

**OFFICE OF INTEGRITY, COMPLIANCE  
& POLICE ACCOUNTABILITY**



**Tara H. Jackson**  
Acting County Executive

# **ANNUAL REPORT 2024**



**ANTHONY C. BENNETT, MPA, CIG**  
DIRECTOR & INSPECTOR GENERAL

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**Tara H. Jackson**  
Acting County Executive

# PRINCE GEORGE'S COUNTY GOVERNMENT

## Office of Integrity, Compliance & Police Accountability



**Anthony C. Bennett**  
Director & Inspector General

April 29, 2025

To the Honorable Tara H. Jackson, Acting County Executive, and the Honorable Prince George's County Council Members:

I am pleased to submit the 2024 Annual Report for the Office of Integrity, Compliance, and Police Accountability (OICPA) regarding oversight of the Prince George's County Police Department and the disciplinary process of the twenty-eight (28) other Prince George's County Law Enforcement Agencies. This report summarizes the OICPA's activities over the past year, including investigations, audits, reviews, and recommendations to enhance accountability, transparency, and public trust in county law enforcement operations.

In this reporting period, the OICPA undertook thirteen (13) investigations/reviews. These efforts focused on areas such as the use of force, misconduct allegations, compliance with departmental policies, and operational practices. The OICPA also worked collaboratively with various departmental leaderships across the County to address systemic concerns and foster a culture of continuous improvement.

Our findings and recommendations are intended to promote effective policing, safeguard civil liberties, and ensure that public resources are used ethically and efficiently. In addition, we will continue to work with our Law Enforcement Partners to identify and separate officers who may have failed to uphold their oaths in the course of their duties.

As always, the Office remains committed to its independent role and to serving the residents of Prince George's County with integrity and diligence. Thank you for your continued support. Please feel free to contact me if you have any questions or would like to discuss the contents of this report further.

Best Regards,

**Anthony C. Bennett**  
Director and Inspector General

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## **INTRODUCTION**

The role of the Office of Integrity Compliance and Police Accountability (OICPA) under the directives of the Inspector General and Director is to provide a central point for coordination of and responsibility for activities that promote efficiency within the Prince George's County Police Department. In addition, the Inspector General oversees countywide disciplinary processes for all State of Maryland-certified Law Enforcement Agencies (LEAs) operating within the County.

As Prince George's County continues to evolve, OICPA remains dedicated to upholding the highest standards of integrity and ensuring that law enforcement practices align with the community's expectations for fairness, justice, and accountability. This report provides a comprehensive overview of our efforts year to strengthen public trust and police accountability further while summarizing the various reports, projects, and activities conducted by the OICPA and its subsidiary units, the Police Accountability Board (PAB), the Administrative Charging Committee (ACC), and the Administrative Hearing Board (AHB), during the reporting period, for the calendar year 2024.

### ***Mission***

*"To ensure transparency, accountability, and integrity within our Prince George's County law enforcement agencies through rigorous oversight, impartial investigations, and proactive reviews aimed at detecting and preventing fraud, waste, and abuse while promoting public trust and upholding the highest standards of professionalism and ethical conduct."*

### ***Vision***

*"To be deemed as the model agency for police oversight and accountability at the local, state, and national level and to ensure the highest standards of professionalism, safety, and leadership are displayed within the Prince George's County Police Department as they serve and interact with the citizens and visitors of Prince George's County."*

## **ORGANIZATION**

### ***Inspector General/Director, Office of Integrity and Compliance***

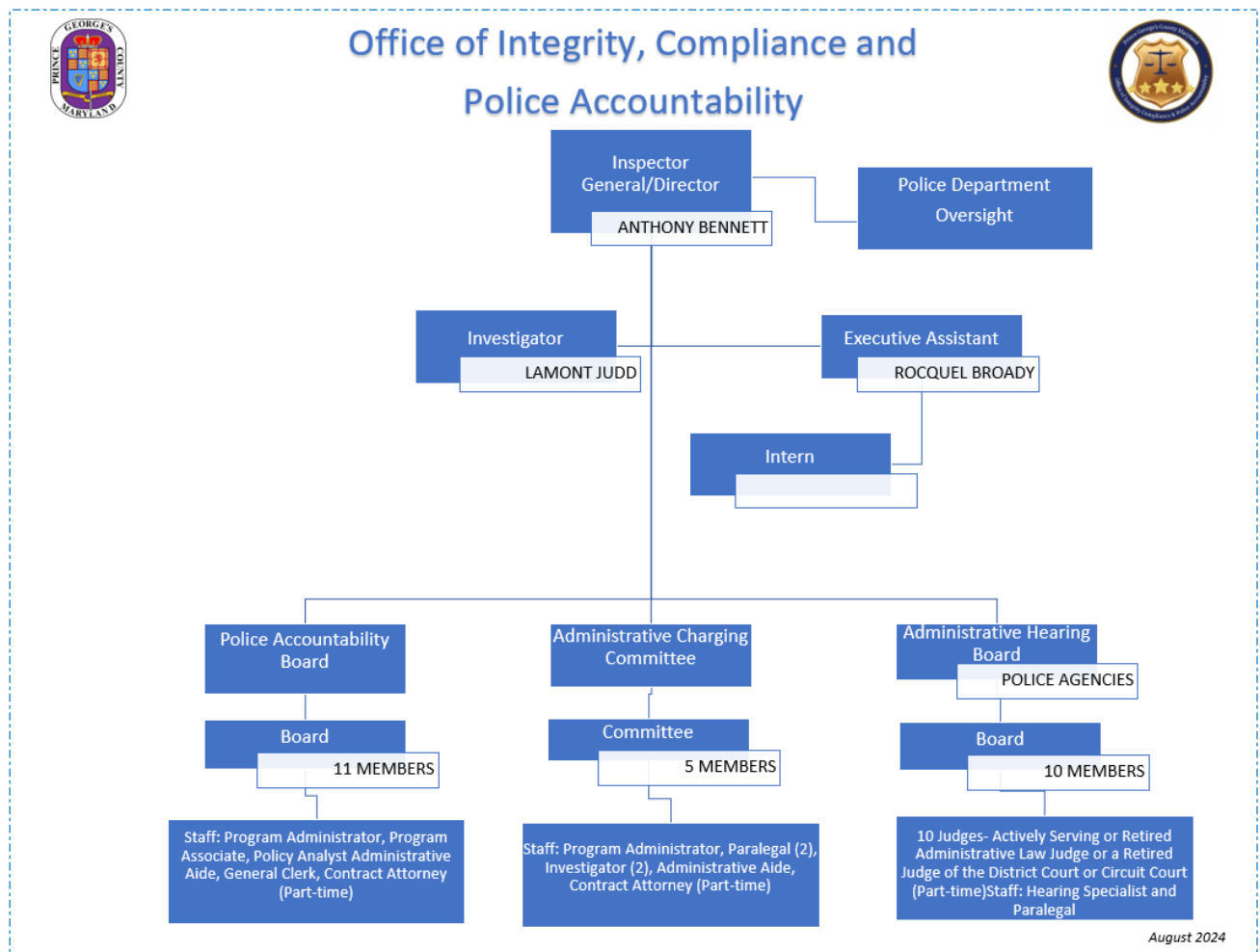
In February 2023, Anthony C. Bennett was selected to serve as Inspector General and Director of the Prince George's County Office of Integrity, Compliance, and Police Accountability (OICPA). Under his leadership, OICPA operates as an independent and impartial body committed to ensuring ethical conduct, accountability, and transparency across all sectors of the county law enforcement community. Led by the Inspector General and Director, the OICPA plays a critical role in safeguarding public trust by identifying and addressing misconduct, promoting best practices in compliance, and advancing systemic reforms.

OICPA is charged with investigating allegations of fraud, waste, abuse, and policy violations and monitoring the performance and accountability of the Prince George's County Police Department and related agencies. Through comprehensive oversight, strategic audits, and

stakeholder engagement, our team works to strengthen institutional integrity and public confidence.

For 2024, the objective for the OICPA included Recommendations to update PGPD training to include formalizing training for officers taking on “9 Car” leadership roles during patrol shifts. The investigation of a high-profile incident involving a PGPD Patrol Sergeant’s alleged unethical behavior ultimately resulted in the Patrol Sergeant’s dismissal. Lastly, an investigation of a traffic accident that resulted in the death of three (3) county residents; the PGPD officers were exonerated as it was determined their actions were not responsible for the accident.

Collaborating with County leadership, community members, and external partners, our unit remains focused on building a more transparent, equitable, and responsive government. The efforts highlighted in this report reflect OICPA’s continued commitment to integrity-driven service and principled accountability.



## **HIGHLIGHTS FROM 2024**

### ***Office of the Inspector General***

- The Office of the Inspector General has completed six (6) reviews for 2024.
- The OIG has completed three (3) investigations of issues identified within PGPD.
  - One investigation included an inquiry into an incident that made international news due to a PGPD officer's immoral acts while in uniform.
  - Another investigation included an inquiry into a fatal accident that involved PGPD officers.
- IG Bennett helped form a Regional Inspectors General Collaborative Group with the IGs of Baltimore City, Baltimore County, Maryland State HHS IG, Maryland State Department of Education IG, District of Columbia IG, and Montgomery County IG.

### ***Police Accountability Board***

*The Police Accountability Board would like to highlight the following achievements for 2024:*

- **Grant Funding for FY2025 Initiatives**
  - The PAB successfully secured grant funding from the Governor's Office to support critical initiatives planned for FY2025. This funding was utilized to enhance training programs, PAB advertisements, and community outreach events, enabling the Board to expand its reach and improve its capacity to serve the residents of Prince George's County effectively.
- **Legislative Mandate Fulfillment**
  - The PAB met its legislative mandate by hosting quarterly Chiefs' Meetings. These meetings facilitated engagement and collaboration with police chiefs throughout Prince George's County.
- **Staff Development and Community Engagement**
  - Staff participated in both the Police Citizens Academy and the Sheriff's Office Citizens Academy, deepening their understanding of law enforcement operations.
  - Participated in National Night Out by hosting a community outreach table, providing citizens with information about the PAB's role and services. Board members addressed attendees from the stage, strengthening community relations.
  - Sponsored two law enforcement officers to attend the NACOLE Conference in Tucson, Arizona, enhancing professional development and accountability practices.
  - Sponsored a table at the 47th Annual Public Safety Valor Awards Luncheon, receiving formal recognition in the program.
- **Operational Milestones**
  - Published a mid-annual report detailing the PAB's activities and achievements

### ***Administrative Charging Committee***

*The Administrative Charging Committee improved processes and efficiency, rendered fair and impartial decisions, collaborated with stakeholders, assisted in policy development and improvements, and completed and participated in data collection and trend analysis. These accomplishments happened with an increase in case submissions (2%). The Committee had several key accomplishments, which are outlined below.*

- **Process Improvements and Efficiency**
  - Streamlined the complaint review process, reducing case resolution times by 6%.
  - Developed standardized templates and guidelines for charging documents, ensuring consistency and compliance with legal requirements.
  - Implemented digital tools to track and manage case progress, increasing Committee efficiency by 6%.
- **Fair and Impartial Decision-Making**
  - Reviewed and adjudicated over 500 cases, focusing on thoroughness, fairness, and compliance with organizational policies.
  - Established protocols to ensure unbiased evaluations, enhancing public trust in the disciplinary process.
- **Collaboration and Communication**
  - Established means for productive communication between the ACC and stakeholders, including the public, internal staff, and legal teams.
  - Strengthened partnerships with community groups to improve transparency in the complaint-handling process.

### ***Administrative Hearing Committee***

*The Administrative Hearing Committee would like to highlight the following stats from 2024:*

- The division successfully launched the hearing process, holding the first AHB proceeding in February 2024.
- Conducted seventeen (17) AHBs in 2024, with two (2) additional proceedings scheduled by the end of the year.
- Successfully swore in ten (10) new civilian board members to participate in the process, bringing the total number of civilian board members to fourteen (14).

## **PLANNING AHEAD – 2025/FY 2026**

Moving forward for 2025/FY 2026, the top OICPA plans include:

- **Expanding Interagency Collaboration**
  - Forge partnerships with other oversight entities, including civilian review boards and federal monitors, to share best practices.
  - Participate in national networks of Inspector General offices to strengthen peer learning and innovation.
- **Build Internal Capacity**
  - Work with County Leadership to incorporate additional investigative and data analysis staff to manage growing oversight responsibilities.

- **Strengthen Accountability Systems**
  - Expand auditing of internal investigations and disciplinary processes to ensure consistency and fairness.
  - Work with PGPD to develop early intervention systems to identify patterns of misconduct or officer wellness concerns proactively.
- **Enhance Community Transparency**
  - Work with the Office of Information and Technology to develop and launch a public-facing online dashboard with real-time data on use-of-force incidents, citizen complaints, and officer-involved shootings.
  - Adopt digital tools to assist in identifying trends in complaints, discipline, and officer behavior.
  - Continue to publish annual and bi-annual reports summarizing complaint trends, investigation outcomes, and policy recommendations.
- **Protect Whistleblowers and Encourage Reporting**
  - Launch a confidential reporting system to support internal and external whistleblowers.
  - Promote awareness campaigns about how to safely and anonymously report misconduct.
- **Engage with PGCPs OIC**
  - Work with the County Public School System's Office of Integrity and Compliance to expand oversight of PGCPs sworn law enforcement officers.

## **STATUTORY AUTHORITY/OVERSIGHT**

OICPA currently oversees the Prince George's County Police Department. In 2026, we hope to work with county leadership to expand oversight over other Prince George's County Public Safety agencies. In addition, we are hoping to work with the Prince George's County Public Schools and the Prince George's County Schools Office of Integrity and Compliance to include oversight of their sworn police/security staff.

# Prince George's County

## Law Enforcement Agencies (LEAs)



24 LEAs, plus:

- \* Prince George's County Police Department
- \* Prince George's County Fire Marshal
- \* Prince George's County Office of the Sheriff
- \* Office of the State's Attorney
- \* Prince George's Community College

## OFFICE OF THE INSPECTOR GENERAL



In 2024, Inspector General/Director Bennett and the OICPA unit embarked on several ventures. The unit continues to develop practical and positive processes to ensure proper oversight of the Prince George's County Police Department. The Office continues to investigate and produce in-depth investigations. Employee training and development between January and December 2024 played a pivotal part in the operations and growth of the unit. Additionally, Mr. Bennett has received multiple speaking engagements and public outreach requests, including the Police Executive Research Forum (PERF), an organization partnered with the State of Maryland that monitors current police oversight measures. Employee work-life balance has been encouraged by partnering with the OHRM Level Up unit to foster Wellness through quarterly activities.

The OICPA investigation division successfully conducted six (6) investigations, including a heavily monitored incident and a matter that caused community uproar. The unit started the year with a session regarding being Mindful of our actions and work, with the anticipated result of building hope and excitement for the work to come in 2024. In June of 2024, the AHB division had the honor of swearing in seven (7) newly appointed Civilian Board Members. I.G. Bennett joined the Regional Inspector General's Collaborative Group. This group meets quarterly, with his first attendance at the meeting hosted by the Baltimore County Inspector General in Towson, MD. Other IGs in attendance included the District of Columbia, Montgomery County, Baltimore City, and several Maryland State divisional Inspectors General.

From January 2024 through December 2024, the charts below outline the various intake communications received by the Inspector General via email, telephone calls, or direct requests. From those intakes, six (6) of the inquiries have been thoroughly investigated and closed, four (4) are unspecified, three (3) are on hold for a variety of reasons, and one (1) is still open. Of note, thirty-six (36) are non-LEA related.

