



Aisha N. Braveboy
County Executive

PRINCE GEORGE'S COUNTY GOVERNMENT

Police Accountability Board

OPEN MEETING MINUTES

September 23, 2026

Location: 9200 Basil Court, Suite 406, Upper Marlboro, MD 20774

6:31 p.m. – 7:58 p.m.

Board Members Present: Chair Kelvin Davall, Lafayette Melton, Earl O'Neal

Board Members Virtual: Andrea Coleman

Member(s) Absent: Vice Chair Carlo Sanchez, Tamika Springs

Staff Present: Ebony Rorls, Program Administrator; Christal Ogene, Policy Analyst; Joann Bransom, Administrative Aide

Guest(s): Chief Kenneth Gattis-Antolik, Berwyn Heights Police Department; Lieutenant Scott Krouse, Berwyn Heights Police Department; Chief Katherine Perez, Mt. Rainier Police Department; Acting Chief Barbara Smith, Prince George's Community College Police Department; Battalion Chief Justin Shea, Prince George's County Fire Marshall

QUARTERLY CHIEFS MEETING

WELCOME AND INTRODUCTIONS

Chair Davall called the meeting to order at 6:31 p.m. Roll Call was taken.

ACTIVITIES AND UPDATES

None at this time.

ROUNDTABLE HIGHLIGHTS

- **Community Engagement and Crime Reduction Strategies:** Chair Davall, Chief Smith, Chief Perez, and other board members discussed the importance of community engagement, proactive communication, and transparency in reducing crime rates, highlighting specific programs and approaches used in their respective departments to foster trust and collaboration with residents and students.
 - **Public Forums and Open Communication:** Chief Gattis-Antolik described hosting public forums and meetings with seniors, providing safety tips, and maintaining open lines of communication with residents, including sharing their cell phone number for emergencies, to encourage reporting and quick response to community concerns.
 - **Transparency and Proactive Approach:** Chief Smith emphasized the value of transparency by addressing issues openly, admitting mistakes, and explaining corrective



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- actions, while also promoting proactive rather than reactive policing, especially on college campuses where incidents may require immediate attention.
- **Police Explorer Program and Youth Engagement:** Chief Perez highlighted the Police Explorer program, which involves over 50 youth participants, some of whom have been hired, and described ongoing community events such as 'Chat with the Chief' and providing food in the police department lobby to support residents.
 - **Collaboration with Surrounding Jurisdictions:** Chief Perez and Chief Smith discussed the importance of working with neighboring police departments and inviting them to learn the layout of college campuses to ensure coordinated responses during emergencies, such as active shooter situations.
 - **Complaint Mediation and Resolution Processes:** Board members and chiefs, including Lieutenant Krouse and Chief Smith, examined the limited use of the MPTSC-approved complaint mediation program, discussed barriers to adoption, and proposed solutions such as model policies and documentation to streamline complaint resolution while maintaining transparency.
 - **Slow Complaint Investigation and Transparency:** Chief Gattis-Antolik explained that complaints are thoroughly investigated and forwarded to the Police Accountability Board, with most complaints being minor or related to civil rights and emphasized the need for transparency by reporting even minor complaints.
 - **Barriers to Mediation Adoption:** Participants noted that initiating mediation from the department could be perceived as avoiding accountability, suggesting that complainants should have the option to elect mediation, and highlighted the need for a clear paper trail and documentation.
 - **Proposal for Countywide Model Policy:** Board members proposed developing a countywide model policy and standardized forms to facilitate mediation, ensuring complainants are informed about the process, appeal rights, and that agencies can offer mediation as an option.
 - **Neighbor-to-Neighbor Mediation:** Chief Smith mentioned that current mediation efforts are limited to neighbor-to-neighbor disputes, with all police-related complaints being formally investigated and sent to the board.
 - **Officer Recruitment, Retention, and Standards:** Board Member Coleman, Chief Smith, and other chiefs discussed recruitment challenges, strategies to attract qualified candidates, and measures to maintain high standards, including salary increases, retirement benefits, rigorous background checks, and comprehensive interview processes.
 - **Salary and Benefits Enhancements:** Chief Gattis-Antolik described increasing salaries, offering lateral transfer incentives, switching to the law enforcement retirement system (LEOPS), and providing various allowances and bonuses to attract new recruits and retain experienced officers.
 - **Recruitment Methods and Challenges:** Despite efforts such as social media outreach and job fairs, departments face difficulties with low applicant turnout and high attrition during background checks, with only a small fraction of candidates successfully completing the process.
 - **Maintaining High Standards:** Chiefs stressed the importance of quality over quantity, preferring fewer qualified officers over a larger number of unqualified recruits, and described



