



ANNUAL REPORT

2024
EDITION

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LETTER FROM THE CHAIR

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

Enclosed, please find the 2024 Annual Report of the Anne Arundel County Police Accountability Board (PAB), which is submitted pursuant to Anne Arundel County Code § 3-7A-110. This report aims to provide valuable insight into police accountability in the County, and the Board's recommendations for your review and consideration.

I would like to express my sincere gratitude to my colleagues on the PAB for their dedication and generous commitment to serving our community. Over the last two and a half years, the PAB has worked diligently to advance police accountability both in Anne Arundel County and throughout the State of Maryland.

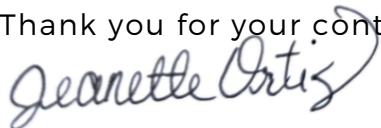
I would also like to offer my heartfelt thanks to Moyah Panda, Jennifer Rogers, and Tom Mitchell for their invaluable behind-the-scenes contributions, which have been critical to the Board's operations. I am deeply appreciative of the PAB staff and the Office of Law for their professionalism, commitment, and service to our community.

Since we began our work on July 1, 2022, the PAB has made significant strides in fulfilling our mission. The Board has held multiple public meetings, hosted fellow PAB chairs and staff from across Maryland, and welcomed community leaders and elected officials to share their perspectives on police accountability. Additionally, Board members have completed essential training including the Community Police Academy, as well as ride-alongs with the Anne Arundel County Police Department.

This year, the Board welcomed three new members and two new members to the Administrative Charging Committee. The PAB's efforts remain focused on fulfilling our duties, collaborating with County leadership, law enforcement, and County residents to ensure transparency and build meaningful partnerships in the area of police accountability.

It is an honor to serve the residents of Anne Arundel County. I remain fully committed to upholding the Board's mission and fostering trust in the community. Together, my colleagues and I are determined to continue making a meaningful, positive impact in Anne Arundel County and across the State of Maryland.

Thank you for your continued support.



Jeanette Ortiz, Esq.
Chair

LETTER FROM THE EXECUTIVE DIRECTOR

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

Enclosed, please find the 2024 Annual Report of the Anne Arundel County Police Accountability Board (PAB), which is submitted pursuant to § 3-7A-110.

I would first like to thank the members of the Police Accountability Board (PAB) and the Administrative Charging Committee (ACC) for their commitment to having a transparent process. The ACC, without a doubt, has remained fair and impartial in its review and determinations. This year, our trial board hearings began. As such, I would be remiss if I did not thank the civilian board members, the Administrative Law Judges and the law enforcement agencies (LEAs) for their dedication to making sure that the trial board process runs effectively. Furthermore, I would like to thank the Office of Law for dedicating time to answering the questions posed to them. Lastly, I would like to thank Jennifer Rogers from the Office of Police Accountability (OPA) for making sure that the members of the PAB, ACC and Trial Board are kept up to date with the requirements for their respective roles.

As Executive Director, I have maintained communication with the five LEAs in our County to ensure that we all execute our mandate in accordance with the law. I want to thank each agency for their willingness to work collaboratively with the OPA and each other. Once again, I had the opportunity to attend the annual conference for the National Association for Civilian Oversight of Law Enforcement (NACOLE), which highlighted different approaches to civilian oversight. In addition, I participated in the Police Executive Research Forum (PERF) conference, where representatives from PABs, as well as LEAs around the State of Maryland were able to voice their concerns regarding the Maryland Police Accountability Act of 2021 (MPAA). Based on the recommendations of PERF, the Maryland Police Training and Standards Commission (MPTSC) implemented voluntary training for PAB members regarding the disciplinary matrix. Several of our PAB members attended the training, which allowed them to better understand and interpret the data provided to them by the ACC.

As I look towards 2025, I would like to continue working with law enforcement agencies so that they can all achieve the same standard of investigations and quality of reports being forwarded to the Administrative Charging Committee.

Sincerely,



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 & LOCAL LEGAL REQUIREMENTS

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.



STATE & LOCAL LEGAL REQUIREMENTS (CONT.)

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.



STATE & LOCAL LEGAL REQUIREMENTS (CONT.)

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



Jeanette Ortiz, Esq.
Chair
Law and education policy expert



Sharon Elliott
Program manager, housing & community services, and policy analyst



Daniel Watkins
Board-certified Nurse
Executive and behavioral health professional



Toelesar Ellis
Executive with the Department of Defense



David Weir
Retired law enforcement officer



Cedric Johnson
Transportation security professional and former law enforcement officer

**Note: one civilian seat remains vacant at the time this report went to press.*



Jennifer Munt
PAB Chair's Designee to ACC
Education professional

PAB STAFF

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.

2024 PAB MEETINGS

February 26, 2024

During this meeting, Amy Cruice from the American Civil Liberties Union (ACLU) of Maryland spoke to the Board about the ACLU's involvement in matters related to police accountability in Anne Arundel County. The PAB also heard from Carl Snowden of the Caucus of African American Leaders (CAAL) of Anne Arundel County. He also discussed CAAL's involvement in matters related to police accountability in the County. Mr. Snowden shared his perspective on what led to the implementation of the Maryland Police Accountability Act of 2021 and asked the Board to review the George Floyd Transparency Project launched by CAAL for possible implementation by the PAB.

March 25, 2024

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.

In addition, Fred Delp, Executive Director of the National Alliance on Mental Illness (NAMI) Anne Arundel County Chapter also presented to the Board. Mr. Delp discussed the work NAMI is doing in the community, and he shared his perspective on the intersection between mental health and law enforcement.

May 20, 2024

During this meeting, the PAB heard a legislative update from the Office of Police Accountability. The Board was also briefed on the recent case trends coming out of the Administrative Charging Committee (ACC) decisions.

June 24, 2024

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.

Additionally, Corporal Katelynn Stanley, the Anne Arundel County Police LGBTQ Liaison, presented to the Board and discussed her role in the Department and outreach to the Community.

2024 PAB MEETINGS

August 26, 2024

During this meeting, the PAB was briefed on the upcoming Maryland legislative session. Members were advised of relevant 2024 legislation that will likely be introduced in the 2025 legislative session. Some of the bills expected to return in 2025 align with some of the Board's past recommendations. Members discussed potential advocacy in the upcoming session. Board Member Cedric Johnson also briefed the Board on the Maryland Police Training Standards Commission PAB training he attended. The training is newly offered and specifically designed for PAB members in the State.

September 23, 2024

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.

Additionally, the Chair of the ACC presented to the PAB, She provided a summary of the ACC's statutory role in law enforcement investigations. She also shared an analysis of the ACC's findings thus far in 2024.

November 19, 2024

During this meeting, the PAB reviewed, discussed, and voted to adopt the preliminary draft of the Annual Report. The preliminary draft of the Annual Report did not include data charts and graphs as the final data would not be available until the end of the month. The Board will review the final draft of the report, inclusive of all the 2024 data. The Board also received an update from the Office of Police Accountability.

December 17, 2024

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 2024 Annual Report, inclusive of the final 2024 data. The Board also discussed administrative matters.



TRAINING & 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. PAB Member David Weir 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 outlined 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



THE COMPLAINT PROCESS (CONT.)

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.

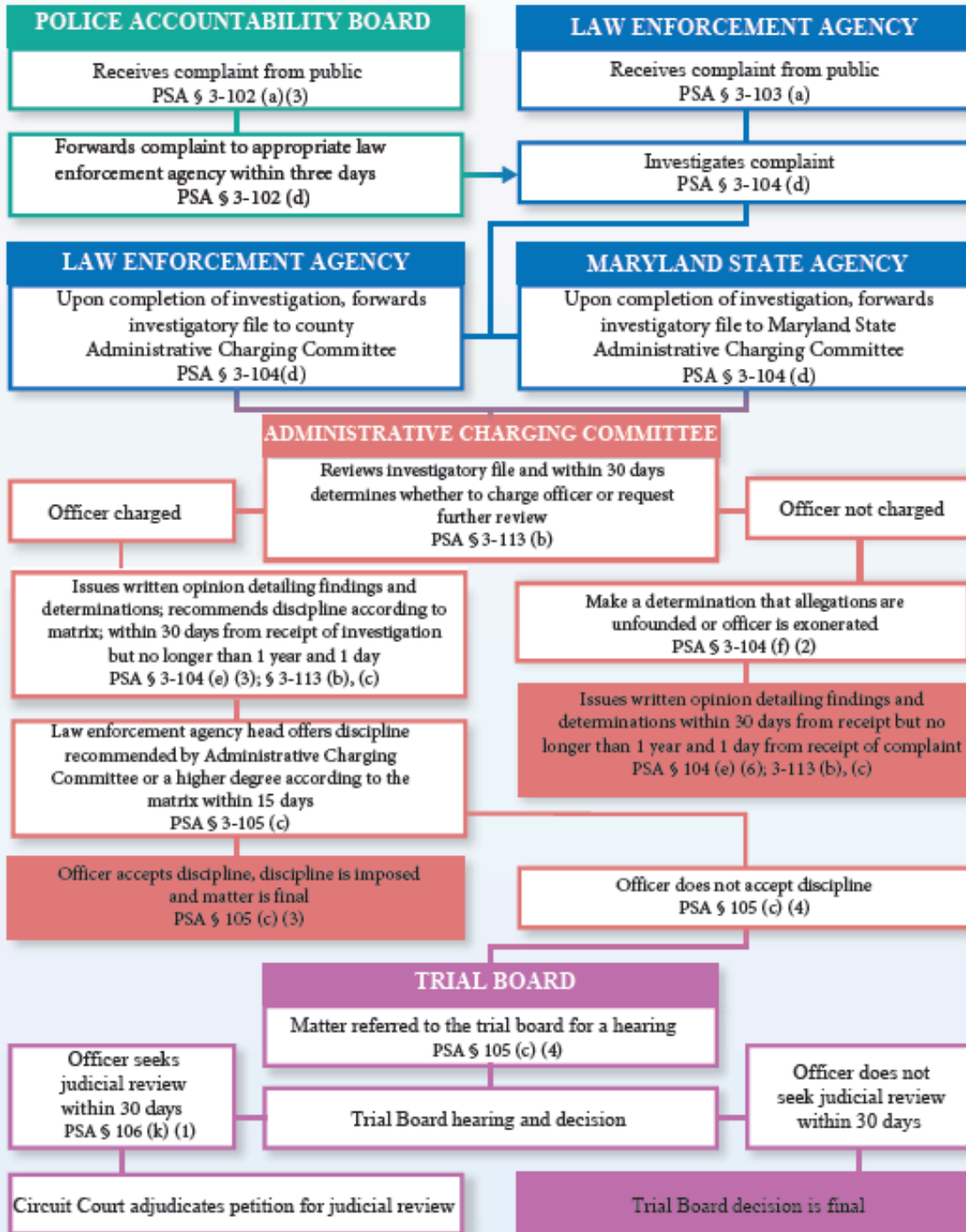
If discipline is recommended by the ACC, the head of the law enforcement agency must offer the discipline recommended by the ACC or discipline at a higher level under the Statewide Police Disciplinary Matrix. The officer has the option to accept the discipline or have the matter referred to a trial board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



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)



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.

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. Cases began being forwarded to the ACC following their training by the MPTSC. The ACC first began hearing cases in June 2023.