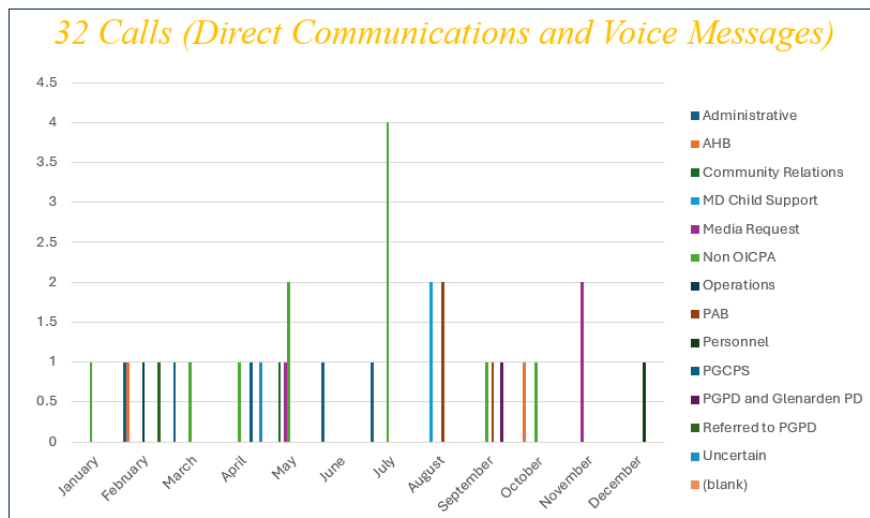


Chart 1

## *Other Means of Communication (Email, In Person, Fax (eFax), USPS, Other, Etc.)*

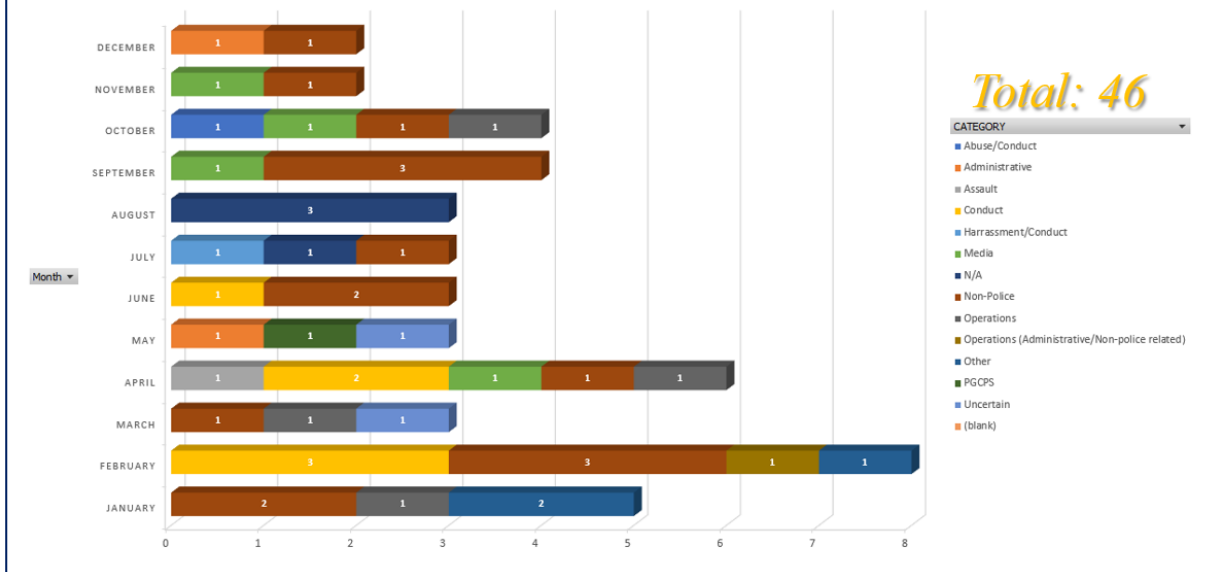


Chart 2

### *Inspector General Intake Stats 2024*

LOG #	DATE RECV'D	COMMUNICA TION TYPE	CATEGORY	NOTE	STATUS
<b>OIC-24-01</b>	1/4/2024	Email	Other	IG Bennett noted as completed	<b>CLOSED</b>
<b>OIC-24-02</b>	1/16/2024	Email	Operations	IG Bennett reached out to Mr. Gordon via email at 1:04 PM on 1/16/24	
<b>OIC-24-03</b>	1/24/2024	Email	Non-Police		<b>CLOSED</b>
<b>OIC-24-04</b>	1/25/2024	Email	Non-Police	The email was sent to over 387 accounts, including Mont. County, 911, PGPD accounts, ACC accounts, County Council accounts, and MD State accounts.	<b>CLOSED</b>
<b>OIC-24-05</b>	1/26/2024	Email	Other	Regarding interview for PAB Policy Analyst Position	<b>CLOSED</b>
<b>OIC-24-06</b>	1/31/2024	Agency FWRD		Ltr. address to CEX, DCAO Stanton FWD to OICPA to handle	
<b>OIC-24-07</b>	2/4/2024	Email	Non-Police	Issue relating to rodent problem and inspection	<b>CLOSED</b>
<b>OIC-24-08</b>	2/6/2024	Email	Other	Issue related to breaking into homes and possible gang activity. May need to respond informing the complainant that for the IG office to investigate potentially, there needs to be a reporting of police misconduct; otherwise, it is out of the scope of what the IG office handles	<b>CLOSED</b>
<b>OIC-24-09</b>	2/6/2024	Email	Operations (Administrative/ Non-police related)		
<b>OIC-24-10</b>	2/9/2024	email	Conduct	Alleges PGPD officer made a culturally biased statement	
<b>OIC-24-11</b>	2/9/2024	email	Conduct	Complaint regarding a matter from 2014	
<b>OIC-24-12</b>	2/22/2024	Email	Conduct		
<b>OIC-24-13</b>	2/26/2024	USPS	Non-Police	Sent letter to complainant advising this is not in the scope of OICPA areas of duty.	<b>CLOSED</b>

LOG #	DATE RECV'D	COMMUNICA TION TYPE	CATEGORY	NOTE	STATUS
OIC-24-14	2/29/2024	Email	Non-Police	Responded 3/1/24, suggesting to look at the County's Career page and contact the Office of Human Rights	CLOSED
OIC-24-15	3/8/2024	Direct Request	Operations		CLOSED
OIC-24-16	3/12/2024	Email	Non-Police	Issues related to Dept of Health	CLOSED
OIC-24-17	3/13/2024	Email	Uncertain		HOLD
OIC-24-18	4/2/2024	Email	Conduct	Related to OIC-24-17	CLOSED
OIC-24-19	4/17/2024	online	Conduct		CLOSED
OIC-24-20	4/20/2024	Email	Assault		CLOSED
OIC-24-21	4/19/2024	Email	Non-Police	Suggested to contact DCAO for Government Operations if DPIE does not communicate.	CLOSED
OIC 24-22	4/24/2024		Operations		CLOSED
OIC-24-23	4/25/2024	Email	Media	The issue in question was before July 1, 2022.	CLOSED
OIC-24-24	5/9/2024	Email	Uncertain	Request to provide some data on the Office's post- conviction review and convictions of Police during State's Attorney Braveboy's tenure.	
OIC-24-25	5/12/2024	Email		Responded 5/13/24 that PGCPs Integrity and Compliance Office is the agency to contact	CLOSED
OIC-24-26	5/19 & 5/21/24	Email	Administrative	Also sent the same email to the CAO on 5/21/24	CLOSED
OIC-24-27	6/3/2024	Email	Non-Police		CLOSED
OIC-24-28	6/10/2024	Email	non-Police	Wanted MPIA regarding County Exec Alsobrooks	CLOSED
OIC-24-29	6/18/2024	Telephone	Conduct	*Unable to determine last name based on voice message.	CLOSED
OIC-24-30	7/3/2024	Email (Call)	Harassment/ Conduct	He submitted a complaint to the Police Department on June 29, 2024, and has yet to receive a response. [REDACTED] alleges that he was threatened by PG Police officers in connection to a family dispute. [REDACTED] wife is [REDACTED] who	HOLD

LOG #	DATE RECV'D	COMMUNICA TION TYPE	CATEGORY	NOTE	STATUS
				sits on a board. [REDACTED] is on disability and has a sister who married the former president of Baltimore City Police Union named [REDACTED]. He believes that Gene influenced PG Police Officers to come to his house to intimidate him.	
<b>OIC-24-31</b>	7/9/2024	call	Procedural complaint		<b>CLOSED</b>
<b>OIC-24-32</b>	7/10/2024	Telephone	Non-Police	Relating to the court system and/or Child Support/Family Services	<b>CLOSED</b>
<b>OIC-24-33</b>	7/30/2024	Email	N/A	This is a non-OIPCA inquiry	<b>CLOSED</b>
<b>OIC-24-34</b>	8/8/2024	Internal Email (PAB)		Case 23-0018750	<b>HOLD</b>
<b>OIC-24-35</b>	8/28/2024	Email	N/A		<b>CLOSED</b>
<b>OIC-24-36</b>	8/29/2024	Email	N/A		<b>CLOSED</b>
<b>OIC-24-37</b>	8/30/2024	Email	N/A		<b>CLOSED</b>
<b>OIC-24-38</b>	9/10/2024	Courier/Priority Mail	Non-Police	1. Attempted to draft response ltr.; address on envelope doesn't exist or illegible based on handwriting. 2. Attempted to call with the response on 9/24/24 @ 4:12 PM; outgoing voice message was from "[REDACTED]" and auto-response stated mailbox is full and can't leave a message.	<b>CLOSED</b>
<b>OIC-24-39</b>	9/17/2024	Email	Media	Rcv'd email from OEA re this complaint/request	<b>CLOSED</b>
<b>OIC-24-40</b>	9/29/2024	Email	Non-Police	Provided information for MD IG	<b>CLOSED</b>
<b>OIC-24-41</b>	9/27/2024	Fax	Non-Police	Provided information for MD IG	<b>CLOSED</b>
<b>OIC-24-42</b>	10/1/2024	USPS	Non-Police	Three separate letters, all logged with incoming mail for 10.01.24	<b>CLOSED</b>
<b>OIC-24-43</b>	10/2/2024	Email	Media		<b>CLOSED</b>
<b>OIC-24-44</b>	10/21/2024	Interoffice (USPS)	Abuse/Conduct	Mail log #20241021006	<b>CLOSED</b>

LOG #	DATE RECV'D	COMMUNICA TION TYPE	CATEGORY	NOTE	STATUS
<b>OIC 24-45</b>	10/30/2024		Operations		<b>OPEN</b>
<b>OIC-24-46</b>	11/14/2024	Email	Non-Police	Provided information for MD IG	<b>CLOSED</b>
<b>OIC-24-47</b>	11/14/2024	Email		OICPA was copied on email sent to Cpl Livergood (#2987) with the PGPD	<b>CLOSED</b>
<b>OIC-24-48</b>	11/15/2024	Email	Media		<b>CLOSED</b>
<b>OIC-24-49</b>	12/15/2024	Email	Non-Police		<b>CLOSED</b>
<b>OIC-24-50</b>	12/27/2024	Email	Operations		<b>CLOSED</b>

## OICPA Trainings

- Narcan (Internal: complete unit consisting of OICPA, PAB, and ACC staffers)
- FOP Shop Stewards Training (IG Bennett Presenter)
- Grant Writing (IG Bennett, ACC Administrative, OICPA Executive Assistant)
- Leadership / Diversity Training (Internal: OICPA Executive Assistant)

## OICPA Speaking/Public Engagements

- AIG Student Enrichment Institute, Coppin State University
- PGPD Citizen Police Academy; Section 50
- Dupont Village Neighborhood Watch (Virtual Meeting)
- Camp Springs Civic Association Meeting
- South County Community Roundtable (Virtual Meeting)

## OICPA Special Accomplishments for the Unit

- 1<sup>st</sup> Hearing held in the space created for the AHB
- Onboarding of new Program Administrator for the PAB
- PERF Summit (OICPA unit operations were highlighted)
- Presentation to County Council FY25 Budget Requests for the PAB and ACC
- Onboarding of AHB staffing (Hearing Specialist and Paralegal) *\*This completes the formation objectives set forth by the HB670 workgroup*
- Staff Development Learning Session (Communication and Collaboration as a Team)



## FINANCIAL REVIEW

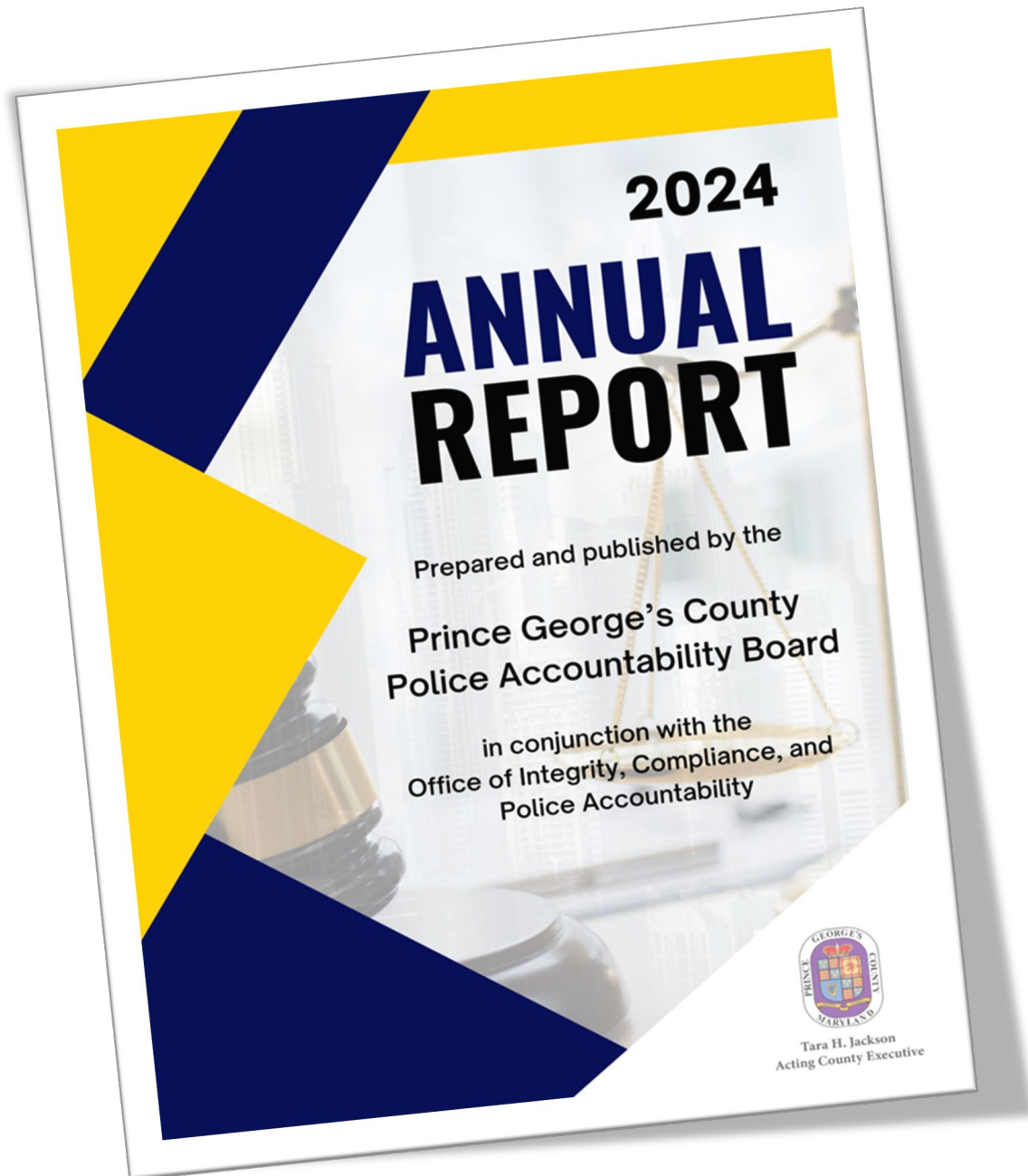
With the OICPA attached to the Office of the County Executive Agency budget for calendar year 2024 (FY23/FY24), the closing estimated operating expenditures, excluding compensation, totaled \$12,128.00. The Office had forecasted spending to be upwards of \$24,000.00; due to the prudence of the Office, this resulted in a saving of half the anticipated expenditures for the 2024 calendar year. The OICPA remains fiscally responsible when considering Equipment Leasing, Training, Memberships, Supplies, and other operational costs.

