

**POLICE  
ACCOUNTABILITY  
BOARD**

# **2023 ANNUAL REPORT**

**Jeanette Ortiz, Esq., Chair  
Moyah Panda, Esq., Executive Director**





## Letter From the Chair



To County Executive Steuart Pittman and Anne Arundel County Council Members:

In accordance with the Maryland Police Accountability Act of 2021 and § 3-7A-110 of the Anne Arundel County Code, I hereby submit the 2023 Annual Report of the Anne Arundel Police Accountability Board (PAB).

I want to acknowledge and extend my appreciation to my colleagues on the PAB for their continued willingness to generously volunteer their time to serve our Anne Arundel County community. Over the last year and a half, the PAB has worked diligently to help improve police accountability in the County and the State.

Since assuming our duties on July 1, 2022, the PAB has held several public meetings including a listening tour, hosted a meeting with PAB chairs and staff from around the State of Maryland, completed requisite training, completed the Community Police Academy, participated in ride-alongs with law enforcement agencies, reviewed over 100 applications for the Administrative Charging Committee (ACC), selected two citizens to serve on the ACC, and held quarterly meetings with each of the County's five law enforcement agencies. The PAB continues its work to comply with the State and County laws, fulfill the Board's duties and responsibilities, collaborate with the County and the law enforcement agencies, help ensure transparency, and engage the residents of Anne Arundel County as partners in police accountability.

I would like to thank Moyah Panda and Jennifer Rogers for their work behind the scenes to ensure the PAB executes its charge. I am extremely appreciative of the PAB staff for their dedication, professionalism, and service to the community.

I appreciate the opportunity to serve the residents of Anne Arundel County, and I continue my commitment to the PAB upholding and executing its charge under the law, and building trust in the community while also collaborating with County government, law enforcement agencies, and community members on the very critical issue of police accountability. I look forward to continued collaboration with the community and the law enforcement agencies. My colleagues and I maintain our commitment to making a significant and purposeful impact in Anne Arundel County and throughout the State of Maryland.

Sincerely,

A handwritten signature in black ink that reads "Jeanette Ortiz". The signature is written in a cursive, flowing style.

Jeanette Ortiz, Esq.  
Chair



## Letter From the Executive Director



To County Executive Steuart Pittman and Anne Arundel County Council Members:

Enclosed, please find the 2023 Annual Report of the Anne Arundel County Police Accountability Board (PAB), which is submitted pursuant to § 3-7A-110.

I would like to thank the inaugural Executive Director for the Office of Police Accountability (OPA), Janssen Evelyn, for the groundwork he laid to create a smooth transition for me as I was appointed Executive Director in April of 2023. My priority during my first month in this role was to meet with community stakeholders who are integral in the work being done by the PAB, as well as all five law enforcement agencies. It was important for me to hear their perspective and their expectations of me and the OPA.

In addition, it was equally important for me to educate myself in the duties required of the Administrative Charging Committee (ACC), police academy recruits, as well as the overarching mission of civilian oversight and its role in providing transparency and accountability. Consequently, I underwent the 40-hour training required of all of our ACC members with the Maryland Police Training and Standards Commission, the 11-week Community Police Academy required of all our PAB members with the Anne Arundel County Police Department Community Relations Division, and participated in the annual conference for the National Association for Civilian Oversight of Law Enforcement (NACOLE).

I would like to thank the PAB Chair, Jeanette Ortiz, for having the foresight to host a regional PAB Summit with PAB chairs and staff from around the State of Maryland and I would like to thank Jennifer Rogers for making sure every detail of the regional PAB Summit was met with precision, as well as her tireless efforts to make sure our office keeps running. In addition, I would like to thank the ACC members for their diligence in reviewing cases of alleged misconduct and making their determinations - promptly and the Office of Law for their sage counsel. I would also like to thank the PAB members for their dedication to transparency and for volunteering so much of their time to ensure that accountability is at the forefront of all that they do. Furthermore, I would like to thank the law enforcement agencies for quickly adapting to the requirements of the law and working together with the shared goal of transparency in mind.

Lastly, I would like to thank the citizens of Anne Arundel County who participated in the PAB listening tour, attended PAB meetings, and those that made their voices heard throughout the past year. This is a team effort and I am proud to say that we are all working together to make Anne Arundel County The Best County - For All!

Sincerely,

A handwritten signature in black ink that reads "Moyah K. Panda".

Moyah K. Panda, Esq.  
Executive Director, Office of Police Accountability



## History & Purpose

In 2021, the Maryland General Assembly passed a package of police reform bills. The package of bills resulted from months of legislative hearings, briefings, debates, and negotiations among advocacy groups, professional organizations, communities, and elected officials across the State. One of the bills, HB670 The Maryland Police Accountability Act of 2021, mandated that each county in Maryland establish a police accountability board (PAB). In accordance with the State law, each county PAB is required to:

- provide policy advice through meetings with law enforcement agencies, review of disciplinary matters stemming from public complaints, and annual reporting;
- work with law enforcement agencies and the county government to improve policing and police accountability in the County;
- appoint two civilian members to the administrative charging committee and one to the Trial Board to adjudicate complaints submitted by members of the public; and receive complaints of police misconduct filed by members of the public.

Additionally, HB670 provided for the structure, duties, and responsibilities of the local PABs.

In alignment with HB670, the Anne Arundel County Council passed Bill 16-22 in April of 2022. The purpose of the bill was to establish the Anne Arundel County PAB as each county in Maryland was required to have a PAB established and in place by July 1, 2022.





## State Law Requirements

The current State law made various changes that generally relate to law enforcement. Among other things, the law:

- repealed the Law Enforcement Officers' Bill of Rights (LEOBR) and established provisions that relate to a statewide accountability and discipline process for police officers;
- altered requirements for the Maryland Police Training and Standards Commission (MPTSC) regarding training and police certification;
- established two higher education financial assistance programs for police officers, with mandated appropriations;
- increased civil liability limits applicable to police misconduct lawsuits; and
- required reporting on SWAT team activity and use of force complaints.

Provisions in the law relating to the accountability and discipline process apply prospectively and may not be applied or interpreted to have any effect or application to:

- any bona fide collective bargaining agreement entered into by June 30, 2022, for the duration of the contract term, excluding any extensions, options to extend, or renewals of the term of the original contract; or
- a disciplinary matter against a law enforcement officer based on alleged misconduct occurring before July 1, 2022.

Each county PAB must:

- hold quarterly meetings with heads of law enforcement agencies and otherwise work with law enforcement agencies and the county government to improve matters of policing;
- appoint civilian members to charging committees and trial boards;

- receive complaints of police misconduct filed by members of the public;
- on a quarterly basis, review outcomes of disciplinary matters considered by charging committees; and
- submit a report to the governing body of the county, by December 31 each year, that identifies any trends in the disciplinary process of police officers in the county and makes recommendations on changes to policy that would improve police accountability in the county.

The law also requires each local governing body to:

- establish the membership of and the budget and staff for a PAB;
- appoint a chair for the PAB; and
- establish the procedures for record-keeping by a PAB.

In addition, the State law prohibits an active police officer from being a member of a PAB and requires, to the extent practicable, the membership of a PAB to reflect the racial, gender, and cultural diversity of the county.

## County Law Requirements

On April 29, 2022, Bill 16-22 (codified as 3-7A) was enacted by the Anne Arundel County Council to establish the County's PAB. The law sets forth additional requirements including:

- membership criteria;
- terms of voting members;
- budget and staffing;
- duties; and
- record keeping.



## PAB Membership

The PAB is comprised of a group of citizens with the skills and experiences as set forth in the State and County laws, who complement one another, reflect and represent the residents of Anne Arundel County, and possess a broad range of relevant experiences and expertise.



**Shawn Ashworth, Ed.D.**  
educator and nonprofit leader



**Kenneth Moore, Ph.D.**  
pastor, professor, and retired firefighter



**Barney Gomez**  
retired special agent and Vietnam veteran



**Jeanette Ortiz, Esq. (Chair)**  
law and education policy expert



**Kymberly Jackson, Esq.**  
attorney and law professor



**Daniel Watkins**  
Board-certified Nurse Executive and behavioral health professional



**Cedric Johnson**  
transportation security professional and former law enforcement officer



**Sharon Elliott**  
program manager, housing & community services, and policy analyst



**Sarah Kivett**  
(PAB Chair's Designee to ACC)  
employee conduct investigator and former law enforcement officer



The PAB Staff is currently composed of two civilian personnel, the Executive Director and the Executive Secretary.



**Moyah Panda, Esq.**  
Executive Director

The Executive Director was appointed by the County Executive and confirmed by the Anne Arundel County Council. The Executive Director oversees PAB program development, data analysis, compliance, and community relations. In addition, the Executive Director serves as the principal liaison between the County Executive, Chief Administrative Officer, and the PAB, and also manages policy, administrative operations, and information coordination.

On March 27, 2023, County Executive Pittman announced the appointment of Moyah Panda as the second Executive Director of the State-mandated PAB. The County Council confirmed the appointment on May 1, 2023.



**Jennifer Rogers**  
Executive Secretary

The Executive Secretary works with the Executive Director and supports the PAB, ACC, and Trial Boards by keeping records, establishing and maintaining a retention schedule in accordance with State law, and ensuring the requisite confidentiality of records.

In addition, the Secretary responds to community requests and helps to serve as a liaison between the PAB and the County law enforcement agencies.



## 2023 PAB Meetings

**In 2023, the PAB has held several public meetings, including four meetings as part of a county-wide listening tour, on the following dates:**

### **January 23**

This meeting was the first of four meetings in the PAB's listening tour and was held at the Arundel Center in Annapolis, MD.

The meeting provided an opportunity for members of the public to provide feedback to the Board regarding police reform and police accountability.

### **February 27**

This meeting was the second of four meetings in the PAB's listening tour and was held at the Crofton Library in Crofton, MD.

The meeting provided an opportunity for members of the public to provide feedback to the Board regarding police reform and police accountability.

### **March 27**

In accordance with State law, the PAB invited local law enforcement agencies to provide the Board with their respective quarterly updates regarding complaints of alleged police misconduct received by members of the public and other notable occurrences. At this meeting Anne Arundel County Police Department, Annapolis Police Department, the Sheriff's Office, Crofton Police, and Anne Arundel Community College presented.

The PAB also discussed their lingering frustrations with the lack of transparency coming from the different agencies and, along with the Office of Law, took a strong stand to demand access to the detailed complaints that are reported directly to each agency.





### April 24

This meeting was the third of four meetings in the PAB's listening tour and was held at the Mountain Road Library in Pasadena, MD. The meeting provided an opportunity for members of the public to provide feedback to the Board regarding police reform and police accountability.

### May 22

This meeting was the fourth and final meeting in the PAB's listening tour and was held at the Odenton Library in Odenton, MD. The meeting provided an opportunity for members of the public to provide feedback to the Board regarding police reform and police accountability.

### June 26

In accordance with State law, the PAB invited local law enforcement agencies to provide the Board with their respective quarterly updates regarding complaints of alleged police misconduct received and other notable occurrences. At this meeting Anne Arundel County Police Department, Annapolis Police Department, the Sheriff's Office, Crofton Police, and Anne Arundel Community College presented.

### August 28

During this meeting, Ethan Hunt from the County Executive's Office gave an update on the status and work of the PABs within the State following his participation at the Maryland Association of Counties summer conference.

Additionally, the Chair of the Administrative Charging Committee made a presentation to the PAB providing a summary of the ACCs role and an analysis of the ACCs findings in the first 3 months of hearing cases.



### September 25

In accordance with State law, the PAB invited local law enforcement agencies to provide the Board with their respective quarterly updates regarding complaints of alleged police misconduct received and other notable occurrences. At this meeting Anne Arundel County Police Department, Annapolis Police Department, the Sheriff's Office, Crofton Police, and Anne Arundel Community College presented.

### November 27

The PAB reviewed and discussed the draft 2023 Annual Report. They also heard a presentation from members of the Anne Arundel County chapter of the NAACP. The PAB also discussed other administrative matters.

### December 18

In accordance with State law, the PAB invited local law enforcement agencies to provide the Board with their respective quarterly updates regarding complaints of alleged police misconduct received and other notable occurrences. At this meeting Anne Arundel County Police Department, Annapolis Police Department, the Sheriff's Office, Crofton Police, and Anne Arundel Community College presented.

The Board voted to adopt the 2023 Annual Report. The PAB also discussed other administrative matters.



At the commencement of 2023, the PAB hosted a listening tour throughout the County. One meeting was held in each of the four Anne Arundel County Police Department districts to provide Board members the opportunity to directly engage with community members where they reside.

The meetings served as a vehicle for the citizens of the County to share with the PAB their perspectives regarding police accountability.

January 23, 2023	Arundel Center, Annapolis
February 27, 2023	Crofton Library, Crofton
April 24, 2023	Mountain Road Library, Pasadena
May 22, 2023	Odenton Library, Odenton

## October 20 - Regional PAB Chair Summit

The Anne Arundel County PAB Chair hosted Chairs and their administrative staff from eight surrounding counties (Baltimore City, Baltimore County, Calvert, Frederick, Harford, Howard, Montgomery, Prince George's), to participate in a Regional PAB Chair Meeting where they discussed the trends they are experiencing along with collective recommendations that the Boards will share with their respective county leadership and legislators.