ADMINISTRATIVE CHARGING COMMITTEE MEMBERS



Andrew Miller
Assistant professor of political
science



Jennifer Munt
PAB Designee
Education professional



Kenneth Vinston, Jr.
Chair
IT project management and business analyst



Curt Zurcher
Vice Chair
Retired intelligence analyst and U.S. Air Force
NCO

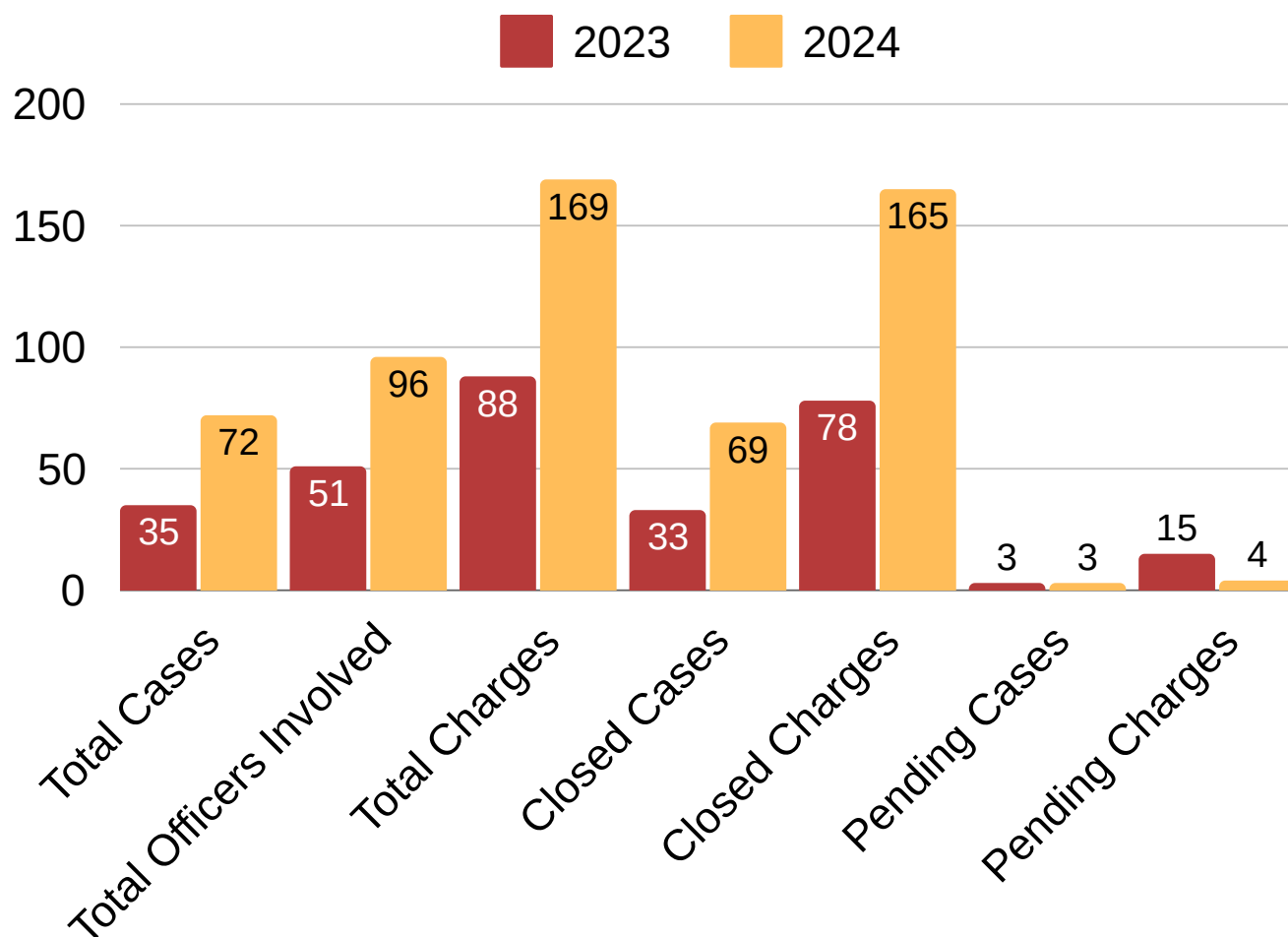
**Note: one civilian seat remains vacant as of 12/01/2024.*

ACC DETERMINATIONS & TREND SUMMARY

Since the ACC began hearing cases of alleged misconduct in June 2023, the members have reviewed and adjudicated 93 cases and 127 charges brought both internally and externally.

Data for this report is directly reported to the PAB from the ACC. 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.

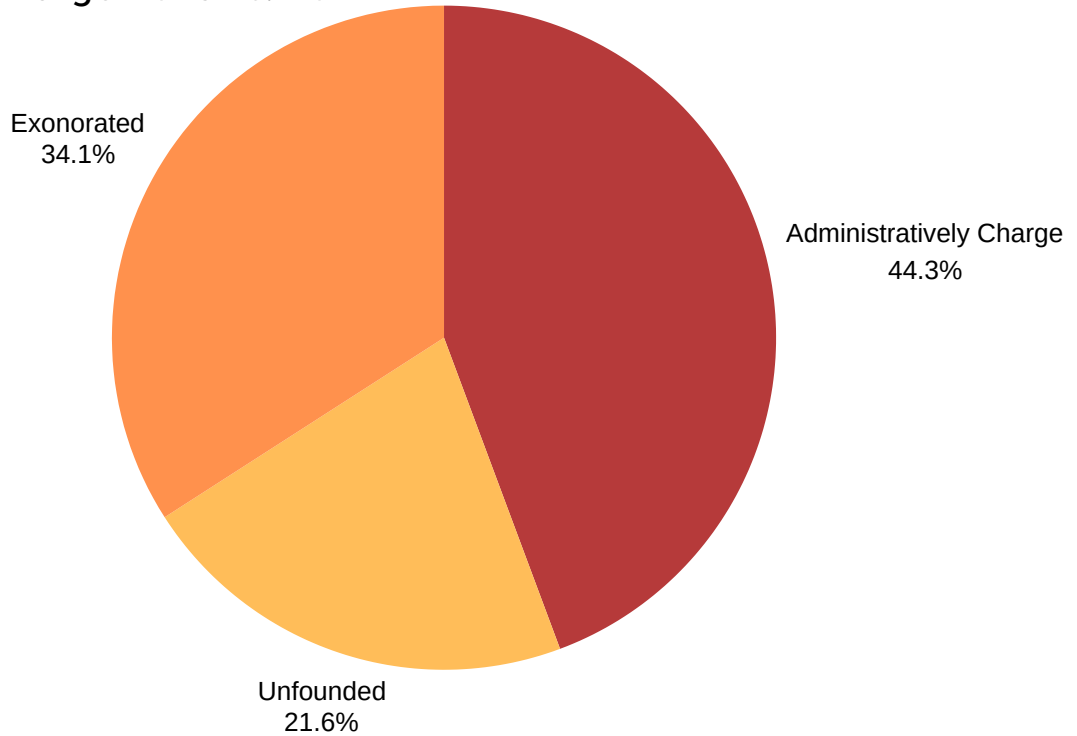
Please note that the 2023 data set includes only June 2023 through November 2023 (6 months) because the ACC only began hearing cases in June 2023.



