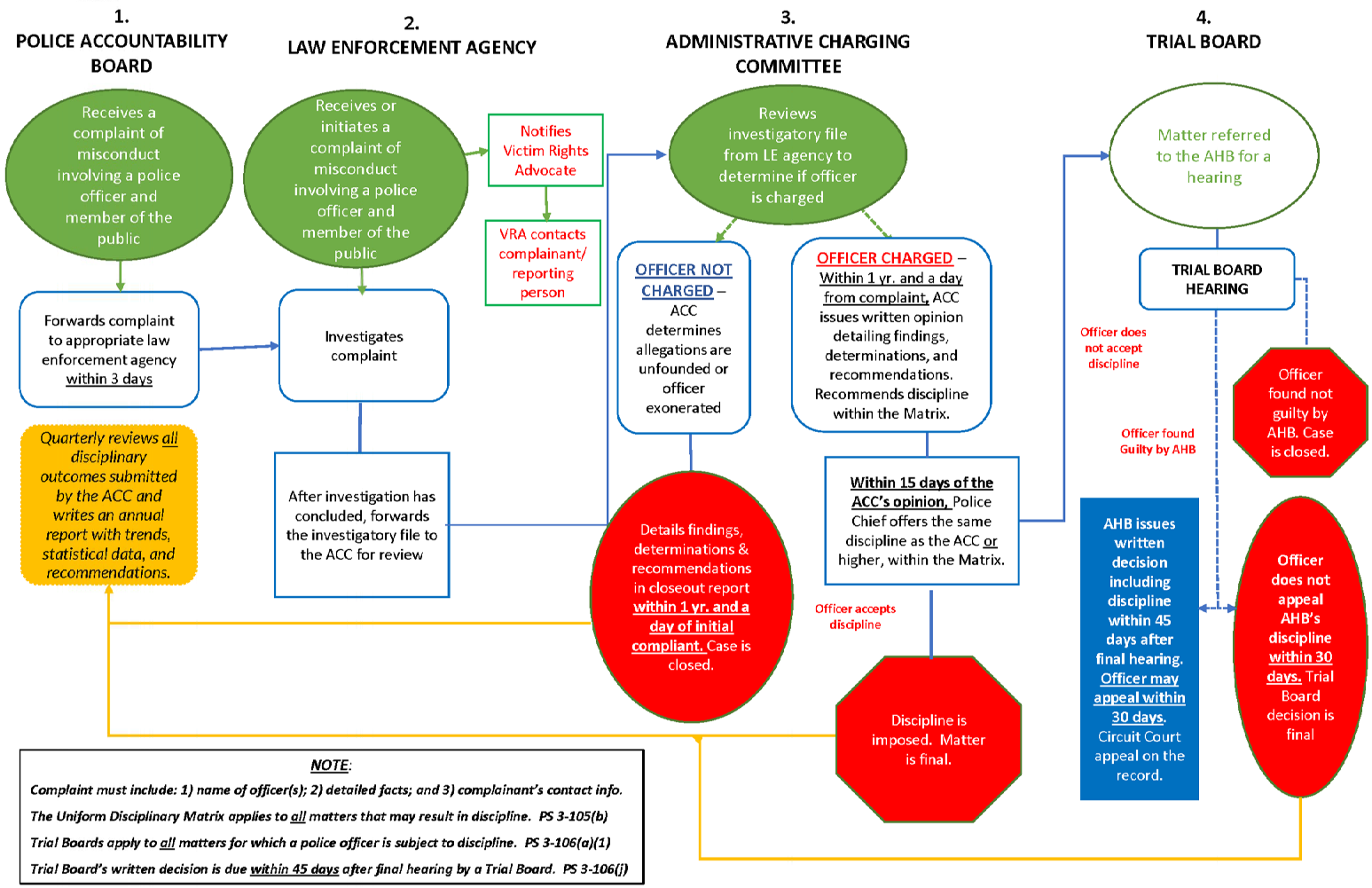
- email pgpab@co.pg.md.us.,
- Fax to 301-883-2655, or
- Mail to 9200 Basil Court, Suite 406, Largo, Maryland 20774

For assistance or to request that a complaint form be sent to you via mail or email, please call the PAB on 301-883-5042.

WITHDRAWING THE COMPLAINT

A complaint of misconduct may be withdrawn, *in writing*, up to the time the complaint has been transferred to the appropriate law enforcement agency for review. If a complainant wants to withdraw the complaint *after* it has been transferred, they must contact the law enforcement agency directly to make that request.

Tracking a Complaint Through The PAB Process



Proposed Next Steps

Strategic Focus

The Board's FY2023 strategic focus will be:

- Collaborating regularly with law enforcement agency heads to examine policing among agencies and make recommendations for improvement;
- Improving police responsiveness to public complaints of misconduct;
- Improving overall police accountability; and
- Keeping the public informed on matters related to police misconduct.