## Training and Professional Development

**Members of the Board are required to undergo specified training and professional development pursuant to State and County laws.**

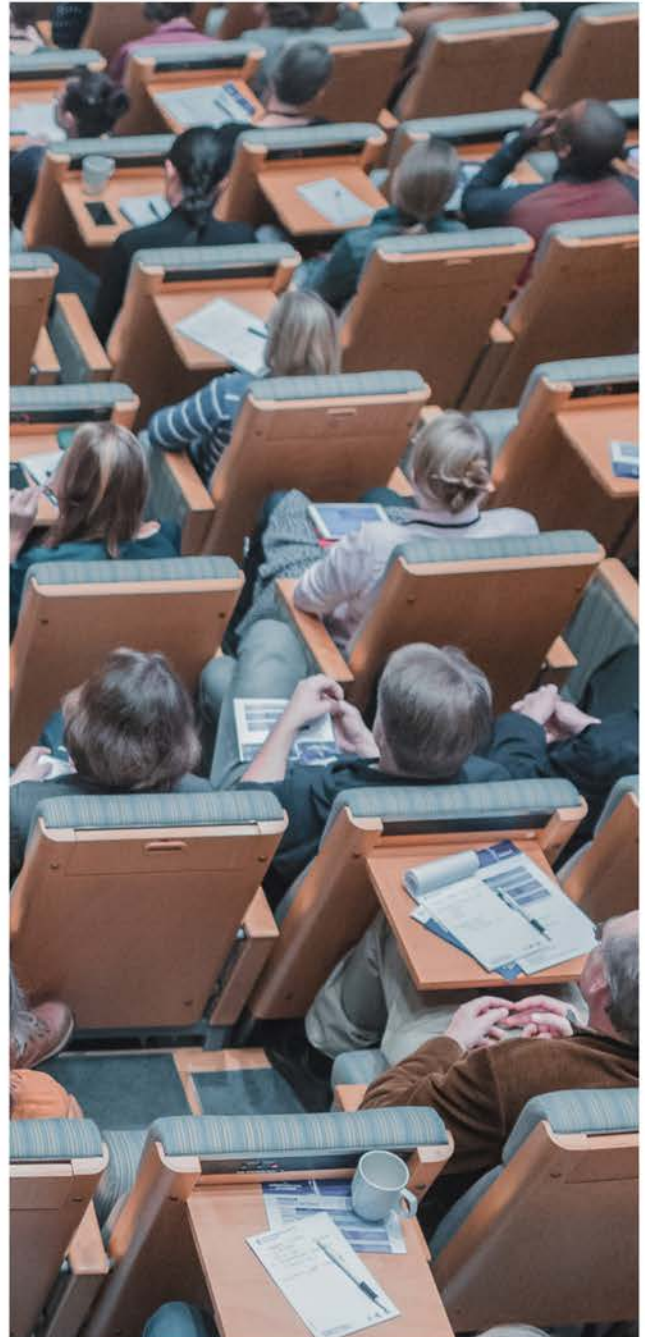
Such training and professional development included:

- Training on Implicit Bias;
- Anne Arundel County Ethics Training;
- 11-week participation in the Anne Arundel County Police Department's Community Police Academy; and
- Ride Alongs with one of the law enforcement agencies.

The Community Police Academy (formerly the Citizens Police Academy) provided the Board an opportunity to learn about laws, police procedures, forensics, crime scene collections, resource management, and more. Participants demonstrated what they have learned through some hands-on practical applications that included:

- police procedures
- police training
- crime scene collections
- self-defense
- arrest techniques
- vehicle maneuvers and more

As a public entity, the PAB is subject to the Open Meetings Act (OMA) and must designate at least one employee, officer, or member to receive training on the OMA requirements to help ensure compliance with the law. Dr. Kenneth Moore participated in the training and is the Board's OMA representative.





## The Complaint Process

In accordance with State law, a member of the public may submit a complaint of police misconduct to the PAB or directly to the appropriate law enforcement agency. If a complaint is submitted to the PAB, the Board must forward the complaint to the appropriate law enforcement agency within three days of receipt.

In accordance with the County law, if a complaint is submitted directly to a law enforcement agency, the agency must share the complaint with the PAB within three days of receipt. To be considered police misconduct, the incident must meet the criteria set forth in §3-101 of Public Safety Article, Annotated Code of Maryland:

- “Police misconduct” means a pattern, a practice, or conduct by a police officer or law enforcement agency that includes: depriving persons of rights protected by the constitution or laws of the State or the United States; a violation of a criminal statute; and a violation of law enforcement agency standards and policies.
- Eligible incidents of police misconduct must have taken place on or following July 1, 2022. Incidents that took place before July 1, 2022, are not eligible for reporting to the PAB.
- The complaint must involve misconduct by law enforcement officer(s) from one of the following jurisdictions:

- Anne Arundel County Police Department
- Annapolis Police Department
- Crofton Police Department
- Anne Arundel County Community College Public Safety and Police
- Anne Arundel County Sheriff’s Office

Once the law enforcement agency receives a complaint of police misconduct from a member of the public, the law enforcement agency must investigate the complaint. Upon completion of the investigation, the law enforcement agency shall forward the investigatory file to the ACC, which reviews the file and determines whether to charge the officer.

If the officer is not charged (meaning the allegations are unfounded or the officer is exonerated), the ACC must issue a written opinion detailing findings, determinations, and recommendations. If the officer is charged, the ACC must still issue a written opinion detailing findings, determinations, and disciplinary recommendations.

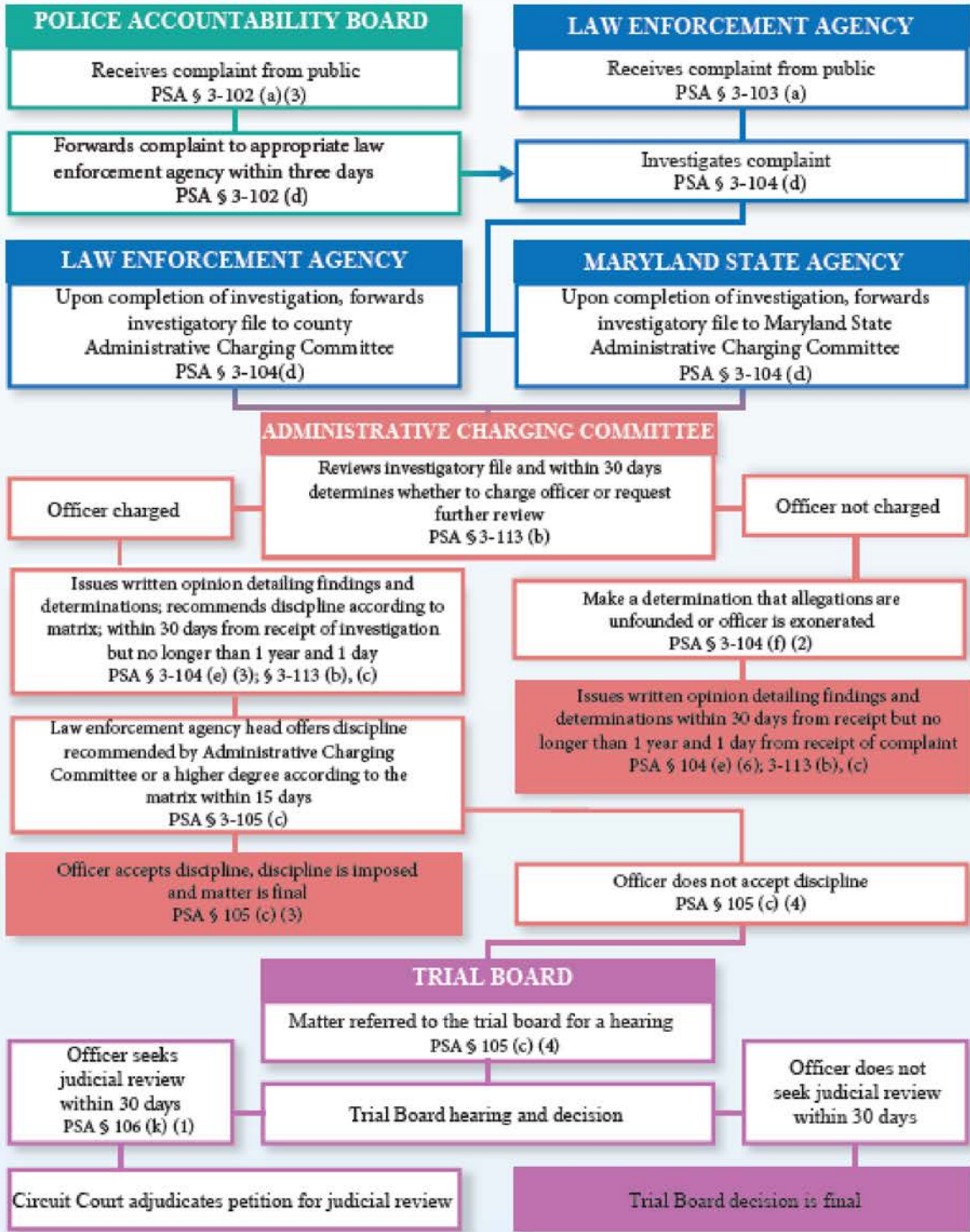
If discipline is recommended by the ACC, the head of the law enforcement agency must offer the discipline recommended by the ACC or discipline at a higher level under the Statewide Police Disciplinary Matrix. The officer has the option to accept the discipline or have the matter referred to a trial board for a hearing.

---

**The image on the following page from the Maryland Police Training Standards Commission (MPTSC) illustrates how a complaint moves through the process and the part each body plays in that process.**



# 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  
ACCOUNTABILITY  
BOARD**

**ADMINISTRATIVE  
CHARGING  
COMMITTEE  
&  
TRIAL BOARDS**





## The Administrative Charging Committee

As specified by the law, each county must have one administrative charging committee (ACC) to serve countywide law enforcement agencies and local law enforcement agencies in the county. The ACC is composed of the Chair of the PAB or the Chair's designee, two civilian members selected by the PAB, and two civilian members selected by the County Executive.



**Andrew Miller, Ph.D.**  
assistant professor of  
political science



**Lisa Snead, Esq.**  
attorney and senior staff  
counsel



**Sarah Kivett**  
**(PAB Chair's Designee to the ACC)**  
employee conduct investigator and  
former law enforcement officer



**Curtis Zurcher**  
retired intelligence analyst  
and U.S. Air Force NCO

The ACC must:

- review the findings of a law enforcement agency's investigation;
- make a determination as to whether or not to administratively charge the police officer who is the subject of the investigation;
- if the police officer is charged, recommend discipline in accordance with the law enforcement agency's disciplinary matrix, as specified;
- review any body camera footage that may be relevant to the matters covered in the complaint of misconduct;
- issue a written opinion that describes in detail its findings, determinations, and recommendations; and
- forward the written opinion to the chief of the law enforcement agency, the police officer, and the complainant.

The law authorizes an ACC to request specified information and make specified determinations. In addition, the law requires an individual to receive training on matters relating to police procedures from MPTSC before serving as a member of the ACC. Matters began being forwarded to the ACC following their training by the MPTSC. The ACC first began hearing cases in June 2023.

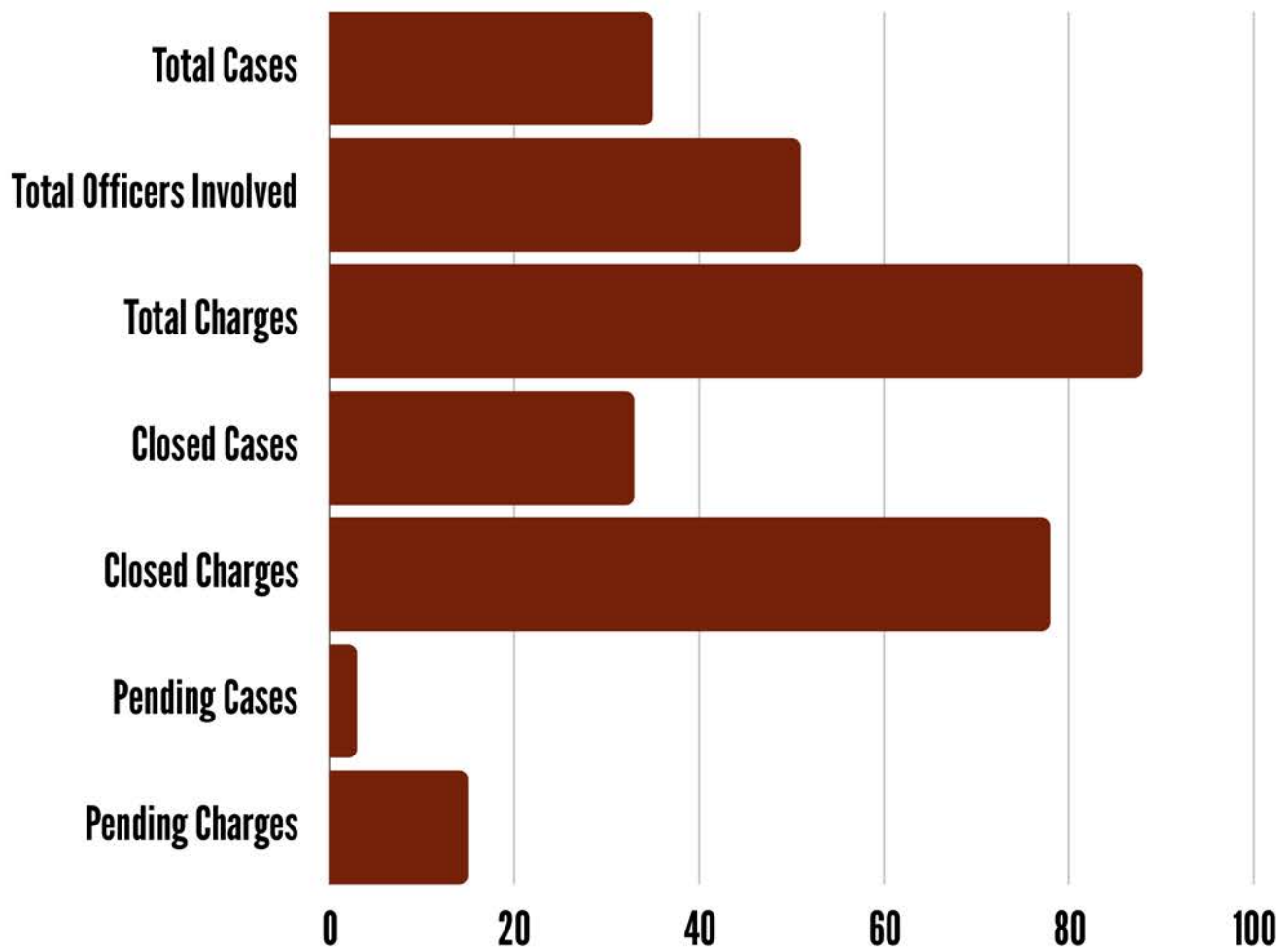




## Administrative Charging Committee Determination & Trend Summary

In the six months that the ACC began hearing cases of alleged misconduct, they have reviewed and adjudicated 84 charges brought both internally and externally. Although the PAB was presented with six months of data from the ACC, the PAB will refrain from making any conclusions on the trends. However, it is important to see the information contained in the next few charts for transparency purposes. As the ACC continues with its important work during the upcoming year, it is expected that the PAB will be able to provide a thorough trends analysis and provide meaningful recommendations to law enforcement agencies.