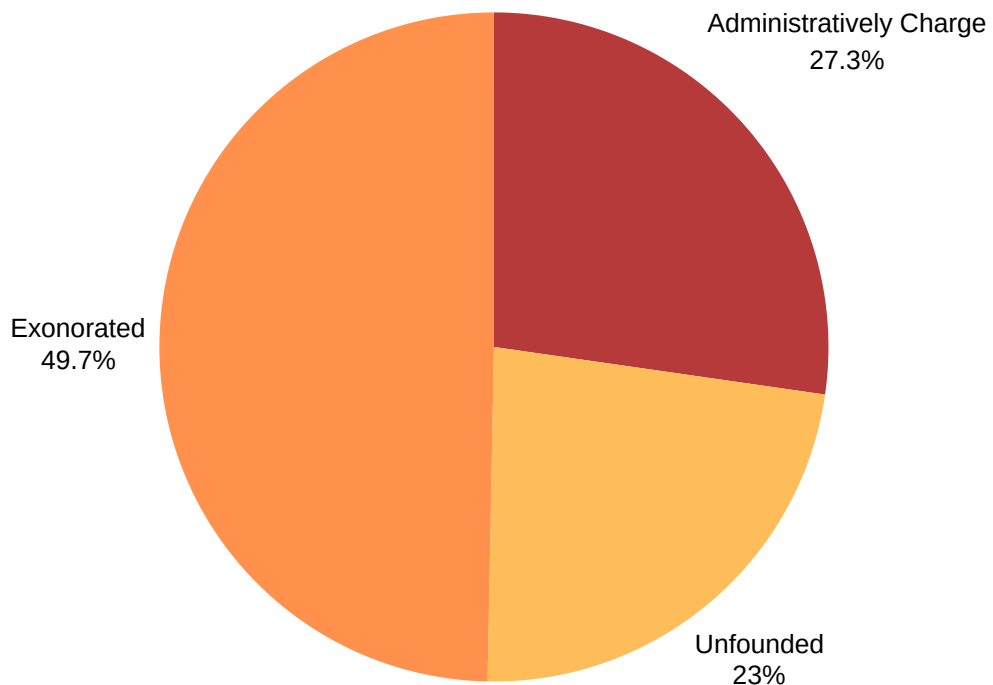
ACC DETERMINATION & TREND SUMMARY

Findings by Charge 2023 vs. 2024

2023



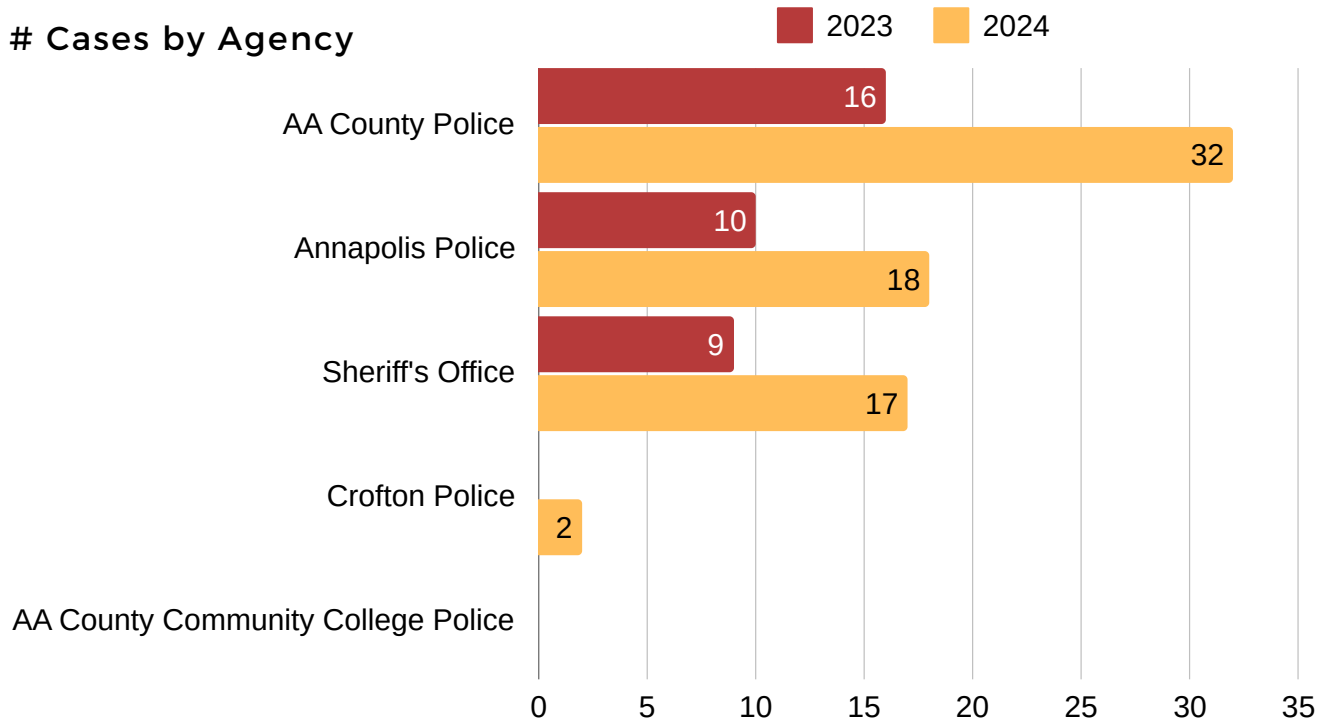
2024



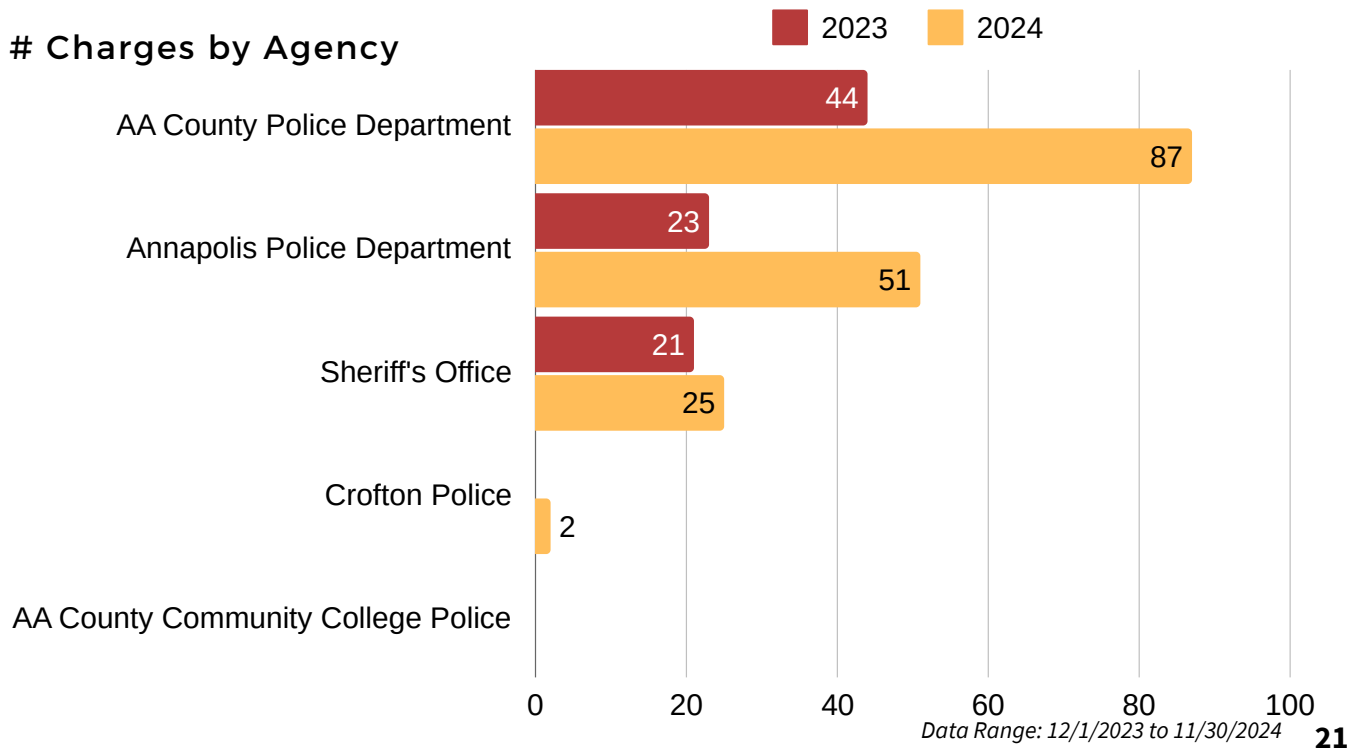
ACC CASE SUMMARY

Please note that the 2023 data set includes only June 2023 through November 2023 (6 months) because the ACC only began hearing cases in June 2023.

Cases by Agency



Charges by Agency

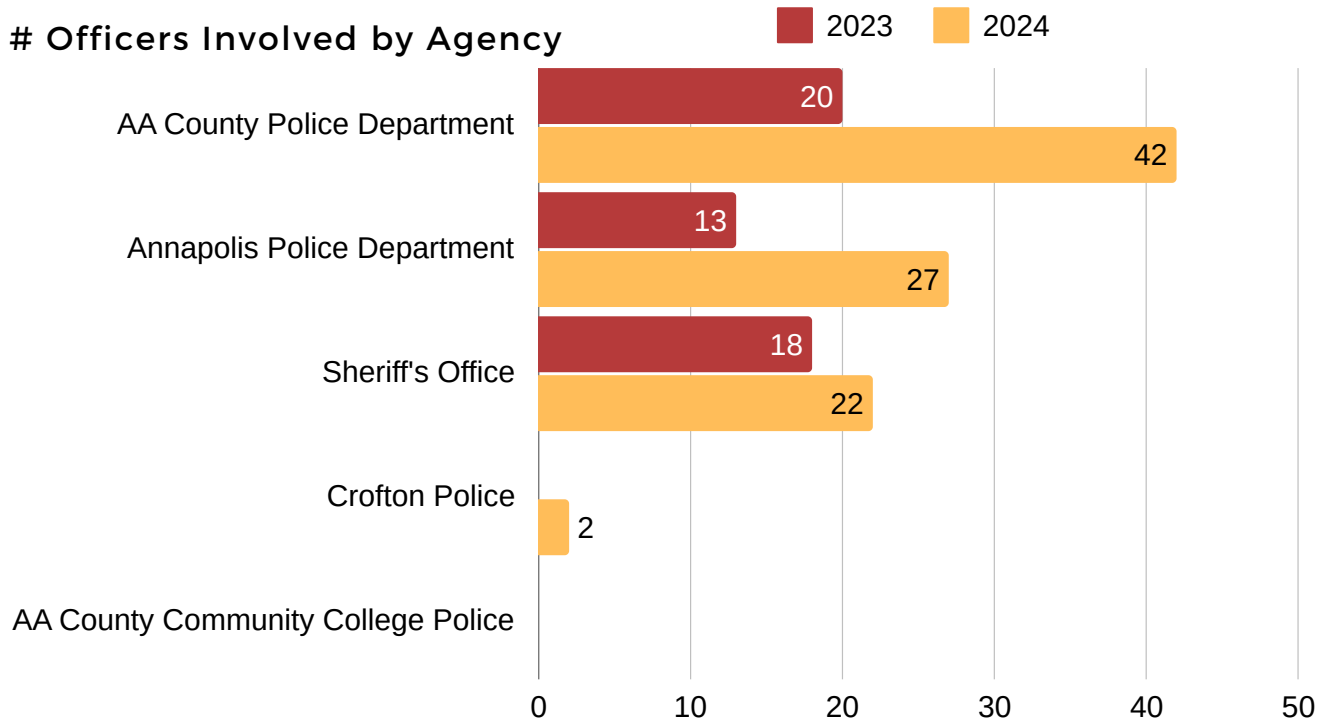


Data Range: 12/1/2023 to 11/30/2024

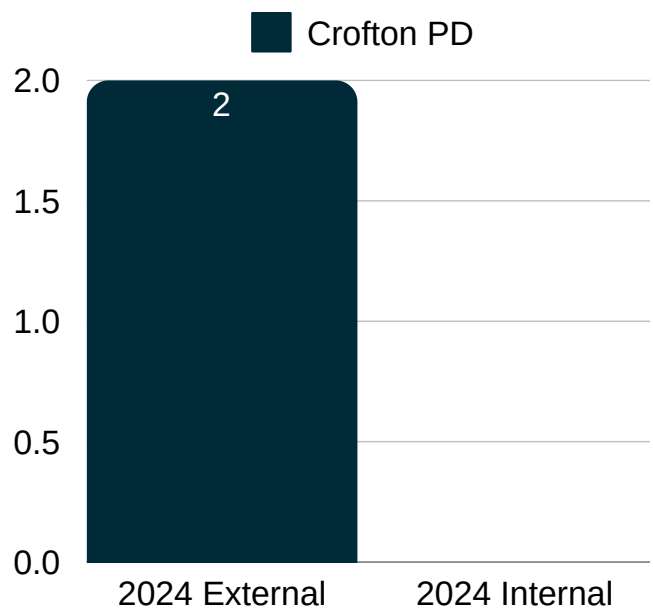
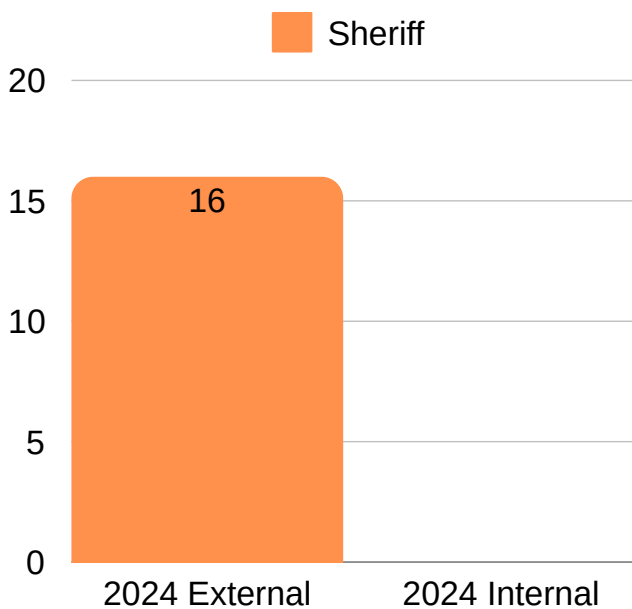
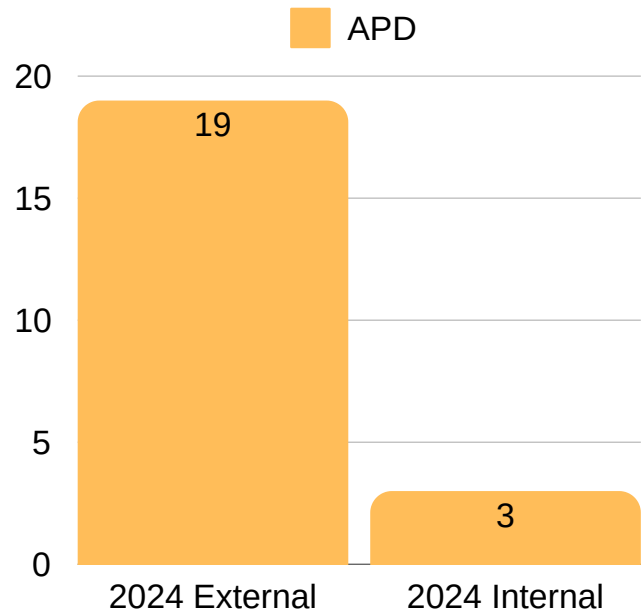
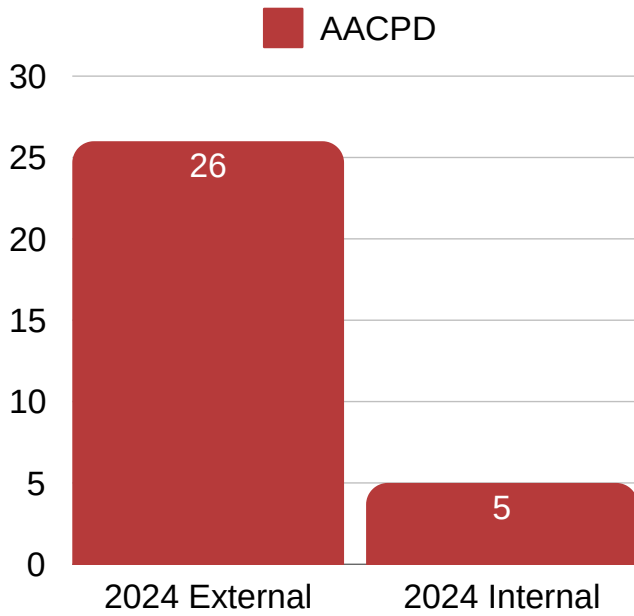
ACC CASE SUMMARY

Please note that the 2023 data set includes only June 2023 through November 2023 (6 months) because the ACC only began hearing cases in June 2023.

