



Aisha N. Braveboy  
County Executive

# PRINCE GEORGE'S COUNTY GOVERNMENT

## Police Accountability Board

### QUARTERLY CHIEFS MEETING SUMMARY

July 23, 2025

Location: 9200 Basil Court, Suite 400, Largo, Maryland 20774  
6:35p.m. – 8:30p.m.

**Board Members Present:** Vice Chair Sanchez, Andrea Coleman, Keenon James, Lafayette Melton, Earl O'Neal

**Virtual Board Members Present:** Shelia Bryant, Daniel Armando Jones

**Member(s) Absent:** Chair Kelvin Davall, Stephanye Maxwell, Marsha Ridley, Tamika Springs

**Staff Present:** Ebony Rorls, Program Administrator, Christal Ogene, Policy Analyst; Tangi Allen, Program Associate; Joann Bransom, Administrative Aide; Keona Savoy, General Clerk

**Consultant Present:** N/A

**Police Chiefs:** Chief Alston, Mt. Rainier Police Department; Chief Ayers, Cottage City Police Department; Chief Burse, Upper Marlboro Police Department; Chief Franklin, Morningside Police Department; Chief Stone, Colmar Manor Police Department

**Guest(s):** N/A

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#### **CALL TO ORDER**

Vice Chair Sanchez called the meeting to order at 6:35p.m.

#### **WELCOME & INTRODUCTIONS**

Vice Chair Sanchez extended greetings from the Police Accountability Board (PAB) to law enforcement leadership. Police Chiefs introduced themselves and their staff. Chief Hamill extended appreciation to the PAB for supporting law enforcement's stance on body-worn camera usage inside correctional facilities. The policy has since changed to allow cameras to remain active unless the officer is behind a secure door.

#### **ACTIVITIES & UPDATES**

National Night Out is August 5, 2025. Engagement packets were prepared for Board members to distribute. Board Member Shelia Bryant shared that the PAB continues its efforts to strengthen community relationships through outreach.



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### Q&A Session with Police Chiefs – Summary of Responses

#### **Mitigating Allegations (Attention to Duty/Neglect, Unbecoming Conduct, Use of Force, Discourtesy)**

Chief Morris recommended that the PAB speak with the County Council and Maryland General Assembly officials regarding legislation that would preclude law enforcement and Fire/EMS from eliminating candidates from hiring consideration for testing positive on a pre-employment drug screening (CB-16-2025). Current standards set by the Maryland Police Training and Standards Commission are being upheld and even exceeded. Chiefs agreed that maintaining integrity in hiring and holding officers accountable is vital to public trust and officer performance.

Chiefs acknowledged that allegations are being tracked through internal reporting systems and supervision. Several departments have focused on improving officer supervision, early intervention systems, and accountability measures.

#### **Recruitment Challenges & Maintaining Standards**

Most departments reported challenges in recruitment of police officers. To attract new recruits, departments have expanded outreach, modernized application processes, and highlighted the benefits of public service. However, chiefs emphasized that entry standards have not been lowered. Multiple chiefs referenced their commitment to integrity in hiring, even if it means slower pipelines.

#### **Retention Strategies**

Chiefs acknowledged the high rate of lateral transfers between departments, with some officers leaving to pursue signing bonuses. Some departments may consider deferred compensation to discourage quick exits. Emphasis was placed on the importance of mentorship, financial advisement, and building a culture that officers want to remain in. Some Departments have expanded training opportunities and education incentives, paying up front for college tuition and promoting multi-specialty development among officers.

Chiefs reflected on the generational shift in values among new officers, noting the necessity of providing supportive leadership roles that go beyond traditional supervision, including career and personal guidance.

#### **Impact of Extensive Work Shifts**

Work shifts across departments vary. Many departments use 12-hour shifts, which are generally preferred by officers. This scheduling provides more consecutive days off, which officers value. Chiefs stated they remain flexible and monitor officers/shifts to prevent burnout. Supervisors are empowered to limit back-to-back overtime hours, and wellness remains a priority. Some agencies allow officers to choose between rotating or permanent shifts, depending on staffing needs.