Strategic Planning

Develop a 2-year strategic plan based on the mission and objectives of the PAB to engage stakeholders, conduct performance assessments, and establish an efficient and effective process for measuring progress over time, by June 30, 2023.

Outreach

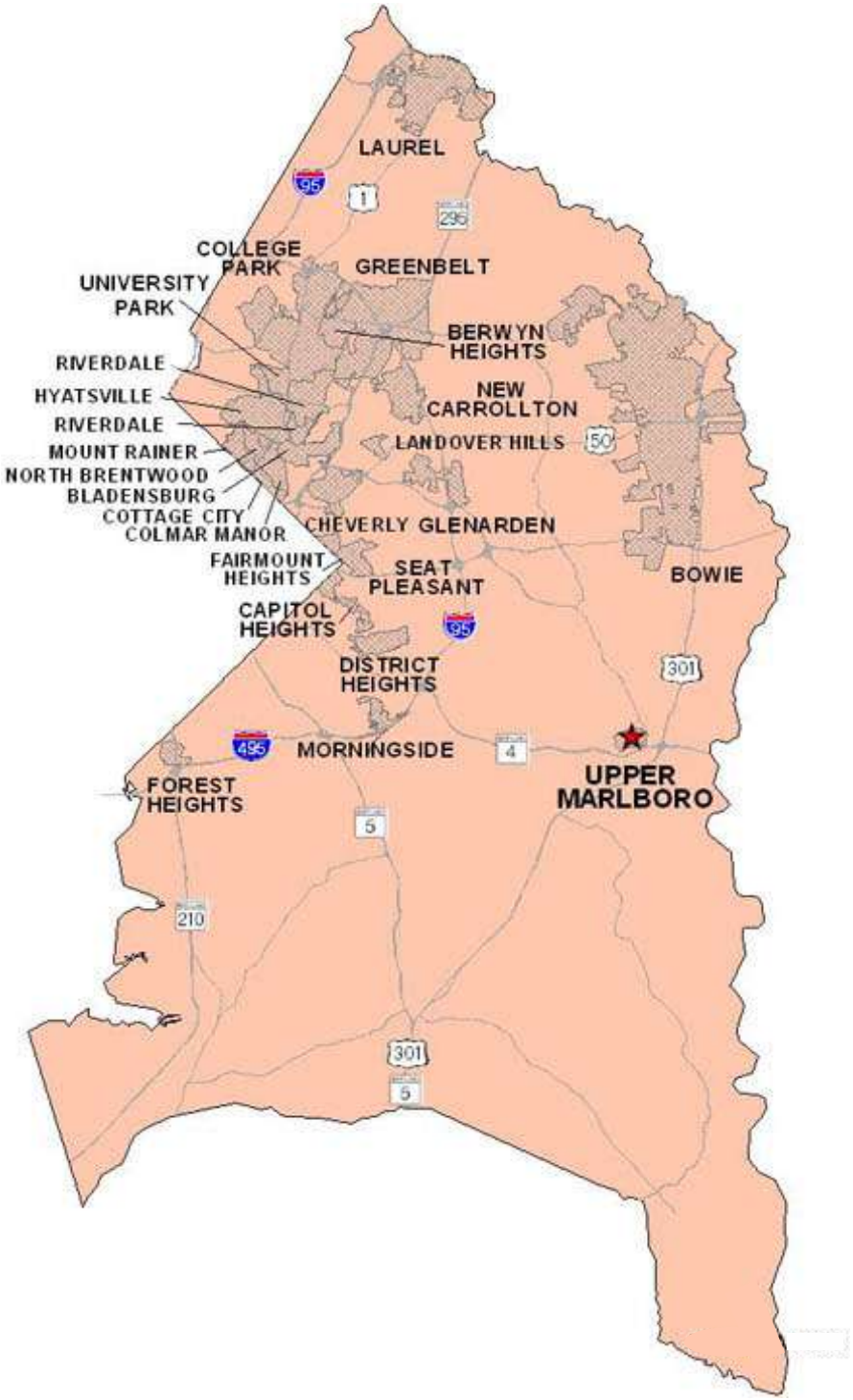
Participate in at least two outreach events to advance the public's understanding of law enforcement oversight; encourage community participation in oversight; and promote trusted relationships between the community and law enforcement, by June 30, 2023.

Training

Provide quarterly, formalized training and guidance for PAB members and staff to acquire the understanding, knowledge, and skills necessary to perform civilian oversight in law enforcement and ensure consistent execution of their authority, by June 30, 2023.

Technology

Collaborate with the Office of Information and Technology to facilitate efficient and effective PAB operations by developing, enhancing, and implementing technology plans that include at least four major components: online presence; data collection; periodic reporting; and information sharing, by June 30, 2022.