Officers Involved by Agency



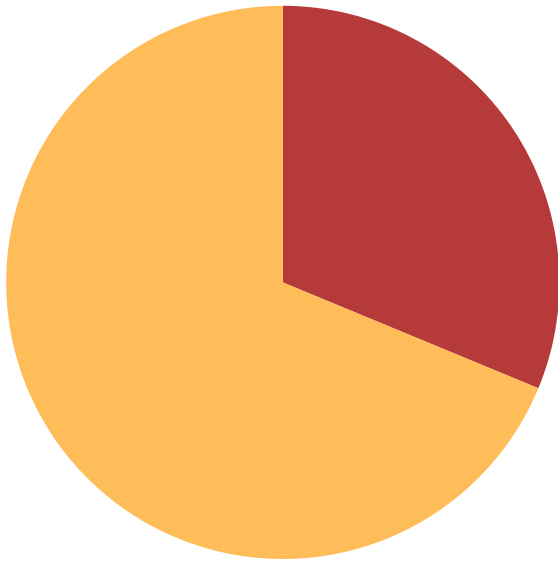
INTERNALLY VS. EXTERNALLY REPORTED CASES IN 2024



INTERNALLY VS. EXTERNALLY REPORTED CASES

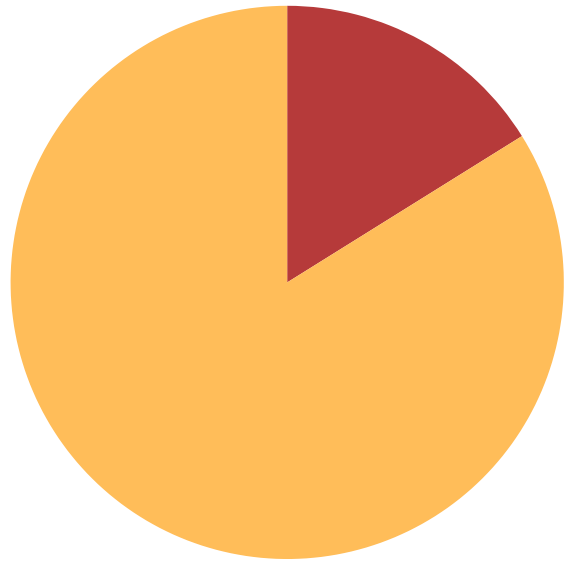
Anne Arundel County Police Department

Internal Complaints External Complaints



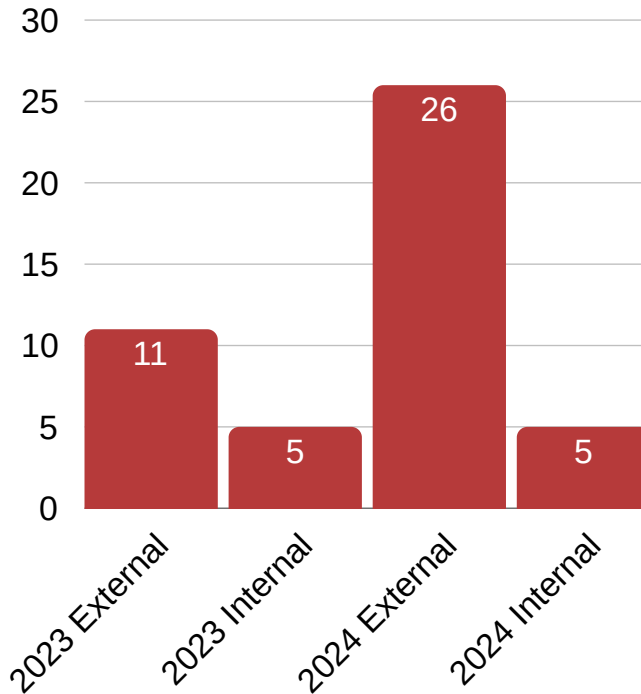
2023

Internal Complaints External Complaints



2024

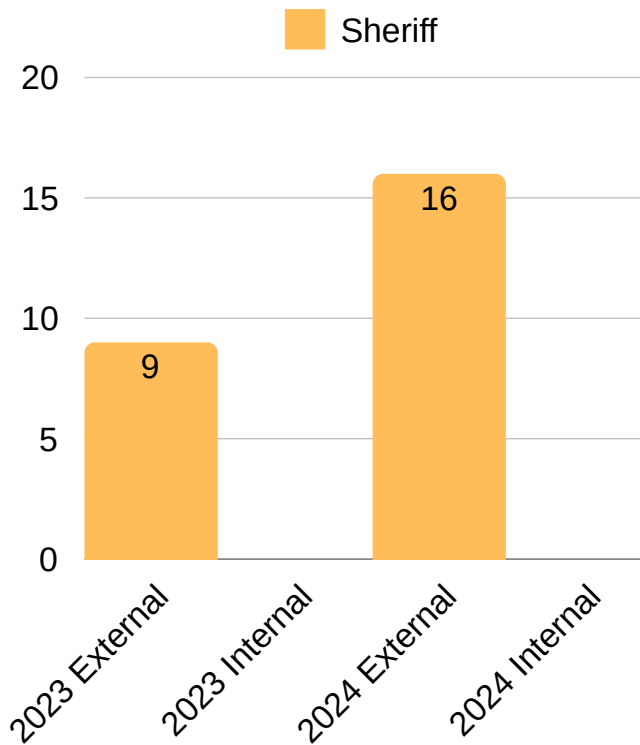
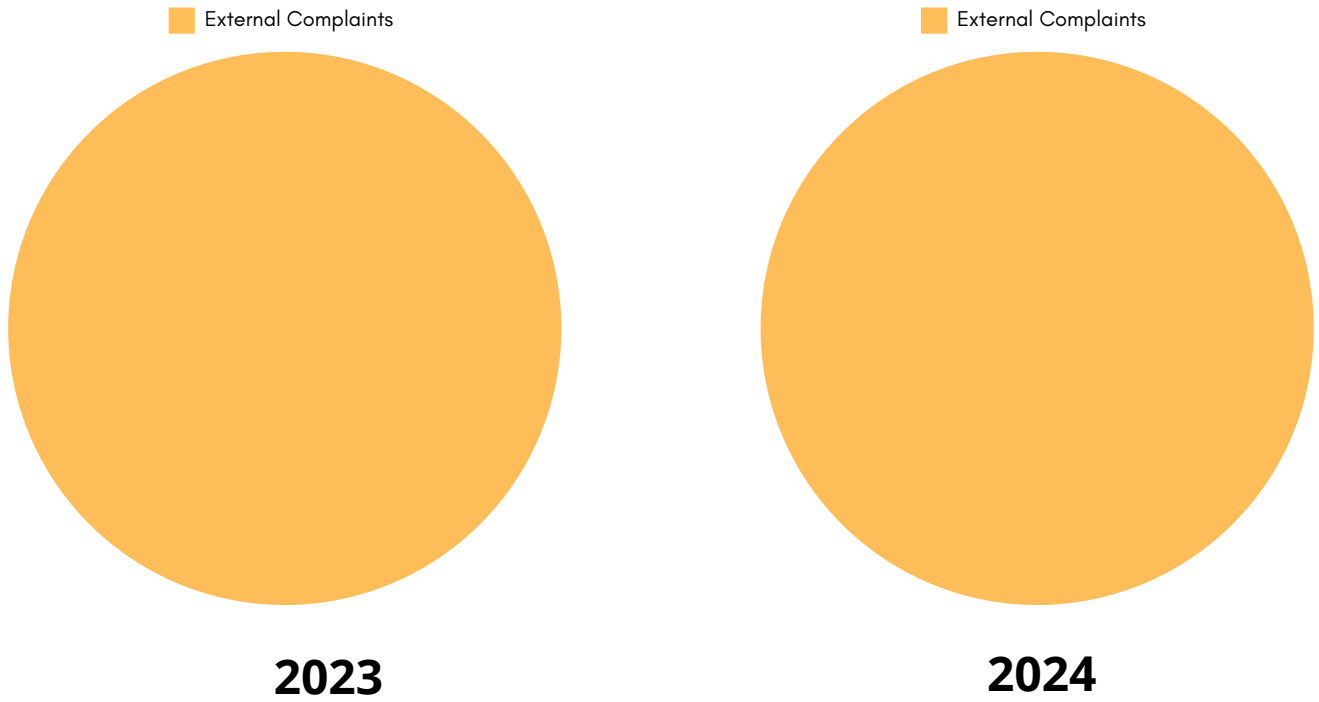
AACPD