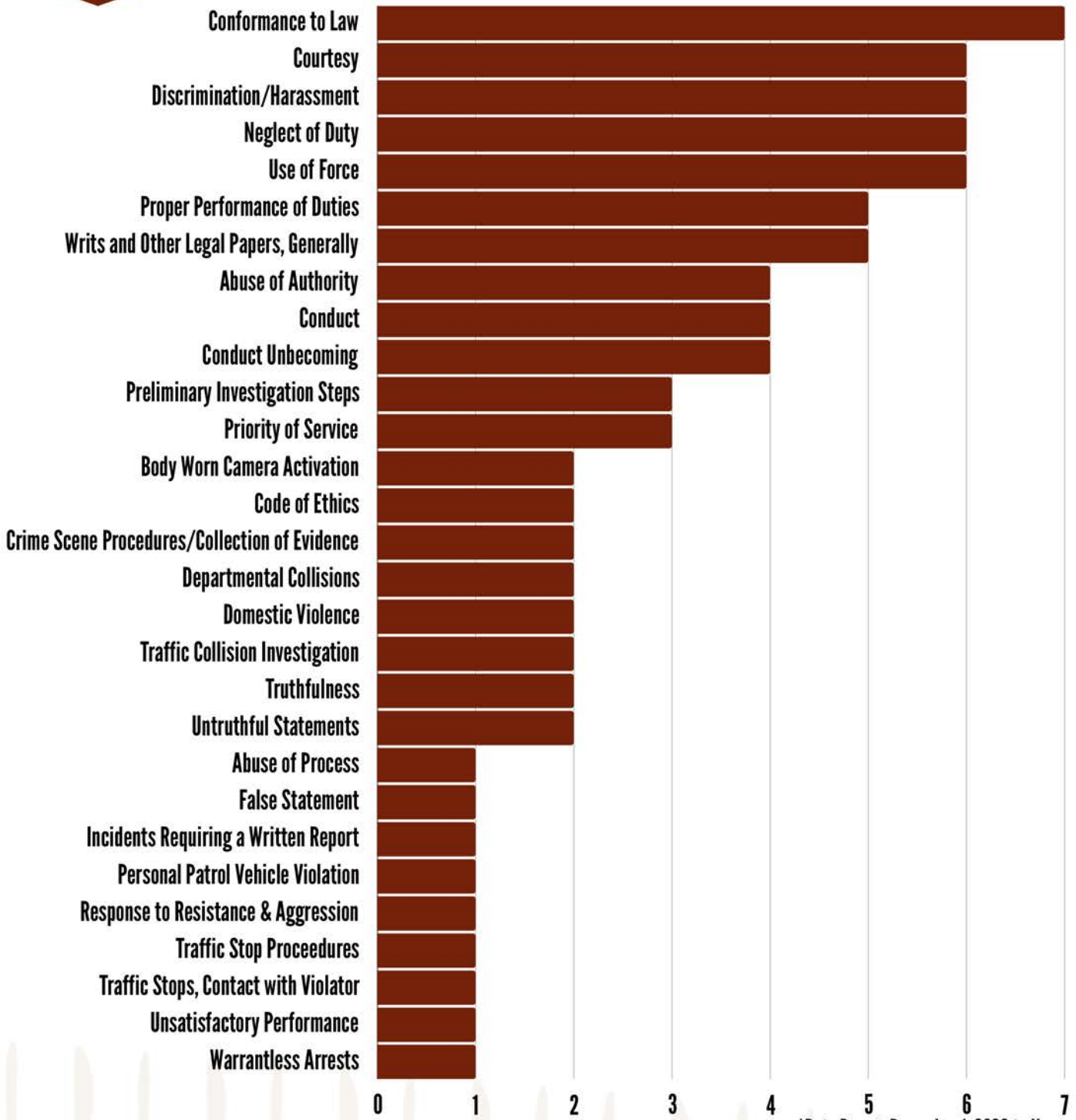
*Data for this report is directly reported to the PAB from the Administrative Charging Committee. The data included in this Report is reflective of the data provided to the PAB at the time of publication. The recorded numbers presented in this report are subject to future revision. Likewise, historical data presented here may vary slightly from figures presented in future reports due to changes in processes and reporting.*



\*Data Range: December 1, 2022 to November 30, 2023



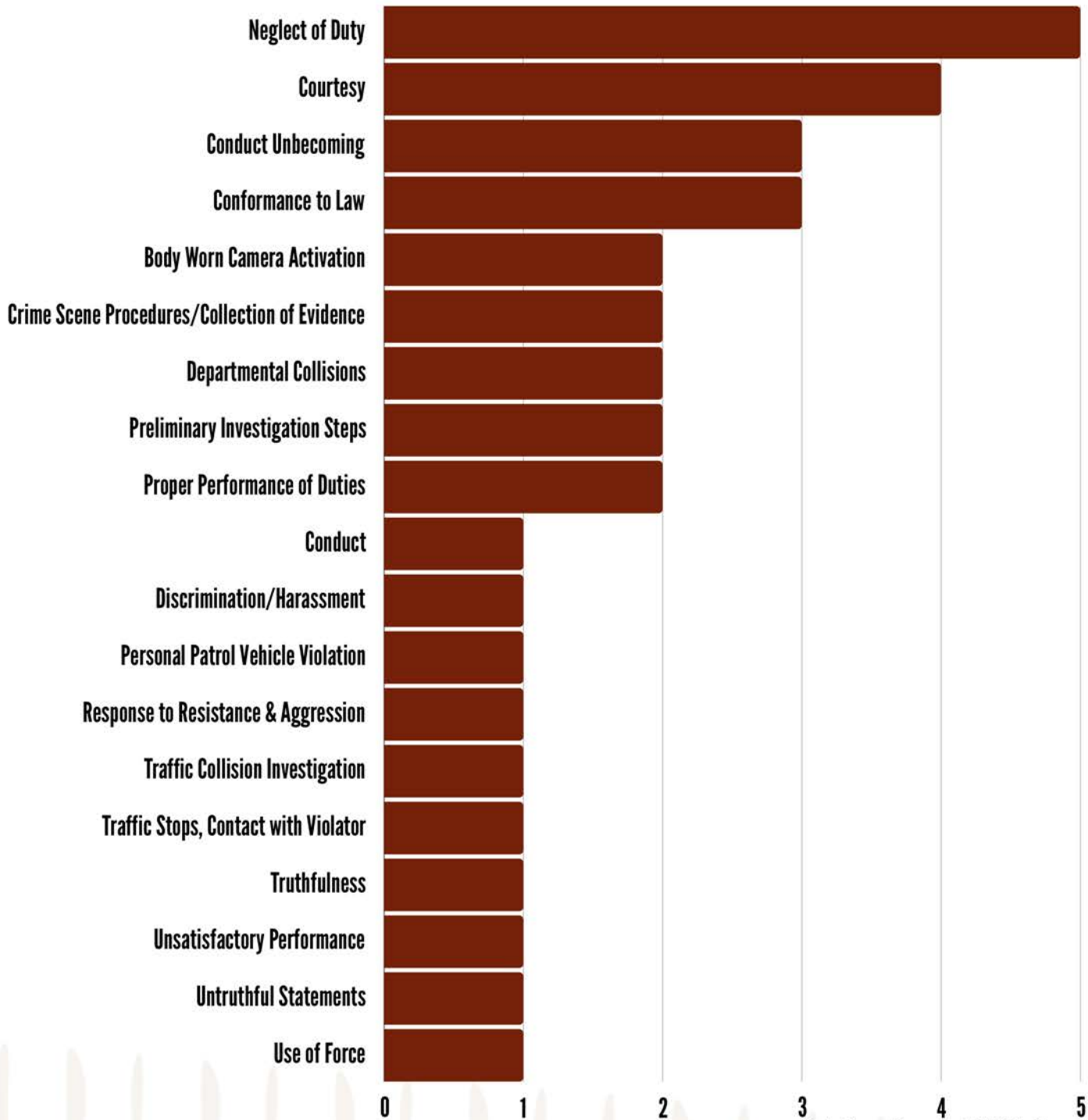
### Breakdown of Charges Reviewed by ACC in 2023



\*Data Range: December 1, 2022 to November 30, 2023



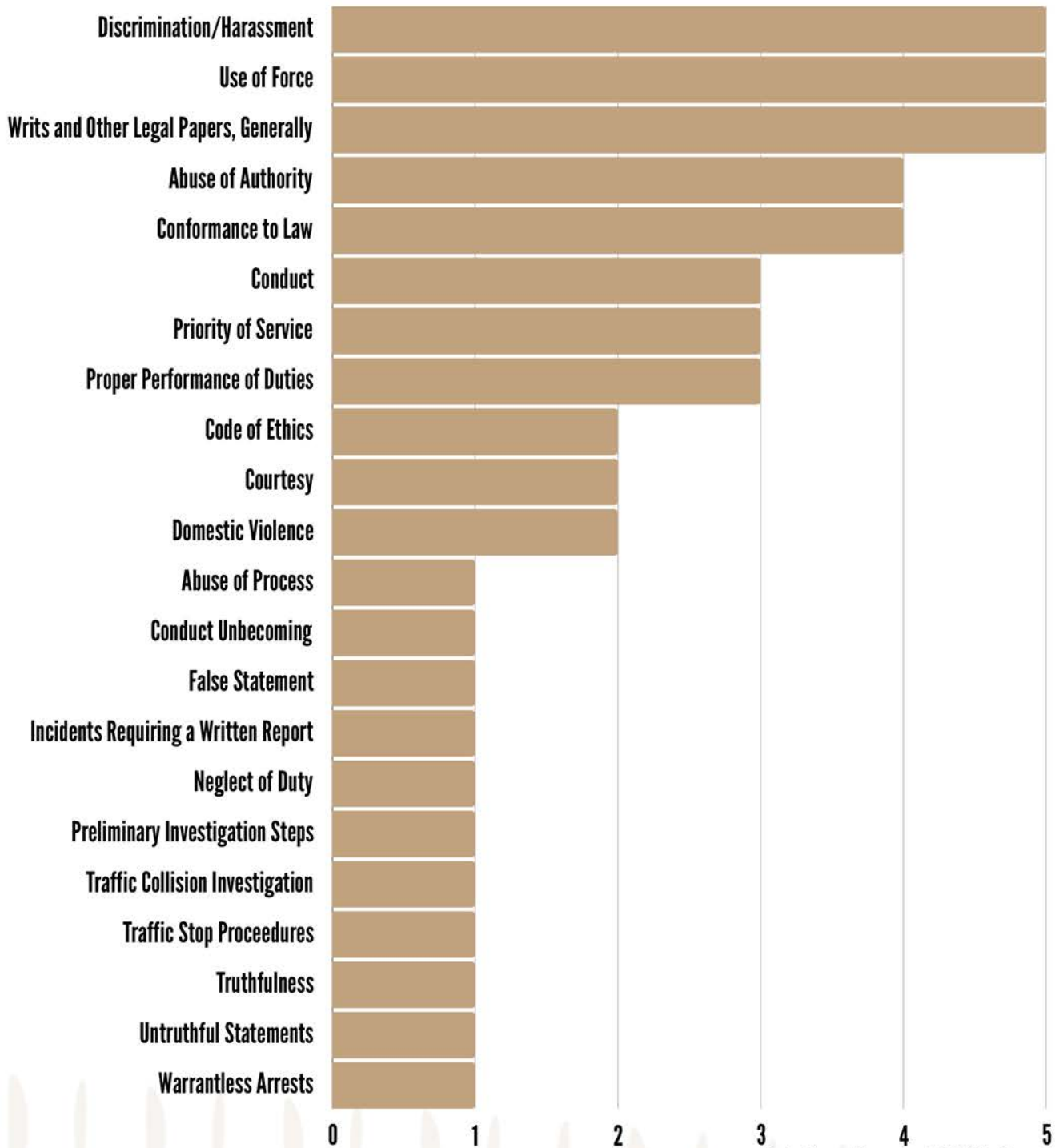
## Breakdown of Charges Administratively Charged in 2023