LAUREL
95
1
295
COLLEGE PARK
GREENBELT
UNIVERSITY PARK
BERWYN HEIGHTS
RIVERDALE
HYATSVILLE
NEW CARROLLTON
RIVERDALE
LANDOVER HILLS
50
MOUNT RAINER
NORTH BRENTWOOD
BLADENSBURG
COTTAGE CITY
COLMAR MANOR
CHEVERLY
GLENARDEN
FAIRMOUNT HEIGHTS
SEAT PLEASANT
BOWIE
CAPITOL HEIGHTS
95
DISTRICT HEIGHTS
301
495
MORNINGSIDE
4
UPPER MARLBORO
FOREST HEIGHTS
5
210
301
5

The Journey: Establishing a Police Accountability Board in Prince George's County

HB 670 Workgroup

The HB 670 Workgroup was comprised of over thirty representatives from various County government departments and agencies responsible for implementing the operational components of Maryland Police Accountability Act of 2021 and the County Code. These included: Office of Law, Office of Central Service, Office of Human Resource Management, County Council, Office of the County Executive, Office of Information and Technology, Office of Management and Budget, and Office of Integrity, Compliance and Police Accountability. Also included were representatives from the Prince George's County Police Department, Citizen Complaint Oversight Panel, and municipal police departments and fraternal organizations.

This workgroup assessed the needs of the planning project, defined the scope of work to be done, and assigned members to three sub-groups to complete tasks in the major planning areas noted in the above illustration. These subgroups included:

- Legislation and Appointments
- Budget and Personnel
- Logistics and Operations

The HB 670 Workgroup and subgroups met at least twice monthly, from December 2021 through the present. Their actions and results are covered as follows.

Legislation

Prince George's County and 23 other jurisdictions in Maryland were required to pass police accountability measures based on comprehensive legislation passed in 2021 by the General Assembly. The following actions were taken to draft and pass legislation to enact these measures in the County.

March 18, 2022 —After a series of drafts, the Office of Law and the Office of the County Executive transmitted to the County Council a legislative package of four (4) bills addressing police accountability. This package included the following measures:

- ***CB-21-2022*** - *To implement the Maryland Police Accountability Act of 2021 and established a Police Accountability Board, an Administrative Charging Committee and Trial Boards for Prince George's County and its municipalities. This legislation established qualifications for board and committee members, method of appointment and process for selecting the PAB Board chairperson; and provided a process for receiving police misconduct complaints.*

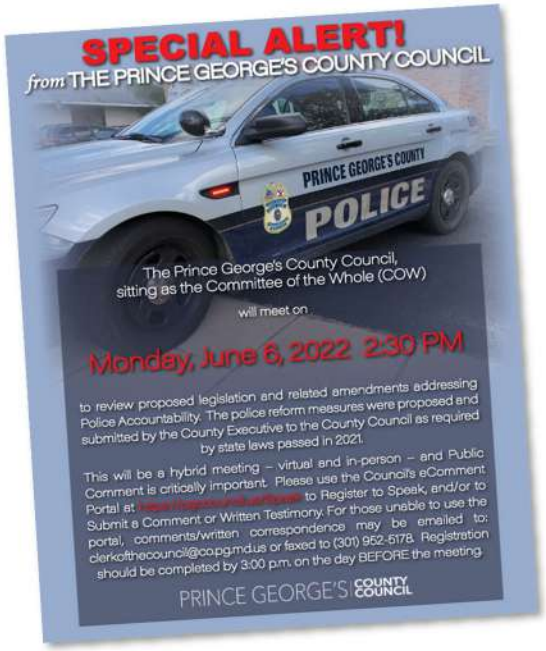
- ***CB-22-2022*** - *To repeal the Citizen Complaint Oversight Panel.*

- ***CB-23-2022*** - *To repeal the County Police Department Use of Force statutory provision respectively as part of the new Prince George's County laws being enacted in accordance with the State of Maryland Police Accountability Act.*

- ***CB-24-2022*** - *To address participation by public safety employees in certain matters and use of County resources by police officers during participation in those matters. Specifically, to amend and clarify prohibited conduct for employees of Prince George's County.*

May 31, 2022 – The Council's Committee of the Whole convened a hybrid session to review the proposed legislation. Following public testimony, and after several proposed amendments, the Council held the measures for further consideration.

June 6 and 7, 2022 - The Council convened a public hearing to review the proposed legislation and subsequent amendments.

