

Office of Integrity, Compliance, & Police Accountability

ANNUAL REPORT

2025



Cynthia A. Bridgford, JD, CIG
Director & Inspector General





Aisha N. Braveboy
County Executive

PRINCE GEORGE'S COUNTY GOVERNMENT
Office of Integrity, Compliance & Police Accountability



Cynthia A. Bridgford
Director & Inspector General

Monday, February 9, 2026

To the Honorable Aisha N. Braveboy, County Executive, and the Honorable Prince George's County Council Members:

The Office of Integrity, Compliance, and Police Accountability (OICPA) presents its 2025 Annual Report. The OICPA includes the Office of the Inspector General responsible for oversight of the Prince George's County Police Department and supervises the bodies providing civilian oversight of alleged police misconduct – the Police Accountability Board, the Administrative Charging Committee, and the Administrative Hearing Board.

This report encompasses a summary of work and accomplishments across all OICPA responsibilities. As enshrined in our mission statement, the OICPA aims to promote community confidence in the law enforcement agencies operating in Prince George's County through assessment of agency operations and accountability for law enforcement officers who fail to meet agency standards in the performance of their sworn duties.

Thank you to Prince George's County Executive Aisha Braveboy and the Prince George's County Council for your support of OICPA's mission.

Best Regards,

Cynthia A. Bridgford

Cynthia A. Bridgford
Director and Inspector General

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WELCOME**

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AND POLICE ACCOUNTABILITY**

Introduction

The Office of Integrity, Compliance, and Police Accountability (OICPA) houses the Office of the Inspector General responsible for operational oversight of the Prince George’s County Police Department and supervises the legislatively enacted bodies providing civilian oversight of allegations of police misconduct. The OICPA began 2025 under the leadership of former Director and Inspector General Anthony C. Bennett who mid-year took his skills to Department of the Environment as Deputy Director. In June 2025, the OICPA welcomed Cynthia A. Bridgford, J.D., as Director and Inspector General. Director Bridgford brought almost twenty-five years’ experience as a criminal prosecutor and established relationships with the law enforcement agencies operating in Prince George’s County.

Although new to government oversight and the civilian oversight model of alleged police misconduct, Director Bridgford immersed herself immediately. First, she set a goal of meeting face-to-face with the leadership of every law enforcement agency operating in Prince George’s County to hear the positive and negative experiences with the civilian oversight model. In addition, she met with both staff and civilian members of the Police Accountability Board and Administrative Charging Committee, attended Police Accountability Board and Administrative Charging Committee meetings, observed Administrative Trial Board proceedings, and analyzed all 2025 trial board decisions. Director Bridgford joined the National Association of Civilian Oversight of Law Enforcement (NACOLE) and, with representation from the Police Accountability Board and the Administrative Charging Committee, had the honor of presenting at the 2025 Annual Conference in October. Director Bridgford also joined the Association of Inspectors General, obtaining designation as a Certified Inspector General in August.

Looking forward to 2026, the OICPA anticipates working with the Office of Procurement and the Office of Information Technology to launch a comprehensive case management system that is community-facing. Funding is secured; an OIT Contract Manager is assigned; and multiple product demonstrations reviewed. Further, as highlighted in the July 2025 Police Executive Research Forum’s publication, *Measuring the Impact of the Maryland Police Accountability Act*, a state-wide review of the civilian oversight model based upon three years of data is necessary to refine the process. To this end, plans are in motion to share information with colleagues in other counties and review anticipated legislative action impacting civilian oversight from the General Assembly in Annapolis.