Data Range: 12/1/2023 to 11/30/2024

INTERNALLY VS. EXTERNALLY REPORTED CASES

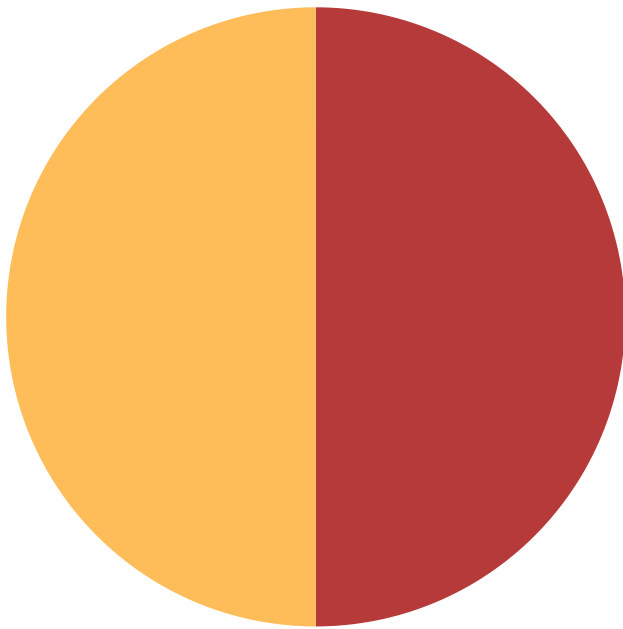
Anne Arundel County Sheriff's Office



INTERNALLY VS. EXTERNALLY REPORTED CASES

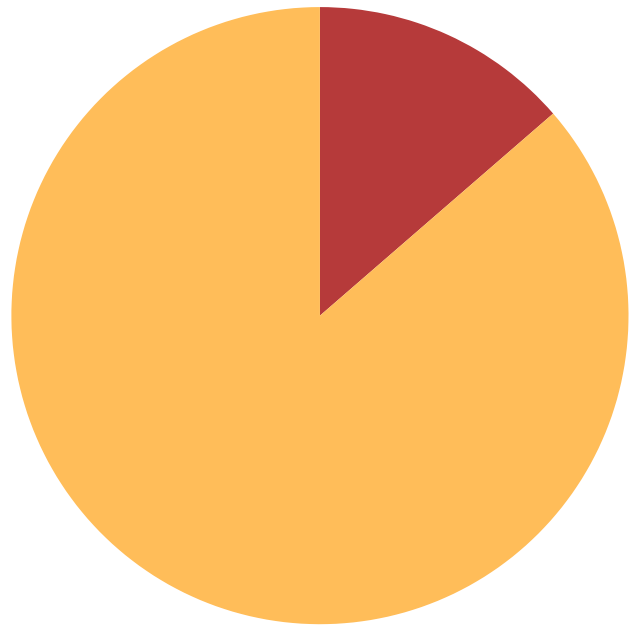
Annapolis Police Department

Internal Complaints External Complaints



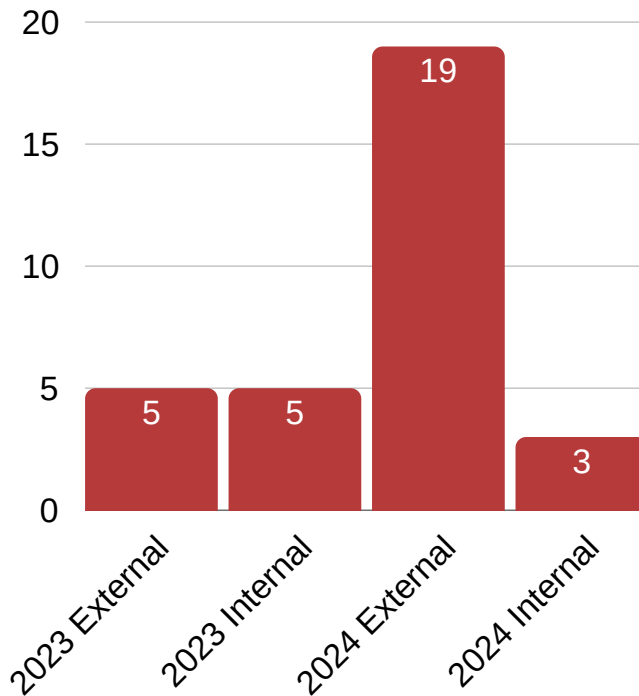
2023

Internal Complaints External Complaints



2024

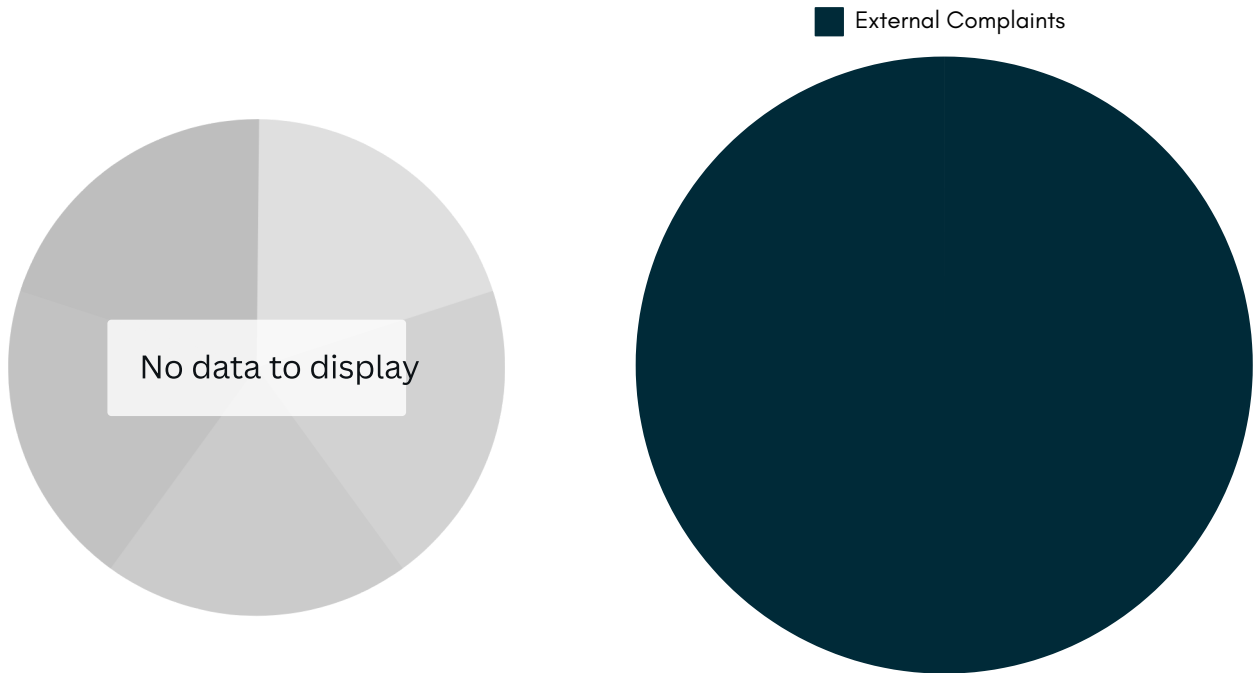
APD



Data Range: 12/1/2023 to 11/30/2024

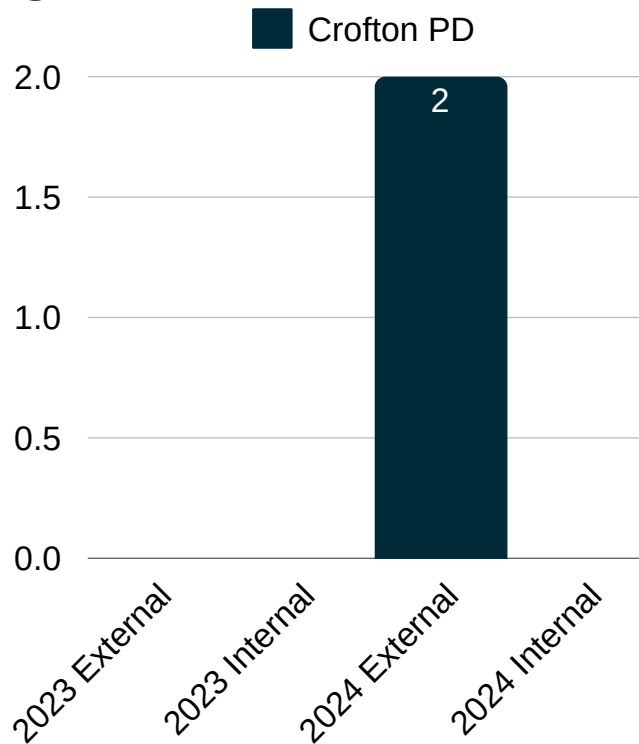
INTERNALLY VS. EXTERNALLY REPORTED CASES

Crofton Police Department



2023

2024

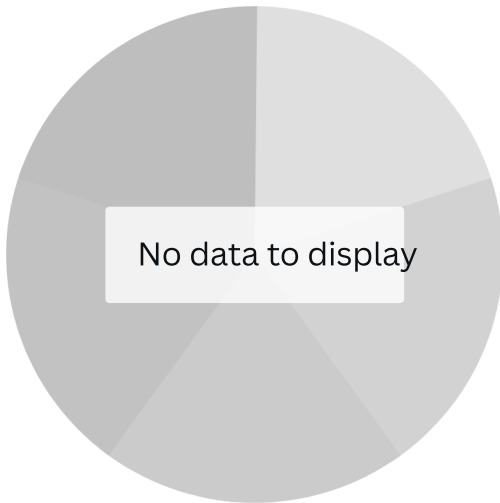


INTERNALLY VS. EXTERNALLY REPORTED CASES

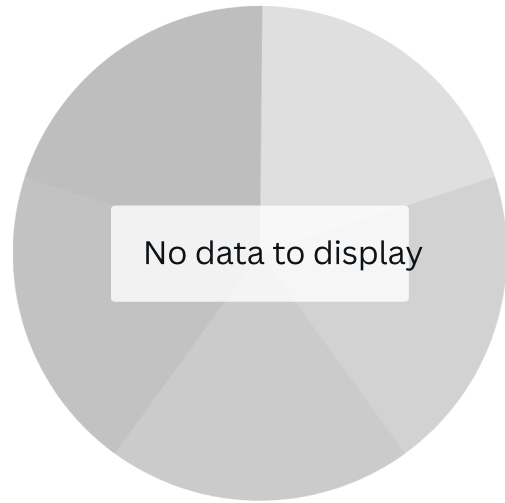
Anne Arundel Community College Police

No complaints were received as of 11/30/2024.

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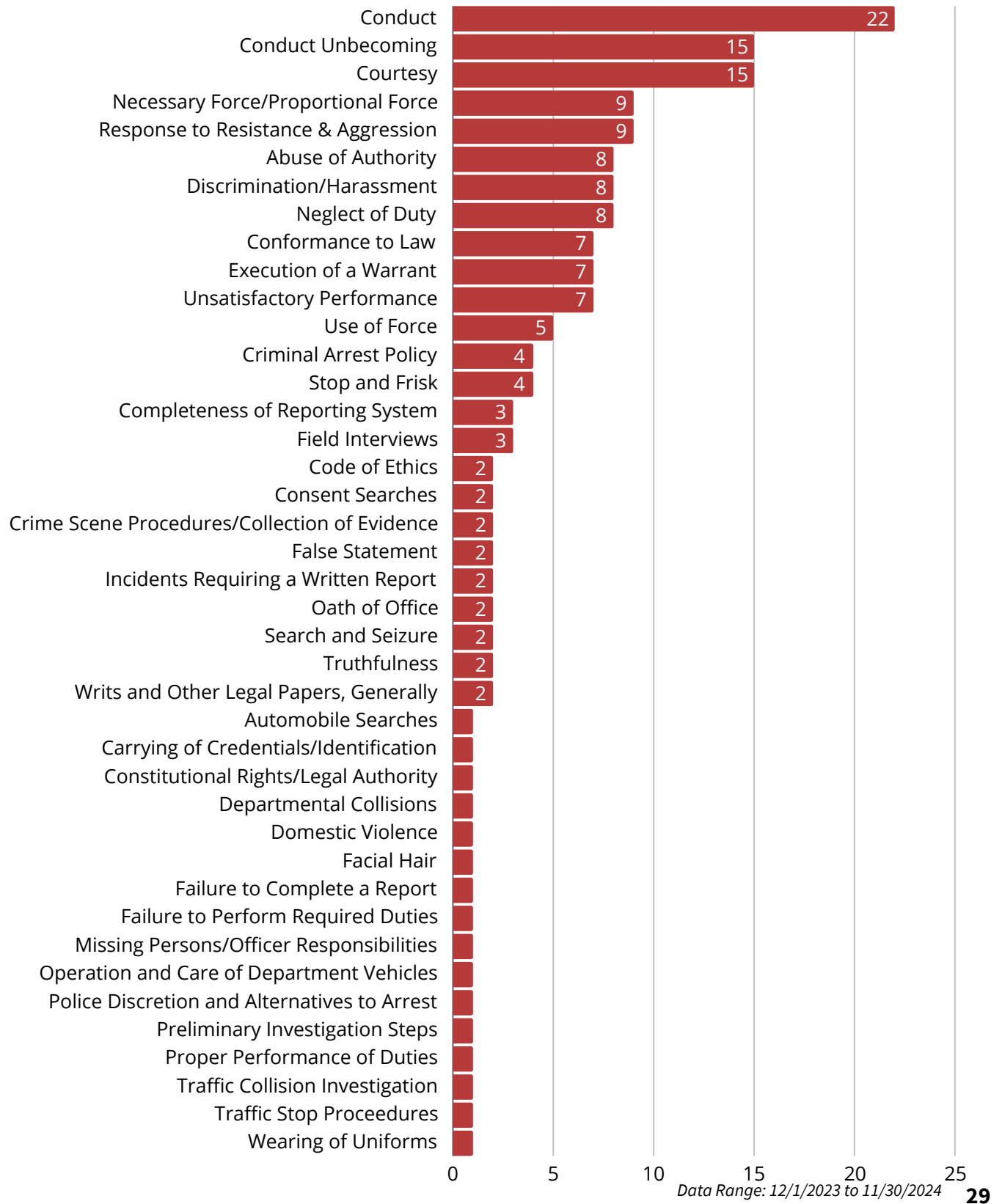