\*Data Range: December 1, 2022 to November 30, 2023



## Breakdown of Charges **Not Administratively Charged** in 2023

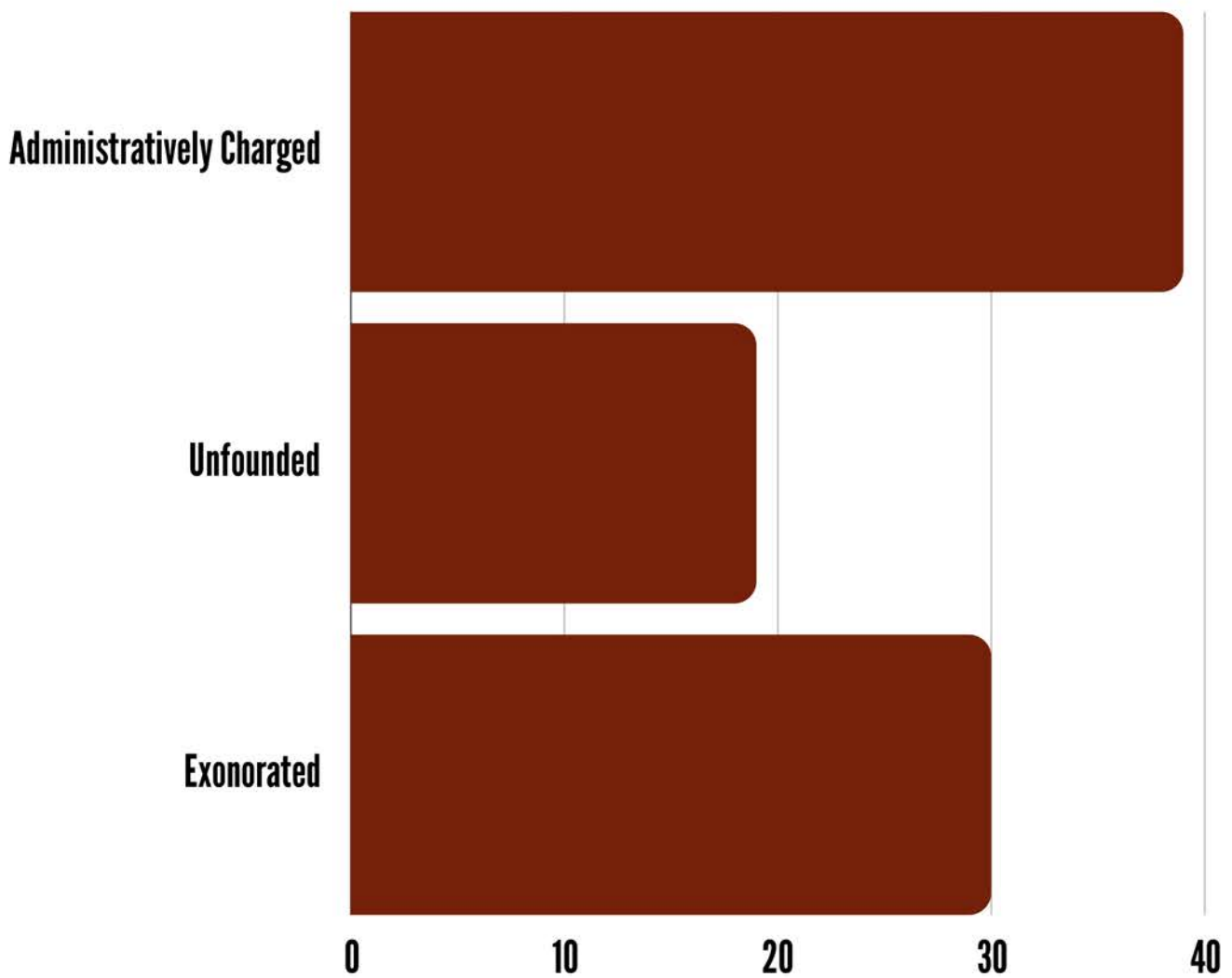


\*Data Range: December 1, 2022 to November 30, 2023



# Administrative Charging Committee Determination Summary

## Findings by Charge



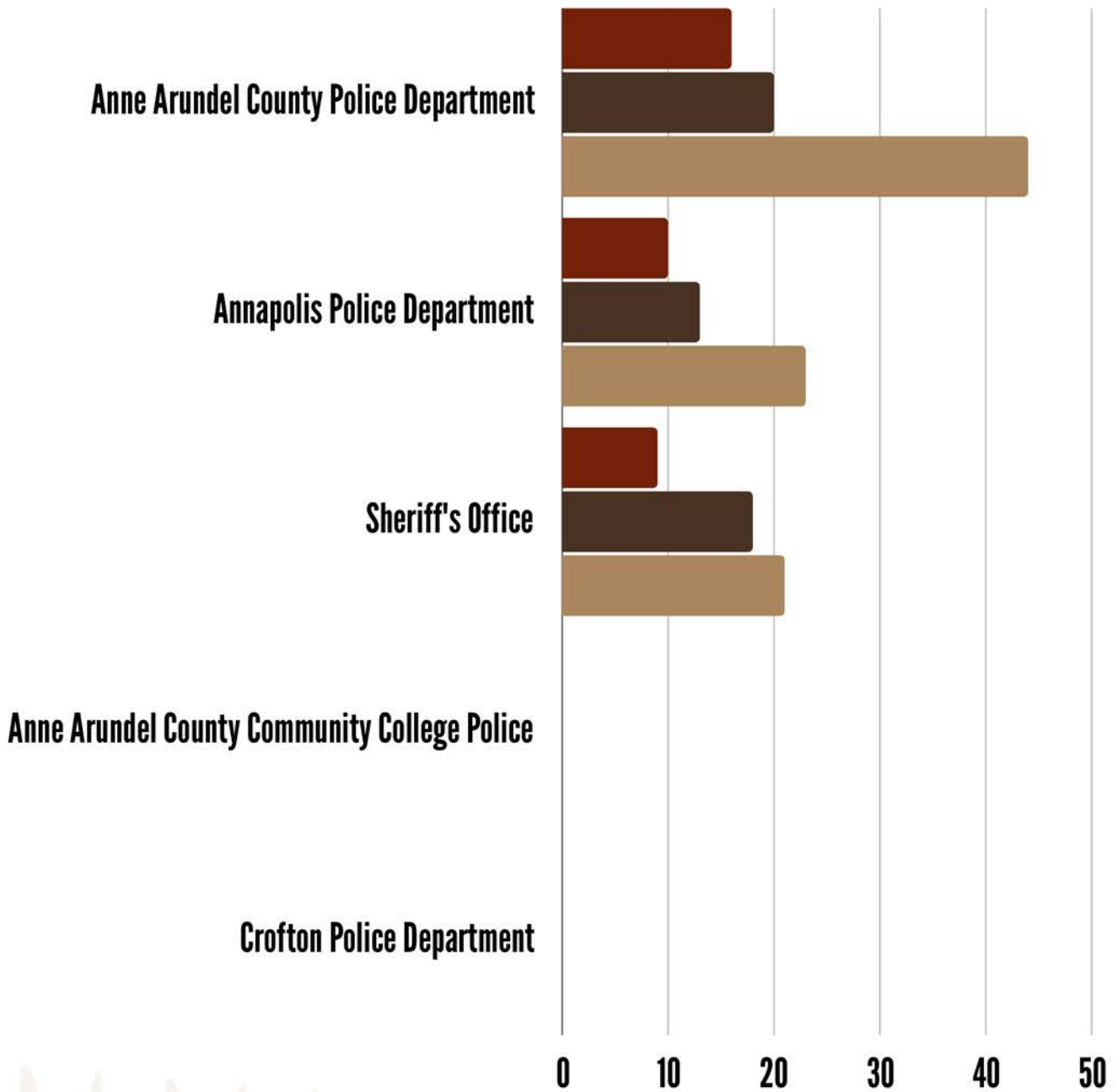
\*Data Range: December 1, 2022 to November 30, 2023



# Administrative Charging Committee Determination Summary

Case Summary by Agency

# Cases      # Officers  
# Charges



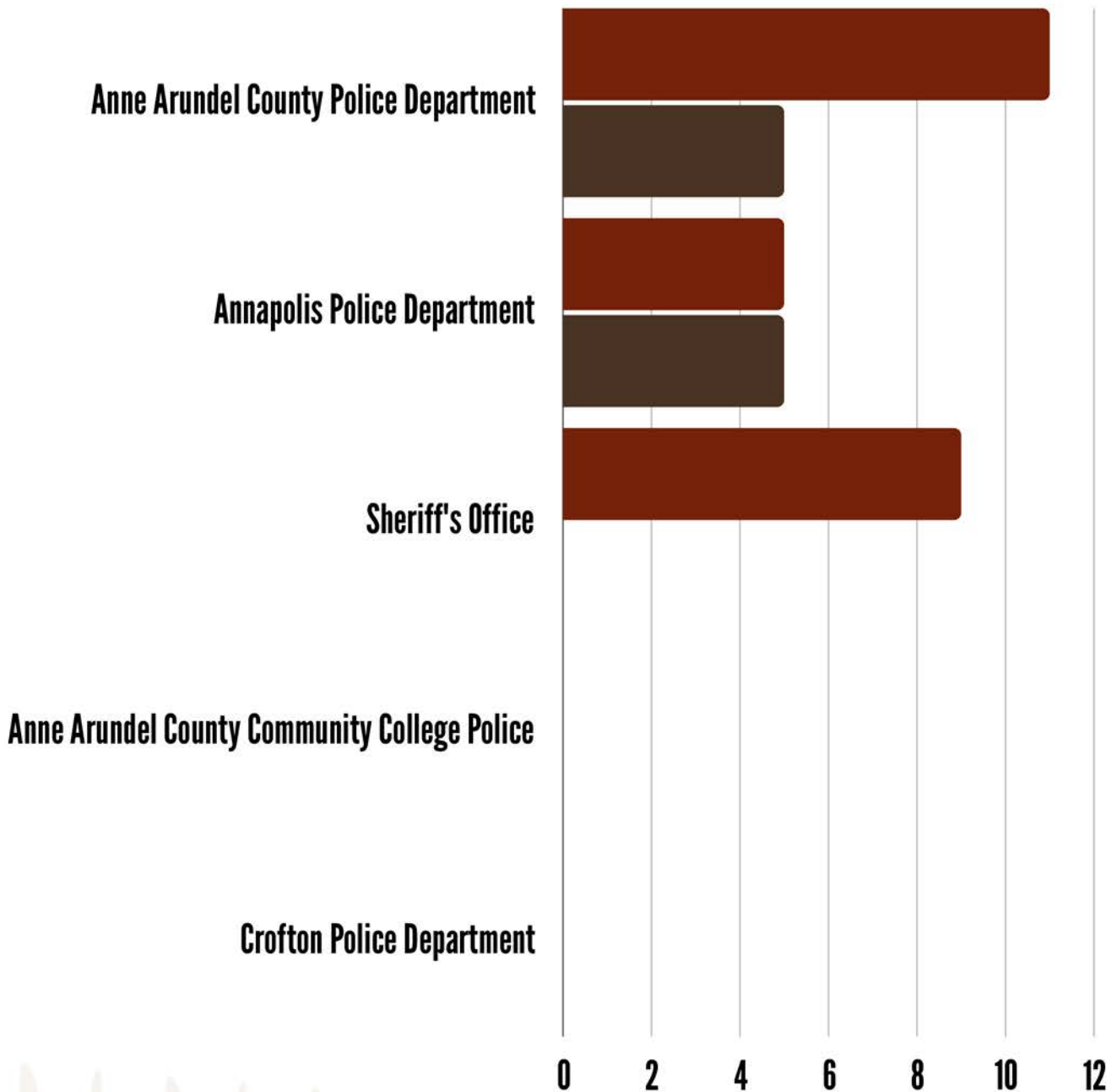
\*Data Range: December 1, 2022 to November 30, 2023