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- strict standards for honesty and integrity during interviews and background checks.
- **Interview and Oral Board Process:** Applicants undergo a final oral board interview with chiefs, officers, and community representatives after passing psychological and drug screenings, allowing for disqualification based on observed behaviors or inconsistencies.
 - **Training, Accountability, and Use of Body-Worn Cameras:** Chiefs detailed their departments' strategies for reducing misconduct allegations, including frequent training, department-wide meetings, use of body-worn cameras, and regular review of footage to ensure accountability and transparency.
 - **Training and Department Meetings:** Departments have increased the frequency of training and meetings to reinforce courteous behavior, proper procedures, and the importance of compassion, with veteran officers guiding newer recruits.
 - **Body-Worn Camera Usage:** Chiefs require officers to activate body-worn cameras before arriving at calls, regularly review footage for accountability, and use video evidence to resolve complaints and improve officer conduct.
 - **Inspection and Accountability Measures:** Command staff inspect body-worn camera footage, GPS data, and other safety nets to hold officers accountable, addressing issues promptly and providing feedback during all-hands meetings.
 - **Transparency in Complaint Resolution:** Chiefs described processes for citizens to request body-worn camera footage via FOIA, with clear timelines for response and viewing, and emphasized the importance of making these procedures accessible on department websites.
 - **Work Shifts, Officer Performance, and Recruitment Impact:** Board members and chiefs discussed the effects of work shifts on officer performance, recruitment challenges, and the impact of police oversight on hiring, noting a preference for qualified officers and flexible scheduling to maintain a healthy work environment.
 - **Work Shift Structures:** Departments utilize 10-hour or 12-hour shifts, with officers receiving three days off, and command staff monitor hours to prevent overwork and ensure safety, with a general cutoff at 16 hours per shift.
 - **Addressing Bias, Discrimination, and Community Representation:** Chief Gattis-Antolik and Chief Perez described internal measures to address bias and discrimination, including training, policy changes, oversight, and efforts to ensure departments reflect the diversity of their communities.
 - **Structural Measures and Community Reflection:** Departments implement structural measures such as training and oversight to address bias, and actively recruit officers who reflect the demographics of their communities, fostering a culture of accountability and respect.
 - **Interactions with Civilian Police Auditors and Public Recording:** Chiefs and board members discussed the increasing presence of civilian police auditors, the public's right to record police interactions, and the importance of situational judgment, transparency, and clear communication to prevent interference and maintain safety.
 - **Training for Auditor Interactions:** Departments use videos of police auditor interactions as training tools, discussing appropriate responses and emphasizing the need for officers to maintain composure and professionalism.
 - **Public Recording Guidelines:** Chiefs explained that while citizens have the right to record, officers may request a safe distance based on the situation, providing clear instructions to