For FY26, the OICPA looks to expand the internal unit while ensuring financial integrity. A priority is to secure a Case Management System to continue producing effective and efficient work. Additionally, a division pool vehicle is essential because the unit's multitude of investigations justifies the need for an additional investigator.

Staffing		Trainings	Equipment	Supplies	Promotional	Memberships / Subscriptions	Fleet	Staff Development
1	IG	NACOLE	Copier Rental	Kitchen	Marketing Items	AIG National & Local Chapter	Maintenance	Quarterly Development Activities
2	Investigator	AIG	Printer Meter	Copy Center	Give-a-ways	IIA Annual Membership	Fuel	Misc.
3	Executive Aide	MACo	Televisions	General	Tablecloth	Washington Post Newspaper	Misc.	
4	Future Investigator	MML	Cable	Stationary/Calendars	Folding Table			
		National Internal Affairs Investigators Association (IA) Conf	Cell Phones	Water service	Language Access			
		SHRM						
\$ 594,900.00		\$ 20,000.00	\$ 4,600.00	\$ 1,000.00	\$ 3,300.00	\$ 1,000.00	\$ 1,250.00	\$ 2,200.00
								\$ 628,250.00
								Operational Totals

## **POLICE ACCOUNTABILITY BOARD**

*(Extractions and Summarizations from PAB Annual Report)*



## **LEGISLATIVE HISTORY AND BOARD RESPONSIBILITIES**

The Prince George's County Police Accountability Board continues to strive to meet both the state legislation implemented by the Maryland General Assembly, passing the legislative package of police reform bills in 2021 and the County's four (4) bills during the 2022 session, which formally established the Prince George's County Police Accountability Board (PAB).

This Board is committed to quarterly meetings with law enforcement agency heads, gathering valuable information, and providing recommendations to improve police services. The Board can effectively offer recommendations due to the quarterly reviews of disciplinary outcomes presented by the County's Administrative Charging Committee. As a board, the PAB diligently recruits and appoints county residents to serve as impartial Administrative Hearing Board (AHB) members as part of the three (3) entities making determinations on disciplinary actions relating to complaints against law enforcement officers. With the assistance of the staff, the PAB receives complaints of police misconduct filed by members of the public and, within three (3) business days from receipt, forwards complaints to the appropriate law enforcement agency for investigation. The unit successfully accomplishes its duties by maintaining exemplary records and adhering to the County's record retention schedule. The Board is bound to maintain the confidentiality of all matters brought before the PAB.

All of these efforts are compiled in a formal report, showing the work by the Board to the County Executive and County Council by the 2024 calendar year;

### ***Board Members***

The Board currently has 10 members. One member's term expired in July 2024, creating a vacancy. The Office of the County Executive is working to fill that vacancy with a nominee. For calendar year 2024, the chair called fourteen (14) regular meetings, four (4) "Chiefs" Meetings, two (2) Administrative Hearing Board appointee interview sessions, and one (1) community outreach forum. Board meeting agendas, minutes, and videos are available to the public for review on the PAB webpage: [www.princegeorgescountymd.gov/boards-commissions/police-accountability-board](http://www.princegeorgescountymd.gov/boards-commissions/police-accountability-board).

#### **Our 2024 PAB Members:**



## ***Board Training***

Board members gained valuable insight and knowledge through training opportunities throughout the year. Notable training included the Maryland Police Training and Standards Commission's "Roles and Responsibilities of the PAB, ACC, and Trial Board Members" and workshops, seminars, and presentations at the annual conference for the National Association for Civilian Oversight of Law Enforcement (NACOLE).



*Board Member Earl O'Neal, PAB Policy Analyst Christal Ogene, and Board Member Shelia Bryant attending training hosted by the Maryland Police Training and Standards Commission.*

## ***Board Appointments and Transitions***

The PAB is required to appoint at least one community member to serve on the Administrative Hearing Board. Considering the number of hearing requests, the PAB appointed ten (10) community members to serve. This decision allows for membership diversity among the AHB and will enable alternates to serve if needed. The members of the AHB are:

Kelvin Adefehiniti  
Laticia Adu  
Cassandra Cuffee-Graves  
Cynthia Davis  
Detra Dorsey

James Freeney  
Leslie Kaunitz  
Reginald Lawson  
Janna Parker  
Ndegwa Ramess Kamau



PAB member Daniel Armando Jones was re-appointed to the Board this summer for a full four-year term.

The Board is grateful for the service and dedication of the Office of Integrity, Compliance, and Police Accountability staff. This year saw transitions, with two (2) staffers departing and three (3) being welcomed.



Pictured is Inspector General Bennett recognizing outgoing PAB Administrator Denise Hall on her retirement and years of service to Prince George's County government.

Stepping into the ranks includes Ms. Ebony Rorls, Program Administrator; Ms. Christal Ogene, Policy Analyst; and Ms. Keona Savoy, General Clerk, joining the Program Associate, Ms. Tangi Allen.

### ***Community Outreach***

Board members and PAB staff conducted over 100 community outreach and engagement hours during 2024. On March 27, 2024, the Police Accountability Board hosted a community meeting to educate the community, sharing the complaint process and the Board's vision for the future of policing in Prince George's County. The Board also solicited input from the community on the complaint process, desired outcomes and changes to policing, and other concerns.



Board members also attended and presented at National Night Out, Coffee with a Cop, citizens police academies, and other community policing and community resource events.

### ***Law Enforcement Engagement***

During the first quarter, Board Member Keenon James met with the Greenbelt Police Department's Leadership Team. For the second quarter, the Board met with the Chiefs and Leadership Teams from Mount Rainer, Upper Marlboro, Hyattsville, Capitol Heights, District Heights, and Forest Heights PDs. Quarter Three included meetings with Leadership from PGPD, PGSO, and the Chiefs' Association of Prince George's County. The Board's fourth meeting with agency heads included a dialogue with Police Chiefs from Bladensburg, New Carrollton, and Glenarden police departments.

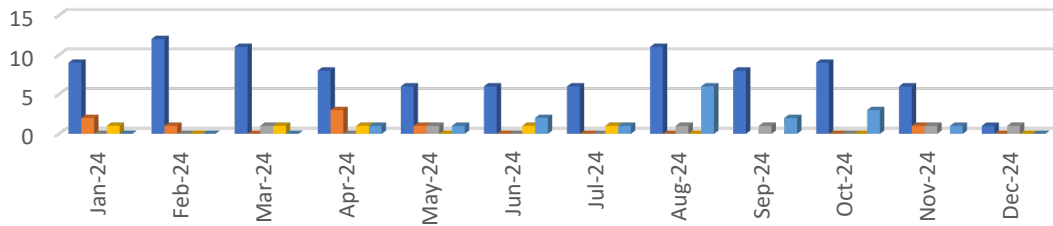


As a reflection of the PAB and staff's commitment to the community and LEAs, the Board and staff have been able to form a bridge where, at times, there is a gap between Prince Georgians and the officers who swore an oath to protect and serve. In bridging this gap, community members sent the PAB words of praise. Hence, the Board wanted to congratulate these officers on their ongoing stellar commitment to the residents, visitors, businesses, and employees of Prince George's County: Cpl. Diggs, #3432, PGPD, Division V; PFC. Williams, #4265, PGPD, Division V; Lisa Price, OHS & PGPD Division V; Commander Goldring, #2689 and Staff, PGPD, Division V.

## Data Summary and Analysis

In adhering to the specific task of tracking data relating to complaints, for 2024, the PAB analyzed complaints received, broken into various clusters/categories, including Monthly Complaints, the Method the Complaint was filed, the Gender of the Complainant, and Complaints by Municipalities/Law Enforcement Agencies (LEAs). Monthly Complaints for 2024 were up 28% compared to 2023.

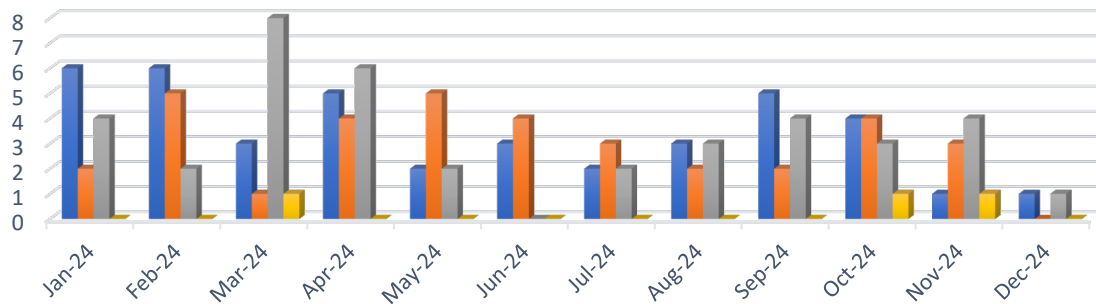
### Method Complaints Received



	Jan-24	Feb-24	Mar-24	Apr-24	May-24	Jun-24	Jul-24	Aug-24	Sep-24	Oct-24	Nov-24	Dec-24
Online	9	12	11	8	6	6	6	11	8	9	6	1
Mail	2	1	0	3	1	0	0	0		0	1	0
In-Person	0	0	1	0	1	0	0	1	1	0	1	1
FWD by LEA	1	0	1	1	0	1	1	0		0		0
Email	0	0	0	1	1	2	1	6	2	3	1	0

■ Online ■ Mail ■ In-Person ■ FWD by LEA ■ Email

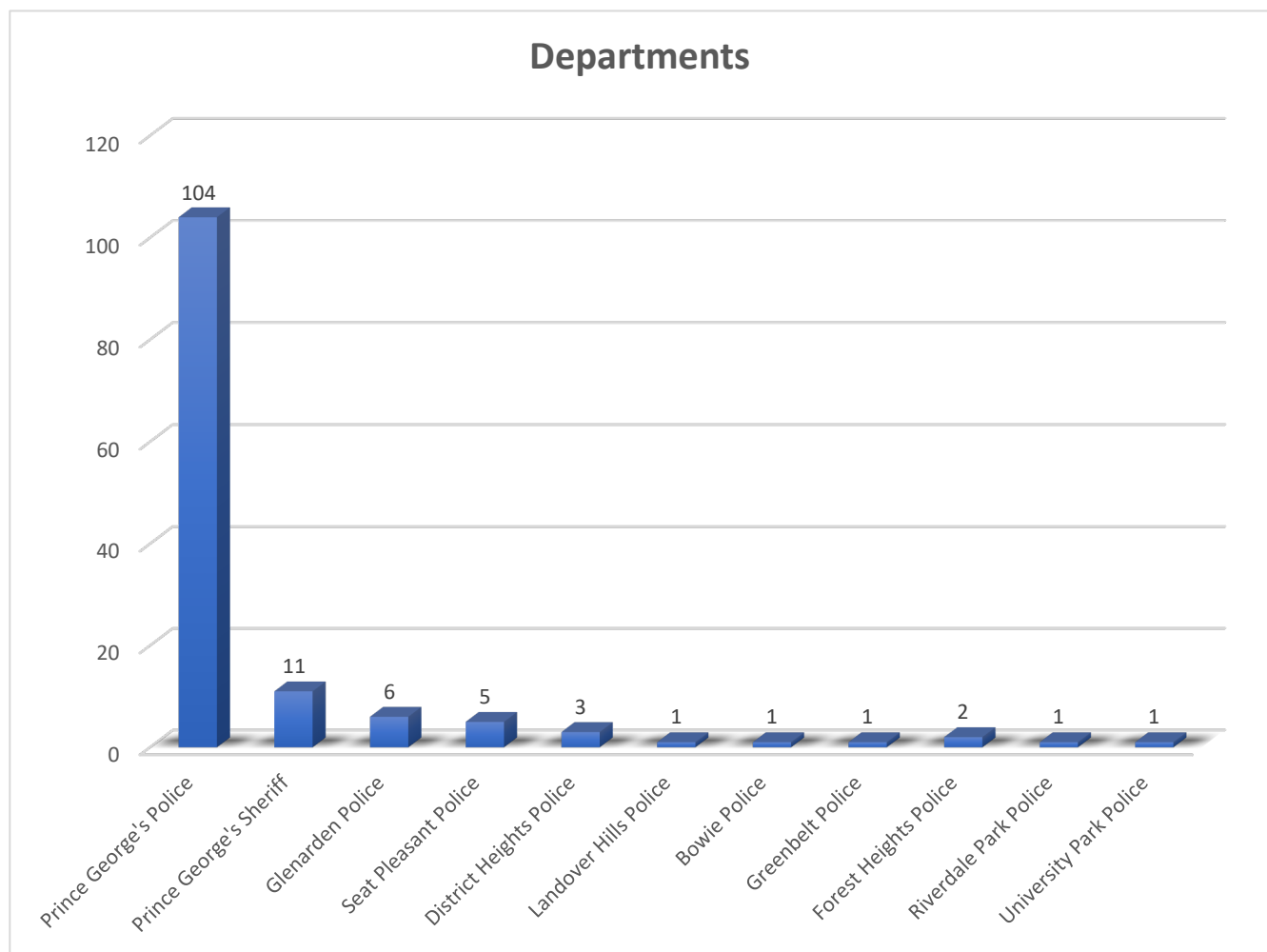
### Complaints By Gender



	Jan-24	Feb-24	Mar-24	Apr-24	May-24	Jun-24	Jul-24	Aug-24	Sep-24	Oct-24	Nov-24	Dec-24
Male	6	6	3	5	2	3	2	3	5	4	1	1
Female	2	5	1	4	5	4	3	2	2	4	3	0
Unreported	4	2	8	6	2	0	2	3	4	3	4	1
Transgender	0	0	1	0	0	0	0	0	0	1	1	0

■ Male ■ Female ■ Unreported ■ Transgender

The 135 intakes received from LEAs are primarily from the Prince George's County Police Department (PGPD), representing 78% of all complaints. While the PGPD comprised most of the complaints, the magnitude of the Glenarden Police and Seat Pleasant Police Departments had practical significance because they represented 8% of all complaints but are much smaller than the Prince George's Sheriff's Department, which also comprised 8%.



