

POLICE ACCOUNTABILITY BOARD

2023 YEAR END REPORT



POLICE
ACCOUNTABILITY
BOARD
Calvert County, Maryland

WILSON H. PARRAN
POLICE ACCOUNTABILITY BOARD CHAIR

SCOTT K. DEACON
ADMINISTRATIVE CHARGING COMMITTEE CHAIR

PURPOSE



**POLICE
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BOARD**
Calvert County, Maryland

To present an annual End of Year report to the Board of County Commissioners (BOCC) and the Citizens of Calvert County, highlighting identified trends and recommended policy changes aimed at improving Police Accountability in Calvert County.

POLICE ACCOUNTABILITY BOARD (PAB)



Lisa M. Barony

District 1

Female Representative

2023 Reappointed

Three-Year Term of Service

Alphonso W. Hawkins

District 2

Retired Sworn Law Enforcement Officer

Minority Representative

2023 Reappointed

Three-Year Term of Service

Dawn S. Lister

District 1

Female Representative

Two-Year Term of Service

Suzanne Benedict

District 3

Female Representative

Two-Year Term of Service

Quentin U. Jones Jr.

District 2

Minority Representative

Two-Year Term of Service

Leslie Parker

District 1

Mental Health Practitioner

Female Representative

Minority Representative

Three-Year Term of Service

Brian Cedar

District 2

Retired Sworn Law Enforcement Officer

Three-Year Term of Service

Susan P. Justice

District 2

Vice Chairperson

Female Representative

2023 Reappointed

Three-Year Term of Service

Wilson H. Parran

District 2

Chairperson with Relevant Experience

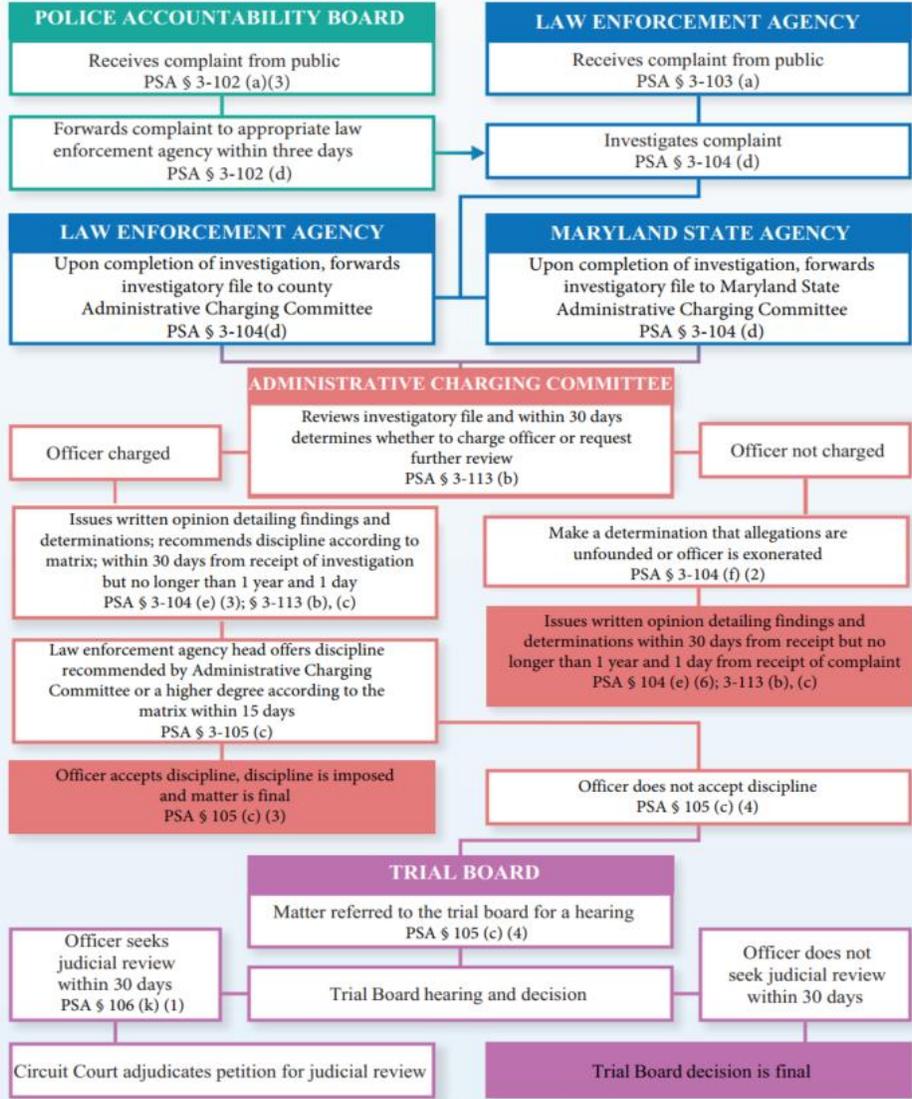
Minority Representative

Three-Year Term of Service



MARYLAND
POLICE AND
CORRECTIONAL
TRAINING
COMMISSIONS

POLICE MISCONDUCT COMPLAINT PROCESS



Disposition by the Administrative Charging Committee shall be completed within 1 year and 1 day after filing of a complaint by a citizen PSA 3-113 (c)



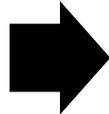
**POLICE
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Calvert County, Maryland

POLICE ACCOUNTABILITY BOARD RESPONSIBILITIES



POLICE
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Calvert County, Maryland

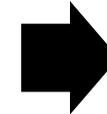
The PAB receives complaints of police misconduct filed by the public and forwards those complaints to the law enforcement agency (LEA) for investigation.