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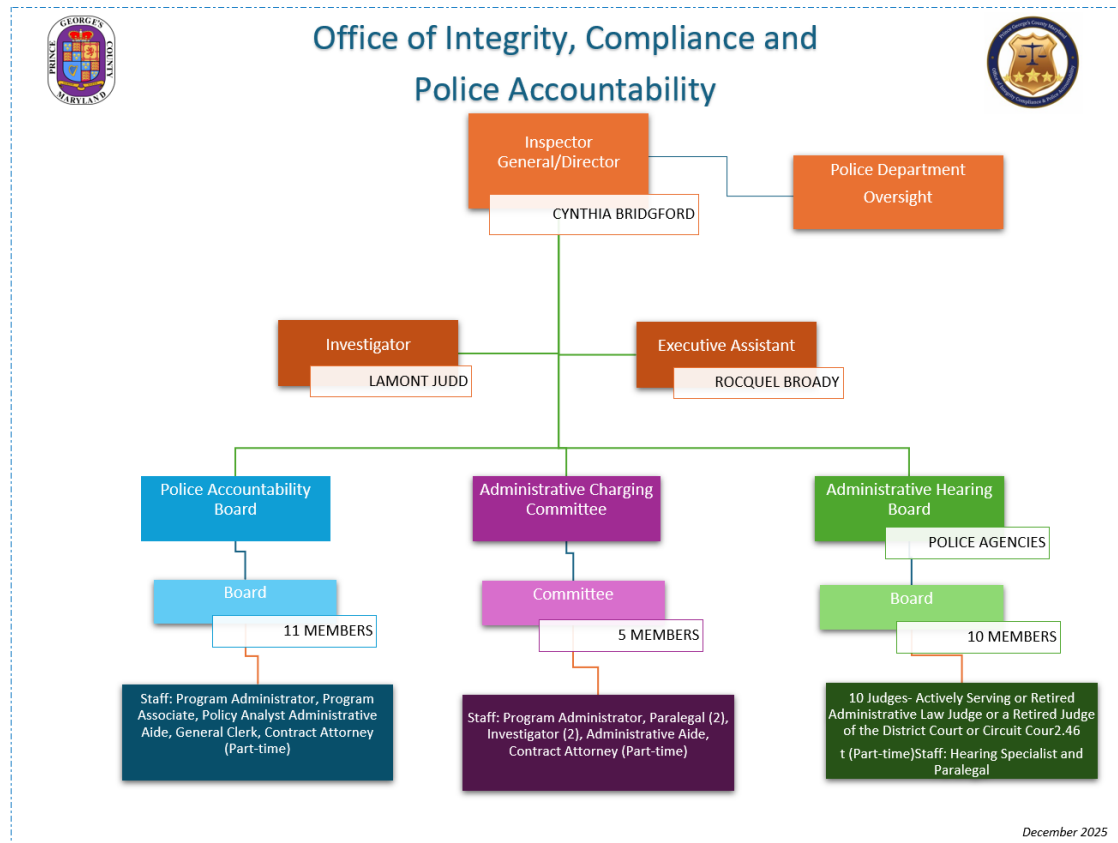
Mission Statement

Our mission is 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 Statement

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

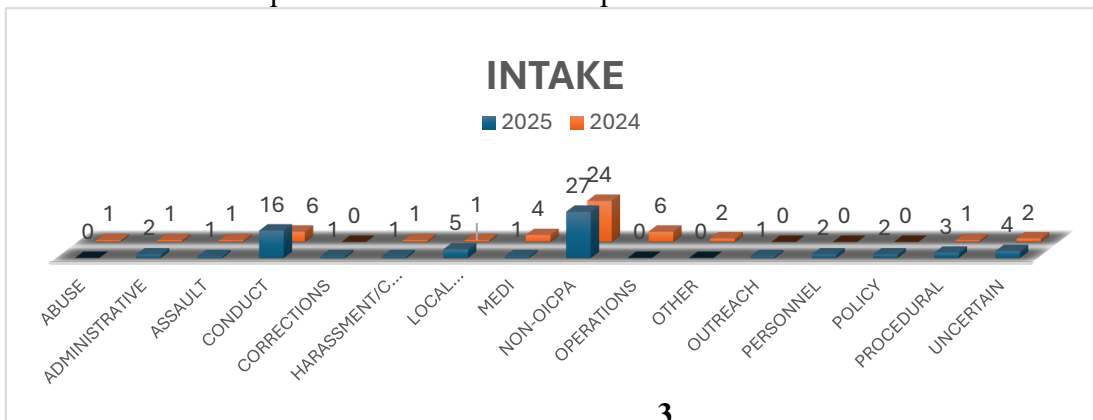
Whether on its own initiative or in response to a complaint, the Office of the Inspector General finalized operational and/or policy reviews regarding the following in 2025:

- Security procedures, processes, and equipment at Prince George’s County Police Department’s patrol division properties.
- Authority of the Prince George’s County Police Department’s Chief to transfer department personnel as deemed necessary for agency operations.
- Operational safeguards for ensuring that Prince George’s County Police Department’s Psychological Services Division personnel who require specific licensing maintain that licensing in good standing.
- Mental Health Assessment Program evaluation to determine whether the program complies with state mandates, whether the program is consistent with the department’s General Orders, and the effectiveness of the program’s assessment tools.

Statistical Analysts

The OICPA received more than 130 requests and inquiries in 2025. By the end of the calendar year, sixty-four (64) out of sixty-six (66) intakes are closed, one (1) are on hold, and one (1) continues to be open. The incoming requests are grouped into 16 categories ranging from Abuse and Conduct to Local Law Enforcement Agencies (LEA): Non-IG, Non-OICPA, Media, and Uncertain.

As the public becomes more aware of the Office of Integrity, Compliance, and Police Accountability, investigational requests related to non-OICPA issues, such as permitting, landlord disputes, and concerns regarding other County agencies' operations, remain the largest category. In comparison to calendar year 2024, requests for evaluations relating to “Conduct” more than doubled. For requests labeled “Uncertain,” the requester provided insufficient details to determine the nature of the request and was unresponsive to OICPA’s attempts to collect information.