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- avoid interference with police duties or crime scene investigations.
- **Transparency and Body-Worn Cameras:** Officers inform citizens that they are also being recorded via body-worn cameras, and chiefs encourage transparency by quickly sharing footage with complainants or concerned parents when appropriate.
 - **Case-by-Case Approach:** Chiefs described handling each recording situation individually, considering factors such as proximity, safety, and the intent of the person filming, and stressed the importance of ongoing community conversations to clarify expectations.
 - **Internal Investigations and Evidence Management:** Chiefs and board members discussed the role of body-worn cameras and surveillance footage in internal investigations, noting improvements in reliability and transparency, and described policies regarding officer contact with complainants and witnesses during investigations.
 - **Body-Worn Camera Impact:** Chiefs reported that body-worn cameras have significantly improved the accuracy and speed of internal investigations, allowing for quick resolution of complaints and reducing ambiguity.
 - **Surveillance and Audio Reliability:** Departments utilize campus surveillance systems and advanced body-worn cameras with pre- and post-event recording, noting improvements in audio quality and reliability, with rare instances of intentional audio muting for privacy reasons.
 - **Policies on Officer Contact:** Chiefs confirmed that policies and general orders prohibit officers under investigation from contacting complainants or witnesses, with tampering charges applicable to both officers and civilians.
 - **ICE Participation and Community Safety Assurance:** Board members clarified that law enforcement agencies in Maryland, including Prince George's County, do not participate with ICE, emphasizing policies to protect all residents and ensure community safety regardless of immigration status.
 - **Non-Participation with ICE:** Chief Antolik stated that their department does not participate in federal immigration enforcement, focusing solely on local jurisdiction and ensuring protection for all residents, with policies in place since 2018.
 - **Collaborative Efforts and Community Events:** Chair Davall and other board members encouraged continued collaboration between law enforcement, the Police Accountability Board, and citizens, promoting upcoming community events and inviting participation to strengthen relationships and transparency.
 - **Upcoming Community Events:** Chiefs listed events such as 'Hello Husky Night,' 'Coffee with a Cop,' 'Have Faith in Blue,' 'Trunk or Treat,' and 'Coco with the Poco,' inviting community participation and suggesting countywide outreach initiatives.



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ADJOURNMENT

Meeting adjourned at 7:58 p.m.

Attachments: Questions for Police Chiefs

NEXT MEETING –October 14, 2026

PAB Website: [PAB Website](#)

Meeting Recordings are available on PAB website: [YouTube - Police Accountability Board Playlist](#)

Q&A Chiefs Meeting

1. Congratulations on your respective contributions to helping lower overall crime 16% around the county last year (2025), what are some of the specific things that are still working in the community that helped lead to that drop?
2. The MPTSC approved the complaint mediation program option in March 2023 (COMAR 12.04.11) where complaints not involving use-of force, or minor Category A and B complaints, may be mediated rather than go to the ACC for disposition. It appears that very few, if any, law enforcement agencies have taken advantage of the opportunity to establish a mediation alternative which has the potential to expedite complaint resolution. Do you all have any insights into why that might be?
3. According to 2025 ACC data, Attention to Duty/Neglect (12%), Use of Force (10%), Unbecoming Conduct (9%), BWC Violation (6%), Discourtesy (6%) and Procedural Violation by an officer represent about half of all allegations against officers. What strategies, if any, has your department implemented to mitigate and reduce these allegations?
4. Considering recent recruitment challenges, what is being done to attract new recruits? What is being done to ensure the standards for new officers are not lowered just to get more recruits in the pipeline?
5. Have extensive work shifts had an adverse impact on officer performance?
6. A lot of attention gets given to mitigating discriminatory practices between Law enforcement and the general public, but what measures do you all take to address on-the-job instances of bias or discrimination?
7. There's been an influx in civilian police auditing through mediums like YouTube, how are officers prepared to deal with these interactions?
8. We've heard from quite a few officers and Chiefs that there is a perception that increased scrutiny of law enforcement will lead to unfair judgments about their performance, has this led to an aversion to addressing minor violations (particularly in traffic), what is being done to still ensure the community is still being kept safe and issues are being addressed?
9. When conducting internal investigations into allegations, what barriers or challenges make it more difficult getting to the truth?
10. Are there any guardrails or policies that govern contact or communication between an officer under investigation and any subsequent complainants or other individuals associated with the investigation like witnesses, the media, etc.?
11. Do you have any questions for us?