

# CALVERT COUNTY POLICE ACCOUNTABILITY BOARD 2025 YEAR END REPORT



SUSAN P. JUSTICE  
POLICE ACCOUNTABILITY BOARD CHAIR

EDWARD L. BAILOR  
ADMINISTRATIVE CHARGING COMMITTEE CHAIR

# PURPOSE

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**POLICE  
ACCOUNTABILITY  
BOARD**  
Calvert County, Maryland

To present an annual End-of-Year Report to the Board of County Commissioners (BOCC) and Calvert County residents, highlighting trends and recommending policy actions that promote greater police accountability.

# POLICE ACCOUNTABILITY ACT

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**Maryland's Police Accountability Act of 2021** was created in a direct result of nationwide outcry against police misconduct and violence. This repealed the state's Law Enforcement Officer's Bill of Rights (LEOBR) and created a civilian-led board in each county. The Act became effective on July 1, 2022.

- Enacted to reform the police discipline and oversight in Maryland, shifting from a police-led to a civilian-led oversight.
- Created a three-tier system: 1) Police Accountability Board (PAB), 2) Administrative Charging Committee (ACC), and a 3) Trial Board.
- Provided a public complaint process for potential police misconduct.
- Implementation of a new use-of-force standard, requiring de-escalation tactics.
- Calvert County created Resolution 07-22 to conform.

# POLICE ACCOUNTABILITY BOARD (PAB)

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The PAB ensures civilian oversight of law enforcement through the review of public complaints and partnership with law enforcement agencies to enhance policies and training standards.

- Comprised of a nine-member board appointed by the BOCC.
  - Members represent all three county districts.
- Meets quarterly in open sessions with the Sheriff's Office present and the community invited. The PAB responsibilities are:
  - Recommend policy and training improvements to strengthen police-community relations.
  - Analyze police misconduct complaints to identify trends and patterns.
  - Receive citizen complaints and forwards them to the Sheriff's Office for investigation.
  - Create and submits an annual report to the BOCC.

# ADMINISTRATIVE CHARGING COMMITTEE (ACC)

Reviews public complaints of police misconduct, provides an independent assessment of the investigation, and determines whether an officer should be administratively charged.

- Comprised of a five-member board: Three appointed by the BOCC and two members appointed by the PAB. The ACC:
  - Receives public complaints of police misconduct which includes written complaint, body cams, reports, interviews, and internal investigation.
  - Submits request to the assigned Sheriff's Office representative for clarification or additional investigations.
  - Conducts an independent assessment of each investigation to determine if police misconduct occurred.
  - Evaluates misconduct with Statewide Matrix System to determine charges, if applicable.
  - Provides determination to the Sheriff, the Officer, and the complainant.



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# TRIAL BOARD

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Reviews cases of police officer misconduct when an officer appeals a disciplinary decision issued by the ACC.

- Comprised of a three-member board: 1) A retired judge appointed by the BOCC, 2) a citizen appointed by the PAB and 3), a police officer of equal rank to the officer charged appointed by the Sheriff's Office.

The Trial Board's responsibilities are the following:

- Reviews all documents relevant to the case.
- Conducts a hearing to review the facts of the case.
- Determine whether to administratively charge the officer or uphold the disciplinary action.
- Issues a written opinion.

# POLICE ACCOUNTABILITY BOARD MEMBERS



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## Police Accountability Board

Susan P. Justice, Chairperson  
District 2

Female Representative

**Term Expiration: August 2028**

Lisa M. Barony

District 1

Female Representative

**Term Expiration: June 2026**

Suzanne Benedict

District 3

Female Representative

**Term Expiration: June 2027**

Brian Cedar

District 2

Retired Law Enforcement Officer

**Term Expiration: August 2028**

Anthony Greene

District 3

Minority Representative

**Term Expiration: August 2026**

## Police Accountability Board

James Johnson

District 1

Retired Law Enforcement Officer

Minority Representative

**Term Expiration: August 2026**

Quentin U. Jones Jr., Vice. Chair.