*\*\*Noted throughout this report, these data reflect a duplicate count, meaning one person could have filed more than one complaint.*

## *Allegations and Dispositions*

Most of the highest allegations decreased significantly from 2023 to 2024. For instance, Protocol Violations decreased by 54%, Criminal Misconduct/Violation of Law by 42%, Attention to/Neglect of Duty & Unsatisfactory Performance by 34%, Unbecoming Conduct by 29%, and Use of Force by 20% from 2023 to 2024. However, Attention to/Neglect of Duty & Unsatisfactory Performance increased by 37%, and Lack of Courtesy & Professionalism increased by 49%. Note: See the 2024 Administrative Charging Committee (ACC) Report for more details.

## *Policy and Procedure Recommendations to Improve Policing*

Throughout 2024, the Police Accountability Board collected quantitative data on police misconduct complaints, disciplinary outcomes for the complaints, and qualitative input on the complaint resolution process. The Board's goal was to better understand the system in place to address misconduct complaints and how it serves the interests of the community and law enforcement. Partnering with the ACC and the AHB, the Board comprised and approved on May 8, 2024, six (6) recommendations for submission to the County Executive and the County Council.

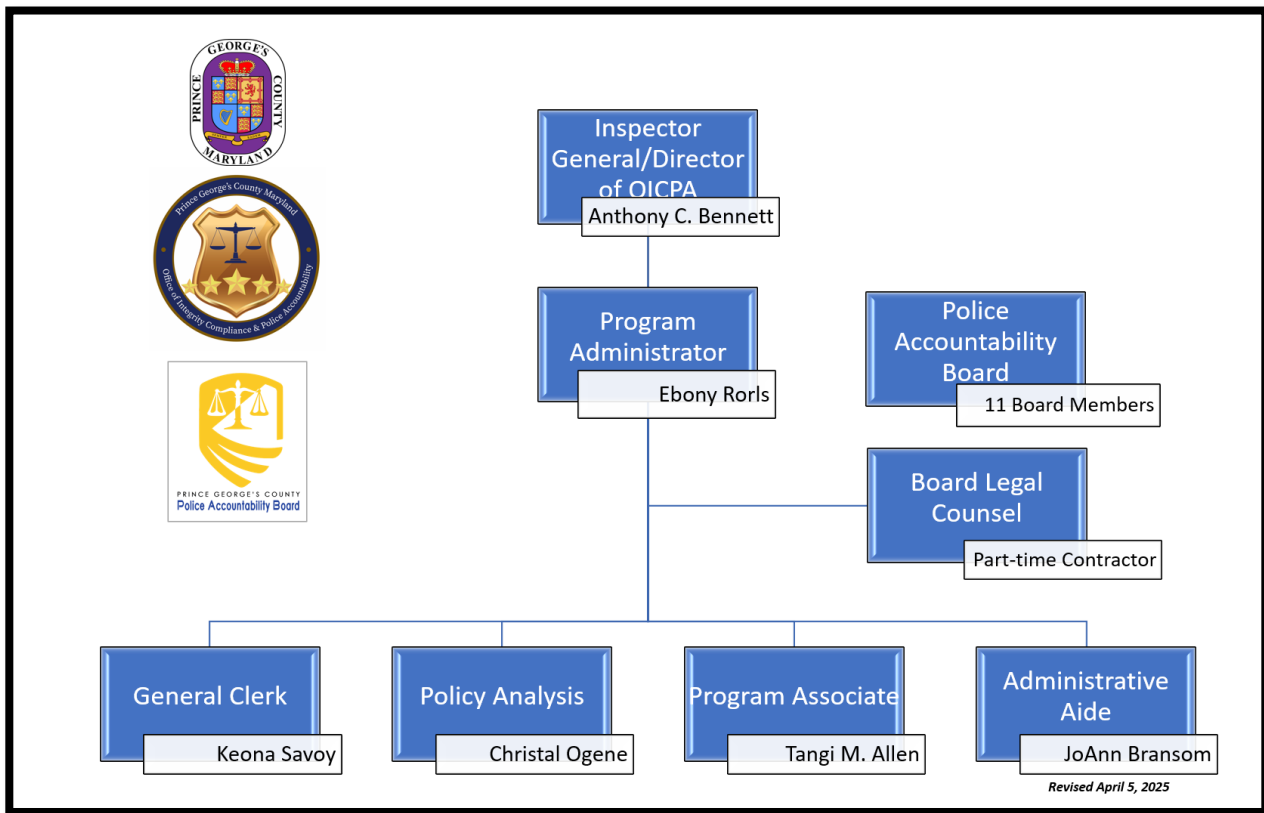
The PAB dutifully presented: **1.** Training on officer sensitivity, emotional intelligence, and anger management be provided to all officers annually to mitigate instances of bias. **2.** Annual training be provided by law enforcement agencies, keeping officers knowledgeable and aware of changes to state laws relating to the rights of residents to own and carry guns. **3.** Annual reviews of School Resource Officer (SRO) Program policies are conducted to ensure that SRO-initiated trainings for students require approval by both the departments and schools. **4.** Internal affairs interviews are recorded. **5.** CB-21-2022 should be amended to set policy guidelines governing a PAB whistleblower process, whereby the complainants who claim insider knowledge of wrongdoing at a law enforcement agency are simultaneously referred to the OICPA for investigation. **6.** CB-21-2022 be amended to require Law Enforcement Agencies to submit a monthly written status report to the PAB for each complaint the agency received or was referred to the agency by the PAB, detailing complaints received and the status of each investigation.

The Board continues to support these recommendations and looks forward to working with the Office of the County Executive, County Council, local law enforcement agencies, and the community to implement them.

Following the May 2024 recommendations, the Board continued to review complaint data, case dispositions, agency policies, and operating procedures. The reviews and analysis along with supplemental information obtained from the [“Implementation of the Maryland Police Accountability Act of 2021”](#) published by the Police Executive Research Forum in June 2024, led to the following recommendations.

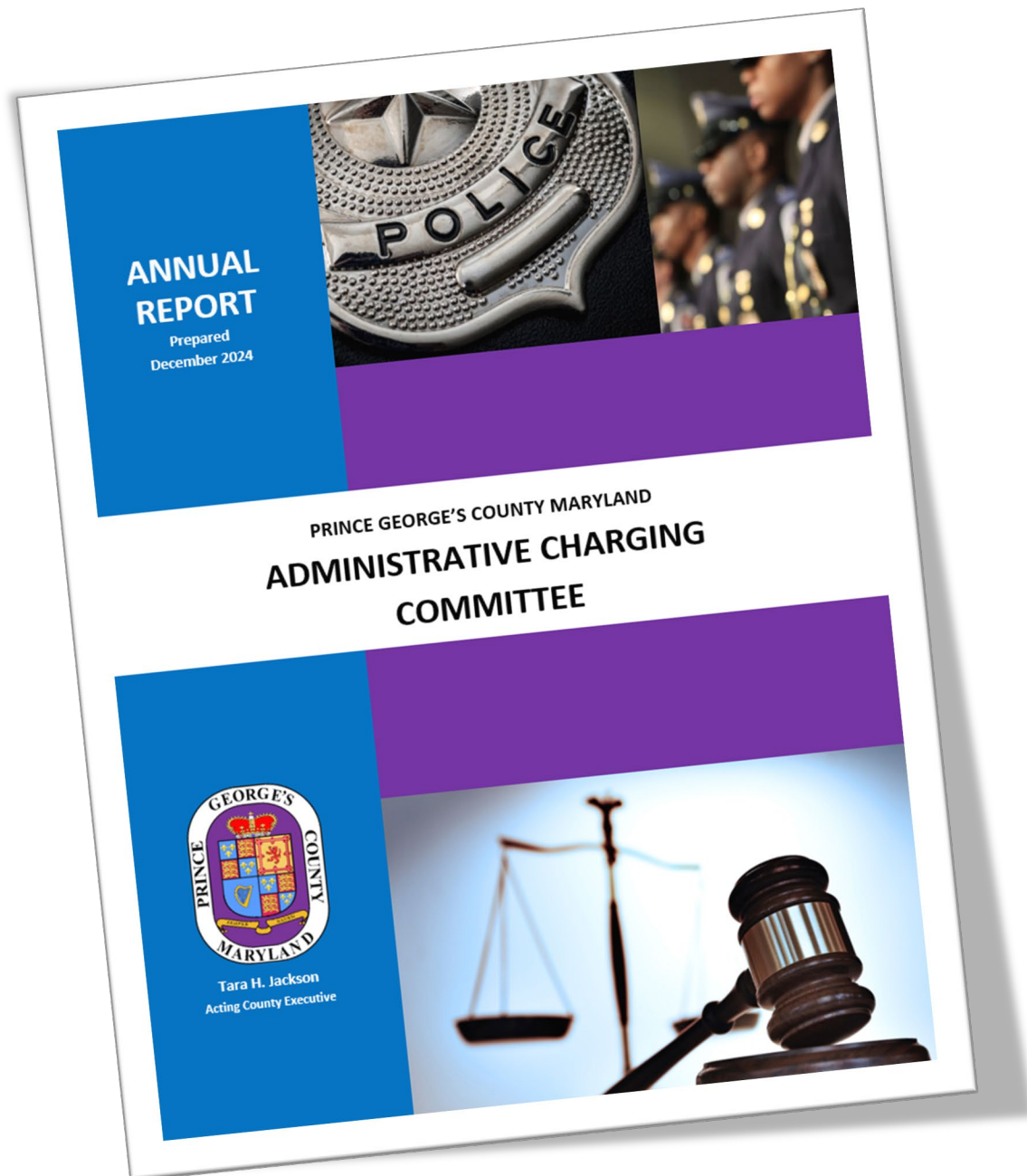
- 1. Request all municipal police departments in Prince George’s County update their general orders/ operations manual to include the revised statewide policy and procedure for community members’ ability to submit officer misconduct complaints directly to the Police Accountability Board and the administrative processes that guide the complaint resolution process.*
- 2. Develop a collaborative partnership and mutual agreement with police agencies operating in the County that currently process resolution of officer misconduct complaints through the statewide Administrative Charging Committee (i.e., Maryland State Police, Maryland National Capital Park Police, University of Maryland Police, and Bowie State University Department of Public Safety) to assist with data collection on their complaints, disciplinary outcomes, community outreach, and improvements to policing in the community.*
- 3. Enter into a mutual agreement with the Prince George’s Community Collaborative Resolution Center (PGCCR) to collect and provide to the Board approved data on the law enforcement complaint cases referred to PGCCR and the mediation outcomes of those cases. The data will be used to measure the efficiency of the mediation program option for eligible complaints.*
- 4. Conduct quarterly community outreach events or forums, with a specific focus on municipality engagement, to educate and update the community.*
- 5. Publish and maintain a public-facing complaint and case disposition dashboard.*

## *PAB Agency Organizational Chart*



# ADMINISTRATIVE CHARGING COMMITTEE

*(Extractions and Summarizations from ACC Year End Report<sup>1</sup>)*



<sup>1</sup> Unlike the PAB, the ACC is not required by law to present an Annual Report.

## ***Accomplishments***

The Administrative Charging Committee improved processes and efficiency, rendered fair and impartial decisions, collaborated with stakeholders, assisted in policy development and improvements, and completed and participated in data collection and trend analysis. These accomplishments were accompanied by an increase in case submissions (2%). The Committee had several key accomplishments, which are outlined below.

- **Process Improvements and Efficiency**

- Streamlined the complaint review process, reducing case resolution times by 6%.
- Developed standardized templates and guidelines for charging documents, ensuring consistency and compliance with legal requirements.
- Implemented digital tools to track and manage case progress, increasing Committee efficiency by 6%.

- **Fair and Impartial Decision-Making**

- Reviewed and adjudicated over 500 cases with a focus on thoroughness, fairness, and compliance with organizational policies.
- Established protocols to ensure unbiased evaluations, enhancing public trust in the disciplinary process.

- **Collaboration and Communication**

- Facilitate productive communication between the ACC and stakeholders, including the public, internal staff, and legal teams.
- Strengthened partnerships with community groups to improve transparency in the complaint-handling process.

- **National Night Out**

- ACC staff participated in the Annual event at various locations throughout the County, educating the community on ACC practices and processes.



- **Policy Development**

- Drafted legislation (CB-76-2024), contributed to the development of new policies that improved accountability and clarified disciplinary actions.

- **Public Engagement and Trust**

- Attended regional and national conferences to collaborate on emerging issues in citizen oversight.
- Published midyear and annual reports detailing the Committee activities, improving transparency and accountability.

### *National Association for Citizen Oversight of Law Enforcement Conference*



- **Collaboration is Key to Effective Oversight**

- Collaboration (between oversight agencies, law enforcement, and the community) is essential for meaningful progress. Even jurisdictions at different stages of implementation emphasized the importance of building trust through consistent engagement and shared goals. Our agency's emphasis on collaboration is well aligned with national best practices.

- **A Data-Driven Approach Supports Transparency and Investment**

- Data is a powerful tool for accountability and justifying continued investment in oversight infrastructure. Our current data-informed strategy allows us to clearly demonstrate impact, identify trends, and advocate for resources based on measurable outcomes.

### *Specific Achievements*

- Successfully resolved a high-profile case, maintaining integrity and public confidence in the process.
- Reduced backlog of unresolved cases by 56% through efficient case prioritization and resource allocation.

### ***Disposition Summary***

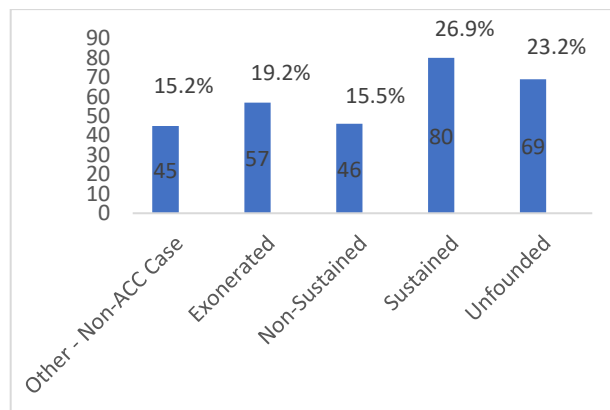
The Administrative Charging Committee has reviewed over 500 cases since beginning operations in March 2023, with 242 being reviewed in 2023 and 246 in 2024 (through November), most with multiple allegations, and issued extensive written findings on each case. The Committee members and staff collaborated with other Committees and Boards across the State. The Committee also attended and created various training sessions related to investigatory review. The most common allegation types received by the Committee were conduct unbecoming, discourtesy, use of force, and protocol violations. *See below.*

### **2023 Disposition Data:**

In 2023, the Administrative Charging Committee received 242 investigations and rendered 297 dispositions, with the primary finding of sustained.

### **2023 Dispositions:**

<b>Dispositions</b>	<b>Number</b>	<b>Percentage</b>
Other - Non-ACC Case	45	15.2%
Exonerated	57	19.2%
Non-Sustained	46	15.5%
Sustained	80	26.9%
Unfounded	69	23.2%
<b>TOTAL</b>	<b>297</b>	<b>100.00%</b>



### **2023 Allegation Data:**

The most common allegation in 2023 was Courtesy, followed closely by allegations of Unbecoming Conduct.