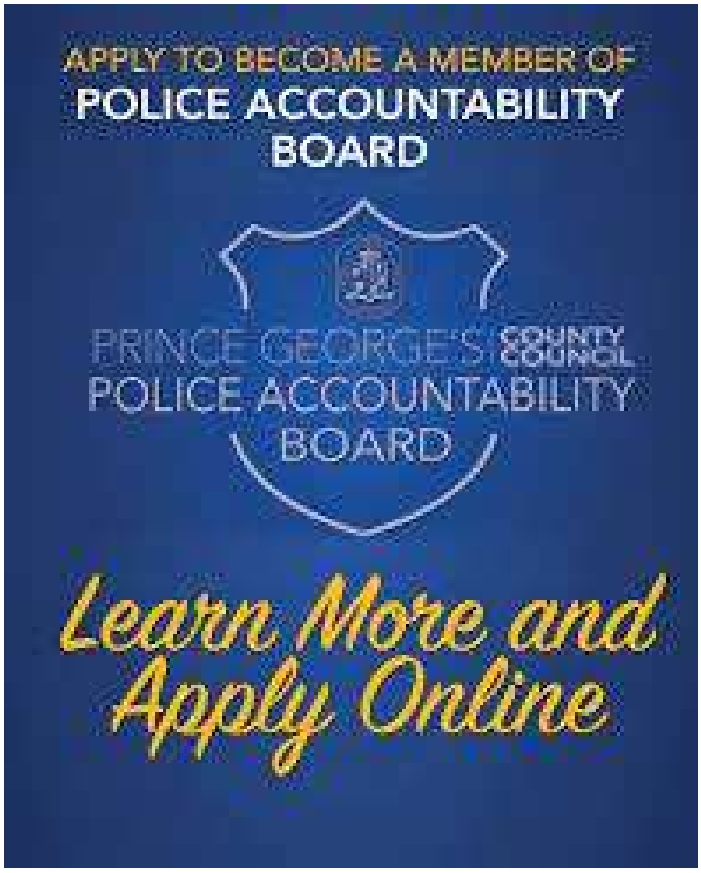


These amendments included, but were not limited to, the following key provisions:

- *The budget for the ACC and PAB must be equal to 1.5% of the Police Department Budget. For the FY23 budget, that amount was set at 1%.*
- *The County Executive selects five PAB nominees, plus the Chair, who are confirmed by the County Council. The County Council selects five nominees.*
- *A public engagement process for all PAB nominees, proposed by the County Executive and confirmed by the County Council.*

July 5, 2022—The Council held a public hearing on July 5, 2022, and enacted the entire legislative package, and the Prince George's County Police Accountability Board (CB-21-2022) became effective on August 19, 2022.

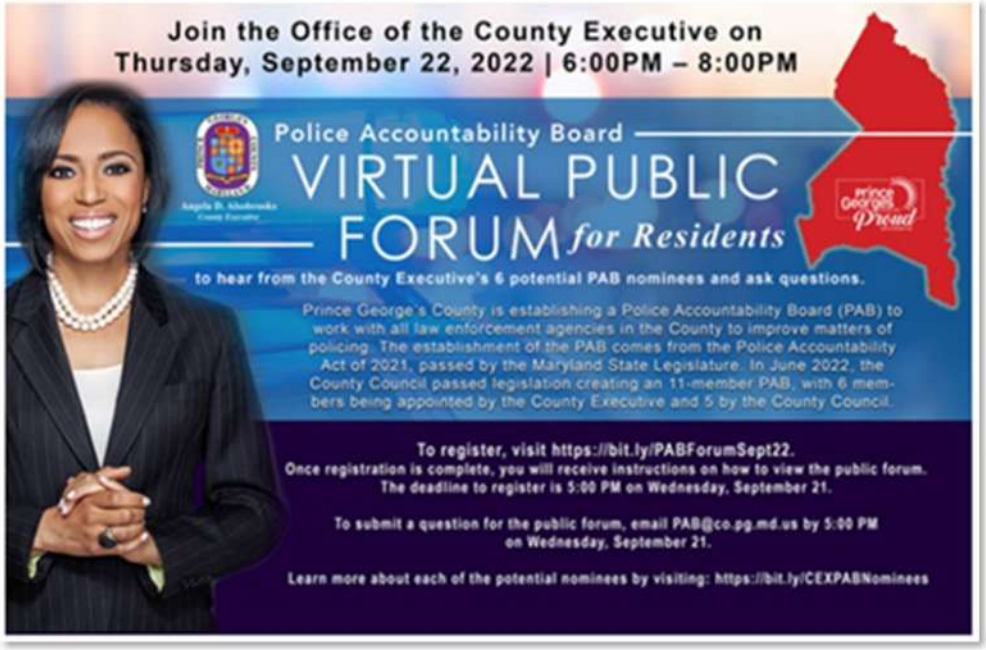
PAB Appointments



The County Executive initially proposed the appointment of a seven -member board, to match the composition of the then CCOP. The first recruitment announcement for the PAB positions was released on January 3, 2022, and the deadline to apply was January 28, 2022. Over ninety-five applications were received. On February 17 –18, 2022, thirty-five individuals were interviewed by a panel consisting of staff from the Office of the County Executive and County Council; community members; and local police chiefs. Realizing the need for increased diversity, the County Executive nominated eleven, instead of seven prospective PAB members from this group.

When CB-21-2022 required the Office of the County Executive and County Council to each appoint members to the PAB and that a public engagement process established for all prospective nominees, the nomination and application process was reopened.