District 2

Minority Representative

**Term Expiration: June 2027**

Dawn S. Lister

District 1

Female Representative

**Term Expiration: June 2027**

Leslie Parker

District 1

Mental Health Practitioner

Female/Minority Representative

**Term Expiration: August 2028**

## Administrative Charging Committee

Edward Bailor, Chairperson

BOCC Appointed

**Term Expiration: August 2028**

Susan Justice, Vice. Chair.

PAB Representative to ACC

**Term Expiration: August 2028**

Alexsa Billups

PAB Appointed

**Term Expiration: August 2028**

Scott Deacon

PAB Appointed

**Term Expiration: August 2028**

Patrice Evans

BOCC Appointed

**Term Expiration: August 2028**

## Trial Board

- ❖ Retired Judge Larry Lamson - appointed by the BOCC for a three-year term. **Expiration: August 2028.**
- ❖ Stephanie Diehl - appointed by the PAB, for a three-year term. **Expiration: August 2028.**
- ❖ A police officer of equal rank to the police officer accused of misconduct is appointed by the head of the law enforcement agency.

# BUILDING TRUST AND IMPROVING POLICING TOGETHER

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- The PAB and ACC meet quarterly with the Sheriff and his senior staff to review concerns, strengthen trust, and establish internal and external processes.
- PAB members participated in the annual Police Executive Research Forum (PERF\*) to receive updates on issues since the Law changed. 13 law enforcement departments in Maryland responded to information requests, including Calvert County.
- Recommendations included:
  - Develop a comprehensive guide for managing officer-involved critical incidents
  - Enhance officer staffing and training to meet community needs
  - Improve police response to mental health incidents

*\*The PERF is a non-profit organization that provides research, policy development, and technical assistance to law enforcement agencies.*