### **2023 Most Common Allegations:**

<b><u>Most Common Allegations</u></b>	<b><u>Number</u></b>	<b><u>Percentage</u></b>
Courtesy & Professionalism	41	13.8%
Unbecoming Conduct	38	12.8%
Attention to/Neglect of Duty & Unsatisfactory Performance	34	11.4%
Use of Force	34	11.4%

### 2023 All Allegations:

<b>Allegations</b>	<b>Number</b>	<b>Percentage</b>
Abuse of Position	2	0.7%
Attention to/Neglect of Duty & Unsatisfactory Performance	34	11.4%
Discrimination/Bias-Based Policing	12	4.0%
Conduct Towards the Public	2	0.7%
Criminal Misconduct/Violation of Law	19	6.4%
Constitutional Rights Violations	4	1.3%
Courtesy & Professionalism	41	13.8%
BWC Violations	17	5.7%
Failure to Properly Document an Incident	1	0.3%
Failure to Report a Use of Force Incident	4	1.3%
False Statement	3	1.0%
Harassment	4	1.3%
Improper Discharge of a Firearm	5	1.7%
Use of Language Violations	5	1.7%
Minor Traffic Violations/Unsafe Driving	11	3.7%
Procedure Violations	18	6.1%
Protocol Violations	24	8.1%
Unspecified	10	3.4%
Secondary Employment Violations	1	0.3%
Vehicle Pursuit Violations	3	1.0%
Unbecoming Conduct	38	12.8%
Unjustified Towing	2	0.7%
Unlawful Arrest	3	1.0%
Use of Force	34	11.4%
<b>TOTAL</b>	<b>297</b>	<b>100.00%</b>

### 2023 Agency Submissions:

In 2023, Prince George's County Police Department accounted for more than half of all investigations reviewed by the Administrative Charging Committee.

<b><u>Law Enforcement Agency</u></b>	<b><u>Cases</u></b>	<b><u>Percentage</u></b>
Bladensburg Police Department	6	2.48%
Bowie Police Department	14	5.79%
Brentwood Police Department	1	0.41%
Capital Heights Police Department	1	0.41%
Cheverly Police Department	1	0.41%
Glenarden Police Department	2	0.83%
Greenbelt Police Department	19	7.85%
Hyattsville Police Department	13	5.37%
Laurel Police Department	17	7.02%
Mount Rainier Police Department	1	0.41%
Prince George's County Police Department	137	56.61%

Prince George's County Office of the Sheriff	25	10.33%
Seat Pleasant Police Department	5	2.07%
TOTAL	242	100.00%

#### 2024 Disposition Data:

In 2024, the Administrative Charging Committee received 246 investigations, the primary finding being sustained.

#### 2024 Dispositions:

<u>Disposition</u>	<u>Number</u>	<u>Percentage</u>
Other - Non-ACC Case	14	5.7%
Beyond 1 Year Day and 1 Day	7	2.8%
Exonerated	62	25.2%
Non-Sustained	48	19.5%
Sustained	65	26.4%
Unfounded	50	20.3%
TOTAL	246	100.00%

#### 2024 Allegation Data:

The most common allegations in 2024 were duty allegations, including Neglect of Duty and Attention to Duty. Unbecoming Conduct and Use of Force followed this as the most common allegation categories.

#### 2024 Most Common Allegations:

<u>Most Common Allegations</u>	<u>Number</u>	<u>Percentage</u>
Attention to/Neglect of Duty & Unsatisfactory Performance	52	21.1%
Use of Force	27	11.0%
Unbecoming Conduct	27	11.0%
Courtesy & Professionalism	21	8.5%

#### 2024 All Allegations:

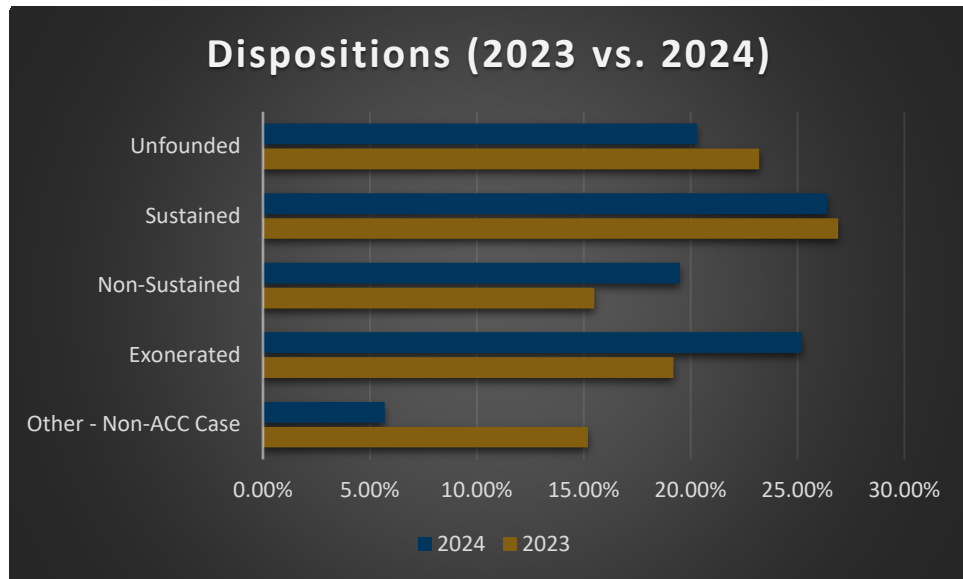
<u>Allegations</u>	<u>Number</u>	<u>Percentage</u>
Abuse of Position	3	1.2%
Violation of Law/Criminal Misconduct	11	4.5%
Attention to/Neglect of Duty & Unsatisfactory Performance	52	21.1%
Bias-Based Policing, Discrimination, & Selective Enforcement	8	3.3%
BWC Violations	11	4.5%
Conduct Towards the Public	4	1.6%
Ethics Violations	5	2.0%
Courtesy & Professionalism	21	8.5%
Improper Discharge of Firearm	4	1.6%

Disgraceful Conduct	1	0.4%
Minor Traffic Violation/Unsafe Driving	9	3.7%
Use of Force	27	11.0%
Failure to Conduct a Proper Search	1	0.4%
Failure to Properly Document an Incident	1	0.4%
Failure to Provide Identification	1	0.4%
Failure to Report a Use of Force Incident	3	1.2%
False Statement	4	1.6%
Geographical Restrictions	1	0.4%
Handcuffing and Restraint Violations	1	0.4%
Harassment	2	0.8%
Procedure Violations	7	2.8%
Integrity	1	0.4%
Use of Language Violations	9	3.7%
Use of Lethal Force	5	2.0%
Protocol Violations	10	4.1%
Unspecified	4	1.6%
Secondary Employment Violations	1	0.4%
Standards of Conduct Violations	2	0.8%
Standards of Conduct-Efficiency	1	0.4%
Vehicle Pursuit Violations	2	0.8%
Unauthorized Search	1	0.4%
Unbecoming Conduct	27	11.0%
Unlawful Arrest	1	0.4%
Unlawful Traffic Stop	5	2.0%
Grand Total	246	100.00%

#### All Data (2023 and 2024)

##### Most Common Dispositions - (Data as of 11/29/2024)

<b><u>Disposition</u></b>	<b><u>Number</u></b>	<b><u>Percentage</u></b>
Other - Non-ACC Case	54	10.6%
Beyond 1 Year and 1 Day	7	1.4%
Exonerated	123	24.2%
Non-Sustained	78	15.3%
Sustained	144	28.3%
Unfounded	103	20.2%
Total	509	100%



#### Most Common Allegation Categories - (Data as of 11/29/2024)

<u>Most Common Allegation Categories</u>	<u>Number</u>	<u>Percentage</u>
Attention to/Neglect of Duty & Unsatisfactory Performance	76	15%
Unbecoming Conduct	62	12.2%
Courtesy & Professionalism	59	11.6%
Use of Force	57	11.1%

#### All Allegation Categories - (Data as of 11/29/2024)

<u>Allegation</u>	<u>Number</u>	<u>Percentage</u>
Abuse of Position	5	1.0%
Attention to/Neglect of Duty & Unsatisfactory Performance	76	15.0%
Bias-Based Policing, Discrimination, & Selective Enforcement	20	3.9%
BWC Violations	27	5.3%
Conduct Towards the Public	5	1.0%
Ethics Violations	3	0.6%
Conformance to/Violation of Law	25	4.9%
Constitutional Rights Violation	4	0.8%
Courtesy and Professionalism	59	11.6%
Improper Discharge of Firearm	7	1.4%
Minor Traffic & Unsafe Driving	18	3.6%
Use of Force	57	11.2%
Failure to Properly Document an Incident	1	0.2%
Failure to Provide Identification	1	0.2%
Failure to Report a Use of Force Incident	7	1.4%
False Statement	7	1.4%
Geographical Restrictions	1	0.2%
Handcuffing and Restraint Violations	1	0.2%

Harassment	6	1.2%
Procedure Violations	29	5.7%
Integrity	1	0.2%
Use of Language Violations	15	3.0%
Use of Lethal Force	3	0.6%
Protocol Violations	32	6.3%
Unspecified	13	2.6%
Secondary Employment Violations	2	0.4%
Standards of Conduct Violation	3	0.6%
Vehicle Pursuit Violations	6	1.2%
Unbecoming Conduct	62	12.2%
Unjustified Towing	2	0.4%
Unlawful Arrest	4	0.8%
Unlawful Traffic Stop	5	1.0%
<b>TOTAL</b>	<b>507</b>	<b>100.0%</b>

Since the inception of the Administrative Charging Committee, the Prince George's County Police has comprised most of the investigations handled by the ACC.

#### Agency Submissions:

<b><u>Law Enforcement Agency</u></b>	<b><u>Number of Cases</u></b>	<b><u>Percentage</u></b>
Bladensburg Police Department	8	1.6%
Bowie Police Department	19	3.8%
Brentwood Police Department	1	0.2%
Capital Heights Police Department	1	0.2%
Cheverly Police Department	1 <sup>2</sup>	0.2%
Forest Heights Police Department	12	2.4%
Glenarden Police Department	8	1.6%
Greenbelt Police Department	22	4.4%
Hyattsville Police Department	30	6.0%
Laurel Police Department	31	6.2%
Mount Rainier Police Department	4	0.8%
Prince George's County Police Department	306	61.3%
Prince George's County Office of the Sheriff	46	9.2%
Seat Pleasant Police Department	9	1.8%
University Park Police Department	1	0.2%
<b>TOTAL</b>	<b>499</b>	<b>100.00%</b>

<sup>2</sup> On March 27, 2024, the Circuit Court of Prince George's County issued a decision in Case No. C-16-CV-23-004422, requiring Chief David Morris and the Cheverly Police Department to submit the case involving Jonathan Keene to the Administrative Charging Committee for review and determination. However, the Committee has not received the investigation.

### *Summary of Sustained Charges (Data as of 03/31/2024)*

<u>Department</u>	<u>Case Number</u>	<u>Allegation</u>	<u>Disposition</u>	<u>Summary</u>
Bowie PD	CC2023-013	Failure to Provide Identification	Sustained	The Complainant alleges that the Respondent's marked police vehicle was parked in the fire lane at Walmart. Additionally, when the Complainant asked for the Respondent's name, the Respondent ignored him, entered his vehicle, and left.
Forest Heights PD	IA23-0028	Language	Sustained	Agency investigated the incident involving inappropriate language by the Respondent Officer toward the Complainant which occurred on August 23, 2023. After a thorough review of Involved Citizen's written complaint and examination of the Body-Worn Camera footage related to the incident.
Forest Heights PD	IA23-0035	Use of Force	Sustained	Forest Heights Police Department patrol officers alerted about a stolen vehicle. Respondents responded to the call. The vehicle was wanted by the Metropolitan Police Department ("MPD") in Washington, D.C. but was observed in Maryland. Officers from FHPD and Prince George's County Police Department ("PGPD") attempted a traffic stop on the vehicle in Oxon Hill, Maryland, but the suspects fled the scene. The vehicle driver, the involved citizen allegedly made evasive maneuvers around traffic and accelerated through the intersection. After a brief pursuit, the Toyota was involved in a vehicle accident. Involved Citizens exited the vehicle and fled on foot. During the pursuit, a use-of-force incident occurred involving Respondent, who struck one of the involved citizens with his patrol vehicle. Involved Citizen sustained no injuries because of the contact.

<u>Department</u>	<u>Case Number</u>	<u>Allegation</u>	<u>Disposition</u>	<u>Summary</u>
				Both Involved Citizens were subsequently taken into custody.
Glenarden PD	24-003	Inappropriate Language	Sustained	Complainant was checking out at a Wegmans Grocery Store. After paying for his grocery items, he was approached by the Respondent Officer and accused him of stealing.
Glenarden PD	24-006	Demeaning/Abusive Language  Unbecoming Conduct	Sustained  Sustained	Respondents attempted a traffic stop. While running the tags, but before the dispatcher gave the return information, the vehicle in question fled and struck a residence. The vehicle backed up and fled the accident scene. Officers continued to pursue the Involved Citizen. The Involved Citizen exited the vehicle and ran towards a residence. The Respondent Officers exited their vehicles and were pursuing the Involved Citizen on foot when they observed Complainant standing in the driveway of the residence yelling. Respondents ordered Complainant to show her hands and to get down on the ground several times, using expletives. Complainant did not comply. Complainant was eventually taken down to the ground but was yelling to the Respondent Officers that she was the mother and that her daughter was the one that they wanted. Respondent tried to handcuff her while she was trying to explain. Shortly after, Officer's learned the Complainant was not the operator of the vehicle and the handcuff was removed. Officers entered the residence to apprehend the Involved Citizen. One Respondent is heard telling Complainant "Next time listen to the police..." Complainant expressed to Respondent that she was extremely upset with Respondent Officer's

<u>Department</u>	<u>Case Number</u>	<u>Allegation</u>	<u>Disposition</u>	<u>Summary</u>
				treatment and requested his information several times. She also expressed that the take down, especially in a puddle, was unnecessary and rough resulting in her knees being scraped.
Glenarden PD	IA24-008	Conduct Unbecoming  Insubordination BWC Violation- Failure to Record	Sustained  Sustained Sustained	Respondent Officer was involved in a domestic dispute and allegedly assaulted Involved Citizen and destroyed property within their home. The Prince George's County Office of the Sheriff responded to the scene and alerted the Glenarden Police Department that one of their officers was involved in a domestic incident. Agency investigated the incident and determined that Respondent Officer assaulted Involved Citizen and he was not forthcoming with the truth of what he did to her.
Greenbelt PD	C24-006	Vehicle Pursuit – Initiating a Pursuit  Vehicle Pursuit – Continuing a Pursuit.	Sustained  Sustained	Respondent Officer initiated a vehicle pursuit after a suspect's vehicle ran a red light. Respondent Officer justified the initiation and continuation of the pursuit due to the suspect's vehicle causing a hit-and-run collision with another vehicle and causing possible injuries to an Involved Citizen. The agency investigated the incident and determined that the Respondent Officer failed to adequately articulate why she believed the hit-and-run collision caused injury to the Involved Citizen.
Hyattsville PD	PSI 24-003	Efficiency	Sustained	The Complainant alleges that the Respondents failed to take appropriate actions concerning a drunk and disorderly motorist in her neighborhood.
Hyattsville PD	PSI 24-004	Temporary Custody of Adults: Personal Property	Sustained	Complainant was stopped by Respondent Officer for suspicion of DUI. A sobriety test was administered that Complainant failed and he was subsequently placed under arrest. Respondent