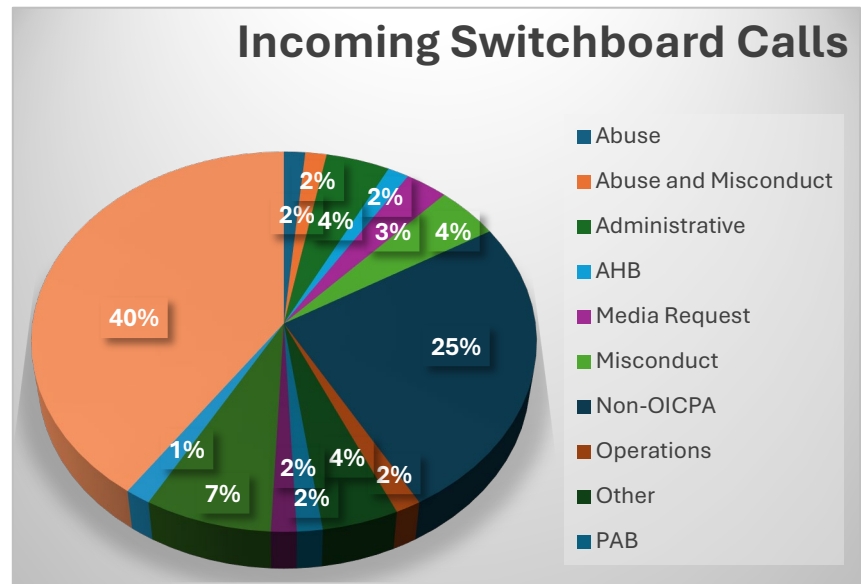


OFFICE OF THE INSPECTOR GENERAL

March 2025 saw the greatest number of intakes. Additionally, compared with 2024, there were 16 more requests. The monthly comparison for intake from email, eFax, direct communication, inter-agency, walk-in, and USPS mail is listed below:

2025		2024	
Month	Intake Count	Month	Intake Count
JAN	5	JAN	6
FEB	6	FEB	8
MAR	12	MAR	3
APR	5	APR	6
MAY	8	MAY	3
JUN	2	JUN	3
JUL	9	JUL	4
AUG	5	AUG	4
SEPT	5	SEPT	4
OCT	5	OCT	4
NOV	2	NOV	3
DEC	2	DEC	2
Grand Total	66	Grand Total	50

Calls to the OICPA switchboard in 2025 increased by 71% compared to 2024. July 2025 outpaced all other months for number of incoming calls. It should be noted that multiple calls may be from a single caller.



Trainings

- Internal Investigative Auditor Certification Program, facilitated by The Institute of Internal Auditors (IIA) [OCIPA Investigator]
- Security Risks and Responsible Use of Generative AI [OICPA Team]
- Manager DEI, EEO, and Progressive Discipline Training [former IG Bennett]
- ChatGPT Productivity [IG/Director Bridgford, OICPA Executive Assistant]
- OEA 2025 Mandatory Ethics Training [IG/Director Bridgford]

Public Engagement

- *Prince George's County Police Chiefs Association*, January 2025, OICPA Director and Inspector General provided a presentation on the partnership to build relations and to explain the benefits of the Administrative Hearing process for the County.



- *The Politics of Police Oversight: Navigating Resistance, Reform, and Relationships*, panel presentation at the National Association of Civilian Oversight of Law Enforcement, October 2025 Annual Conference – Reckoning and Resilience in the Post-George Floyd Era.



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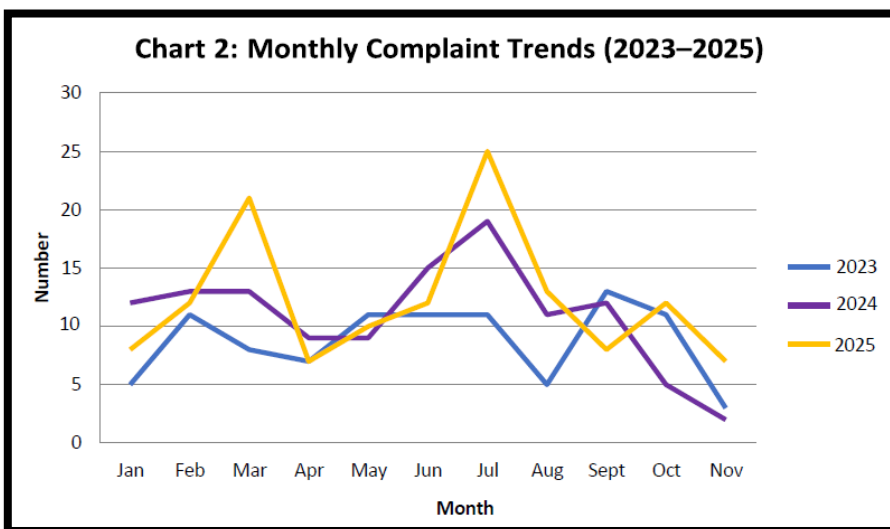
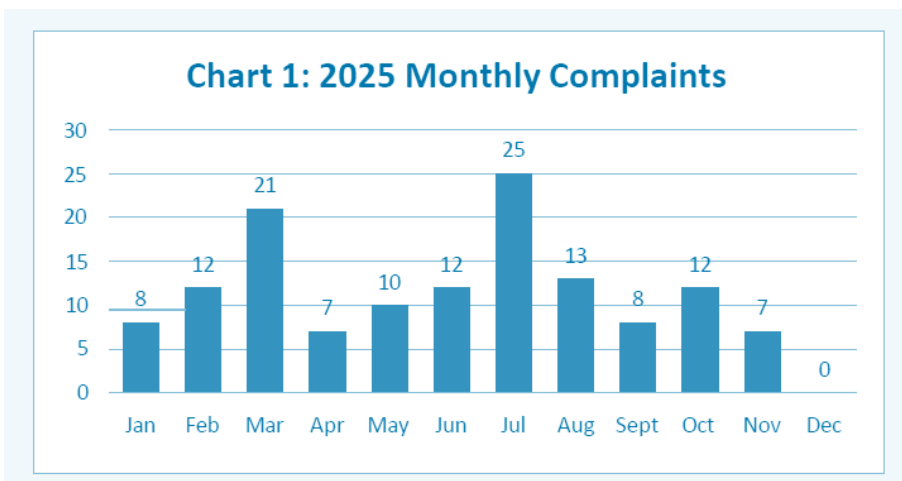
Special Accomplishments