# POLICY RECOMMENDATIONS TO IMPROVE POLICING

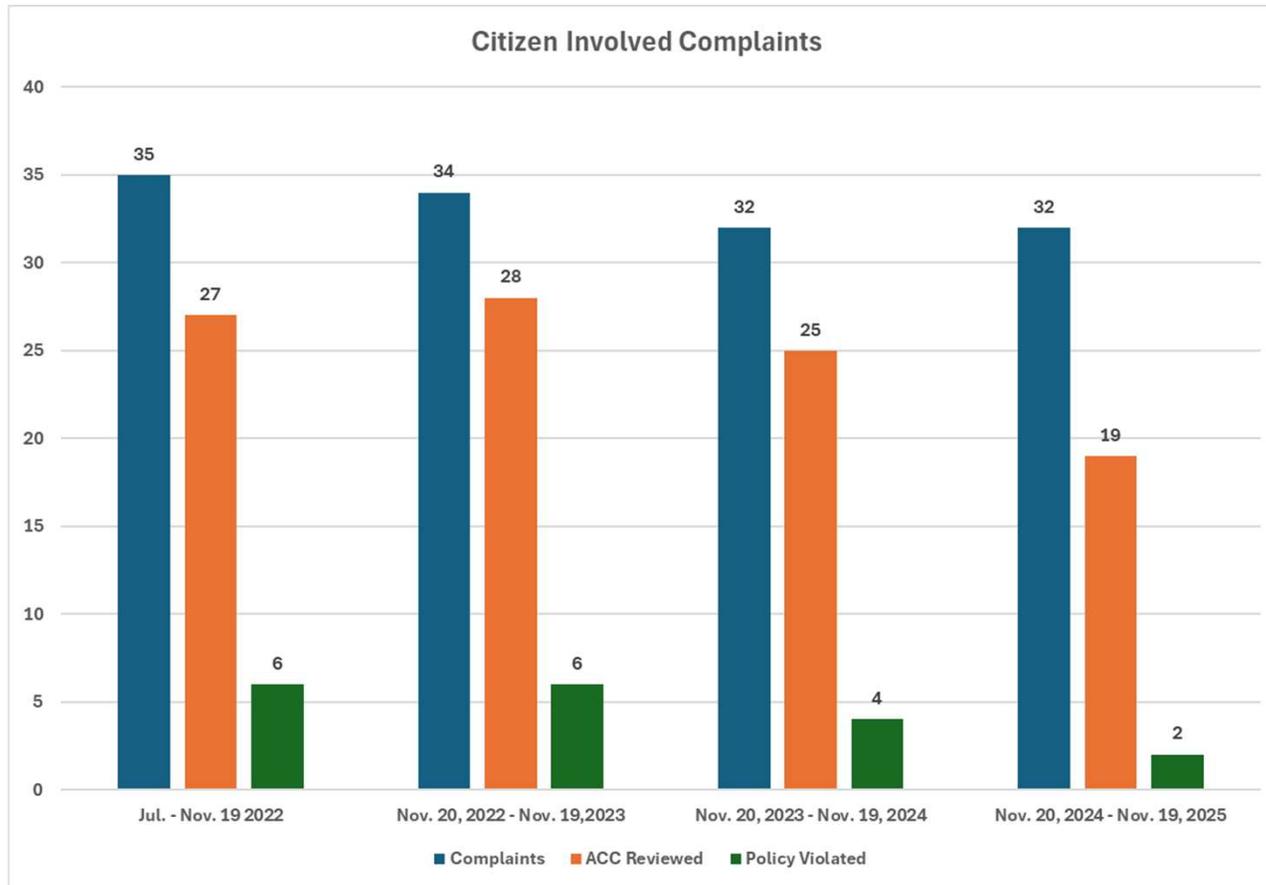


- **Review & Assessment:** PAB members evaluate investigation outcomes, analyzing complaint types, frequency, and relevant agency policies to guide disciplinary decisions.
- **Tracking & Trends:** Data is monitored to identify systemic issues or patterns, informing policy updates or new policy implementation.
- **Objective Oversight:** Ensures consistent and impartial review of citizen complaints against officers.
- **Collaborative Support:** The Sheriff's Office actively supports PAB recommendations and cooperates fully during ACC investigations.

# TRENDING - ANALYSIS OF CASE REVIEWS



**POLICE  
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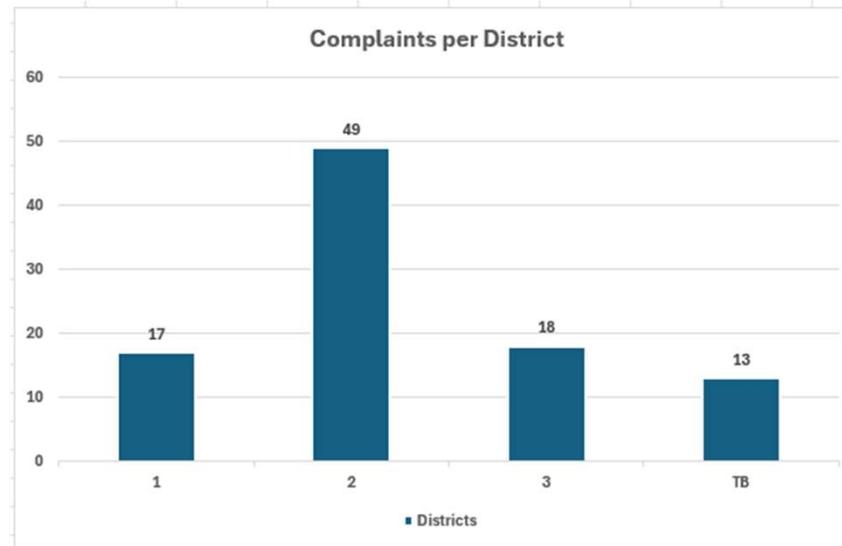
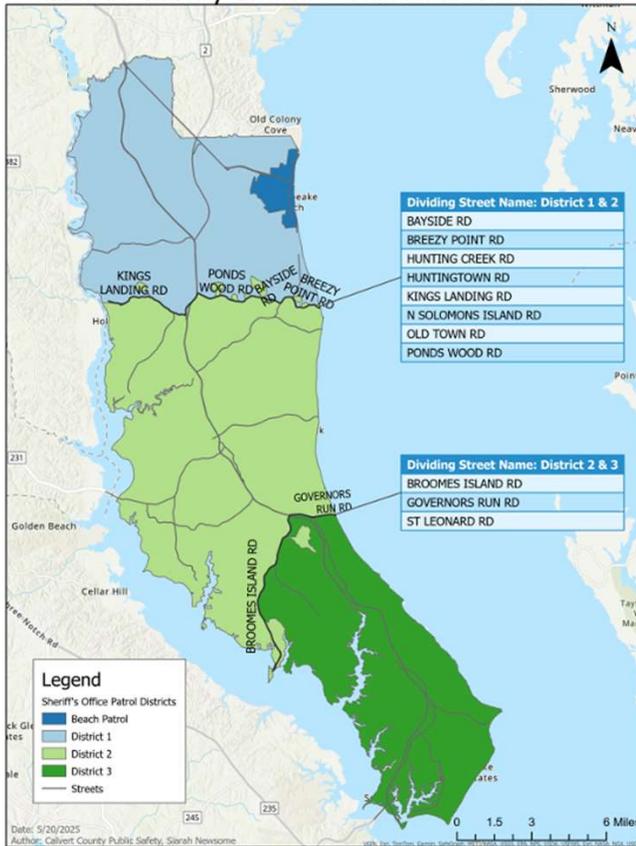