The PAB appoints two members to the Administrative Charging Committee and one member to the Trial Board.



At least quarterly, the PAB conducts reviews on the outcomes of disciplinary matters and meets with heads of the LEA to recommend improvements to policing.



By Dec. 31, the PAB submits a yearly progress report to the Board of County Commissioners (BOCC).

ADMINISTRATIVE CHARGING COMMITTEE (ACC)



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Alexsa Billups

PAB Appointed

Three-Year Term of Service

Wilson Parran

BOCC Appointed

PAB Representative

Three-Year Term of Service

Scott Deacon

PAB Appointed

Chairperson

Three-Year Term of Service

Stacy Stump

BOCC Appointed

Three-Year Term of Service

Vacant Seat

BOCC Appointment

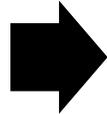
Three-Year Term of Service

ADMINISTRATIVE CHARGING COMMITTEE RESPONSIBILITIES



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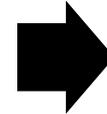
The ACC meets at least monthly to review the findings of an LEA investigation into a complaint of police misconduct.



The ACC reviews the investigation files and may request information or action from the LEA that conducted the investigation, including requiring additional investigation and the issuance of subpoenas.



The ACC then determines whether to administratively charge the involved police officer(s) who is the subject of the investigation.



If the police officer is charged, the ACC recommends discipline in accordance with the LEA's adopted disciplinary matrix.

THE TRIAL BOARD



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- Retired Judge Larry Lamson was appointed by the BOCC for a three-year term.
- Stephanie Diehl was appointed by the PAB.
- A police officer of equal rank to the police officer accused of misconduct is appointed by the head of the law enforcement agency to serve on a trial board.

TRIAL BOARD RESPONSIBILITIES



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- An officer appeals the ACC's disposition and does not accept the discipline recommended by ACC or the head of a law enforcement agency.
- The matter is then referred to a trial board for a hearing and decision.
- As of November 2023, there have been no trial boards held.