2023

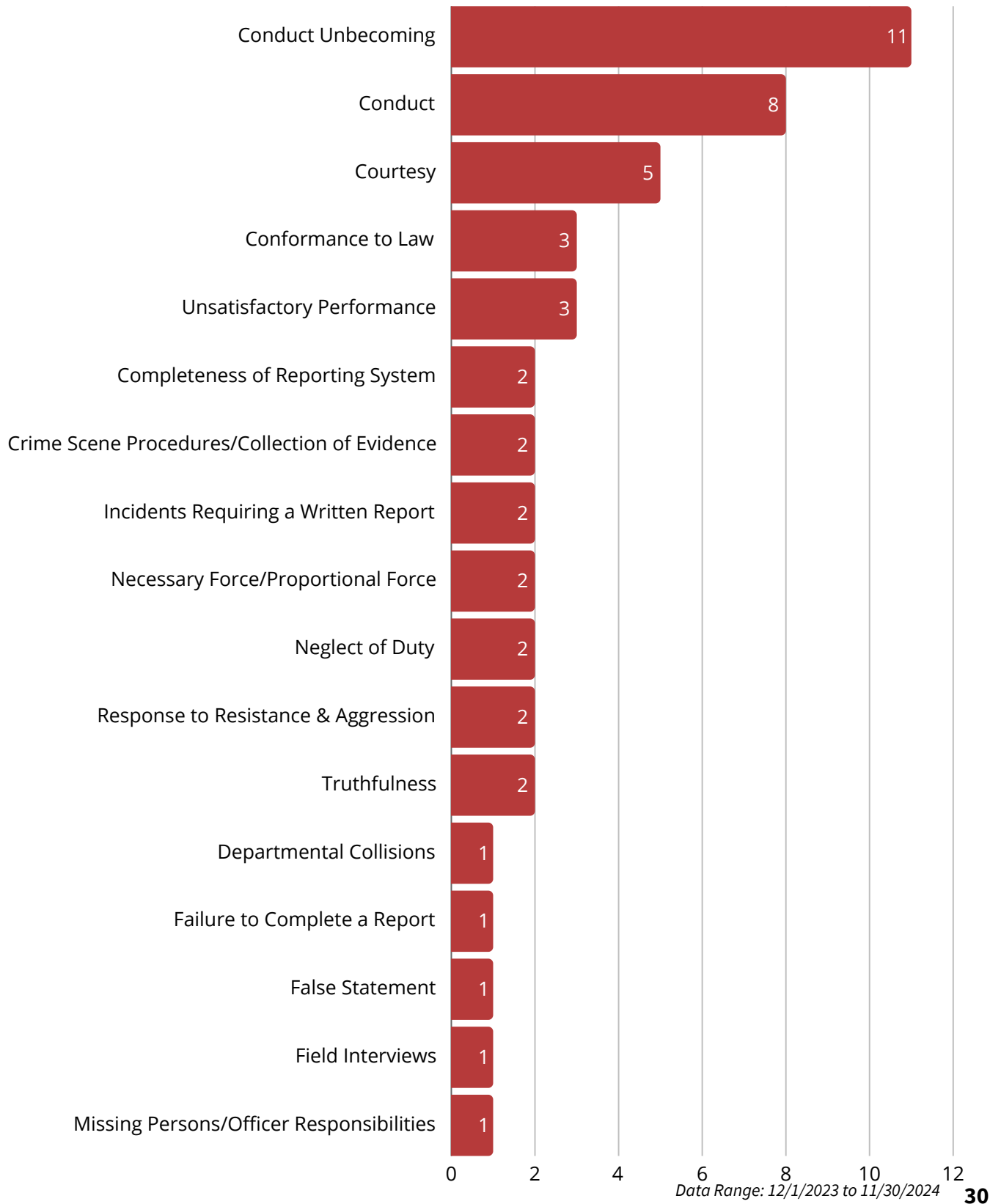


2024

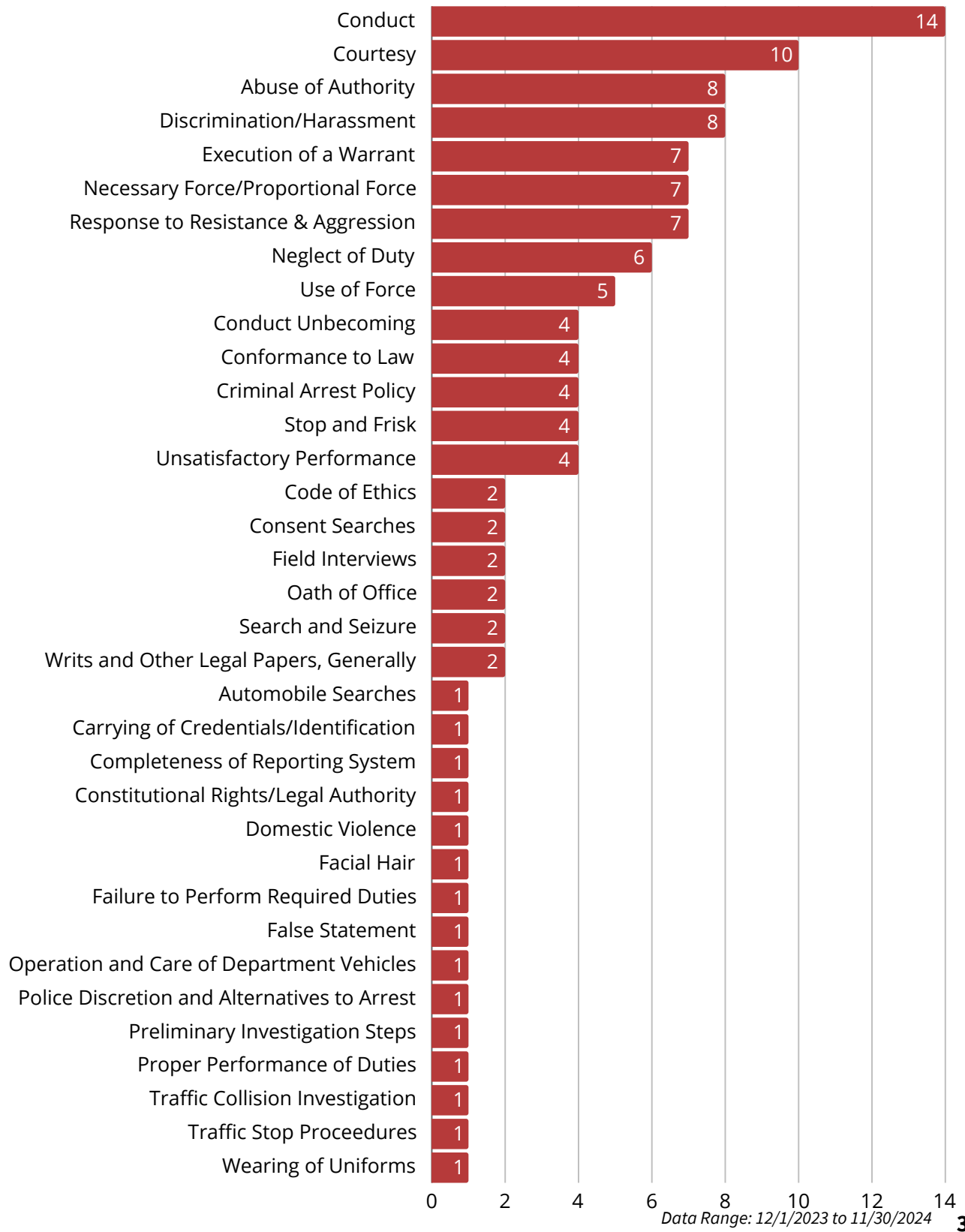
2024 CHARGES REVIEWED BY ACC



ADMINISTRATIVELY CHARGED IN 2024



NOT ADMINISTRATIVELY CHARGED IN 2024



2024 DETERMINATION SUMMARY

Category	Discipline	Count by Charge
A	Formal written counseling	2
B	1 Day loss of leave	1
	1 Day loss of pay	7
	2 Days loss of leave	3
	2 Days loss of pay	2
	3 Days Loss of Leave	1
	3 Days loss of pay	3
	Letter of reprimand	9
C	2 Days loss of leave	1
	2 Days loss of pay	3
	3 Days loss of pay	2
D	7 Days loss of pay	2
E	15 Days loss of pay	1
F	Termination	11
Departmental Collision- Category 1	Formal written counseling	1

2024 ACC RECOMMENDED CORRECTIVE MEASURES (ABOVE DISCIPLINE)

Training in standard police procedures for a crime in progress and crime scene investigation	1
Customer service training	1
De-escalation training	1
Training in Domestic violence cases, child abuse	1
Sensitivity training	2
Sexual harassment training	1



TRIAL BOARDS

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 and includes cases that were not heard by the ACC.

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.

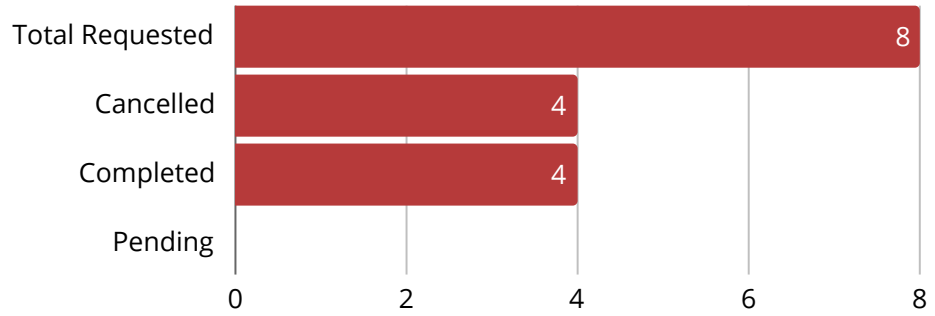
At the writing of this report, there are 13 Anne Arundel County citizens who are fully trained and ready to participate as a part of the trial board pool. At the time of publication of this report, three trial boards had been requested by officers who were found by the ACC to have engaged in police misconduct as defined by the law.

At the time this report was published, 8 trial boards had been requested in 2024 with four of them being cancelled.

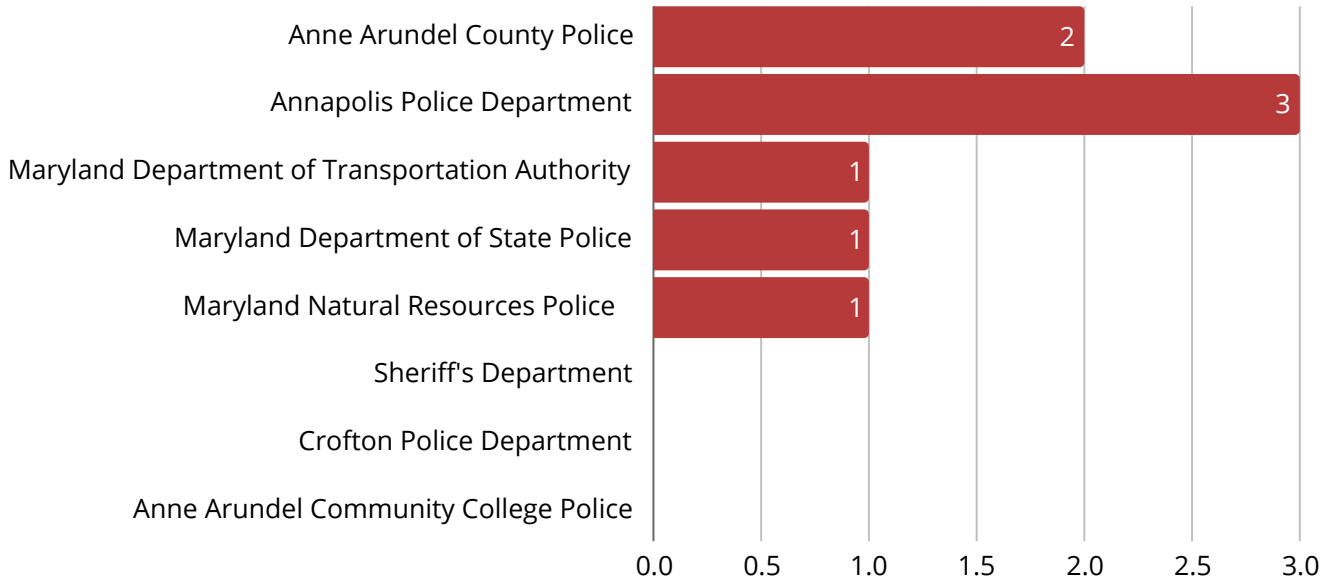
TRIAL BOARD SUMMARY

Note: A trial board may be convened to adjudicate a case that was previously reviewed by the ACC, or may be convened to review disciplinary matters that did not come before the ACC.

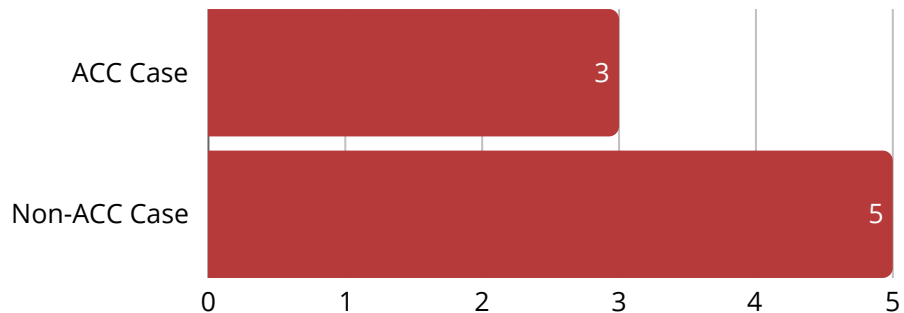
Trial Board Status as of 11/30/2024



Agencies of Officers Requesting Trial Boards



Source of Trial Board Case



Data Range: 12/1/2023 to 11/30/2024



2024 RECOMMENDATIONS

Issue #1

Law enforcement agencies are, at times, submitting case files to the ACC which include inaccuracies and inconsistencies. Investigative reports should be written more concisely and accurately. There have been many instances where the reports are difficult to read due to the lack of cohesiveness and mistakes that are being made by the report writers. For example, the ACC has reviewed several reports from the Annapolis Police Department in which the Electronic Disciplinary Action Report (or the Chief's recommendation) does not address all of the charges included in the investigatory report. As such, issues have arisen while deliberating the cases and have ultimately caused delays in the proceedings.

Recommendation

Each law enforcement agency should ensure that the investigative reports are concise, accurate, and address all charges. The Board understands that the Annapolis Police Department has experienced an officer shortage, which may have resulted in some of the issues identified above. Accordingly, the Board recommends that the Annapolis Police Department apply for as many grants as possible to hire and train the staff that will complete the disciplinary investigations and review the investigatory files being submitted to the ACC. In addition, the Annapolis Police Department should meet with the Anne Arundel County Police Department to discuss best practices regarding the documentation and submission of ACC-related files.