# Administrative Charging Committee Determination Summary

## Source of Complaint

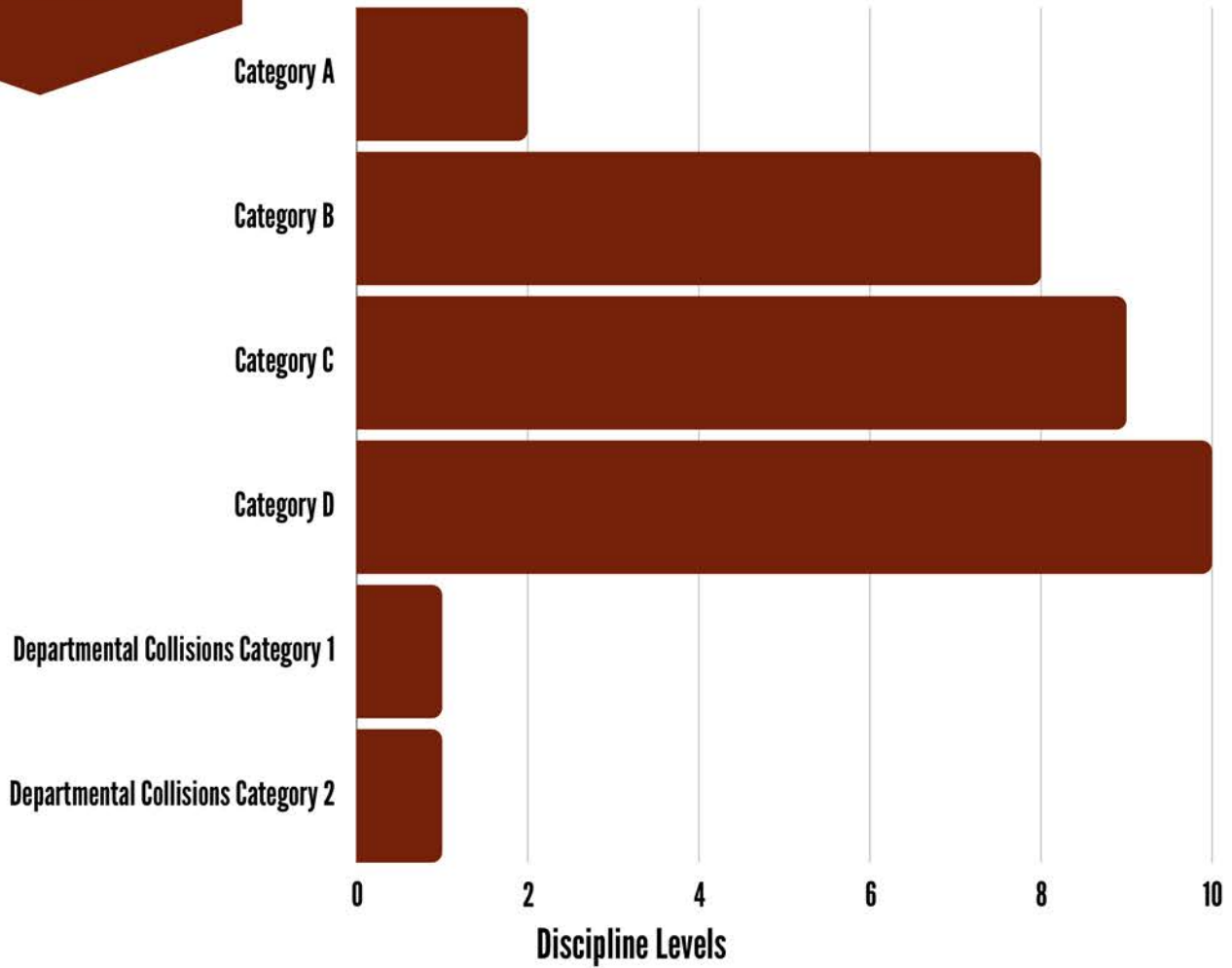
■ External    ■ Internal



\*Data Range: December 1, 2022 to November 30, 2023



# Administrative Charging Committee Determination Summary



Category A	
Level 1	2
Level 2	0

Category B	
Level 1	7
Level 2	1

Category C	
Level 1	6
Level 2	3

Category D	
Level 1	8
Level 2	2

\*Data Range: December 1, 2022 to November 30, 2023





## Administrative Charging Committee Non-Disciplinary Actions

### Non Disciplinary Actions

Alcohol awareness	1
Anger management training	1
Criminal law retraining	1
Deescalation training	1
Ethics-oriented professional training	1
Sensitivity retraining	1
TASER retraining	1
Training on investigative procedures	1
Use of force retraining	1

### Recommendation of ACC vs. Agency/Chief

Lesser Punishment	4
Matched Punishment	22
Greater Punishment	7
No Charges Recommended*	51

*\* Note: The Anne Arundel County Sheriff's Office does not recommend discipline. The only recommendation is whether the charges should be sustained or not sustained.*

\*Data Range: December 1, 2022 to November 30, 2023



**In accordance with State law, each law enforcement agency must establish a trial board process to adjudicate matters for which a police officer is subject to discipline.**

County trial boards are made up of:

- an actively serving or retired administrative law judge or a retired judge of the District Court or a circuit court, appointed by the County Executive;
- a civilian who is not a member of the ACC, appointed by PAB; and
- a police officer of equal rank to the accused officer, appointed by the Chief of Police.

This body adjudicates matters when a police officer is subject to discipline and the officer does not accept the discipline offered by the head of the law enforcement agency. A new trial board will be convened for each incident.

The PAB has established an efficient and comprehensive manner to identify civilian members of a trial board. Specifically, the Board has elected to create a pool of interviewed and trained individuals who can be called upon to serve when the need for a trial board arises.

Following the law, training of trial board participants will be administered by the MPTSC.

At the writing of this report, there are 13 citizens of the County who are fully trained and ready to participate as a part of the trial board pool. In addition, three trial boards have been requested at the time this report was published and all are expected to commence in 2024.



**POLICE  
ACCOUNTABILITY  
BOARD**

**2023  
RECOMMENDATIONS  
TO IMPROVE  
POLICE  
ACCOUNTABILITY**





## 2023 Recommendations to Improve Police Accountability in Anne Arundel County

### ISSUE #1: “Year-and-a-Day” Rule

Under the current law, the process of review by the investigating unit through disposition by the ACC shall be completed within one year and one day after the filing of a complaint by a citizen. The prior law contained a tolling provision to account for the necessity of conducting criminal investigations and proceedings first; however, the current State law contains no similar tolling provision and requires that a determination of whether to administratively charge an officer be made within a year and a day of a complaint being made. This may result in instances where an officer is not administratively charged within the statute of limitations, as criminal cases may take more than a year and a day to investigate and resolve through the judicial system if criminal charges are filed.

### RECOMMENDATION

The General Assembly should amend §3–113(c) of the Public Safety Article, Annotated Code of Maryland to allow exceptions to the “year-and-a-day” rule for criminal cases and use-of-force cases. The clock should begin when the ACC receives the case from the law enforcement agency.

### ISSUE #2: Annual Report Submissions

Under the current law, the PAB on or before December 31 each year, submits a report to the governing body of the county that:

1. identifies any trends in the disciplinary process of police officers in the county; and
2. makes recommendations on changes to policy that would improve police accountability in the county.

### RECOMMENDATION

The General Assembly should amend §3–102(a)(4)(ii) of the Public Safety Article, Annotated Code of Maryland to also require annual report submissions to the House Judiciary and Senate to help ensure uniformity throughout the State of Maryland. Reporting to the appropriate legislative committees will help ensure that policymakers are apprised of the latest information and data from each of the 24 jurisdictions. Such information can be helpful in future deliberations on issues related to law enforcement and public safety.



## 2023 Recommendations to Improve Police Accountability in Anne Arundel County

### **ISSUE #3: Complaints Received by the Law Enforcement Agencies**

Under the current law, a complaint of police misconduct filed with a police accountability board shall be forwarded to the appropriate law enforcement agency within three days after receipt by the Board.

#### **RECOMMENDATION**

The General Assembly should amend §3–102(d) of the Public Safety Article, Annotated Code of Maryland to also require a law enforcement agency to report complaints of alleged misconduct received by the agencies within a specified timeframe. More specifically, the State law should mandate that a local law enforcement agency report such complaints within three days. This change will ensure uniformity in information sharing and further improve accountability and oversight of law enforcement agencies.

### **ISSUE #4: Definition of Police Officer**

Under the current law, complaints of police misconduct by a police chief or command staff do not fall under the scope of the law due to the narrow definition of “police officer.” Accordingly, a complaint against a police chief or command staff is not within the purview of the PAB or ACC.

#### **RECOMMENDATION**

The General Assembly should amend §3–201(f) of the Public Safety Article, Annotated Code of Maryland to more clearly define “police officer” to include a police chief and command staff, if the individual was acting in the role of a “police officer” during the alleged incident. In addition, the law should be amended to allow the official who appoints the chief to decide consequences based on the disciplinary matrix. This recommendation is necessary to ensure that all law enforcement officers in an agency are held to the same accountability.

### **ISSUE #5: Compel Compliance of Subpoena**

Under the current law, the ACC is not authorized to compel compliance with a subpoena. Accordingly, an officer may choose to ignore a subpoena or request to appear before the ACC without enforcement or consequence.

#### **RECOMMENDATION**

The General Assembly should amend §3–104(f)(1) of the Public Safety Article, Annotated Code of Maryland to clarify that a court of jurisdiction may compel compliance with a subpoena issued by the ACC.



## 2023 Recommendations to Improve Police Accountability in Anne Arundel County

### **ISSUE #6: Officer Training Outside of Discipline**

Under the current law, if the police officer is charged, the ACC can recommend discipline in accordance with the law enforcement agency's disciplinary matrix.

#### **RECOMMENDATION**

The General Assembly should amend §3–104(e)(3) of the Public Safety Article, Annotated Code of Maryland to allow an ACC to recommend mandatory training for an officer even if the ACC ultimately decides not to administratively charge an officer.

### **ISSUE #7: Limitations of the ACC's Review Timeline**

Under the current law, an administrative charging committee shall review and make a determination or ask for further review within 30 days after completion of the investigating unit's review.

#### **RECOMMENDATION**

The General Assembly should amend §3–113(b) of the Public Safety Article, Annotated Code of Maryland to extend the 30-day period for the ACC to request additional information, which will ensure efficient access to complaints.

### **ISSUE#8: Oversight of County Implementation**

Under the current law, there is no state agency that oversees or enforces the implementation of the PAB/ACCs.

#### **RECOMMENDATION**

The General Assembly should amend the State law to clearly identify the state agency responsible for overseeing and enforcing the implementation of the PABs/ACCs.

POLICE  
ACCOUNTABILITY  
BOARD

2023  
LAW ENFORCEMENT  
DATA





In the first full reporting year, the PAB collaborates with Anne Arundel County law enforcement agencies to ensure they are providing qualitative and quantitative information demonstrating how they fulfill the purpose, duties, and responsibilities outlined by State and County law. Data for this report is directly reported to the PAB using the law enforcement agencies records management database, IAPro, where available, and by manual reporting for agencies where this is not available.

The data included in this Report is reflective of the data provided to the PAB at the time of publication. Due to current limitations, the recorded numbers presented in this report are subject to future revision. Likewise, historical data presented here may vary slightly from figures presented in future reports due to changes in processes and reporting.

Please note that as of November 30, 2023 there are no reported cases of misconduct involving the Crofton Police Department or the Anne Arundel Community College Public Safety and Police.

### **Definitions:**

**Disciplinary matrix** means a written, consistent, progressive, and transparent tool or rubric that provides ranges of disciplinary actions for different types of misconduct.

**Exonerated** means that a police officer acted in accordance with the law and agency policy.

**Police misconduct** means a pattern, practice, or conduct by a police officer or law enforcement agency that includes:

- depriving persons of rights protected by the Constitution or laws of the State or the United States;
- a violation of a criminal statute; and
- a violation of law enforcement agency standards and policies.

**Sustained** means all or part of the alleged misconduct, as outlined in a complaint to the law enforcement agency occurred based on a preponderance of the evidence presented.

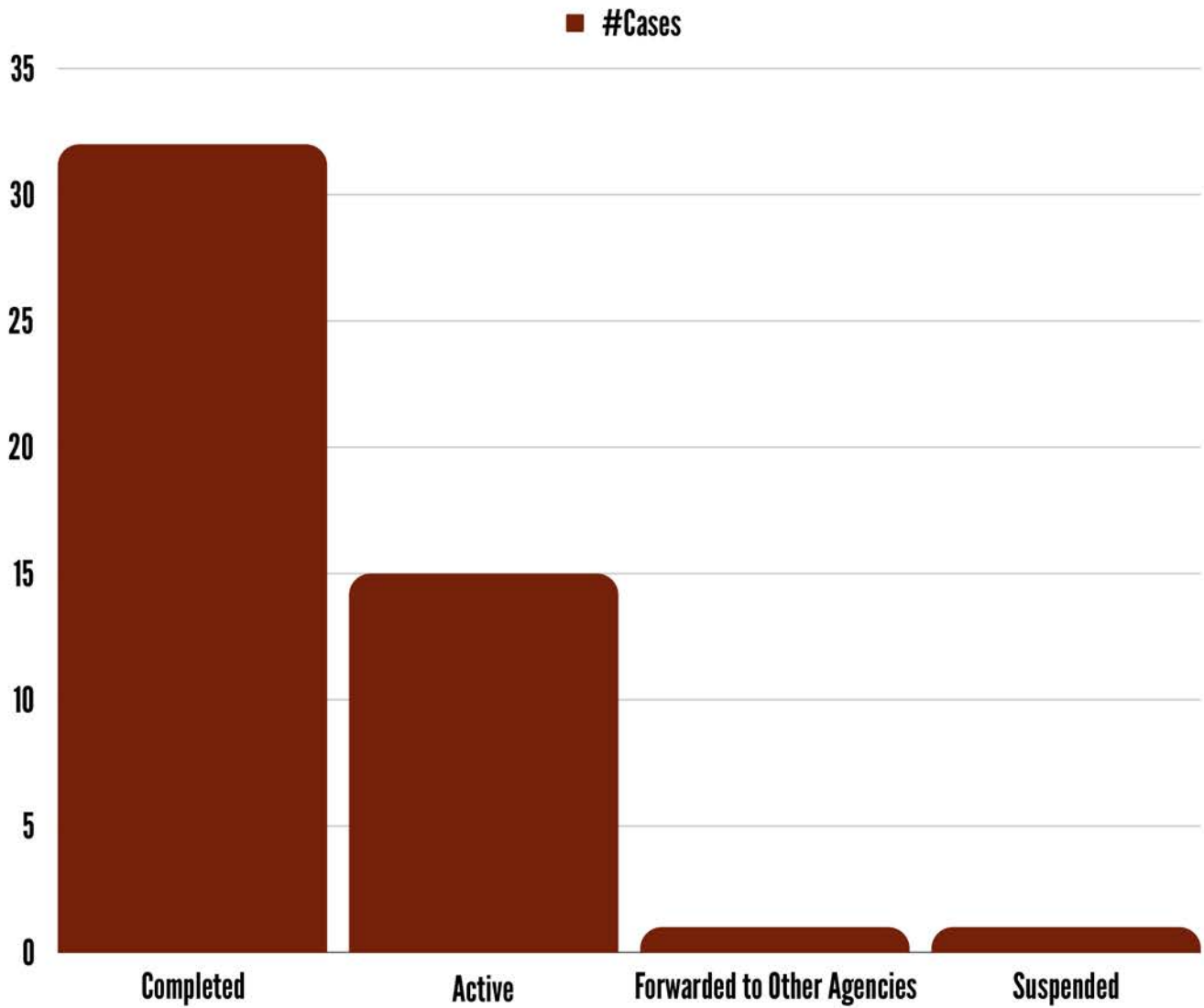
**Unfounded** means that the allegations against a police officer are not supported by fact.