WORKING TOGETHER TOWARD IMPROVEMENTS

- We worked with local law enforcement to build trust and create internal and external processes.
- The ACC diligently reviewed all backlogged cases and determined that they had exceeded the 30-day review period stipulated in the Public Safety Article.
- We sought opportunities to clarify the statutory definition of “police misconduct” with the help of our elected officials.



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NUMBER OF COMPLAINTS



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July 1, 2022 – Dec. 31, 2022

41

Cases Reviewed by the ACC

33

Complaints not Eligible for Review

8

Cases Resulting in Administrative Charges

7

ACC Charged in Opposition to CCSO Findings

3

ACC Charged in Agreement with CCSO Findings

4

Jan. 1, 2023 – Dec. 15, 2023

29

Cases Reviewed by the ACC

23

Complaints not Eligible for ACC Review

6

Cases Resulting in Administrative Charges

4

ACC Charged in Opposition to CCSO Findings

0

ACC Charged in Agreement with CCSO Findings

4

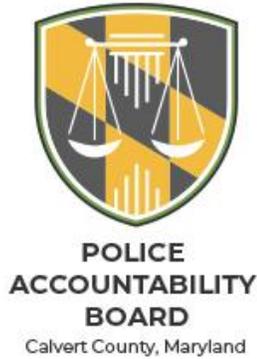
POLICY RECOMMENDATIONS TO IMPROVE POLICING



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- During the ACC's review of investigation files, board members assess the types and frequency of complaints, examine the agency policies affected and determine disciplinary actions.
- This information is tracked to identify any systemic issues or behavior patterns that may require addressing through policy changes or the implementation of new policies.
- The PAB meets quarterly with heads of LEA to make policy recommendations and address any patterns of behaviors.

POLICY RECOMMENDATIONS



Feb. 22, 2023

Speeding

CCSO: Policy 1-820, Part D. During case review the Administrative Charging Committee (ACC) found that the CCSO Policy with respect to a Priority 2 response, and how the ACC sees that policy being implemented, is not consistent with *Transportation Art.*, §21-201, or the exceptions found at *Transportation Art.*, §21-106.

Recommendation: *The CCSO policy and the procedures that implement that policy should be reviewed and revised as necessary to comply with state law and exceptions to speed limits.*

Strip Searches

CCSO: Policy 10-501, The policy needs to be more definitive with respect to who approves strip searches; who can conduct strip searches; and where can strip searches be conducted.

Recommendation: *Review and clarification of the CCSO Strip Search Policy 10-501 and revise as appropriate.*

Health Insurance Portability and Accountability Act (HIPAA)

Recommendation: *While officers have access to information that would fall under HIPAA regulations, a policy and training are needed to clarify how this information and related situations are managed, with emphasis on privacy.*

The Commission on Accreditation for Law Enforcement Agencies, Inc (CALEA)

Recommendation: *PAB recommends the CCSO acquire CALEA accreditation.*

POLICY RECOMMENDATIONS

May 24, 2023



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Global Positioning System

Recommendation: To track speeding and agency vehicle location for all deputies.

Use of Electronic Devices

CCSO: Policy 13-115, Part A. During case review the Administrative Charging Committee (ACC) found that the CCSO Policy “Use of cell phones and portable electronics in agency vehicle,” and how the ACC sees that policy being implemented, is not consistent with Transportation Art., §21-1124.1.

Recommendation: The CCSO policy should be reviewed and, if necessary, revised to comply with state law.

POLICY RECOMMENDATIONS

Aug. 23, 2023



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Body Worn Cameras

Recommendation: To review and communicate the importance of adhering to the Body Worn Camera policy during all interactions with the public.

Crisis Training and De-escalation Techniques for Suicidal Persons

Recommendation: A review of the training content and methodologies to ensure relevance and effectiveness of the material used for this type of training.

UNDER CONSIDERATION

Nov. 29, 2023



*Citizen Complaint Withdrawal Procedures **

To implement a policy that clearly defines the process and procedures for citizens to withdraw a complaint or to offer feedback.