<u>Department</u>	<u>Case Number</u>	<u>Allegation</u>	<u>Disposition</u>	<u>Summary</u>
				<p>Officer took possession of Complainant's possessions and placed them in the rear of his cruiser. Complainant was transported to Hyattsville City Police Department ("HPD") and put in a holding cell for some time. Respondent Officer completed the paperwork related to the incident but did not inventory Complainant's possessions using a Prisoner Intake/Property Record. After being processed, Complainant was transported home by Respondent Officer. Upon arrival at his address, Complainant was uncuffed and his possessions were returned. Amongst Complainant's possessions were his wallet, which was returned, but appeared to be missing \$1,800 the wallet allegedly contained.</p>
Hyattsville PD	PSI 24-005 PSI 24-006 PSI 24-007	Standards of Conduct: Neglect of Duty	Sustained (3)	<p>On several dates, Respondent was subpoenaed to testify at trial. In each case, Deputy State's Attorney, who is also the Complainant, advised the Defendants were accused of Driving Under the Influence of Alcohol and the cases were subsequently dismissed. On or about February 28, 2024, the Office of the Chief received a complaint from Deputy State's Attorney in reference to Respondent Officer failing to appear for court. Deputy State's Attorney stated that because Respondent Officer did not appear for trial the Prosecutor had to drop the case. The agency investigator determined that the Respondent Officer was aware of the court dates but did not appear and did not provide any explanation.</p>

<u>Department</u>	<u>Case Number</u>	<u>Allegation</u>	<u>Disposition</u>	<u>Summary</u>
Laurel PD	IA2023-019	False Statements  Conformance to Laws: Leaving the Scene of an Accident	Sustained  Sustained	The Respondent Officer, while off-duty and in his personal vehicle, was involved in a hit-and-run vehicular collision for which he was criminally charged. The criminal prosecution of the Respondent Officer was deferred, and the criminal charges will be dropped upon the Respondent Officer's completion of the required terms and conditions. During the Department's investigation of the Respondent Officer's conduct, it is alleged that he made false statements regarding the collision. It was also alleged that the Respondent Officer engaged in criminal conduct by leaving the scene of the accident.
Laurel PD	IA2023-024	Neglect of Duty  Investigations-Failure to Document	Sustained (2)  Sustained (2)	Respondents (3), responded to a domestic violence call involving two involved citizens. Agency investigated an allegation that Respondent Officers failed to properly investigate and document a domestic violence call for service. Following the investigation, agency concluded that both Respondent 1 and 2 failed to complete a report on the domestic violence incident and neglected their duties.
Laurel PD	IA2023-028	Speeding/Aggressive Driving	Sustained	Agency investigated a complaint made via telephone by the Complainant regarding Respondent Officer engaging in speeding/aggressive driving while operating Laurel Police Cruiser 393. The Complainant alleged that Respondent Officer reached speeds ranging from 84 to 97 MPH while traveling on US Route 50. Agency interviewed Respondent Officer regarding this complaint, but there was no physical evidence or video recordings available to review. Months after the initial complaint, agency received

<u>Department</u>	<u>Case Number</u>	<u>Allegation</u>	<u>Disposition</u>	<u>Summary</u>
				another complaint made via telephone regarding Respondent Officer engaging in speeding/aggressive driving while operating Laurel Police Cruiser 361. This complaint alleged that Respondent Officer was driving roughly 100 MPH. This complaint was submitted anonymously. Agency conducted another interview with Respondent Officer, but there was no physical evidence or video recordings available to review, despite cruiser 361 camera recording system being designed to automatically engage when the vehicle reaches a speed of 85 MPH.
Laurel PD	IA2023-029	Neglect of Duty	Sustained	Agency investigated Respondent for an allegation of Neglect of Duty for not acting on a possible child abuse complaint. Agency reviewed the evidence, including respondent officer body-worn-camera footage and found that respondent officer did not properly address, write a report, or contact any other agency despite hearing and acknowledging child abuse allegations.
Laurel PD	IA2023-030	Attention to Duty	Sustained	Agency investigated the Respondent Officer after receiving a complaint from the Complainant alleging that the Officer criminally charged her, who was not the suspect but a victim, of identity theft. The agency determined the Respondent neglected to conduct a full investigation which would have prevented an innocent person from being criminally charged.
Laurel PD	IA2024-012	Unbecoming Conduct	Sustained	Agency investigated an incident where Respondent Officer is alleged to have engaged in unbecoming conduct during a child custody exchange. While the agency believed the incident to be minor in nature, the Committee

<u>Department</u>	<u>Case Number</u>	<u>Allegation</u>	<u>Disposition</u>	<u>Summary</u>
				determined that Respondent Officer conducted himself in a manner that “he knew or should have reasonably known to reflect unfavorably upon a member of this agency.”
Laurel PD	IA2024-020	Courtesy	Sustained	Complainant submitted a complaint alleging that Respondent Officer was discourteous to her and called her a “bigot.”
Laurel PD	IA2024-021	Conduct Unbecoming	Sustained	Respondent Officer conducted a traffic stop on the Complainant. During the stop, Complainant called her family, stating that she feared for her life. Her family proceeded to call their friend, a Deputy with the Prince George’s County Office of the Sheriff to go to the scene and assist the Complainant. Once on scene, Respondent Officer expressed his dissatisfaction with the PG Sheriff Deputy and had a brief verbal confrontation with PG Sheriff Deputy and the Complainant. Complainant submitted a complaint alleging that she was racially profiled, harassed, and that Respondent Officer was unprofessional. The agency investigated the incident and determined that Respondent Officer should be cleared of any alleged discrimination and/or racial profiling but found the Conduct Unbecoming allegation as “Sustained.”
Mount Rainer PD	IA24-01	Standards of Conduct Policy 421.5.8 Performance, Section (a)  Standards of Conduct Policy 421.5.8	Sustained  Sustained	Respondent Officer began to speak to a Cadet, who had been in Respondent Officer’s class the previous year. While speaking with the Cadet, some of the other recruits began to ask Respondent Officer questions relating to his experience as an officer. While addressing the recruits, Respondent Officer was heard

<u>Department</u>	<u>Case Number</u>	<u>Allegation</u>	<u>Disposition</u>	<u>Summary</u>
		Performance, Section (i)  Standards of Conduct Policy 421.5.9 Conduct, Section (h)  Standards of Conduct Policy 421.5.9 Conduct, Section (m)  Rule 51 of the Rules of Conduct	Sustained   Sustained   Sustained	using vulgar language, and made several derogatory comments about and directed towards the female recruits. Additionally, Respondent Officer was heard making negative remarks about an officer from his agency. At the time of the incident, Respondent Officer was on medical leave from the Mount Rainer Police Department. Respondent Officer also contends that despite being prescribed and having taken Percocet for his injury, he had not ingested any on the day in question. The Investigator reviewed the written witness statements and conducted interviews with witnesses present during the incident as well as with Respondent Officer.
Mount Rainer PD	IA24-02	Attention to Duty	Sustained	Agency investigated Respondent Officers regarding a domestic violence incident. After the investigation, agency recommended Sustained charges for the alleged violations of the Department's Domestic Violence Policy; Laws, Rules, and Orders Policy; Performance Policy; and Rules of Conduct Policy.
PG Sheriff	22-X-934	Body Worn Camera Recording  Unsatisfactory Performance	Sustained  Sustained (3)	The allegations occurred during the service of an emergency petition on an Involved Citizen. Respondent Officer 1 improperly restrained the Involved Citizen by using handcuffs to attach the leg shackles to the bar beneath the seat of the vehicle. Respondent 2 improperly transported the Involved Citizen in his agency cruiser with a set of handcuffs attached to the leg shackles on the seat bar. Respondent 3 cut off her body-worn camera when she arrived at the hospital prior to entering. Respondent 4 caused the Involved Citizen to fall by

<u>Department</u>	<u>Case Number</u>	<u>Allegation</u>	<u>Disposition</u>	<u>Summary</u>
				improperly carrying him using the leg shackles. The Department listed the wrong charge when serving discipline to the Respondents, and the Department chose not to pursue the charges at the Administrative Hearing Board level.
PG Sheriff	23-N-1050	Geographical Restrictions	Sustained	Agency investigated an incident where Respondent Officer allegedly behaved in a hostile and unprofessional manner towards Complainant while parking in a Target parking lot. Throughout the course of his investigation, a Geographical Restrictions/Vehicle Use allegation was added to the case.
PG Sheriff	23-X-1023	BWC, Procedures and Operations  Reporting Use of Force and/or Weapons Discharge Incidents	Sustained  Sustained	Agency investigated an internal complaint against Respondent Officers regarding an incident on July 5, 2023. On that date, Respondent Officer #2 was working on a secondary employment assignment at Famous Lounge, along with a Prince George's County Police Officer. At one point, a large crowd began forming outside of Famous Lounge and Respondent Officer #2 called Respondent Officer #1, the security coordinator at Famous Lounge, for assistance. Respondent Officers allegedly engaged in a use of force, failed to report the use of force, and failed to submit an incident report. It is also alleged that Respondent Officer #1 failed to activate his body-worn camera during the incident.
PG Sheriff	23-X-1042	Unsatisfactory Performance	Sustained	Respondent Officers responded to a domestic call for service. On September 6, 2023, an investigation was initiated by the Department into the improper handling and documentation of a domestic assault and shooting

<u>Department</u>	<u>Case Number</u>	<u>Allegation</u>	<u>Disposition</u>	<u>Summary</u>
				incident. Unsatisfactory Performance allegations were raised against Respondent Officers.
PG Sheriff	23-X-1055	Unsatisfactory Performance	Sustained (2)	<p>Respondent 1, Respondent 2, and Respondent 3 were on duty and assigned to the Domestic Violence Intervention Division. Respondent 3 was training Respondent 1 as part of the Field Training Officer Program. Respondent Officers reported to the home of Complainant for a scheduled domestic standby. Body-worn camera footage (“BWC Footage”) obtained as part of this investigation showed Respondent 3 and Respondent 1 respond to Complainant and Involved Citizen on the scene. While speaking with Complainant she can be heard telling the Respondent 3 that Involved Citizen should not be allowed to disconnect or remove the internal cameras in the home due to her being concerned for her safety. Complainant remained in her vehicle and observed the standby from the camera system installed inside of the home. Respondent Officer’s spoke with Involved Citizen and informed him that any property that would be contested would not be allowed to be removed and he was only authorized to remove his personal belongings. Involved Citizen entered the home and immediately disconnected the security system that powered the cameras. Respondent 2 again told Involved Citizen that he was not allowed to disconnect the cameras. Despite that order, Involved Citizen did not comply and continued upstairs to gather additional items. Respondent 3 received a phone call from Complainant saying the</p>

<u>Department</u>	<u>Case Number</u>	<u>Allegation</u>	<u>Disposition</u>	<u>Summary</u>
				cameras were disconnected and she could no longer observe the standby. Respondent 1 left the home to speak with Complainant outside who again informed Respondent 3 that her cameras were unplugged preventing her from observing the standby.
PG Sheriff	24-C-1093	Reporting Use of Force and/or Weapons Discharge Incidents	Sustained	Respondent Officer was working secondary employment at Blue Water Grill in Clinton, Maryland. Respondent Officer was assisting the staff in closing the restaurant for the night when an unknown female entered the establishment. Respondent Officer escorted the unknown female out of the restaurant and after exiting was struck in the forehead by her phone.
PGPD	FC2023-003	Procedure Violation– BWC Activation	Sustained	The agency initiated an investigation after receiving a complaint alleging that Respondent Officer failed to write a report for a hit and run. Agency concluded that Respondent Officer did not violate any policies regarding writing a report for a hit and run and, therefore, closed the allegation with a finding of “Not Sustained,” but concluded that Respondent Officer did violate Department policy regarding BWC and, therefore, closed the allegation with a finding of “Sustained.”
PGPD	FC2023-004	Attention to Duty	Sustained (2)	Respondent Officer is accused of failing to assist in stopping a party at his venue that involved overcrowding, smoking marijuana and drinking alcohol, which were all a violation of the contract.
PGPD	FC2024-003	Procedural Violation (Hit and Run Accident Investigation)		Agency investigated a complaint submitted by Complainant alleging that Respondent Officer “rolled her eyes” at her when she was attempting to report being the victim of a hit and run. It was also

<u>Department</u>	<u>Case Number</u>	<u>Allegation</u>	<u>Disposition</u>	<u>Summary</u>
				alleged that Respondent Officer failed to collect physical evidence that could have aided in identifying the owner of the striking vehicle and that she failed to complete the report during the recommended time frame.
PGPD	FC2024-005	Protocol: Attention to Duty	Sustained	Respondent Officers responded to the scene of a motor vehicle collision. After the incident was handled, Complainant, an occupant of one of the vehicles involved, submitted a complaint alleging that Respondent Officers failed to verify the other driver's identity or license status. Complainant further alleged that Respondent Officers failed to utilize a translator and instead relied on a friend of the driver. The agency investigated the complaint and determined that Respondent Officers failed to complete the Exchange of Information Form and provide a printed copy to each involved party, as required.
PGPD	FC2024-006	Courtesy	Sustained	Respondent Officer responded to the Complainant's home regarding a missing person call for service. After their interaction, Complainant submitted a complaint alleging rude, discourteous, and unsympathetic conduct on the part of Respondent Officer and that she felt judged by him.
PGPD	FC2024-007	Procedural Violation (Report Writing)	Sustained	Respondent Officer 1 responded to the scene of a reported accident. Due to the circumstances of the accident, an accident report was required to be written. Due to an update of the reporting system, Respondent Officer was unable to complete the ACRS report within 72 hours. On March 1 <sup>st</sup> and again on April 1 <sup>st</sup> , the attorney for Involved

<u>Department</u>	<u>Case Number</u>	<u>Allegation</u>	<u>Disposition</u>	<u>Summary</u>
				Citizen, attempted to obtain a copy of the ACRS report through CrashDocs. As of April 18 <sup>th</sup> , Respondent Officer still had not completed the report. On April 19 <sup>th</sup> , Respondent Officer received a message from the Division II station regarding an inquiry into the completion of the report from involved citizen attorney. The ACRS report was completed by Respondent Officer on May 1, 2024.
PGPD	FCIQ2023-002	Attention to Duty	Sustained	Based on the investigative report and body-worn-camera footage, Respondent Officers 1 and 2 did not adequately perform their duties. The legal owner of the building requested that the Respondent Officers shut down the operation of activity occurring in the facility. As the owner of the property, he had authority to make this request, and the Respondent Officers should have complied with the owner's request to shut down the activity occurring in the facility. Instead of performing their duty, the Respondent Officers informed the owner that the dispute involved a civil matter and refused the owner's request to shut down the event/activity. In addition, the Respondent Officers stated that they smelled marijuana, and there was discussion about people drinking alcohol at the event, without the facility having a liquor license. Finally, the number of persons present in the facility exceeded the building's legal occupancy limits.
PGPD	FCIQ2023-036	Failure to Provide Identification	Sustained	Complainant alleged that the Respondent failed to provide his name and identification number when requested by the Complainant at the conclusion of a traffic stop.