On August 29, 2022, the County Council convened a Special Virtual Council Session and Committee of the Whole to address a resolution establishing a public engagement process. Afterward, the County Executive and the County Council conducted separate selection processes.



On September 22, 2022, the County Executive held a Virtual Public Forum for residents to hear from the County Executive's potential nominees to the PAB. The following five nominees, including her selection for the Chair, were presented. The sixth nominee will be presented in January 2023, when the County Council returns to session.

Shelia F. Bryant
Kelvin D. Davall, Chair
Lafayette Melton
Marsha Ridley
Daniel Vergamini

A similar process was implemented by the County Council. On September 27, 2022, the Council conducted a listening session and seventeen candidates spoke before the Council. Public comments, letters of

support, and potential candidate questions were submitted to the Council. The Council selected the following five candidates for appointment to the PAB.

Andrea Coleman
Keenon James
Earl O'Neal
Tamika Springs
Carlo Sanchez

Ten PAB candidates were appointed and sworn in on November 2, 2022, and the PAB held its first board meeting on November

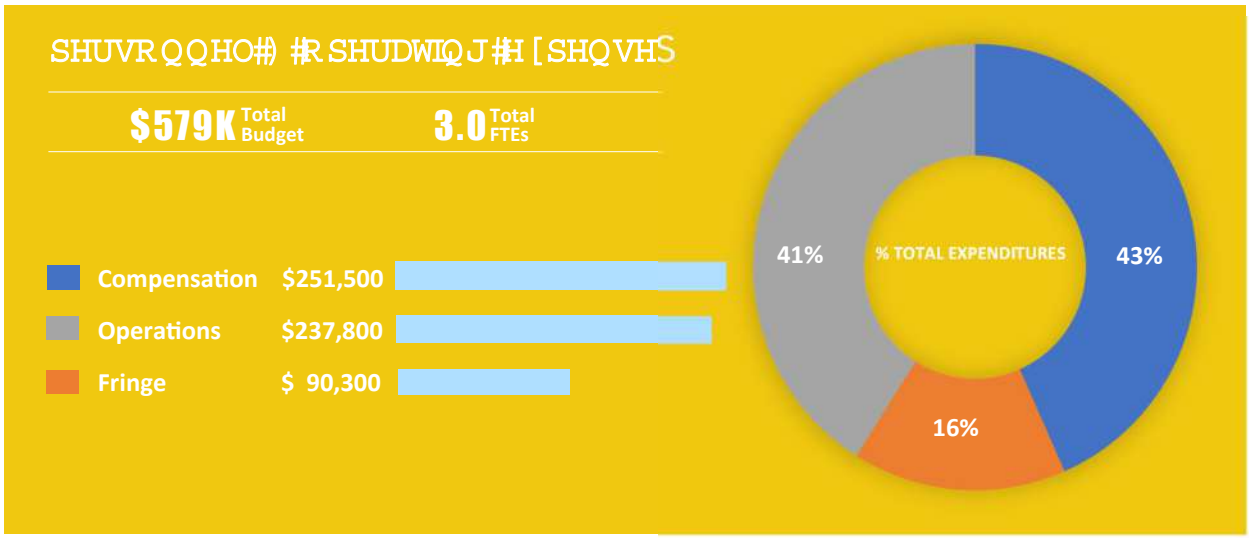
14, 2022. The first item of business presented to the PAB was its statutory obligation to select two citizens to serve on the Administrative Charging Committee (ACC). The PAB is also charged with selecting two or more citizens to serve on the Administrative Hearing Board.

Swearing-in Ceremony. From Left to Right: Shelia Bryant, Keenon James, Lafayette Melton, Kelvin Davall, Earl O'Neal, Marsha Ridley, Carlo Sanchez, and Tamika Springs. Not Pictured: Andrea Coleman and Daniel Vergamini.

Budget

The HB670 Workgroup developed and presented to the County Council a FY23 budget package in the amount of $499,000. This budget was approved by the Council in the regular budget session. It covered compensation and fringe benefits for the police accountability board to employ three-full time employees, stipends for board members, contract attorney cost, and operating and administrative costs.

An amendment to CB 22-2022 included funding the Police Accountability Board and the Administrative Charging Committee at least 1% percent of the police department's general fund budget. The F23 Budget was subsequently increased to $579,600.



Personnel

The initial staff of the PAB include the following permanent, full-time positions. Effective on July 1, 2022, the former CCOP's Administrative Specialist was transferred to the PAB's Program Administrator position and the CCOP's Administrative Aide was transferred to the PAB's Administrative Aide position. The Program Associate position was filled by a staff person transferred from the Office of the County Executive.

Program Administrator

Plans and organizes the work of the Board; advises the Chair and its members; carries out the PAB's directives and prepares the PAB for its periodic meetings; tracks, organizes, and synthesizes a variety of data to present to the PAB, including data on best practices, policies, training, disciplinary actions, and legislative actions that may

affect law enforcement policies, practices, and procedures; provides program management; oversees and manages all aspects of the organization in the areas of administration, finance, personnel, and program initiatives to facilitate the daily operations of the PAB.