# TRENDING - ANALYSIS OF CASE REVIEWS



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Calvert County Sheriff's Office Patrol Districts



	7/1/22 - 11/19/22	11/20/22 - 11/19/23	11/20/23 - 11/19/24	11/20/24 - 11/19/25
<b>Calls of Service</b>	30,069	91,086	100,191	110,320
<b>Complaints</b>	35	34	32	32
<b>Complaint Percentage</b>	<i>0.12%</i>	<i>0.04%</i>	<i>0.03%</i>	<i>0.03%</i>
<b>Law Enforcement Staff</b>	165	164	172	171

# 2025 POLICY RECOMMENDATIONS

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## Internal Complaints

PAB Recommendation: Forward to the PAB/ACC internal complaints issued by an officer in reference to another officer's misconduct involving a member of the public. (Public Safety Code 3-104(d)).

## Request for Supervisor

If a citizen requests the presence of a supervisor at the scene, the officer must contact a supervisor to respond. The officer is also responsible for providing the citizen with an estimated timeframe for the supervisor's arrival, taking into account factors such as location, time of the incident, and a supervisor's availability.

The Sheriff's office has notified all staff that when a supervisor is requested, the officer must contact a supervisor and inform the citizen of the expected response time.

PAB Recommendation: The policy should be reviewed to clarify whether deputies are required to contact the individual for whom a welfare check is requested.

# ACHIEVEMENTS

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- The Calvert County PAB and ACC have emerged as leaders in implementing this new legislation statewide, providing guidance on the PAB and ACC processes to other counties.
- In 2025, community outreach meetings were held at the libraries in each district. Chairs are identifying groups and events to engage with in 2026.
- Refresher training was provided to the PAB, ACC, and to County personnel by the Maryland Police Training and Standards Commission on June 24 and 26, 2025. Training included lessons learned and regulatory changes.
- PAB members attended the 2026 Pre-Planning Statewide PAB Summit, hosted by the Baltimore City PAB. The summit is scheduled for April 2026.

# GOALS FOR 2026

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- Foster ongoing relationships with law enforcement through quarterly meetings to build trust and maintain open communication on issues and concerns.
- Maintain communication with the Maryland Police Training and Standards Commission for progress reporting, monitoring, and refresher training.
- Enhance police accountability by collaborating with other statewide PABs to compare practices, identify similarities, differences, and share best practices.
- Coordinate outreach programs to educate the public about the boards and strengthen community relationships.
- Review trends in alleged police misconduct to identify patterns and inform policy or training improvements.



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# WHERE CAN I GET MORE INFORMATION?

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## **Calvert PAB**

Email: [PAB@calvertcountymd.gov](mailto:PAB@calvertcountymd.gov)

Internet: [www.calvertPAB.com](http://www.calvertPAB.com)

*Learn about the complaint process and file a complaint.*

## **Maryland General Assembly**

[www.mgaleg.maryland.gov](http://www.mgaleg.maryland.gov) Legislation - HB0670 ([maryland.gov](http://maryland.gov))

## **Questions?**