<u>Department</u>	<u>Case Number</u>	<u>Allegation</u>	<u>Disposition</u>	<u>Summary</u>
PGPD	FCIQ2024-036	Discourtesy	Sustained	The Complainant alleges that the Respondent was rude, unprofessional, and demeaned his wife with sarcastic comments during an interview.
PGPD	FCIQ2024-041	Failure to Activate BWC	Sustained	Respondent Officer was administratively charged for failing to activate his BWC, as required, during a traffic stop.
PGPD	FCIQ2024-048	BWC Violation	Sustained	Respondent Officer failed to activate their BWC immediately upon being dispatched to a call for service. In the instant case, Respondent Officer BWC footage began when they were already speaking with the Complainant.
PGPD	IA2023-045	Unbecoming Conduct	Sustained	The Respondent is alleged to have presented an aggressive stance toward a security officer.
PGPD	IA2023-047	Deactivating Body-Worn-Camera	Sustained	Respondent Officer responded to a call for service from the Complainant, regarding a neighbor who allegedly vandalized her vehicle. Complainant alleged that once the Respondent Officer arrived on scene, she approached her aggressively and would not listen to her complaints regarding her neighbor. Shortly thereafter, Complainant asked for a Lieutenant to respond and told Respondent Officer that she did not feel safe with her. Respondent Officer requested that a shift Lieutenant respond to the scene and shut off her Body-Worn-Camera while waiting for the supervisor to arrive. Complainant submitted a complaint alleging that Respondent Officer discriminated against her on the basis of her race by being aggressive to her but listening and being nice to her Hispanic neighbor. However, the Committee decided to add an allegation for Deactivating Body-Worn-Camera and “Sustained” that allegation.

<u>Department</u>	<u>Case Number</u>	<u>Allegation</u>	<u>Disposition</u>	<u>Summary</u>
PGPD	IA2023-050	Unbecoming Conduct  Failure to Properly Supervise  Attention to Duty  Dedication to Duty  Ethics  Procedure Violation – BWC	Sustained (3)  Sustained (8)  Sustained (4)  Sustained (8)  Sustained (3)  Sustained (2)	PGPD was made aware of a viral video involving Respondent Officer 1 and Involved Citizen and initiated an investigation into the matter. The video captured Respondent Officer 1 and Involved Citizen embracing, kissing, and getting into the back seat of Respondent Officer assigned cruiser. During the investigation, Involved Citizen, Respondent Officer's wife, contacted PGPD Investigators and provided screenshots of additional social media posts made by Involved Citizen. The Department brought 1 allegation against Respondent Officer 2 and 28 allegations against Respondent Officer 1.
PGPD	IA2023-055	Procedure Violation (Use of Force Reporting)	Sustained	The agency investigated an internal complaint alleging that Respondent Officer failed to report a use of force immediately after it occurred. On September 4, 2023, Respondent Officer was working secondary employment at Cuzco Restaurant and allegedly engaged in a use of force with an involved citizen. On September 6, 2023, agency informed Respondent Officer of a social media post of the incident and, at this time, Respondent Officer informed Police Witness that he had a use of force and needed it written. Agency contacted the Specialized Training Unit, who opined that Respondent Officer's actions were a use of force and should have been immediately reported to a supervisor.
PGPD	IA2023-057	Protocol (Role of Employees)	Sustained	Agency investigated the Respondent Officer after receiving a complaint from the Complainant alleging that the Respondent Officer was discourteous to her and violated protocol (Role of

<u>Department</u>	<u>Case Number</u>	<u>Allegation</u>	<u>Disposition</u>	<u>Summary</u>
				Employees). Agency interviewed the Complainant, the Responding Officer, and a civilian witness in reference to the complaint. After conducting the investigation, agency determined that the allegation of Unbecoming Conduct did not occur, and therefore closed the account as Non-Sustained. Agency also determined that there was sufficient evidence to prove that the Responding Officer violated Protocol (Role of Employees) when he informed the Complainant that he will not respond to additional calls for service and therefore closed the account as Sustained.
PGPD	IA2023-070	BWC Violation	Sustained	Complainant was staying with family at the Gaylord National Resort when an altercation occurred. The Complainant claims she was injured during the altercation causing her to feel dizzy. Hotel security responded due to a noise complaint and later contacted the police for assistance in resolving the situation. Respondent Officer #1 and Respondent Officer #2, responded to the call. The Complainant was escorted to the lobby by a Respondent Officer, who did not activate his BWC. The Complainant ultimately left the premises in an Uber to go home.
PGPD	IA2024-006	Procedure Violation (Maintaining the Integrity of Computer Systems, Searchable Data Warehouses)	Sustained (3)	Complainant submitted a complaint alleging that Respondent Officer used CLEAR, a web based online investigative software used by law enforcement personnel as an investigative tool to determine where the Complainant resided. Agency investigated the complaint and determined that Respondent

<u>Department</u>	<u>Case Number</u>	<u>Allegation</u>	<u>Disposition</u>	<u>Summary</u>
		Unbecoming Conduct	Sustained (1)	Officer conducted multiple inquiries on the CLEAR database for personal reasons.
PGPD	IA2024-018	Procedure Violation - Search Incident to Arrest	Sustained	Involved Civilian Witness was detained, put into custody, and searched multiple times prior to being transported to Division II and placed into an Interview Room. Once in the Interview Room and while being questioned by Respondent Officer, Civilian Witness produced a gun from the waistband of his pants and stated, “tell your team they need to learn to search better.”
PGPD	IA2024-019	Courtesy and Professionalism	Sustained	Respondent Officer, while off duty in civilian attire, was walking on a public sidewalk with his daughter and two dogs. When Respondent and his child passed the home of Involved Citizen #1 and Involved Citizen #2”, a portion of Respondent’s and his daughter’s conversation got recorded by the Involved Citizen #1’s home surveillance system. Upon review of surveillance footage, Respondent is heard telling his child he does not like “the Brazilians.” The surveillance system did not pick up the conversation prior to that statement. When the Respondent Officer’s child asked her father why, he is heard saying “for words he can’t say.”
PGPD	IAQ2024-002	Courtesy and Professionalism	Sustained	The Department investigated a complaint against Respondent Officer regarding his comments captured on a Ring Video Camera.
PGPD	OA2023-001	Discharge of Firearm	Sustained	The agency investigated the Respondent Officer after being notified that the Officer accidentally discharged his firearm while trying to get the occupants of a carjacked vehicle out of the vehicle. There were no injuries as a result of the discharge. The Investigator

<u>Department</u>	<u>Case Number</u>	<u>Allegation</u>	<u>Disposition</u>	<u>Summary</u>
				determined that there was sufficient evidence to support that the Respondent Officer did accidentally discharge his handgun in violation of departmental policy.
PGPD	PS2023-014 PS2023-015	Procedural Violation/Hand cuffing Arrestees  Attention to Duty- Failure to Properly Search Prisoner	Sustained (1)  Sustained (1)	Respondent Officers responded to a call for service regarding a male who was reportedly disoriented and sweating profusely. After their arrival on scene, it became clear that the male was experiencing a psychological crisis of some kind. Respondent Officer #2 made the decision to have the male transported to Southern Maryland Hospital for evaluation. Both Respondent Officers patted-down the male for weapons inside and outside of the ambulance. The male was never handcuffed prior to being transported to the hospital. Respondent Officer #2 was the officer in charge of the incident scene, and Respondent Officer #1 was the arresting officer. After the male's arrival at Southern Maryland Hospital, hospital staff discovered a loaded handgun on the male's person.
PGPD	SI2023-019	Use of Force	Sustained	Respondent Officer, along with Police Witness and another Police Witness were assigned to the Gang Unit conducting surveillance. The officers observed an individual, known to them from previous interactions, and discovered they he had an open warrant for Assault-First Degree. The Officers attempted to stop the individual, but he entered a vehicle and fled, later striking an unoccupied vehicle and subsequently fleeing on foot. A foot chase ensued. During this chase, officers also observed a white Kia sedan occupied by individuals who would later be identified as

<u>Department</u>	<u>Case Number</u>	<u>Allegation</u>	<u>Disposition</u>	<u>Summary</u>
				Involved Citizens. The officers on scene concluded that the involved citizens were attempting to provide an escape route for the individual who was still outstanding. Respondent attempted a traffic stop on the white Kia, but the driver refused to stop and attempted to flee. Soon after, the vehicle struck a curb and became disabled. Involved citizens both fled on foot and were pursued by the officers on scene. Respondent Officer apprehended involved citizen without incident. One of the involved citizens was struck by Respondent Officer's vehicle while fleeing down the middle of the road and suffered a broken leg. After the collision, Involved Citizen was apprehended by Respondent Officer.
PGPD	SI2024-003	Use of Language	Sustained	Respondent was approached a disabled vehicle. As Respondent approached the car, his Body Worn Camera captured him using inappropriate language while giving verbal commands to the Involved Citizens. As the Involved Citizens were being removed from the vehicle, Involved Citizen stated that she did not know he was trying to pull her over because his lights were not on. Respondent Officer explained that his lights were on, but he turned them off when he realized that the vehicle was traveling much faster than his cruiser. Involved Citizen was issued several traffic citations and arrested for outstanding warrants and possession of controlled dangerous substances.
PGPD	SI2024-008	Unbecoming Conduct	Sustained	Respondent Officer and Involved Citizen had a physical altercation,

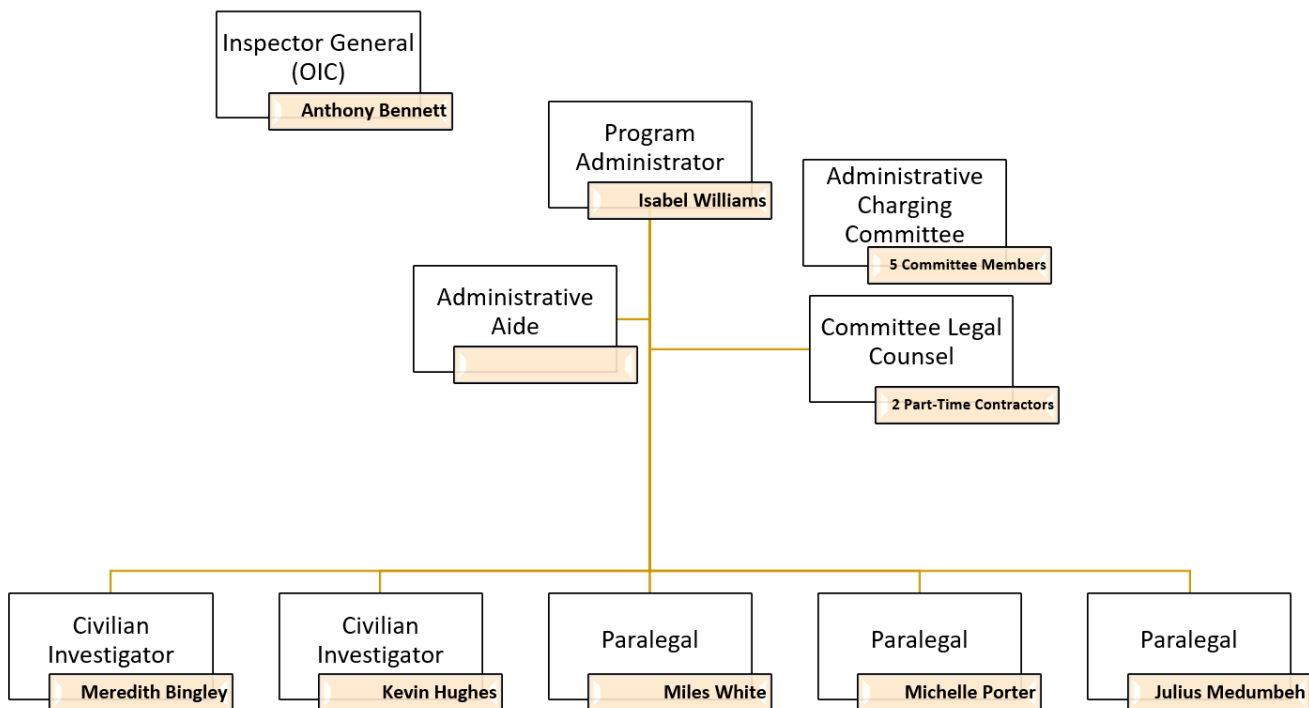
<u>Department</u>	<u>Case Number</u>	<u>Allegation</u>	<u>Disposition</u>	<u>Summary</u>
				leading both to file Protective Orders against each other and for Involved Citizen to report a domestic incident to the Riverdale Park Police Department. In the Protective Order, Involved Citizen alleged that Respondent Officer shoved and pinned her to the ground before yanking her up. The Protective Order also alleged careless handling of the Respondent Officer's Department-issued firearm and an accidental discharge that occurred in 2018. Both Protective Orders were dismissed on March 8, 2024. Agency investigated two unbecoming conduct allegations relating to the Protective Order filed against Respondent Officer, his alleged assault of Involved Citizen, and two procedural violations regarding Respondent Officer's alleged failure to properly secure his duty weapon and the accidental discharge in 2018.
PGPD	SI2024-017	Use of Language	Sustained	Respondent Officers responded to conduct surveillance for an ongoing armed carjacking investigation. While conducting surveillance, the carjacked vehicle became occupied, and officers attempted to conduct a stop. The Involved Citizen attempted to flee, and the Respondents pursued. Involved Citizen exited the vehicle and attempted to flee on foot. Respondent Officer recovered a loaded handgun from the Involved Citizen's pants during the search incident to arrest. During the incident, the Respondent could be heard using inappropriate language during the initial take-down maneuver. Involved Citizen sustained a broken nose and a

<u>Department</u>	<u>Case Number</u>	<u>Allegation</u>	<u>Disposition</u>	<u>Summary</u>
				small laceration to his forehead. Thereafter, Involved Citizen was transported by the fire department to Capital Regional Medical Center for treatment.
Seat Pleasant PD	IAI-23-7-1	BWC Violation	Sustained	Respondent Officer stopped the individual and discovered a concealed and illegally loaded firearm. Upon arrival of other officers on scene, it was observed that Respondent Officer was not wearing his assigned Body-Worn Camera (“BWC”), and an investigation was launched into the matter. Respondent Officer admitted that he did not have his BWC as required and submitted a Failure to Record Form.
Seat Pleasant	IAI-23-9-3	Use of Language	Sustained	While off duty and operating a marked patrol vehicle, Respondent Officer was alerted to a stolen vehicle, leading to a brief foot chase and apprehension of the occupants. During the chase, a language violation was observed on his Body-Worn-Camera (“BWC”) footage and members of the Command Staff and initiated an investigation.
Seat Pleasant	IAI23-11-9	Criminal Misconduct  Unbecoming Conduct	Sustained  Sustained	Agency investigated the Respondent Officer after being notified by Baltimore County Police Department that a criminal summons for 2 <sup>nd</sup> degree assault had been issued from an off-duty incident in which the Respondent allegedly punched the Complainant in the face. Furthermore, the Respondent allegedly used inappropriate language during this incident stating, “I’m the police too N*gga.” The agency determined that the Respondent engaged in Unbecoming Conduct.

## Administrative Charging Committee Organizational Chart



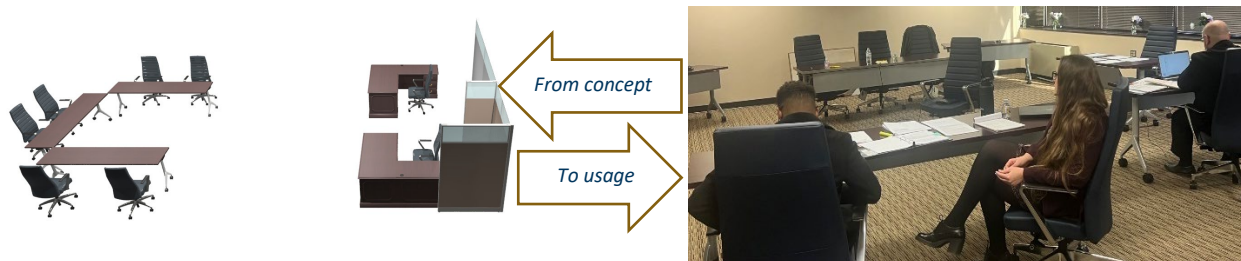
### Organizational Chart



## ADMINISTRATIVE HEARING BOARD



2024 started with creating the AHB hearing space, designed by the Administrative Charging Committee's Program Administrator, Isabel Williams. The concept for the Hearing Room was intentional, modeling similar floor plans for trails. Careful consideration was taken to ensure the space would be cohesive for smaller municipalities within the County that do not have access to adequate facilities to conduct hearings. Converting the spacing into the hearing room has proven effective in increasing the productivity of scheduling hearings.