# Anne Arundel County Police Department

Case Status as of 11/30/2023

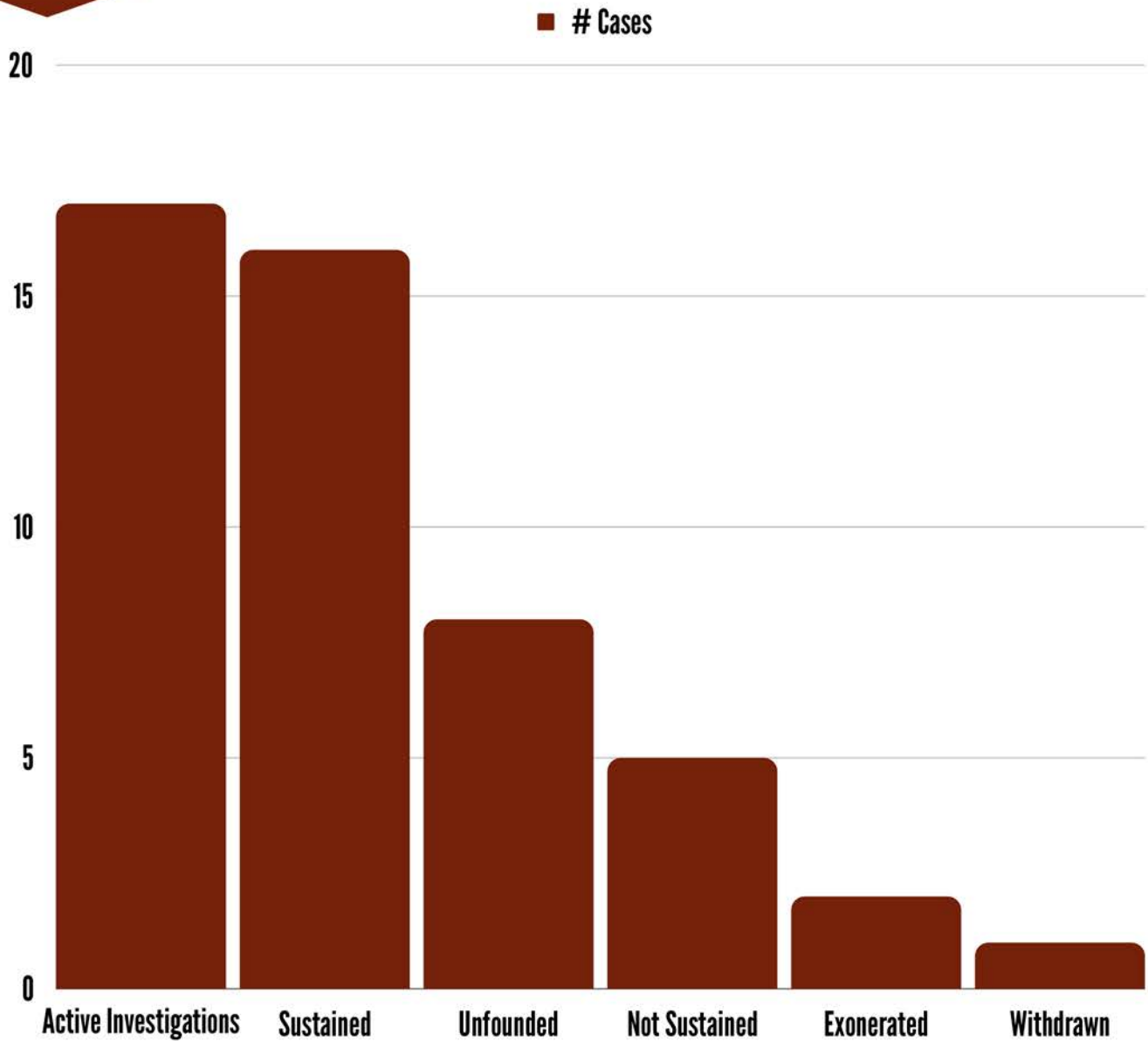


\*Data Range: December 1, 2022 to November 30, 2023



# Anne Arundel County Police Department

## Overall Case Dispositions

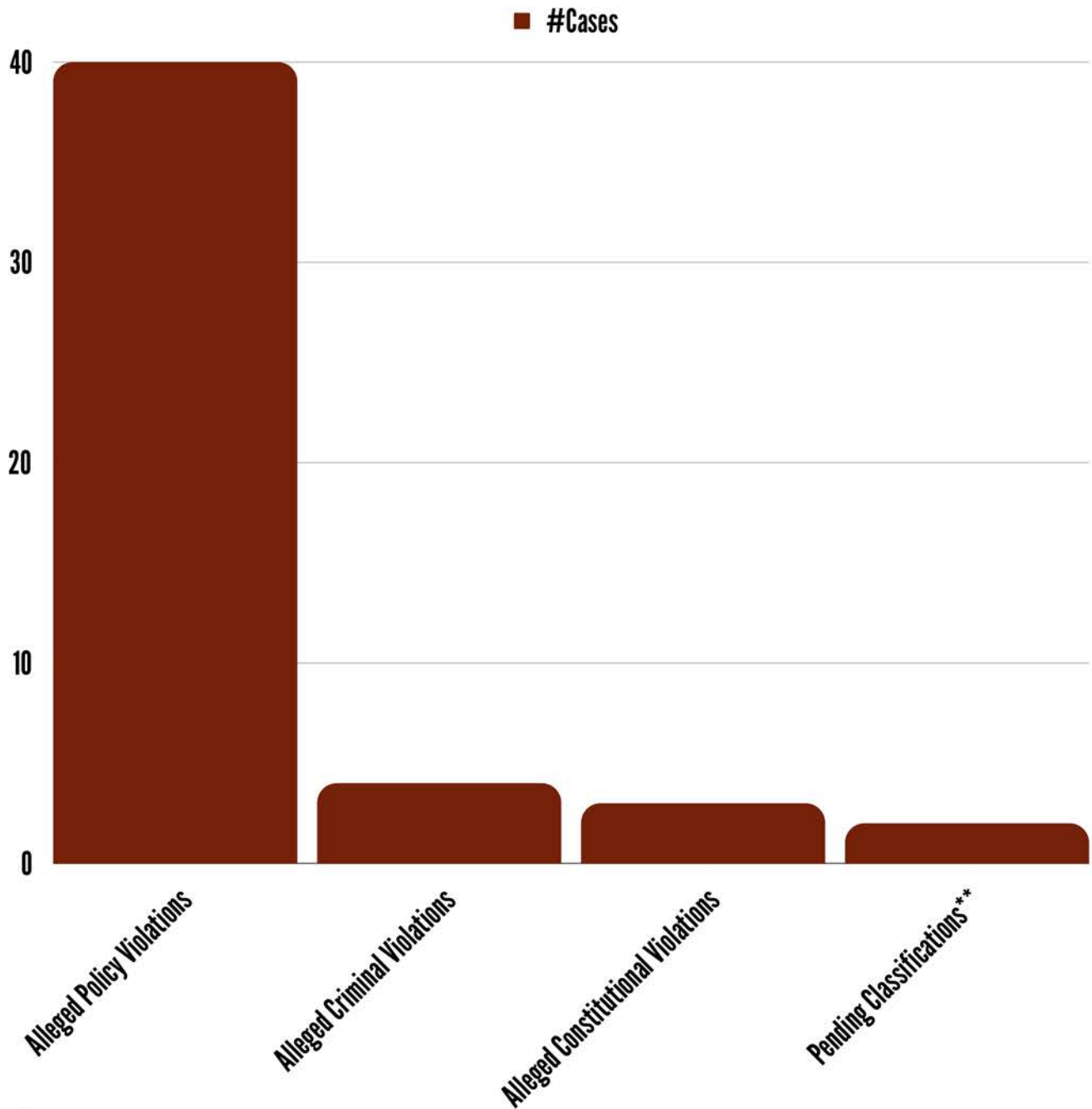


\*Data Range: December 1, 2022 to November 30, 2023



# Anne Arundel County Police Department

## Classification of Cases

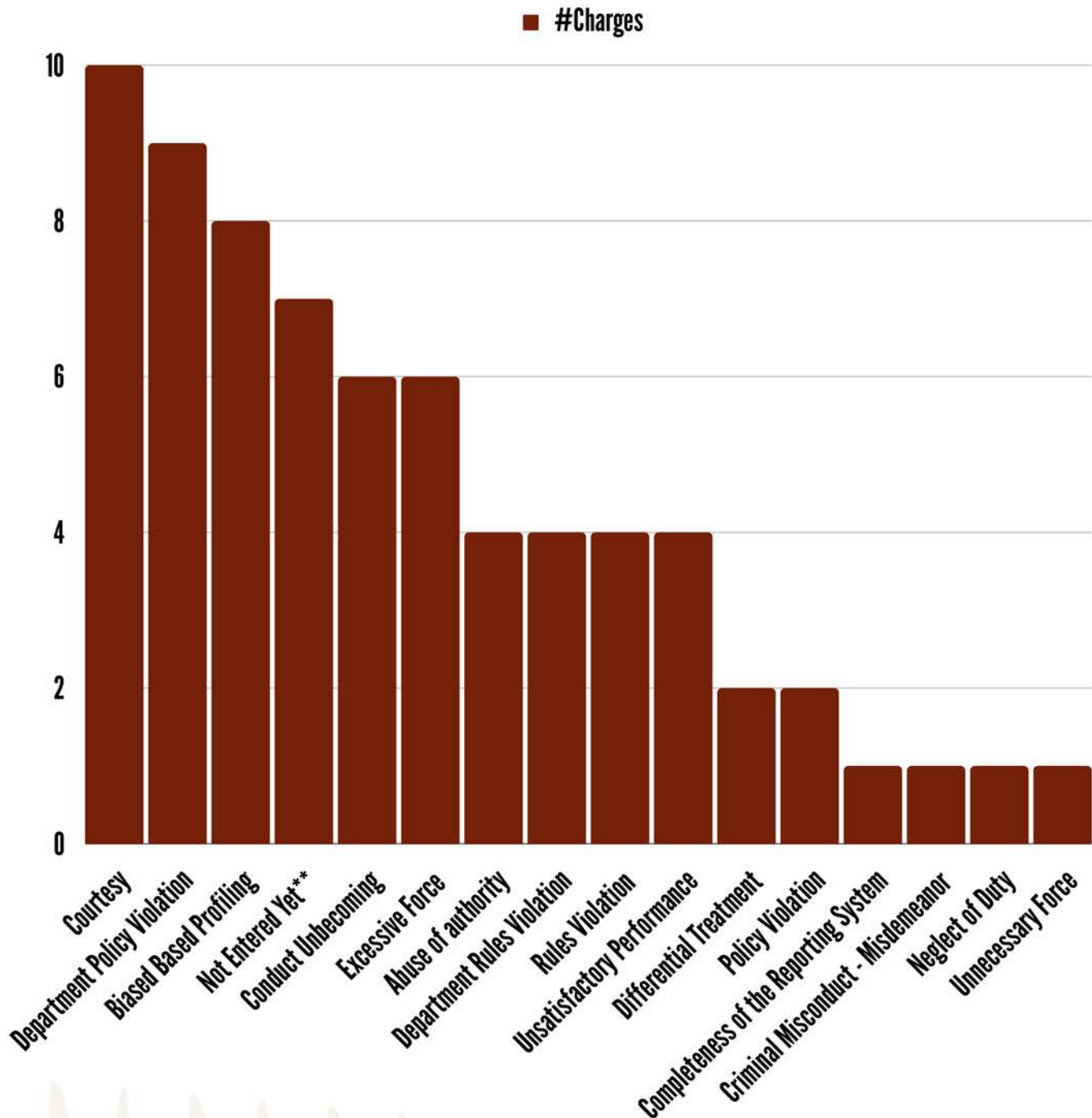


\*Data Range: December 1, 2022 to November 30, 2023

\*\* "Pending Classifications" is a designation used by the Agency to indicate a case is still in its intake process.