Program Associate

Under the direction of the Program Administrator, provides operational, programmatic, and administrative assistance to the Board, performing a variety of comprehensive administrative, coordination, and logistical services in support of the PAB operations; assists with liaison and outreach efforts between the PAB and County and elected officials, municipal authorities, Federal, State, and local government agencies, industry representatives, residents of Prince George's County, and other stakeholders.

Administrative Aide/Secretary

Under the direction of the Program Administrator, serves as the initial point of contact/liaison for visitors/callers to the PAB; screens visitors and determines the nature of inquiry/visit and directs to the appropriate individual/division; receives phone calls from citizens and state, county and federal officials, and department heads; and keeps the Program Administrator informed regarding time sensitive projects and requests.

The PAB's **Contract Attorney** serves as an independent counsel for the PAB on a variety of legal issues and concerns, and prepares legal memoranda and other correspondence in connection with it; advises on matters pertaining to confidentiality of information; attends PAB meetings to provide consultation and ensures that appropriate inquiries are made by members of the PAB; reviews and approves correspondence with law enforcement agency heads; reviews and approves the PAB's annual report for publication; consults with the PAB Chair and Program Administrator on matters related to the PAB's public engagement; represents the PAB at meetings, as requested by the Chair; conducts research on legal, procedural, and policy matters, as necessary; and prepares legal memoranda and other correspondence regarding the Board's legal issues or concerns.

Logistics and Operations

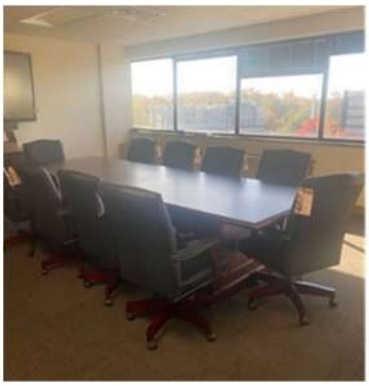
Location

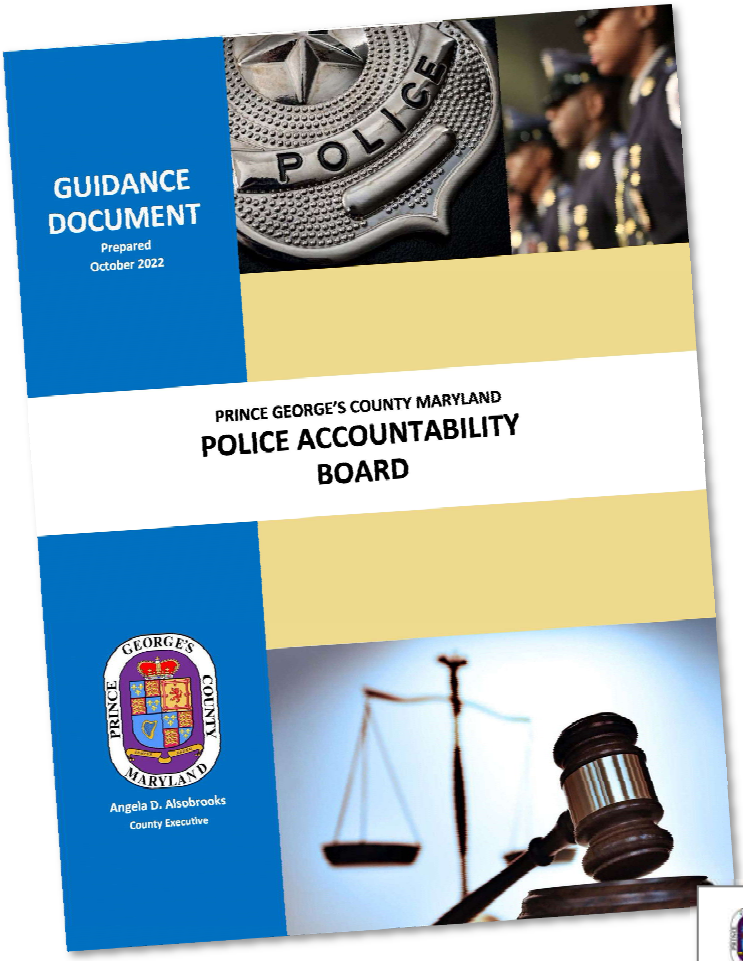
The Police Accountability Board is located at 9200 Basil Court, Suite 406, in the space formerly occupied by the Citizen Complaint Oversight Panel. The space was refurbished by the Office of Central Services and the Office of Information Technology installed computer and Smart technology. The PAB staff occupied the space on September 7, 2022.

Prince George's county office of central services

PROUD TO SERVE.