### ***2024 (Quarter 1) AHB Statistics***

In the first quarter of the 2024 calendar year, the division filled two full-time positions to assist the operational efforts of the Administrative Hearing Board (AHB). The AHB heard three cases in February and two cases in March. The case numbers are below.

#### **January:**

N/A

#### **February:**

1. AHB (MPAA-PGEO-01-23-32392) (PGPD)
2. AHB (MPAA-PGEO-01-23-31437) (PGPD)
3. AHB (MPAA-PGEO-01-23-31564) (PGPD)

#### **March:**

1. AHB (MPAA-PGEO-01-24-01514) (PGPD)
2. AHB (MPAA-PGEO-01-24-04213) (PGSO)

### **DECISIONS RENDERED.**

One decision was rendered by the Administrative Law Judge (ALJ) for the following case:

1. AHB (MPAA-PGEO-01-24-08253) (PGPD)

### ***2024 (Quarter 2) AHB Statistics***

In the second quarter, the division was fully operational with onboarding the Administrative Hearing Board Specialist and the Administrative Hearing Board Paralegal. The AHB swore in six new Civilian Members to the Board on June 5, 2024. The AHB heard four cases in April, one in May, and one case in June. The case numbers are below:

#### **April:**

1. AHB (MPAA-PGEO-01-24-01516) (Greenbelt PD)
2. AHB (MPAA-PGEO-01-24-04210) (PGSO)
3. AHB (MPAA-PGEO-01-24-01514) (PGPD)
4. AHB (MPAA-PGEO-01-24-05801) (PGPD)

**May:**

1. AHB (MPAA-PGEO-01-24-08253) (PGPD)

**June:**

1. AHB (MPAA-PGEO-01-24-08261) (PGPD)

**DECISIONS RENDERED**

Two decisions were rendered by the Administrative Law Judges (ALJ) for the following cases.

1. AHB (MPAA-PGEO-01-23-32392) (PGPD)
2. AHB (MPAA-PGEO-01-23-31437) (PGPD)

***2024 (Quarter 3) AHB Statistics***

In the third quarter, the division was fully operational. The AHB heard four cases. One in August and three in September. The case numbers are below:

**July:**

N/A

**August:**

1. AHB (MPAA-PGEO-01-24-08164) (PGPD)

**September:**

1. AHB (MPAA-PGEO-01-24-13762) (PGPD)
2. AHB (MPAA-PGEO-01-24-18039) (PGPD)
3. AHB (MPAA-PGEO-01-24-22877) (PGPD)

***2024 (Quarter 4) AHB Statistics***

Three hearings were postponed at the beginning of the fourth quarter (October). We had seven hearings.

**October:**

1. AHB (MPAA-PGEO-01-24-17408) (PGSO)
2. AHB (MPAA-PGEO-01-24-12177) (PGPD)

**November:**

1. AHB (MPAA-PGEO-01-24-23536) (PGPD)
2. AHB (MPAA-PGEO-01-24-04205) (PGSO) (*Cancelled*)

**December:**

1. AHB (MPAA-PGEO-01-24-28686) (PGPD)
2. AHB (MPAA-PGEO-01-24-29083) (PGPD)
3. AHB (MPAA-PGEO-01-24-28694) (PGPD)
4. AHB (MPAA-PGEO-01-24-27667) (PGPD) *Hearing was cancelled; The officer accepted his discipline.*
5. AHB (MPAA-PGEO-01-24-28694) (PGSO)
6. AHB (MPAA-PGEO-01-24-27670) (PGPD)

## DECISIONS RENDERED.

Thirteen (13) decisions were rendered by the Administrative Law Judges (ALJ) for the following cases.

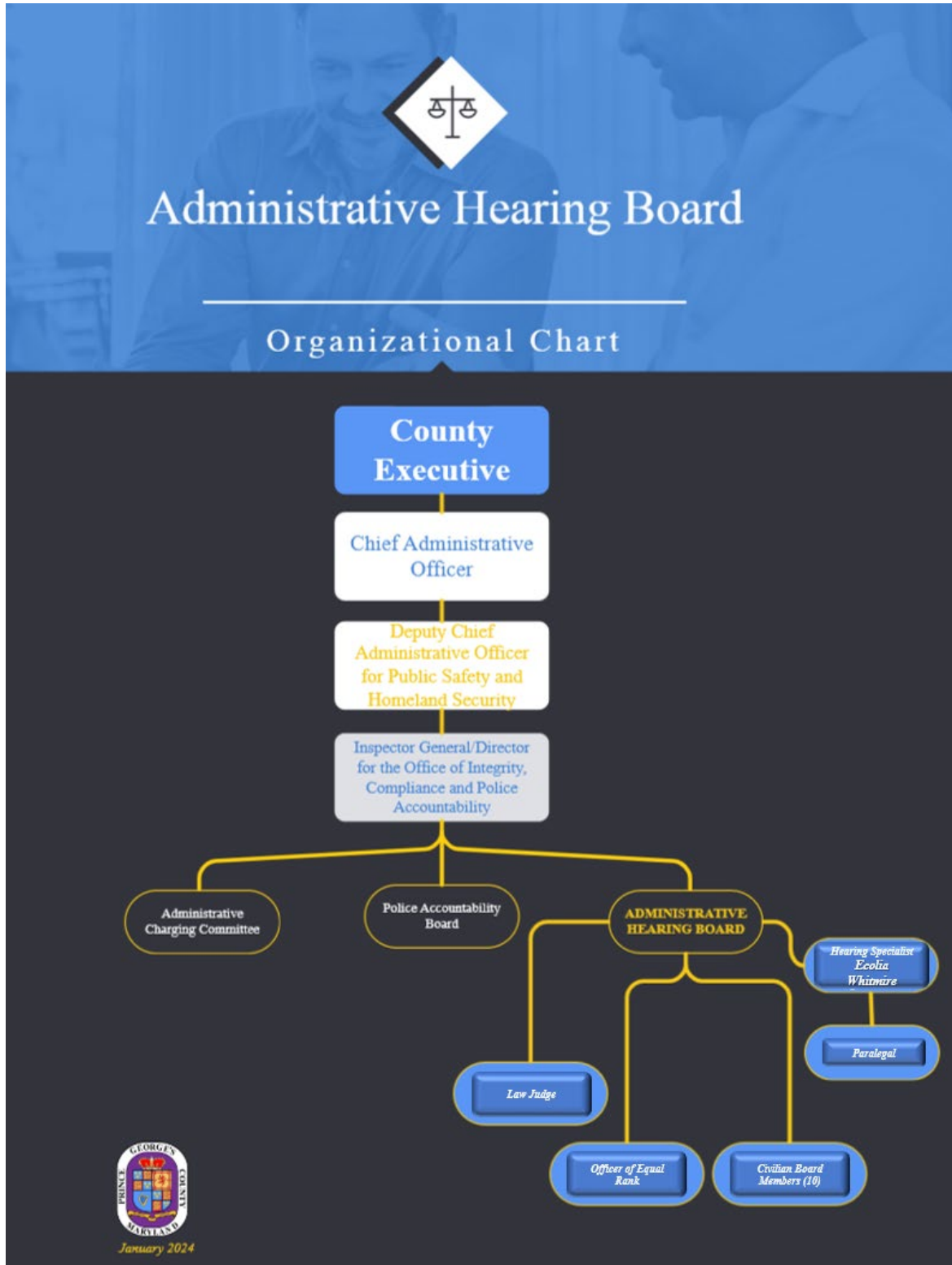
1. AHB (MPAA-PGEO-01-23-29932) (Laurel PD)
2. AHB (MPAA-PGEO-01-24-01516) (Greenbelt PD)
3. AHB (MPAA-PGEO-01-23-31437) (PGPD)
4. AHB (MPAA-PGEO-01-23-32392) (PGPD)
5. AHB (MPAA-PGEO-01-24-08261) (PGPD)
6. AHB (MPAA-PGEO-01-24-08164) (PGPD)
7. AHB (MPAA-PGEO-01-24-18039) (PGPD)
8. AHB (MPAA-PGEO-01-24-04213) (PGSO)
9. AHB (MPAA-PGEO-01-24-08253) (PGPD)
10. AHB (MPAA-PGEO-01-24-13762) (PGPD)
11. AHB (MPAA-PGEO-01-24-04210) (PGSO)
12. AHB (MPAA-PGEO-01-24-12177) (PGPD)
13. AHB (MPAA-PGEO-01-24-12453) (PGPD)

## *2024 Postponed and Cancelled Hearings*

Five (5) hearings were postponed to be rescheduled, and eleven (11) were canceled, with one (1) resulting in the Officer accepting the discipline.

- **April**
  1. MPAA-PGEO-01-24-04205 (Sgt. Nicholas Romanchick) PGSO - *Postponed*
  2. MPAA-PGEO-01-24-01514 (Cpl. Carlos Marrufo) PGPD - *Cancelled*
- **May**
  1. MPAA-PGEO-01-24-06368 (Cpl. Luis Alba De Jesus) PGPD - *Cancelled*
- **August**
  1. MPAA-PGEO-01-24-13897 (PO. Christopher Rosas Vidals) PGPD - *Cancelled*
  2. MPAA-PGEO-01-24-08164 (Cpl. Anthony Lake-Brown) PGPD - *Postponed*
- **September**
  1. MPAA-PGEO-01-24-22877 (PO. Warren Burns) PGPD - *Cancelled*
  2. MPAA-PGEO-01-24-17172 (Cpl. Kirk Jones) UPPD - *Cancelled*
  3. MPAA-PGEO-01-24-18053 (PO. Makela Outlaw) PGPD - *Postponed*
  4. MPAA-PGEO-01-24-14299 (Cpl. Dionna Harvin) PGPD - *Cancelled*
- **October**
  1. MPAA-PGEO-01-24-21069 (Cpl. Kenneth Smith) PGPD - *Cancelled*
  2. MPAA-PGEO-01-24-17408 (Sgt. Russell Thomas) PGSO - *Cancelled*
  3. MPAA-PGEO-01-24-12453 (Cpl. Deibi Ramirez) PGPD - *Postponed*
  4. MPAA-PGEO-01-24-17302 (PFC. Juan Diaz-Chavarria) LPD - *Cancelled*
- **November**
  1. MPAA-PGEO-01-24-04205 (Sgt. Nicholas Romanchick) PGSO - *Cancelled*
- **December**
  1. MPAA-PGEO-01-24-28686 (Cpl. Christopher Meador) PGPD - *Postponed*
  2. MPAA-PGEO-01-24-27667 (Sgt. Tarik Hall) PGPD - *Cancelled; Officer accepted his discipline.*

## *Administrative Hearing Board Organizational Chart*



## **CONCLUSION**

In closing, the Office of Integrity, Compliance, and Police Accountability remains committed to promoting accountability, transparency, and integrity within the Prince George's County Police Department and in its role in overseeing the legislatively mandated sworn police officer and sheriff's deputy disciplinary processes. Through independent investigations, audits, and recommendations, we will continue to work to strengthen public trust and support as we work with all stakeholders for continuous improvement across all levels of police-related service and activity. The progress made over the past year reflects the dedication of our respective county law enforcement agencies to the principles of fair and effective policing towards the communities they serve. Moving forward, we will continue to collaborate with all stakeholders to ensure that every law enforcement agency operating within the County upholds the highest standards of conduct and that public confidence in law enforcement continues to grow. Again, we would like to thank the Prince George's County Leadership, the Prince George's County Council, our County Law Enforcement Partners, and most of all, the citizens of Prince George's County for their continued trust in our efforts.

## *References*

### **State of Maryland:**

- [Maryland Police Accountability Act of 2021](#)
- [State-Wide Disciplinary Matrix](#)
- [ACC and PAB Emergency Regulations](#)

### **Prince George's County:**

- Legislation
  - o [CB-21-2022](#)
  - o [CR-90-2022](#)

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[AHB Webpage](#)

## *List of Appendices*

Appendix 1: PAB Community Outreach Log

## ***APPENDIX 1 – PAB Community Outreach***

The Police Accountability Board and Staff served over 130 hours dedicated to 1475 Prince Georgians and Law Enforcement Officials, providing helpful information and resources about the PAB.

<b><i>Event Date</i></b>	<b><i>Event</i></b>	<b><i>Organization</i></b>	<b><i>Approx # Attendees</i></b>	<b><i># of Hours</i></b>
02/15/2024	Health, Human Services and Public Safety Committee	County Council	20	2
02/27/2024	Police Chiefs Monthly Meeting	PCAPGC	35	0.5
02/20/2024	Public Safety Crime Meeting	County Council	30	2
03/04/2024 – 05/20/2024	Sheriff Citizens Academy	Office of the Sheriff	20	28
03/11/2024 – 06/10/2024	PGPD Citizen’s Police Academy, Session 50	PGPD	40	42
03/13/2024	South County Community Roundtable	South County Community Roundtable	44	1.5
03/07/2024	Maryland Police Accountability Act Summit	Police Executive Research Forum (PERF)	60	6
03/14/2024	Community Meeting	Camp Springs Civic Association	40	2
03/27/2024	PAB Community Meeting	PAB	10	1
04/05/2024	Quarterly Chiefs Mtg w/ Greenbelt PD	Greenbelt Police Dept	5	1
04/23/2024	Understanding Pronouns & Diversity in the LGBTQIA+ Community	CEX Office	40	2.5
05/15/2024	Senior Information Fair	Dept. of Family Services	200	4
05/22/2024	Quarterly Chiefs Mtg	Hyattsville PD, Upper Marlboro PD, Mt. Rainier PD, District Heights PD, Capitol Heights PD, MPTSC	20	2
06/13/2024	Father’s Day Pledge Ceremony	Dept. of Family Services	50	2
06/14/2024	Coffee w/ a Cop (Upper Marlboro PD)	Upper Marlboro Police Department	4	1.5

<b><i>Event Date</i></b>	<b>Event</b>	<b>Organization</b>	<b>Approx # Attendees</b>	<b># of Hours</b>
<i>07/17/2024</i>	Coffee w/ a Cop (PGPD/Div VII)	PGPD, Division VIII	20	2
<i>07/24/2024</i>	3rd Quarter Chiefs Mtg	PGPD, Sheriff, PCAPGC/Bladensburg PD	15	2
<i>07/27/2024</i>	Community Listening Session w/ Law Enforcement	Maryland State Delegates	60	2
<i>08/06/2024</i>	National Night Out	District Heights PD, National Night Out Concert (MNCPPC), Bowie, Fairmount Heights	650	3
<i>08/08/2024</i>	G.A.L.A. Back-to-School Community Resource Fair	Global Alliance of Latinos in Agriculture	75	2
<i>10/07/2024</i> - <i>12/06/2024</i>	Sheriff Citizens Academy	Office of the Sheriff	25	28
<i>10/23/2024</i>	4th Quarter Chiefs Meeting	Glenarden PD, New Carrollton PD, Bladensburg PD	14	1.5

**Office of Integrity, Compliance & Police Accountability**

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**Report Waste, Fraud, Corruption, Abuse, or Police Misconduct**

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*January through December 2024*