Allegations By Charge



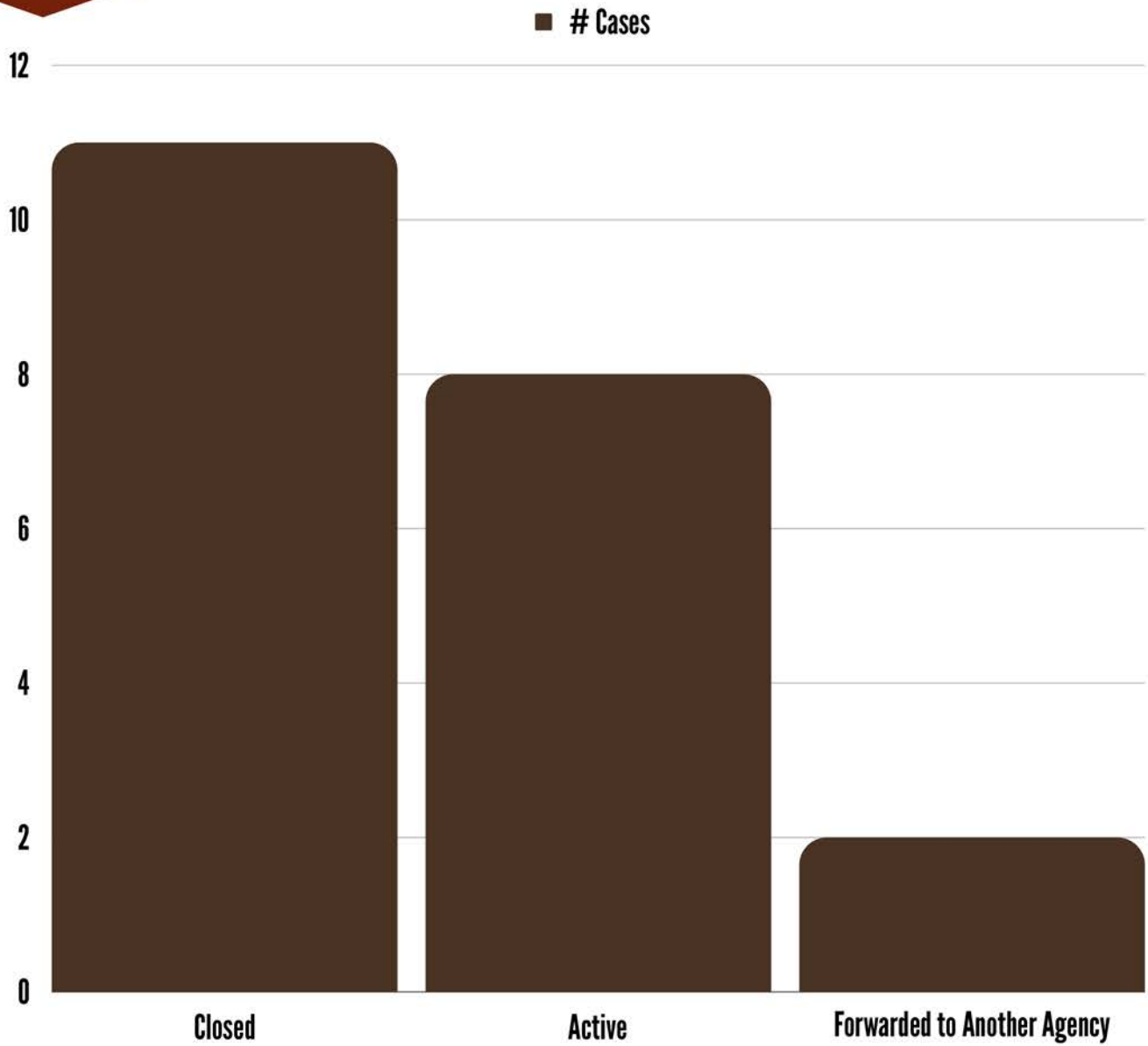
\*Data Range: December 1, 2022 to November 30, 2023

\*\* "Not entered yet" is a designation used by the Agency to indicate a case is still in its intake process.