- Director Bridgford joined the Association of Inspectors General and, following a 40-hour training and examination, achieved the designation Certified Inspector General in August 2025

The Prince George’s County Police Accountability Board (PAB) continues to effectively uphold its governing duties as laid out in the Maryland Police Accountability Act of 2021 (HB670). 2025 marks three (3) years since the County Executive and the County Council jointly presented CB-21-2022, establishing the PAB and staff. The eleven (11) member board actively ensures that the legislatively mandated responsibilities are executed in a cohesive and efficient manner.

Data Summaries

The PAB identified patterns in complaints by analyzing data over the past three years. The analysis assisted the Board in developing recommendations presented to the Prince George’s County Police Department (PGPD) and municipal law enforcement agencies intended to foster community trust in policing. The analysis includes Monthly Complaints, Complaints by LEA, Highest Allegations, and Disposition of Allegations.



POLICE ACCOUNTABILITY BOARD

Chart 3: Monthly Complaint Comparison (2023–2025)

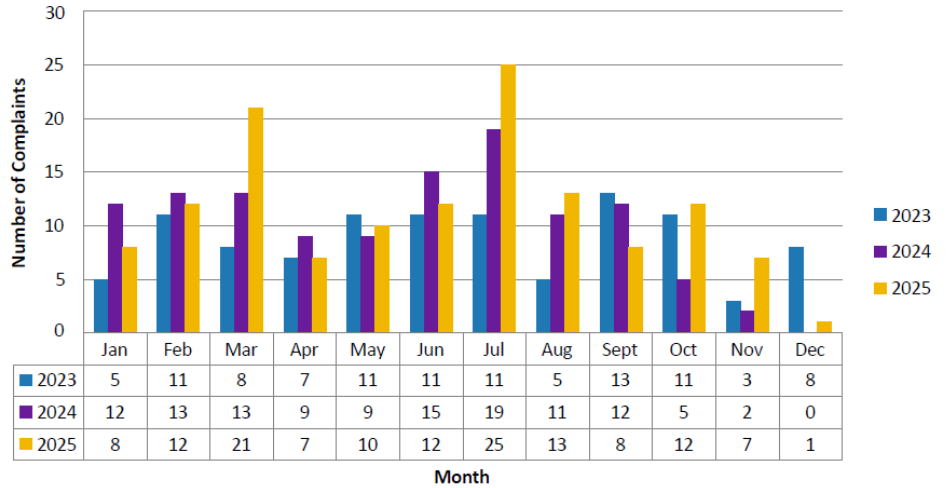


Chart 4: 2025 Complaints by LEA

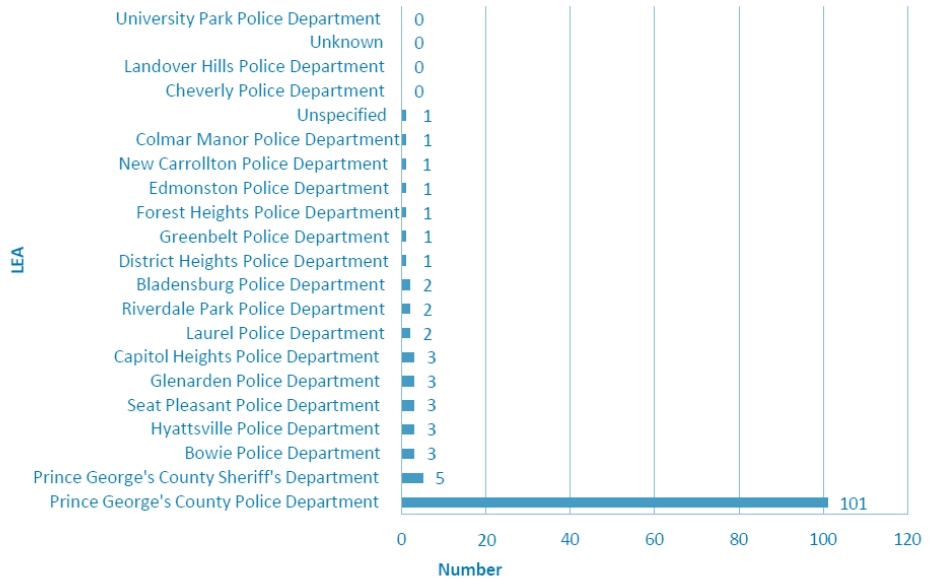
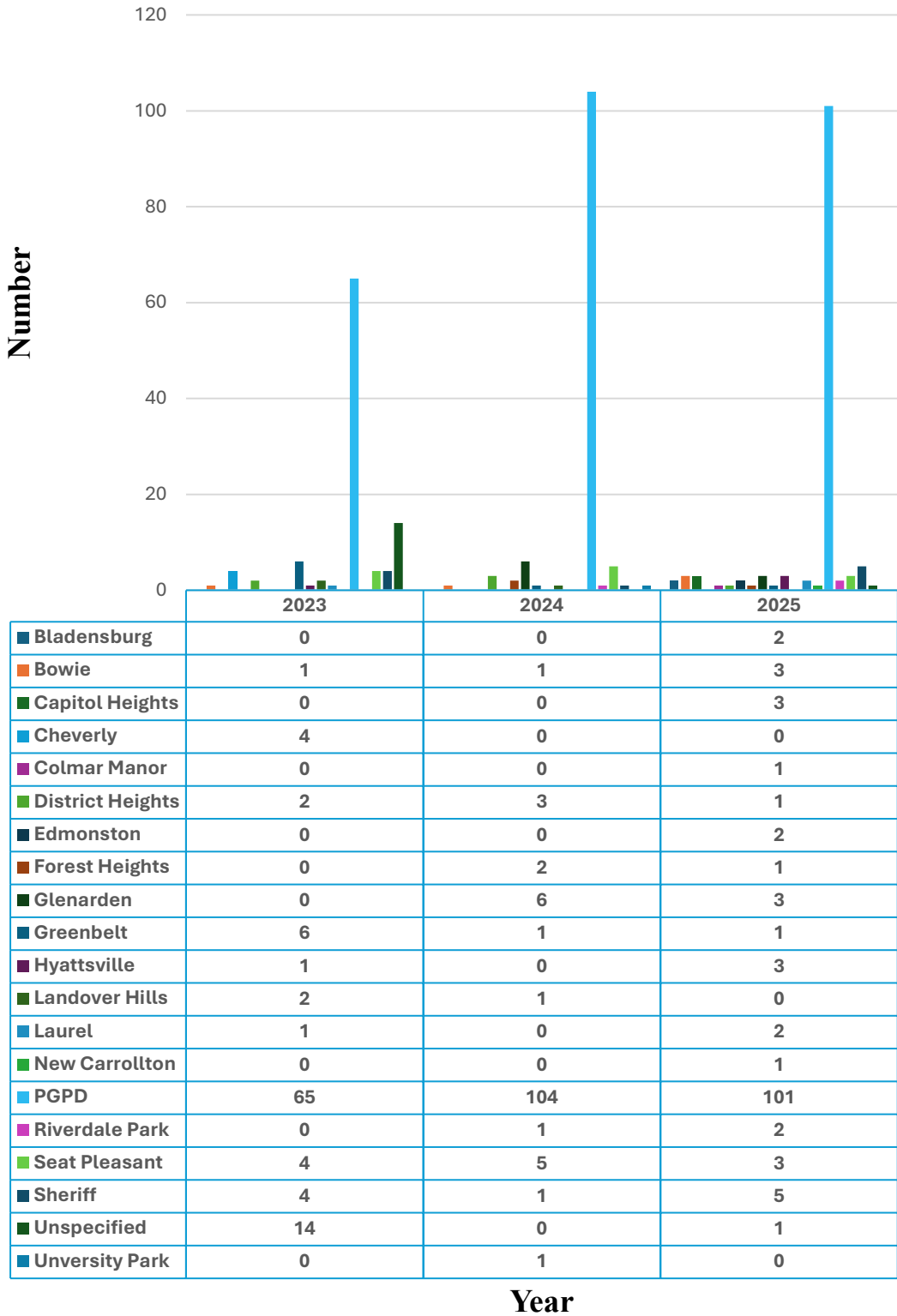


Chart 5: Complaints by LEA (2023-2025)