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### **Civilian Police Auditors (YouTube Audits)**

Some Departments have started incorporating training on First Amendment auditors and public accountability. Chiefs noted that officers are trained to remain professional, avoid escalation, and recognize the legal rights of civilians to film. Role-playing scenarios and legal briefings are used to prepare officers.

### **Addressing Community Safety Amid Officer Reluctance**

Chiefs acknowledged that some officers are hesitant to engage in proactive policing due to fear of public scrutiny. Departments are combating this by reinforcing training, emphasizing procedural justice, and encouraging non-enforcement community engagement. Leadership is focused on restoring officer confidence while maintaining public trust.

### **Barriers to Internal Investigations**

Chiefs identified several challenges to internal investigations, including false witness statements, legal delays related to union processes, and the need to balance transparency with protecting officers' rights. Body-worn cameras were noted as a critical tool for verifying facts. One chief recommended involving the State's Attorney's Office to pursue accountability for individuals who knowingly submit false statements. Additionally, chiefs expressed difficulty obtaining timely information—particularly in cases involving external agencies—and recommended clearer procedural timelines and additional resources to improve investigative efficiency.

### **Defining Success in Accountability**

Chiefs defined success as increased transparency, reduced repeat offenses, and stronger community trust. They emphasized the importance of internal culture change and the value of community feedback. One chief noted, "When our officers begin to self-correct and hold each other accountable—that's progress."

Departments shared strategies, including community advisory boards, direct complaint access, speed of follow-up on issues, police leadership, and public access to training spaces. Chiefs emphasized trust and accessibility as central to successful engagement.

### **Immigration Enforcement**

Chiefs in attendance reported no direct encounters with ICE related to immigration enforcement within their jurisdictions. One chief noted that although local law enforcement may maintain positive working relationships with federal partners, ICE is not required to inform local agencies of its operations, and local law enforcement is not authorized to interfere. Some departments have proactively worked to inform community members of their rights and to clarify the department's limited involvement in ICE-related matters.

### **Reducing 150-Day Allegation Resolution Timeline**

Several chiefs agreed that the current resolution timeline is too long and frustrating for both complainants and officers. They suggested:



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- Better inter-agency communication
- Clearly defined case stages
- Increased investigative staffing
- Clarifying jurisdictional authority to prevent overlap and confusion

### Questions for the PAB

Some chiefs asked for clearer definitions and expectations around complaint procedures. Others inquired about support for officer wellness programs and the Board's role in facilitating community education on the complaint process. One chief suggested regular check-ins with PAB staff to strengthen collaboration.

**Meeting Adjourned:** 8:30 p.m.



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### Q&A Chiefs Meeting

1. According to 2024 ACC data, Attention to Duty/Neglect (21%), Unbecoming Conduct (11%) Use of Force (11%), and Discourtesy (8%) by an officer represent half of all allegations against officers. What strategies has your department implemented to mitigate and reduce these allegations?
2. 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?
3. Are there any notable retention strategies that are working to retain officers?
4. Have extensive work shifts had an adverse impact on officer performance?
5. There's been an influx in civilian police auditing through mediums like YouTube, how are officers prepared to deal with these interactions?
6. Understanding there is a perception from officers, who fear increased scrutiny of law enforcement will lead to unfair judgments about their performance, has led to an aversion to addressing minor violations (traffic), what is being done to still ensure the community is still being kept safe and issues are being addressed?
7. When conducting internal investigations into allegations, what barriers or challenges make it more difficult getting to the truth?
8. As a chief, how do you define success in improving accountability?
9. Have the recent nationwide immigration enforcement actions impacted the willingness of witnesses to cooperate or report incidents to your agencies
10. Recent data from a PERF report on the Police Accountability Act showed from allegation date to case closure averaged 150 days. That's about 5 months. Do you have any recommendations for the Board on ways to reduce that timeline so that officers and the community can get faster resolutions?
11. Do you have any questions for us?