# Annapolis Police Department

Overall Case Status as of 11/30/2023

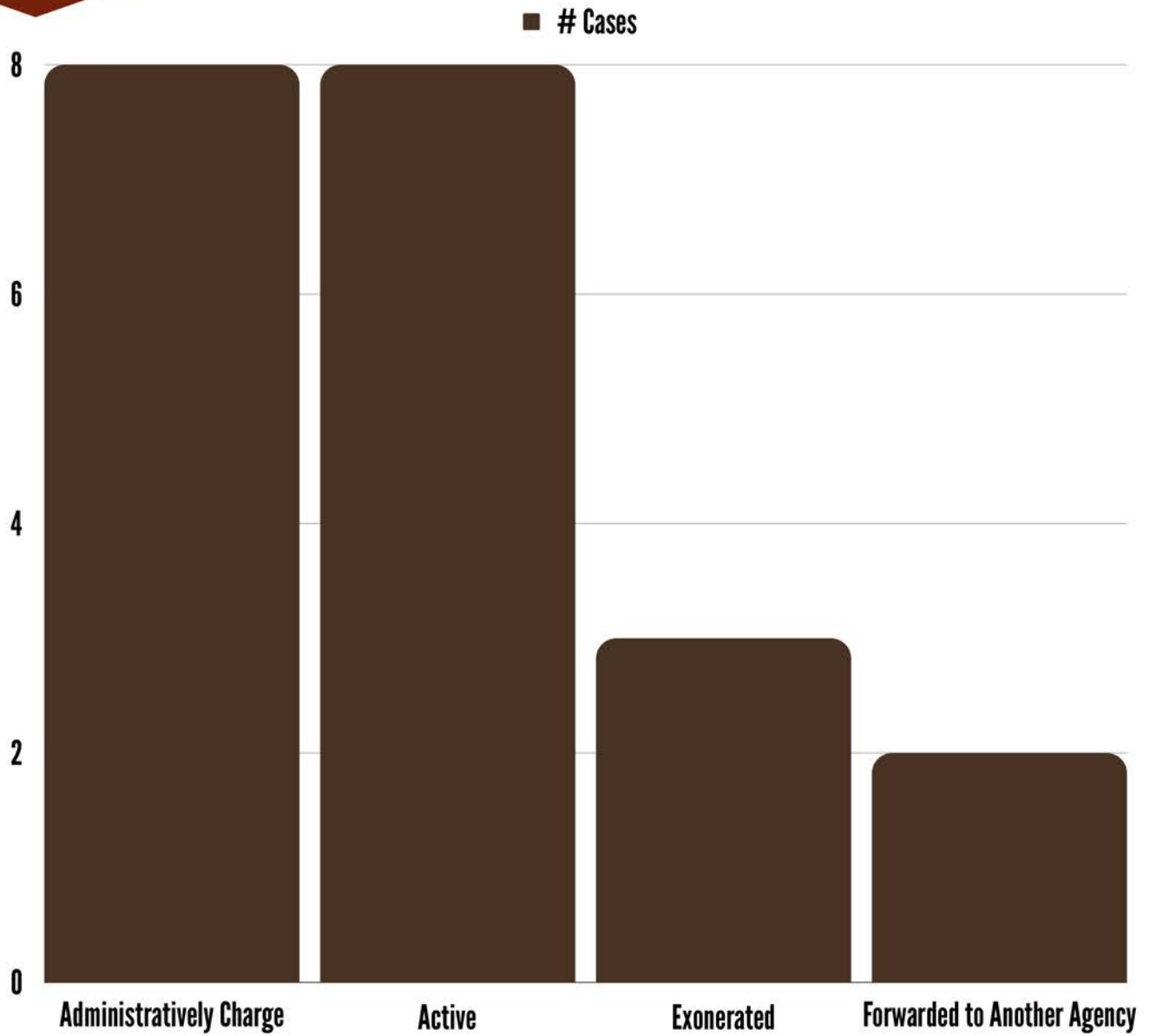


\*Data Range: December 1, 2022 to November 30, 2023



# Annapolis Police Department

## Overall Case Dispositions

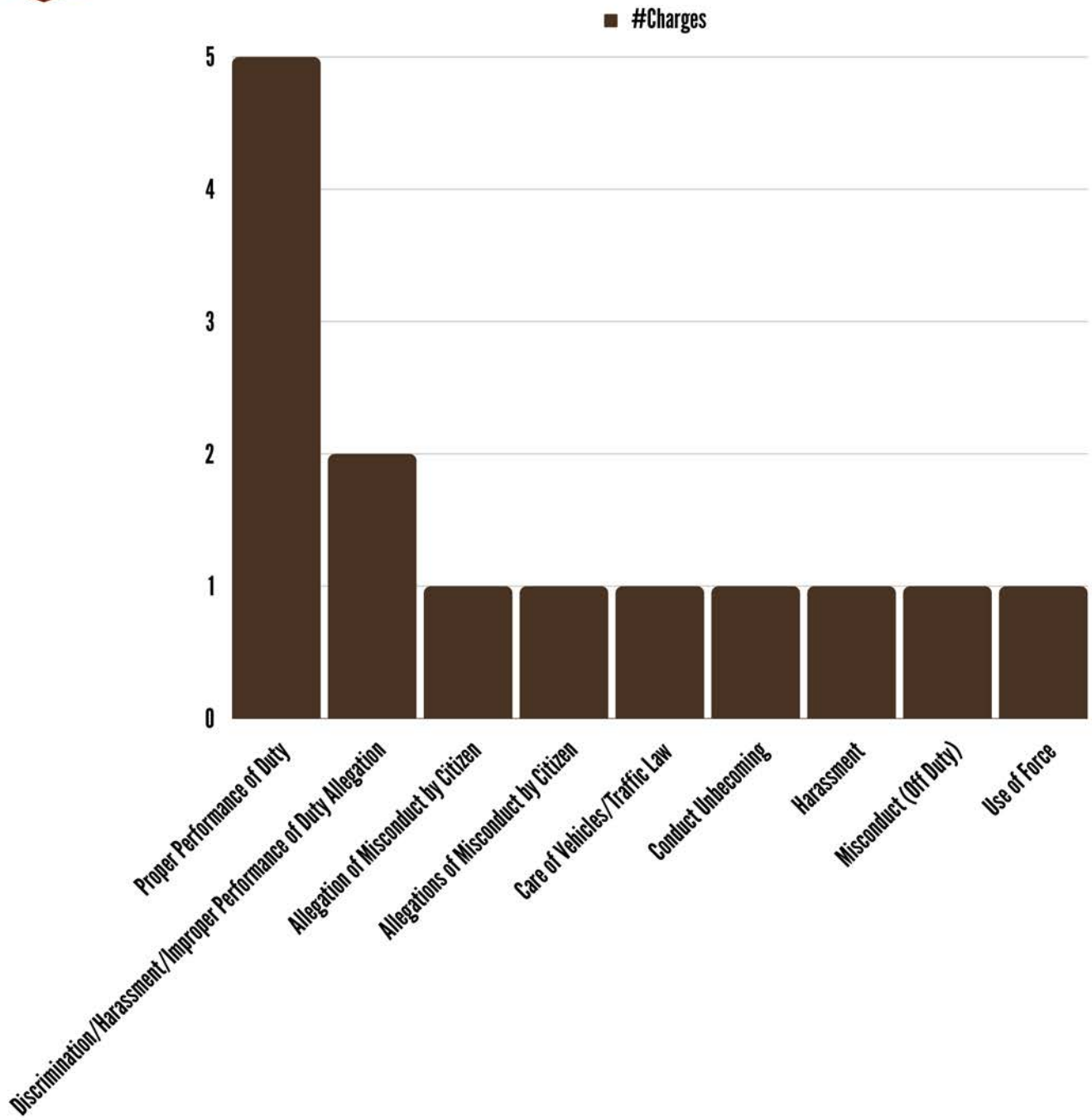


\*Data Range: December 1, 2022 to November 30, 2023



# Annapolis Police Department

## Allegations By Charge

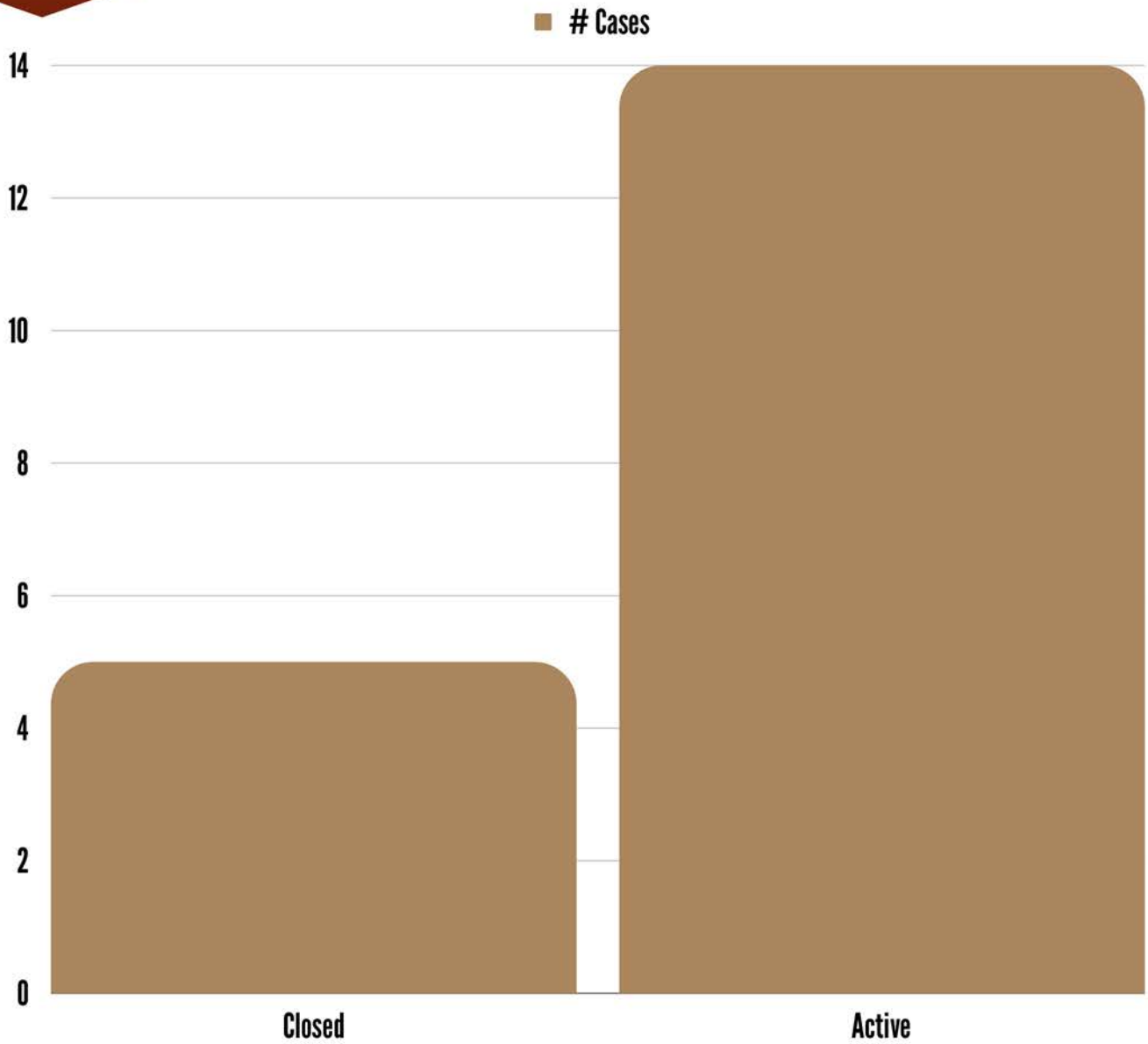


\*Data Range: December 1, 2022 to November 30, 2023



# Anne Arundel County Sheriff's Office

Overall Case Status as of 11/30/2023

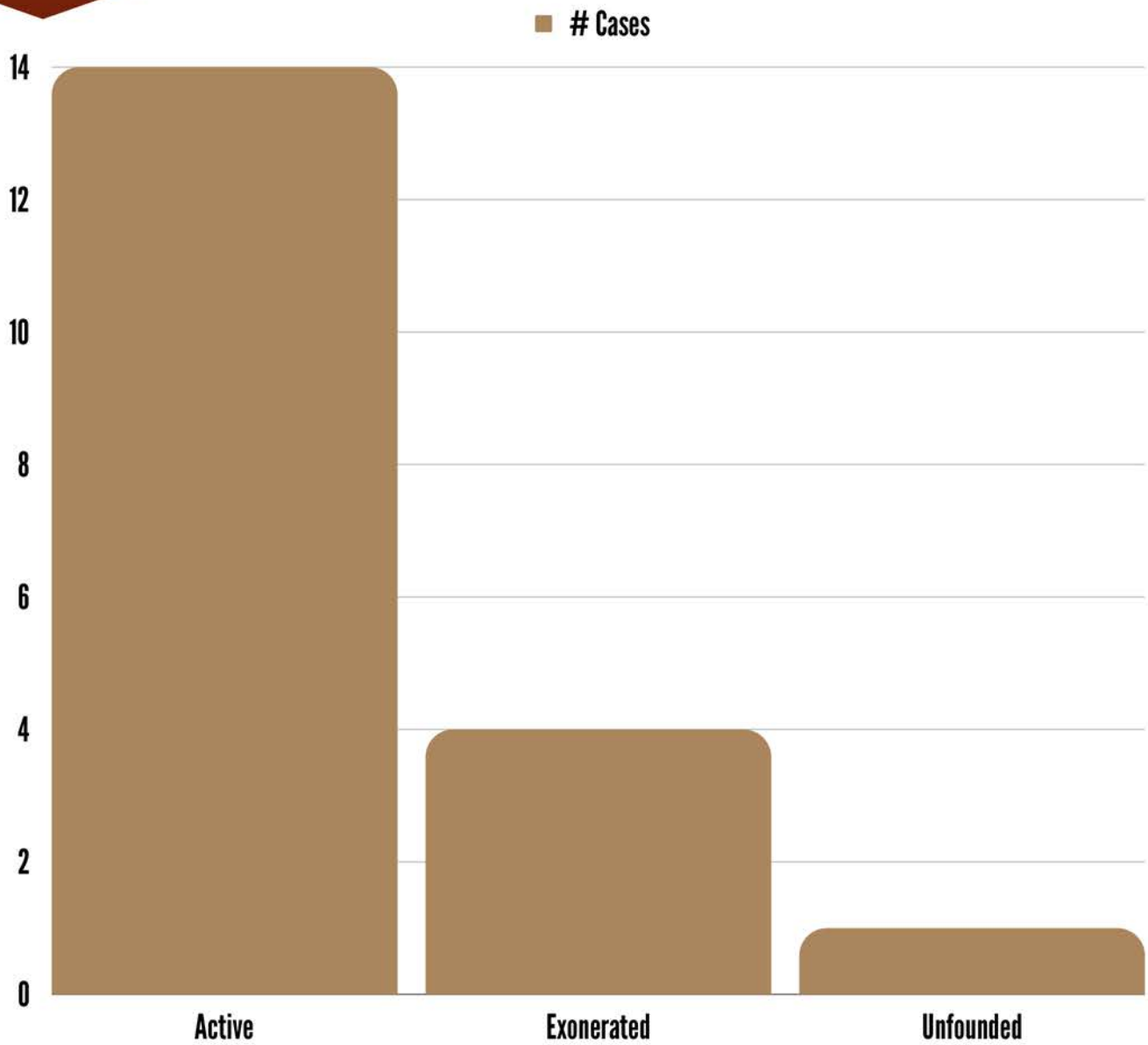


\*Data Range: December 1, 2022 to November 30, 2023





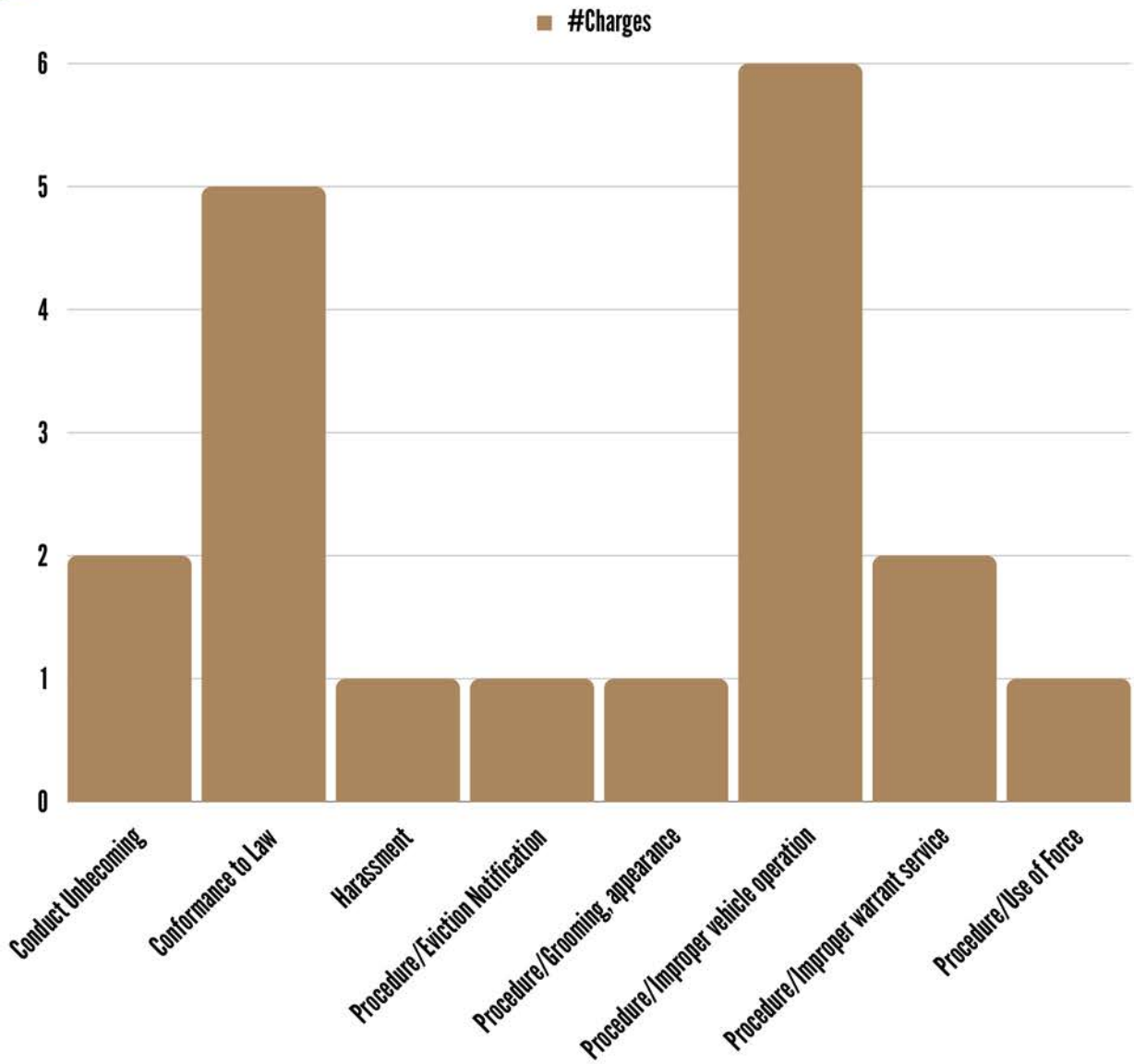
Overall Case Dispositions



\*Data Range: December 1, 2022 to November 30, 2023



Allegations By Charge



\*Data Range: December 1, 2022 to November 30, 2023

**POLICE  
ACCOUNTABILITY  
BOARD**

# **2022 RECOMMENDATIONS AND ADDITIONAL RESOURCES**





## 2022 Recommendations to Improve Police Accountability in Anne Arundel County

To view the complete recommendations from the 2022 Annual Report, please visit:  
<https://www.aacounty.org/police-accountability-board>

**Recommendation:** Amend the State law to require law enforcement agencies to inform the relevant PAB when complaints alleging police misconduct are received from members of the public, while remaining compliant with relevant Maryland Public Information Act provisions and not compromising the integrity of active investigations.

**Recommendation:** Create a uniform complaint process for the five law enforcement agencies to utilize when submitting complaints to the PAB. Such a process must utilize technology for optimal success as this will allow for tracking and accountability. More specifically, the PAB recommends a technological approach that allows each police department to enter the relevant information into a database, portal, or platform that will allow for instant submission of complaints. Such a process will also allow for disaggregation of data.

**Recommendation:** Amend COMAR or provide baseline guidance clarifying the reference to "legal resident." In addition, any amendments or additional guidance should not conflict with the Maryland Police Accountability Act of 2021 and should not encroach on local jurisdictions' appointment practices or discourage consideration of diverse candidates.

**Recommendation:** The MPTSC should amend COMAR or promulgate supplemental regulations to allow individuals with a criminal history, under criminal investigation, or charged with a crime to be considered for service on an ACC. It is understandable if the MPTSC sets parameters around such allowances, but a local jurisdiction should not be able to wholly exclude such individuals.

**Recommendation:** Amend §3–113 of the Public Safety Article, Annotated Code of Maryland to allow for administrative charges to be recommended beyond 1 year and 1 day when criminal proceedings prevent that deadline from being met.

**Recommendation:** Amend §3–105 of the Public Safety Article, Annotated Code of Maryland to clarify that disciplinary history or lack thereof, complimentary or positive work history, and exposure to unusually serious workplace tensions and stressors, prior to July 1, 2022, may be considered by the ACC.

**Recommendation:** The County should provide training and professional development to relevant County employees, including law enforcement So that they have a clearer understanding of the various roles and responsibilities in accordance with the law. While the PAB will continue to educate the community, there must be collaboration with the County as it relates to educating County employees.



- **Submit a Complaint:**  
<https://www.aacounty.org/office-police-accountability/submit-complaint>
- **2022 Annual Report:**  
<https://www.aacounty.org/sites/default/files/2023-08/PAB-2022-Annual-Report.pdf>
- **PAB Webpage:** <https://www.aacounty.org/police-accountability-board>
- **ACC Webpage:** <https://www.aacounty.org/administrative-charging-committe>
- **Statewide Police Disciplinary Matrix:**  
[https://mdle.net/pdf/Commission\\_Approved\\_Uniform\\_Disciplinary\\_Matrix.pdf](https://mdle.net/pdf/Commission_Approved_Uniform_Disciplinary_Matrix.pdf)