POLICE ACCOUNTABILITY BOARD

POLICE ACCOUNTABILITY BOARD

Chart 6: Highest Allegations by Categories

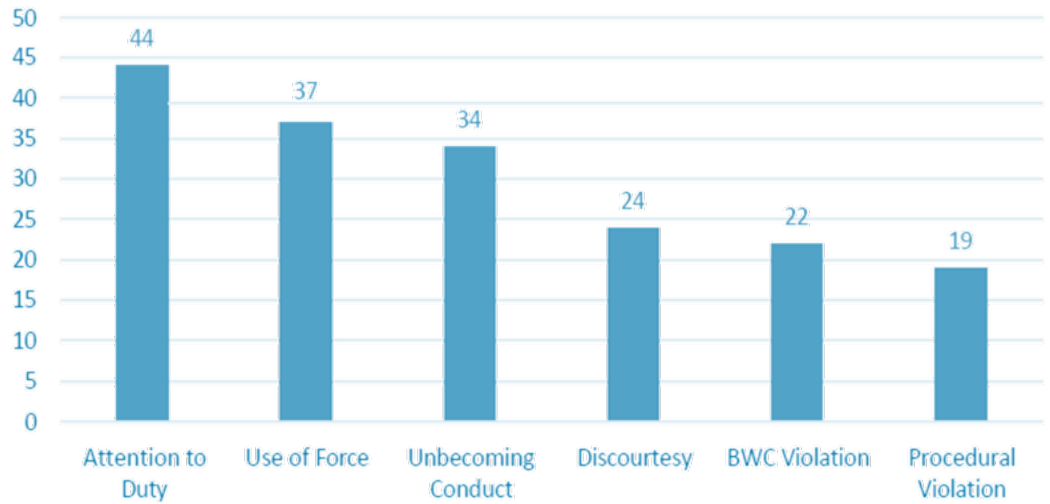


Chart 7: Next Highest Allegation by Categories

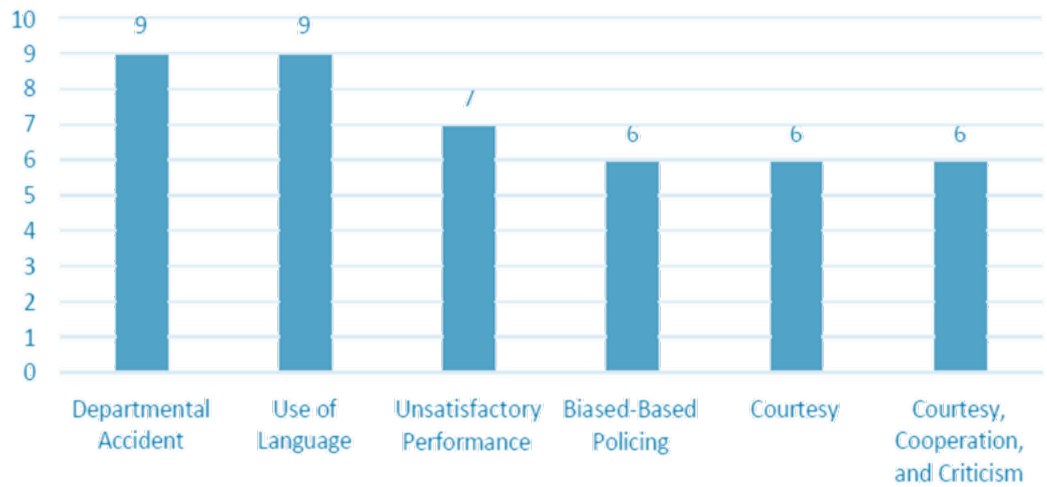
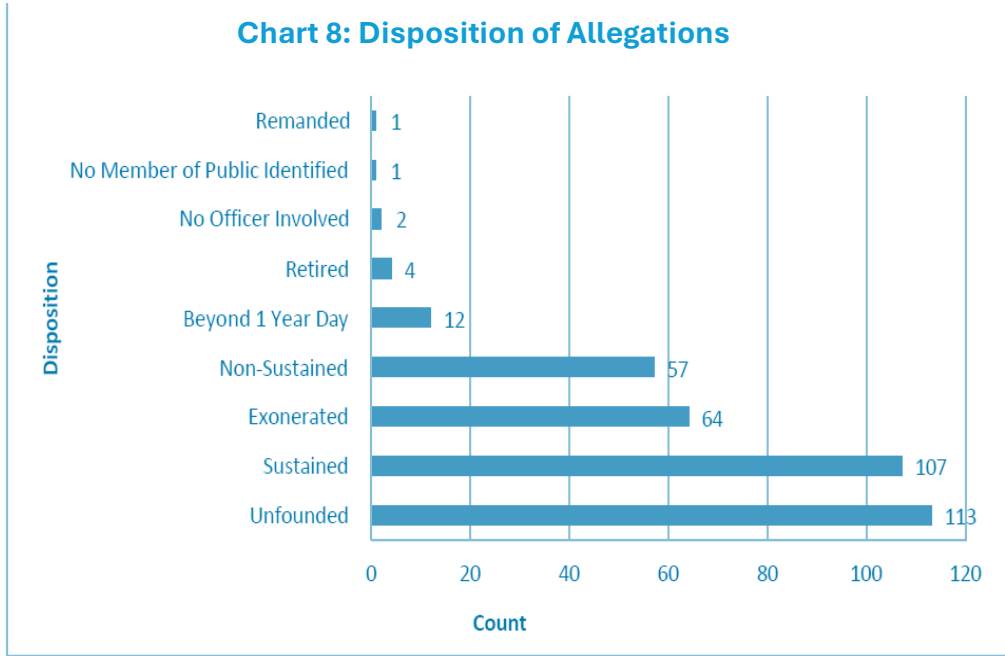


Chart 8: Disposition of Allegations



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¹ Additional information can be located in the 2025 Police Accountability Annual Report prepared December 2025.