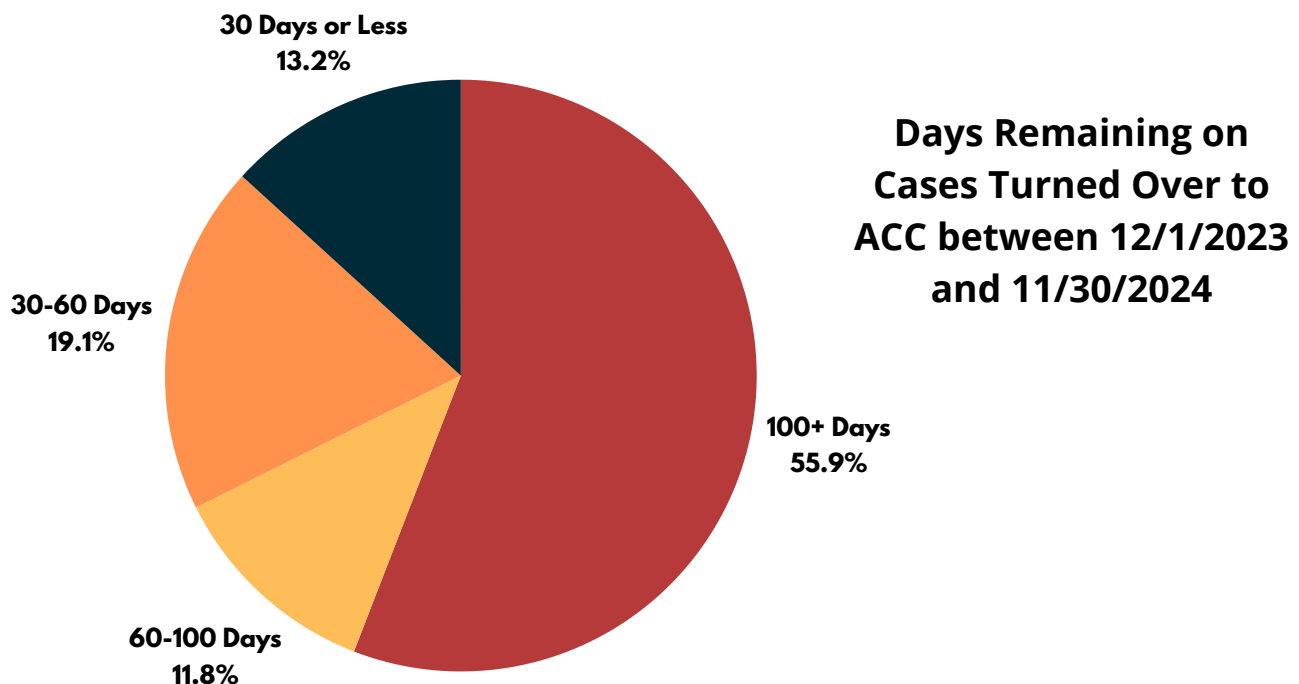
2024 RECOMMENDATIONS

Issue #2

Pursuant to the law, the ACC has a year and a day to review and issue a determination in cases of alleged police misconduct involving a member of the public. However, the ACC has received cases from agencies with insufficient time to adequately review the case files and issue determinations. For example, the Annapolis Police Department has repeatedly sent over cases with less than 30 days for the ACC to review the investigation and make a determination. With such little time remaining before the year and a day deadline, the ACC is not provided the time necessary to adequately identify gaps in the investigation or send the cases back to the agency for a second look at potential additional charges.

Recommendation

The law enforcement agencies should submit case files to the ACC no later than 60 days before the expiration of the year and a day. Agencies should streamline and improve their investigatory processes and systems to ensure the ACC has sufficient time to review a case, ask questions, and issue a determination. More specifically, the Board recommends that each agency implement a system that tracks the cases based on the year and a day deadline. Such improvements will help the agencies monitor the timeliness of investigations and ultimately when the case file is turned over to the ACC, no less than 60 days before the year and a day deadline will expire.





2024 RECOMMENDATIONS

Issue #3

During the review of an investigatory file submitted to the ACC by the Annapolis Police Department, the ACC found that an officer suspended two cases without further investigation. According to the investigatory report, the officer admitted to mistakenly suspending a case without investigation and admitted the case should not have been suspended. In the same investigation, the same officer closed a second case that should have been reassigned back to patrol for further investigation.

Recommendation

The ACC recommends that the Annapolis Police Department address the flaw in their computer infrastructure that allows officers to suspend cases without higher-level approval, along with implementing checks and balances when cases are suspended or closed without investigation.



2024 CASE DISPOSITION DATA

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, 2024, there are no reported cases of misconduct involving the Anne Arundel Community College Public Safety and Police.

DEFINITIONS:

Disciplinary matrix means a written, consistent, progressive, and transparent tool or rubric that provides a range 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:

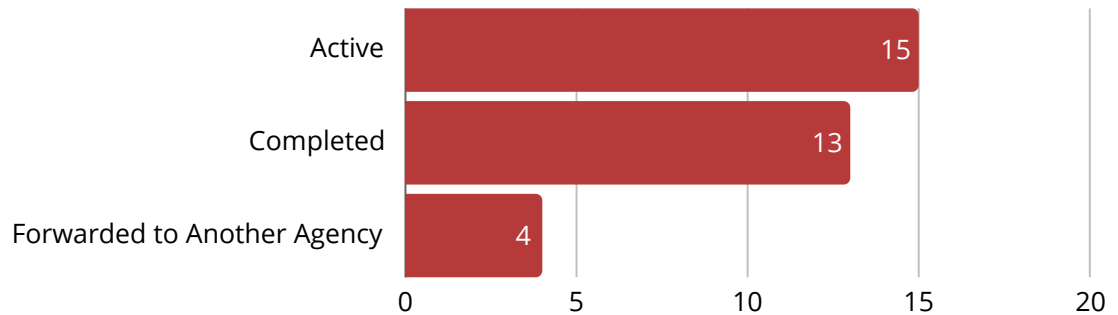
- depriving persons of rights protected by the Constitution or laws of the State or the United States;
- a violation of a criminal statute; and
- a violation of law enforcement agency standards and policies.

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.

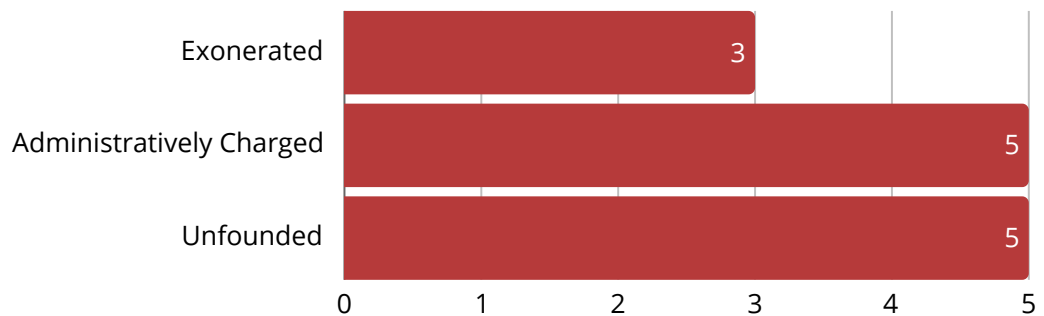
Unfounded means that the allegations against a police officer are not supported by fact.

ANNE ARUNDEL COUNTY POLICE

Case Status as of 11/30/2024

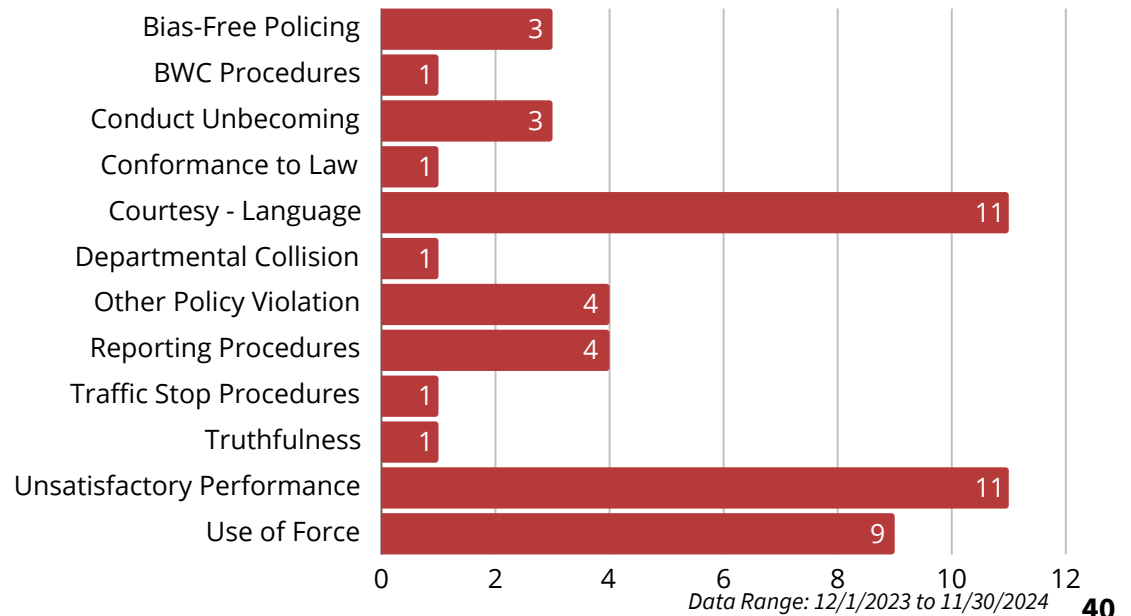


Case Dispositions as of 11/30/2024



Charge Classifications as of 11/30/2024

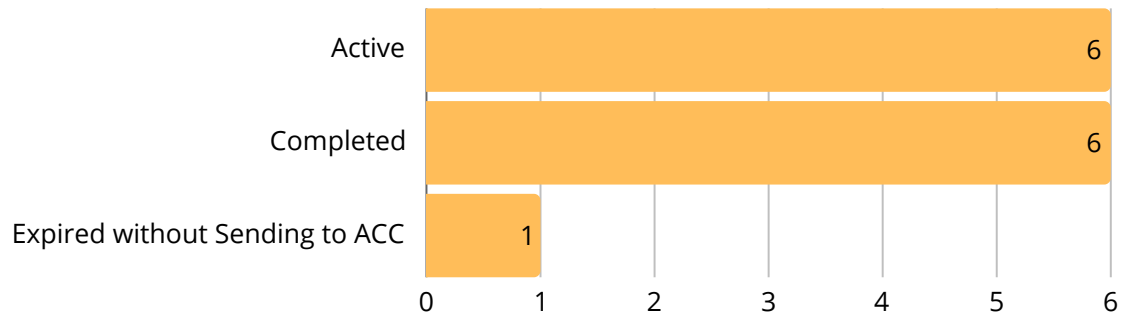
Includes Closed and Active Charges



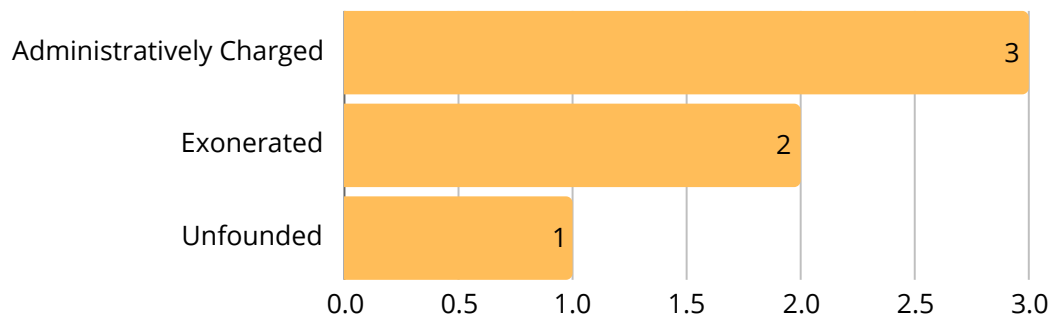
Data Range: 12/1/2023 to 11/30/2024 **40**