OFFICE OF INFORMATION TECHNOLOGY

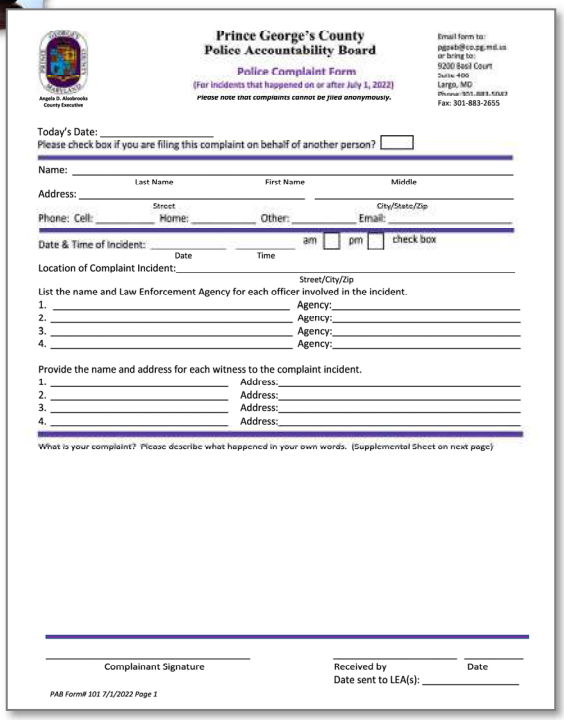




requirements of the Board. The Guidance Document was approved and distributed on November 9, 2022. to HB670 Workgroup.

Online Presence and Database

The PAB launched a webpage as part of the County's website on July 1, 2022. The initial information contained procedures to file a complaint for police misconduct and an explanation of the process, as well as a fillable PDF complaint form for incidents occurring on or after July 1, 2022. Additional information was provided to direct citizen on how to file complaints for incidents occurring on or before June 30, 2022.



Prince George's County
Police Accountability Board

Police Complaint Form
(For incidents that happened on or after July 1, 2022)
Please note that complaints cannot be filed anonymously.

Email form to: pgpab@co.pg.md.us or bring to: 9200 Basil Court Suite 406 Largo, MD Phone: 301.883.5563 Fax: 301-883-2655

Today's Date: _____
Please check box if you are filing this complaint on behalf of another person? ☐

Name: _____ (Last Name / First Name / Middle)
Address: _____ (Street) _____ (City/State/Zip)
Phone: Cell: _____ Home: _____ Other: _____ Email: _____

Date & Time of Incident: _____ (Date) _____ (Time) am ☐ pm ☐ check box
Location of Complaint Incident: _____ (Street/City/Zip)

List the name and Law Enforcement Agency for each officer involved in the incident.
1. _____ Agency: _____
2. _____ Agency: _____
3. _____ Agency: _____
4. _____ Agency: _____

Provide the name and address for each witness to the complaint incident.
1. _____ Address: _____
2. _____ Address: _____
3. _____ Address: _____
4. _____ Address: _____

What is your complaint? Please describe what happened in your own words. (Supplemental Sheet on next page)

Complainant Signature
Received by _____ Date _____
Date sent to LEA(s): _____

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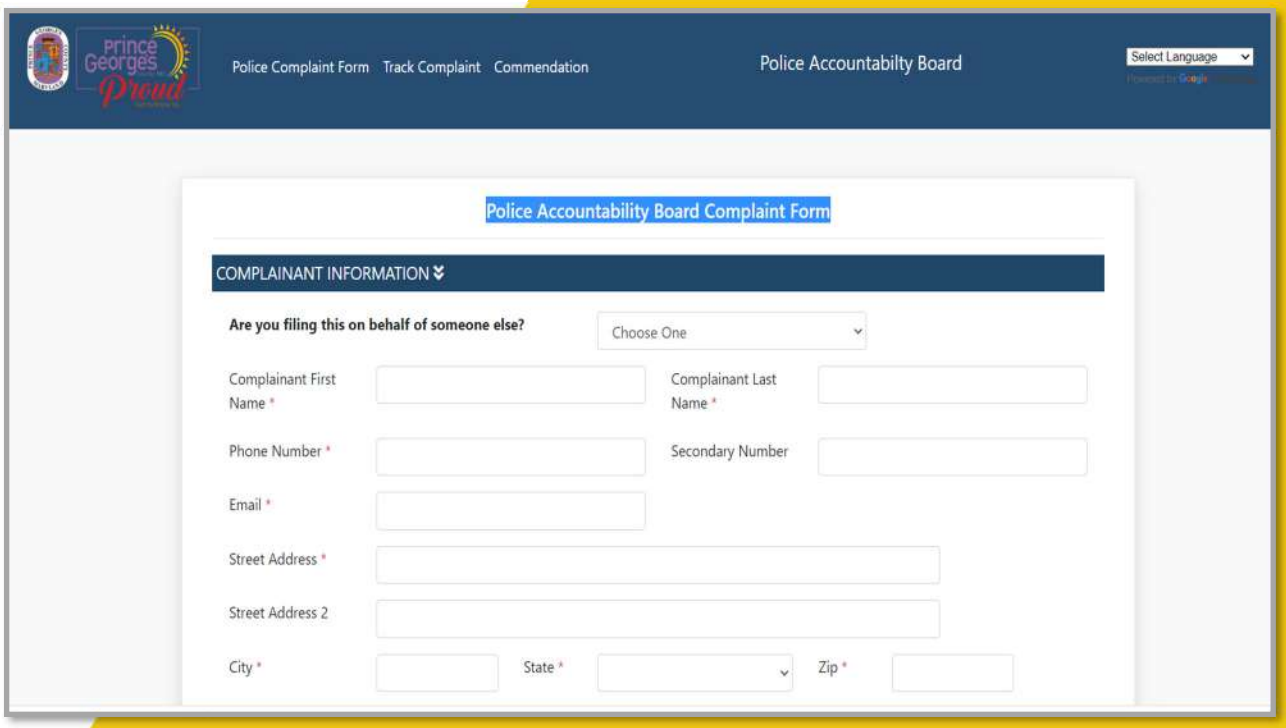
Guiding Documents