ADMINISTRATIVE CHARGING COMMITTEE

The Prince George’s County Administrative Charging Committee (ACC) has progressively defined processes for reviewing cases presented to the committee and collaborating with stakeholders. In 2025, the ACC experienced a twelve (12) percent increase in case submissions as compared to 2024. As the volume of cases grew, the ACC adjusted its internal processes to provide timely, fair, and transparent reviews of alleged police misconduct.

2025 Accomplishments

Focused on the charge presented to the ACC, the agency improved processing by streamlining the complaint review workflow resulting in a 4% reduction in the timeline for reviewing cases and proving efficient even with increased demand. The ACC maintained an ethical and unbiased approach to reviewing the 417 complaints received in 2025 aiming to issue fair and impartial decisions. Further, the ACC developed an MPIA policy to reduce the administrative load and improve efficiency. Throughout 2025, the ACC participated in multiple public engagements and expanded outreach efforts to educate the public about civilian oversight of alleged police misconduct.

Staff participated in a panel presentation at the National Association for Citizen Oversight of Law Enforcement (NACOLE) annual conference, contributing expertise, and engaging in national discussions on best practices in civilian oversight.

ACC Program Manager Isabel Williams (pictured), PAB member Keenon James, and OICPA Director Cynthia Bridgford presented a conference session on the political tensions of oversight reform, highlighting Prince George’s County’s experience building systems to facilitate the legislative mandates. The session addressed the complexities of reform in politically charged environments, explored strategies for engaging law enforcement leaders, unions, policymakers, and community groups, and provided national oversight professionals with practical approaches for overcoming opposition and sustaining meaningful accountability structures.



Disposition Summary

Since the ACC began operations in March 2023, the workload has continued to expand. In 2024, the ACC issued 393 dispositions, each accompanied by detailed written findings. Committee members collaborated with oversight partners statewide and participated in training focused on investigatory review and best practices in civilian accountability.

The findings issued in 2024 reflected a balanced outcome distribution. While many cases resulted in sustained findings, a meaningful number were deemed exonerated, unfounded, or non-sustained, demonstrating the Committee’s careful, impartial evaluation of each complaint.

In 2025, the Committee issued 548 dispositions through December 8, 2025. Findings continued to show a balanced pattern. While a substantial proportion were categorized as sustained, significant numbers resulted in findings of exonerated, unfounded, or non-sustained.

Allegation Summary

The chart below reflects the most frequently occurring allegation categories in 2025. Because it highlights only the top allegations, not every allegation reviewed, the total shown (413 allegations) is lower than the full set of allegations reported for the year (548 total allegations).

Allegation Category	Number	Percentage
Attention to Duty	89	11.67%
Unbecoming Conduct	72	9.46%
Use of Force	61	8.02%
Discourtesy	41	5.39%
BWC Violation	41	5.39%
Procedural Violation	36	4.73%
False Statement	22	2.89%
Use of Language	19	2.50%
Other- Procedural	16	2.10%
Unsatisfactory Performance	16	2.10%
Total	413	

*The Prince George’s County Police Department accounted for 67.29% of reviewed cases.

Analysis of Pursuits

Recent misconduct reviews involving vehicle pursuits show notable variation in outcomes. The ACC sustained approximately 56% of pursuit-related allegations, while others resulted in exonerated, unfounded, or non-sustained findings. This variation reflects the complexity of pursuit incidents, which often involve multiple allegations and situational factors requiring case-specific analysis.

Context: Legislative and Policy Changes

In 2025, Prince George's County Council enacted Zoey's Law (CB-061-2025), establishing uniform county-wide standards for vehicle pursuits. The law:

- Restricts pursuits to situations involving probable cause for a felony, a violent misdemeanor, or an imminent threat to life or serious injury.
- Requires uniform pursuit standards across agencies operating under mutual aid.
- Mandates annual reporting of pursuit incidents.

The law was motivated by increased public concern following multiple high-profile fatal crashes involving fleeing suspects.

Implications for Oversight

- The mixed outcomes of pursuit allegations underscore the need for strict policy adherence and consistent review.
- Pursuit-related complaints appear to remain a recurring issue, making this an important focus for continued monitoring.
- The ACC's role gains heightened significance under Zoey's Law, particularly regarding accountability, transparency, and support for county-wide reporting requirements.
- Both quantitative and qualitative tracking will be essential to assess the impact of the new legislation and identify areas for further policy refinement or training.