ANNAPOLIS POLICE DEPARTMENT

Case Status as of 11/30/2024

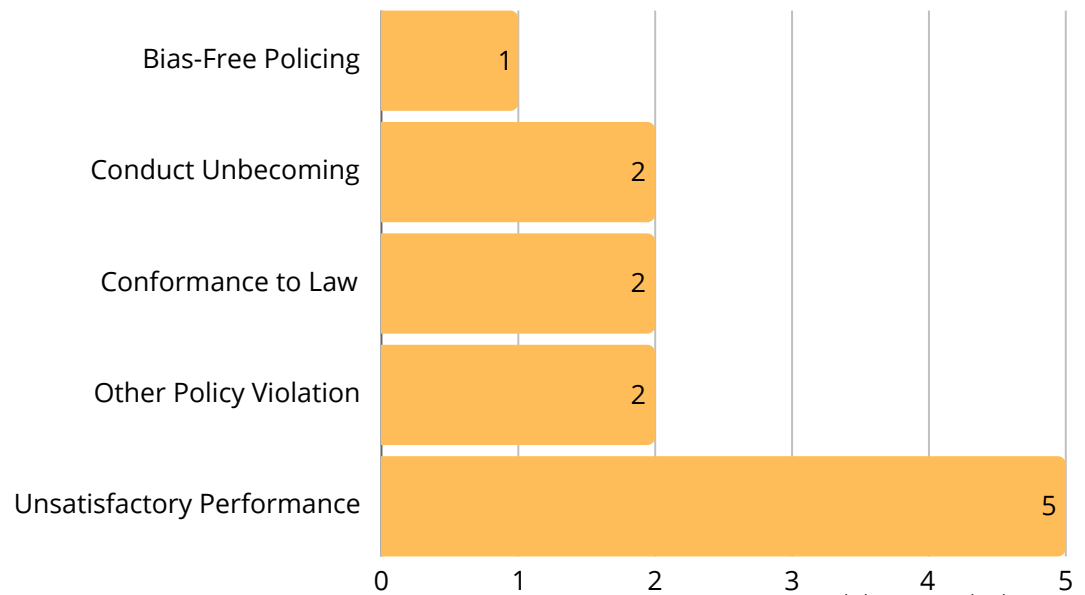


Case Dispositions as of 11/30/2024



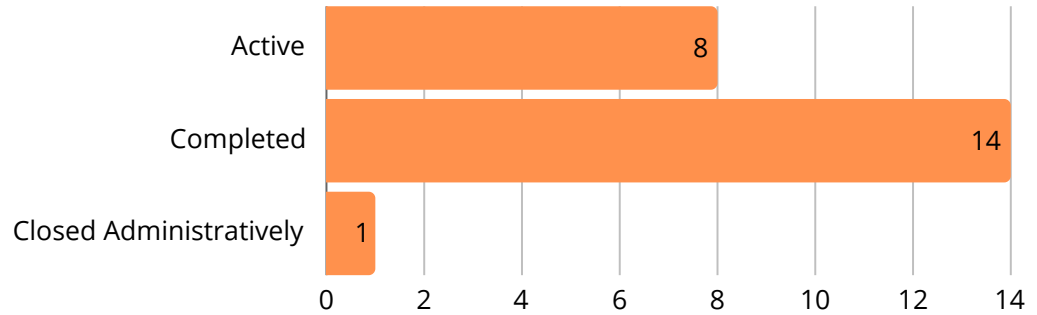
Case Classifications as of 11/30/2024

Includes Closed and Active Cases

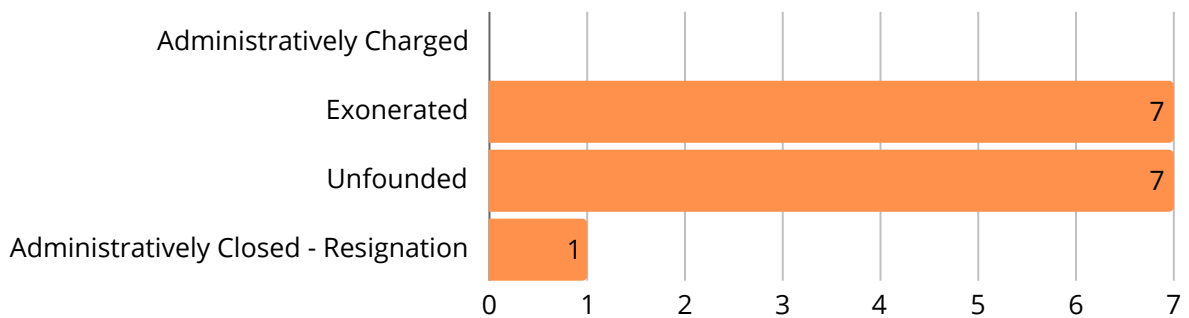


Data Range: 12/1/2023 to 11/30/2024

ANNE ARUNDEL COUNTY SHERIFF'S OFFICE Case Status as of 11/30/2024

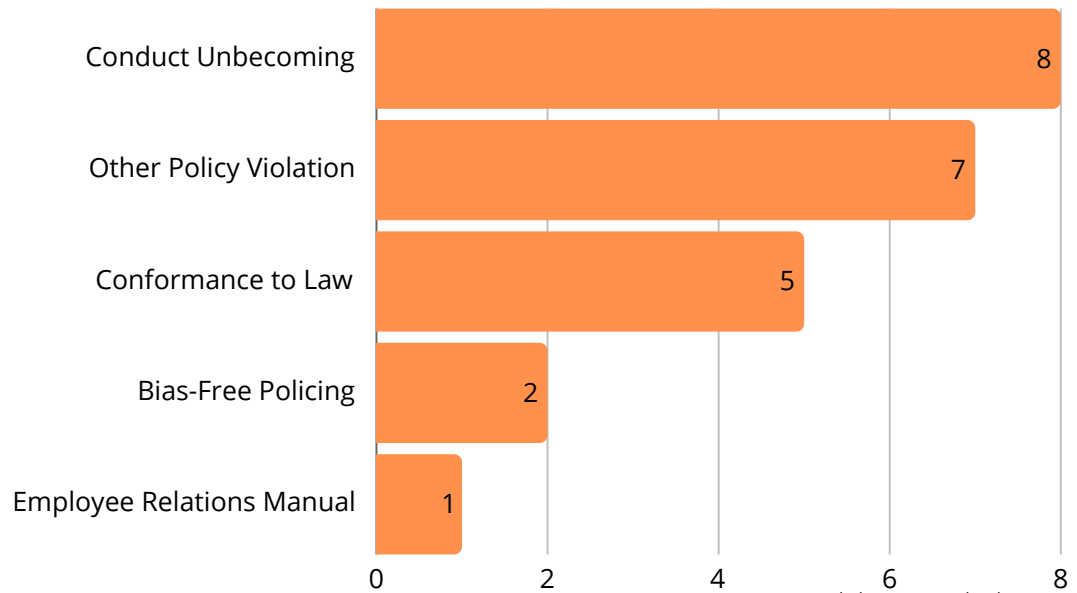


Case Dispositions as of 11/30/2024



Case Classifications as of 11/30/2024

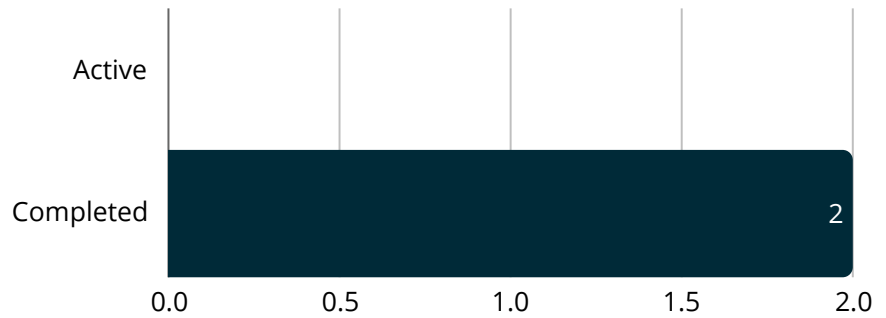
Includes Closed and Active Cases



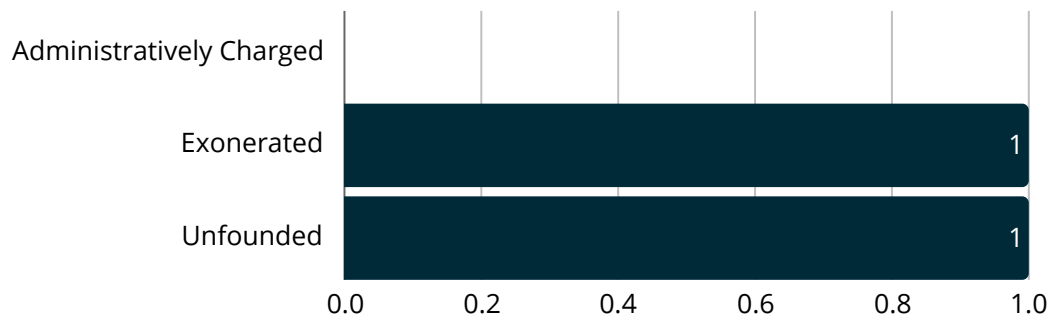
Data Range: 12/1/2023 to 11/30/2024

CROFTON POLICE DEPARTMENT

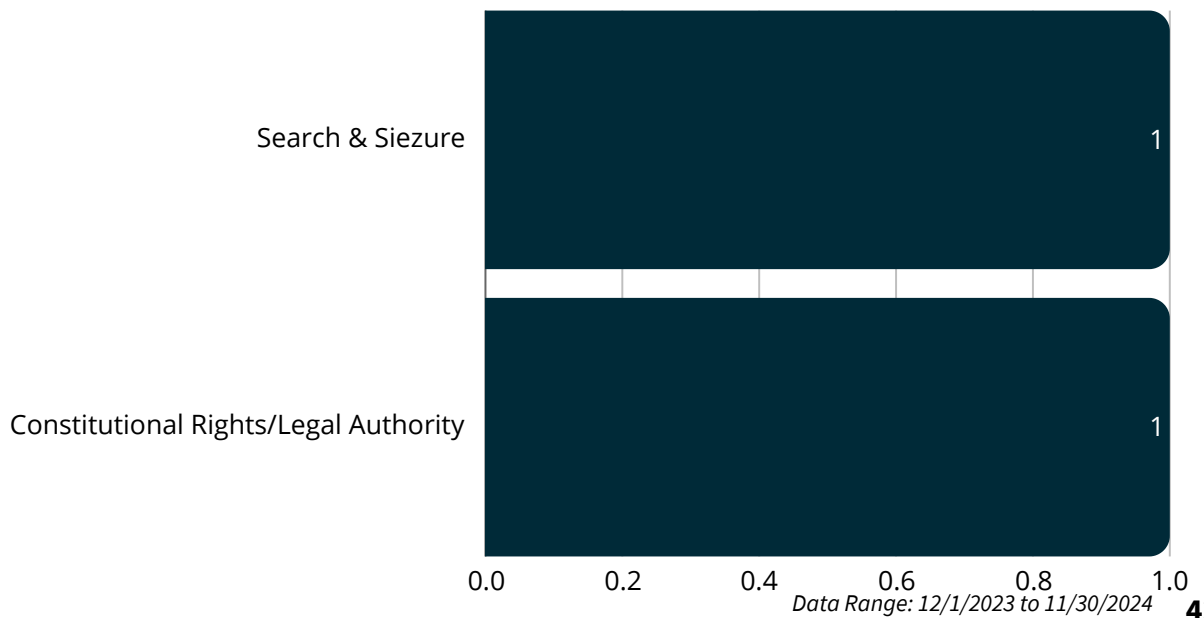
Case Status as of 11/30/2024



Case Dispositions as of 11/30/2024



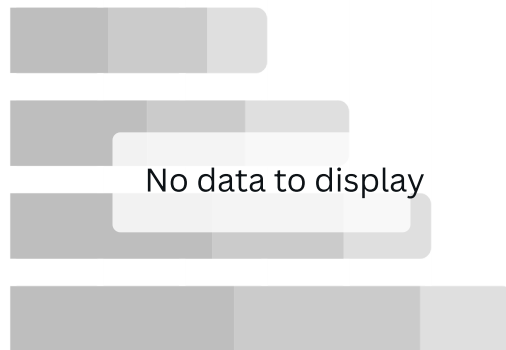
Charge Classifications as of 11/30/2024



ANNE ARUNDEL COMMUNITY COLLEGE POLICE

No complaints were received as of 11/30/2024.

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ADDITIONAL RESOURCES

Previous Recommendations and Additional Resources

To view the recommendations from the 2023 and 2022 Annual Reports, please visit:

- 2022 Annual Report:
<https://www.aacounty.org/sites/default/files/2023-08/PAB-2022-Annual-Report.pdf>
- 2023 Annual Report:
<https://www.aacounty.org/sites/default/files/2023-12/police-accountability-board-annual-report-2023.pdf>

Additional Resources

- Submit a Complaint:
<https://www.aacounty.org/office-police-accountability/submit-complaint>
- PAB Webpage:
<https://www.aacounty.org/police-accountability-board>
- ACC Webpage:
<https://www.aacounty.org/administrative-charging-committee>
- Statewide Police Disciplinary Matrix:
https://mdle.net/pdf/Commission_Approved_Uniform_Disciplinary_Matrix.pdf