*Audio or Video Record of Citizen Complaints **

To implement a policy stipulating that the withdrawal of any citizen complaint be recorded through audio or video means.

** While these items were discussed during the Nov. 29th meeting, the PAB decided not to act on them at that time. Instead, a subcommittee was formed, with the intention of including members from the PAB and representatives from the Calvert County Sheriff's Office (CCSO). The PAB's role within this subcommittee will be to assess the CCSO Citizen Feedback Policy, Complaint Withdrawal Form, and Citizen Feedback Form, providing feedback to enhance clarity and ease of use from a citizen's perspective.*

MEMORANDUM OF UNDERSTANDING



The PAB Chair formed subcommittees to develop Memorandums of Understanding (MOU) with key entities, resulting in enhanced collaboration and streamlined processes between the PAB, ACC and relevant agencies.

- The MOU with the Office of State's Attorney Robert H. Harvey Jr. was signed on Dec. 29, 2022.
- The MOU with the Calvert County Sheriff's Office was signed on Aug. 23, 2023.

COMMUNITY OUTREACH

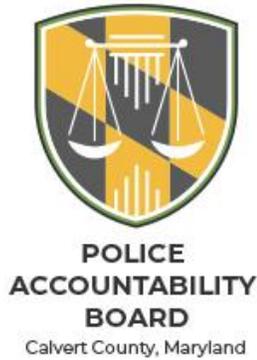
- A Police Accountability Community Outreach Presentation has been developed to educate the public about the roles, responsibilities, processes and partnership with law enforcement to improve matters of policing in Calvert County.
- This informative presentation is currently available to local community groups, and there are plans to expand its availability to Calvert County libraries in 2024. The presentation is hosted by the Chairs of the PAB and ACC, who provide valuable insights and engage with the audience by answering their questions.
- Community Groups that have received the presentation include the Calvert County League of Women Voters, NAACP and Fraternal Order of Police.



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ACHIEVEMENTS

- The Calvert County PAB and ACC have become leaders in implementing this new legislation across the state. We provide guidance on the PAB and ACC processes to other counties referred to us by the Maryland Police Training and Standards Commission.
- In June 2023, three PAB members were reappointed.
- The Chair of the PAB participated in the Maryland Association of Counties (MACo) Summer Conference as a panel member and a speaker. The panel's topic was "Accounting for Police Accountability: Lessons Learned So Far" and the Chair represented the PAB's perspective.
- The PAB Chair attended the inaugural PAB Chair Summit held in Annapolis, Maryland.



GOALS FOR 2024



- Continue to foster an ongoing relationship, building trust and working with law enforcement, while appreciating that each law enforcement agency is unique.
- Create a system with the Maryland Police Training and Standards Commission for regular progress reporting, monitoring and providing refresher training.
- Enhance police accountability by improving communication with other statewide PABs and by comparing implementations in different counties to identify similarities, differences and best practices.
- Establish goals to continue to build relationships between the community and law enforcement.

ACKNOWLEDGMENTS

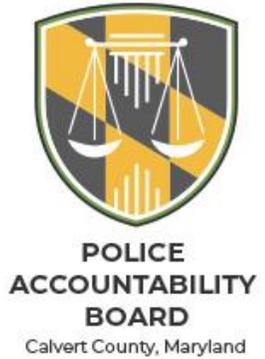
We would like to take a moment to recognize the county departments that have continued to play an important role in the implementation and success of PAB and ACC.

- County Administrator's Office
- County Attorney's Office
- Human Resources
- Technology Services
- Communications & Media Relations
- Calvert Broadcast



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WHERE CAN I GET MORE INFORMATION?



PAB@calvertcountymd.gov

Calvert PAB

www.calvertPAB.com

(and file a complaint of police misconduct)

Maryland General Assembly

www.mgaleg.maryland.gov Legislation - HB0670 (maryland.gov)

QUESTIONS?



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