This summary includes all Administrative Hearing Board (AHB) proceedings for which a decision was issued between January 1, 2025, and December 31, 2025. During this period, thirty-eight (38) decisions were issued following officers' appeals of disciplinary actions. Of the disciplinary actions, 42% (16) were issued by Law Enforcement Agencies (LEAs) arising from non-civilian-involved complaints, and 58% (22) were issued by the Administrative Charging Committee (ACC) arising from civilian-involved complaints. Additional information detailing AHB outcomes is listed below.

AHB Outcomes: LEA Disciplinary Actions

Outcome	Number of Cases	Percentage of Total Cases
Sustained	5	31.25%
Sustained but Reduced Offense Category under State Matrix	1	6.25%
Sustained but Reduced Discipline	6	37.5%
Not Sustained	4	25%

AHB Outcomes: ACC Disciplinary Actions

Outcome	Number of Cases	Percentage of Total Cases
Sustained	5	22.7%
Sustained but Reduced Offense Category under State Matrix	4	18%
Sustained but Reduced Discipline	3	13.6
Exonerated	7	31.8%
Not Sustained	3	13.6%

Of the LEA disciplinary actions heard by AHBs, 68.75% resulted in the disciplinary action being not sustained, reduced in offense category under the statewide matrix, or the discipline reduced. Likewise, 77% of ACC disciplinary actions resulted in AHBs exonerating the officer, determining that charges were not sustained, reducing the offense category for the administrative charge, or reducing the discipline. Strategically, counsel for

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HEARING BOARD**

ADMINISTRATIVE HEARING BOARD

respondent officers admit to the administrative charges and focus arguments on reducing offense categories and/or mitigation to reduce disciplines.

AHBs overturned six termination actions:

(1) LEA issued termination action in secondary employment case – AHB exonerated officer and determined that LEA’s records and record-keeping methods were unreliable.

(2) LEA issued termination action for THC use for pain management – AHB disagreed with offense category under the statewide matrix assessing 15-days loss of pay and remedial training.

(3) ACC issued termination action in response to officer sharing crime scene images with unauthorized recipients – AHB disagreed with offense category under the statewide matrix assessing 58-days loss of pay and ineligibility for promotion for one-year.

(4) LEA issued termination action based on false statement, integrity, and unbecoming conduct administrative charges – AHB determined that complaint involved a civilian requiring LEA to submit case to ACC; failure to submit to ACC within statutory deadline required dismissal of complaint.

(5) LEA issued termination action involving false statement and integrity administrative charges concerning cause of a departmental – AHB credited expert testimony presented by officer over expert testimony presented by LEA.

(6) ACC issued termination action for sustained charges of violation of laws and unbecoming conduct – balancing aggravating versus mitigating factors, the AHB determined lower range of discipline under statewide matrix to be appropriate discipline.

AHBs sustained both the administrative charges and disciplinary actions in only seven cases:

(1) LEA action to terminate *two* (2) officers involved in *two separate* alcohol-related driving incidents, one of whom had a previous history of similar behavior.

(2) LEA disciplinary action for “failing to properly store a firearm” was at the bottom of the disciplinary range for the offense category.

(3) ACC action to terminate officer involved in a domestic violence incident with a history of sustained charges for aggressive/assaultive behaviors.

(4) ACC action for sustained charge of “failing to report use of force.”

- (5) ACC action to terminate based on sustained administrative charges of violation of laws during a domestic violence incident.
- (6) LEA action for sustained administrative charge of insubordination.

Collectively, 71% of officer appeals resulted in either overturning the administrative charges or a significant reduction in disciplinary actions.

Two cases, both disposed of by AHBs relying on procedural challenges as the basis for their reasoning merit discussion.

First, an AHB granted a motion for summary judgment based on an officer's argument that the LEA failed to refer the complaint to the ACC. The argument centered on whether the complaint was civilian-involved – a premise the LEA disputed. Agreeing that the complaint was civilian-involved, should have been referred to the ACC, but recognizing that the statutory 1-year and 1-day deadline for submission to the ACC had expired, the AHB dismissed the case in its entirety. Based upon this outcome, LEAs have been counseled to submit complaints to the ACC if associated with a civilian in even the slightest sense.

The second case also resulted in a dismissal, but on different grounds. Before the AHB, the LEA's attorney affirmatively chose not to present a case, did not call witnesses to testify, and did not offer any other evidence. Given the LEA bears the burden of proof by a preponderance of the evidence and the LEA chose to present no evidence, the AHB concluded that the LEA failed to meet its burden. Hence, the charge against the officer was not sustained. This case most likely reflects lingering animosity among some LEAs toward the civilian oversight system.

ADMINISTRATIVE HEARING BOARD

REFERENCES

State of Maryland:

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

Prince George's County:

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

OICPA Portfolio Contact Information:

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[AHB Webpage](#)

Appendix 1:

Prince George's County LEAs

APPENDICES

APPENDIX 1 – Prince George’s County LEAs

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