A Guidance Document to provide ***guidance and recommendations*** to the appointed members of the Police Accountability Board and staff was developed by the HB670 Workgroup. Except for specific references to applicable State and local law, this document contains no directive that the Police Accountability Board membership and staff is legally obligated to follow. Instead, it included suggestions about how the PAB and its staff can proceed to fulfill the statutory

The PAB's webpage now includes an online complaint portal and links to meeting agendas, recordings, and minutes. Plans include added links for member profiles, case status tracking, outreach, and commendation forms. A data base utilizing the current Record Management System used by the Prince George's Police Department is currently under development. This data base will be used to track a complaint from receipt to investigation through disposition. The data will also be used to analyze and track trends and create reports.



Reference Links

State of Maryland

Maryland Police Accountability Act of 2021

State-Wide Disciplinary Matrix

PAB/ACC Emergency Regulations

Prince George's County

Legislation

- CB-21-2022 – Law Enforcement Accountability
- CR-90-2022 – Public Engagement Process for the Selection of Members to the Police Accountability Board

Board Meeting Agendas, Minutes, and Recordings

PAB Web Page

Online Complaint Portal

PDF Complaint Form

PRINCE GEORGE'S COUNTY POLICE ACCOUNTABILITY BOARD COMPLAINT OF POLICE MISCONDUCT PROCESS

Who May File a Complaint

- ✓ An alleged victim of police misconduct
- ✓ Any individual having personal knowledge of alleged police misconduct
- ✓ Any person filing the complaint on behalf of either person described above
- ✓ A person who is in possession of or has access to a video or audio recording that captures the alleged police misconduct.

Information to be Included in the Complaint

(In accordance with PS § 3-102(c)(1))

- ✓ The name of the officer(s) accused of alleged misconduct
- ✓ A description of the facts on which the complaint is based
- ✓ Contact information of the complainant or a person filing on behalf of the complainant for investigative follow-up
- ✓ Any documentation, video or audio recordings, or other materials that may constitute potential evidence related to the complaint should be kept and preserved by the complainant or reporting person and subsequently provided to the appropriate law enforcement agency upon commencement of the investigation

NOTE: If the complaint omits significant information that may impede the ability of the law enforcement agency to conduct an appropriate investigation, such as the name of the reporting person or sufficient facts to ascertain the specific officer(s) subject to the complaint, the PAB staff should process the incomplete complaint and input it into the database as such, notify the appropriate law enforcement agency of the deficiency, and forward it to the agency for any further action.

Where to File the Complaint

- ✓ **IN-PERSON or MAIL to:** Police Accountability Board, 9200 Basil Court, Suite 406, Largo, MD 20774
- ✓ **COUNTY WEBSITE:** www.princegeorgescountymd.gov (under the Government tab, Boards and Commission link)
- ✓ **EMAIL:** pgpab@co.pg.md.us
- ✓ **FAX:** 301-883-2655
  - In addition, if a complaint form is requested by telephone or other means, the PAB may send the form electronically, refer the requestor to the PAB's webpage, or send a complaint form and a return envelope to the requester's address.

Withdrawing a Complaint

- ✓ Individuals who wish to withdraw a complaint of misconduct may only do so in writing, up to the time in which the case has been transferred to the appropriate police department for review. If a person wants to withdraw the complaint after it has been transferred, he or she must contact the subject police department and make such a request. Records of withdrawn complaints should be maintained by the PAB, and any unsuccessful attempt to withdraw a complaint should be documented and kept in the case file.

Angela D. Alsobrooks
County Executive

Police Accountability Board
9200 Basil Court, Suite 406, Largo, Maryland 20774
(301) 883-5042 • Fax: (301) 883-2655 • pgpab@co.pg.md.us

Prince George's County
Police Accountability Board