



# Police Accountability Board Overview



# Police Accountability Board

(PAB)

Public Safety Code Title 3-101., et seq. (HB 670) requires each county to create one Police Accountability Board (PAB) to:

- Provide policy advice through meetings with heads of 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 matters of policing and police accountability in the county.
- Appoint civilian members to the Administrative Charging Committee and trial boards.
- Receive complaints of police misconduct filed by members of the public.

In Anne Arundel County, the PAB is responsible for working with the Anne Arundel County Police Department, City of Annapolis, Office of the Sheriff, Anne Arundel County Community College, and Crofton law enforcement agencies.



**Police Accountability Board,  
Administrative Charging Committee,  
and Trial Board Structure**

# Police Accountability Board Membership



## Prohibitions

State Law Requires

Required Approach:

- An active police officer may not be a member of a police accountability board



## Diversity

State Law Requires

Required Approach:

- The membership of the board reflect the racial, gender, and cultural diversity of the county



## Number of Members

State Law Requires local establishment

- 9 voting members
- 1 of the 9 members is the chair
- 1 of the 9 members must be an Annapolis resident appointed upon recommendation by the Mayor and Annapolis City Council
- All members must be County residents for 3 years

# Membership

State law requires local establishment...



## Appointment Process

- Appointed by the County Executive, confirmed by Council
- Prior to the initial or successive term of any member, the county shall make a public announcement at least 30 days in advance of making any selection or appointment to invite persons to apply for membership on the Board.
- Subject to background check

## Chair Appointment

- Appointed by the County Executive, confirmed by Council

## Member Terms

- Members serve terms of 3 years, or until a successor is appointed
- Initial appointments staggered
- Chair serves term of 3 years
- Ineligible for immediate appointment after serving 2 terms

# Membership

## Experience/Background, proposed approach:

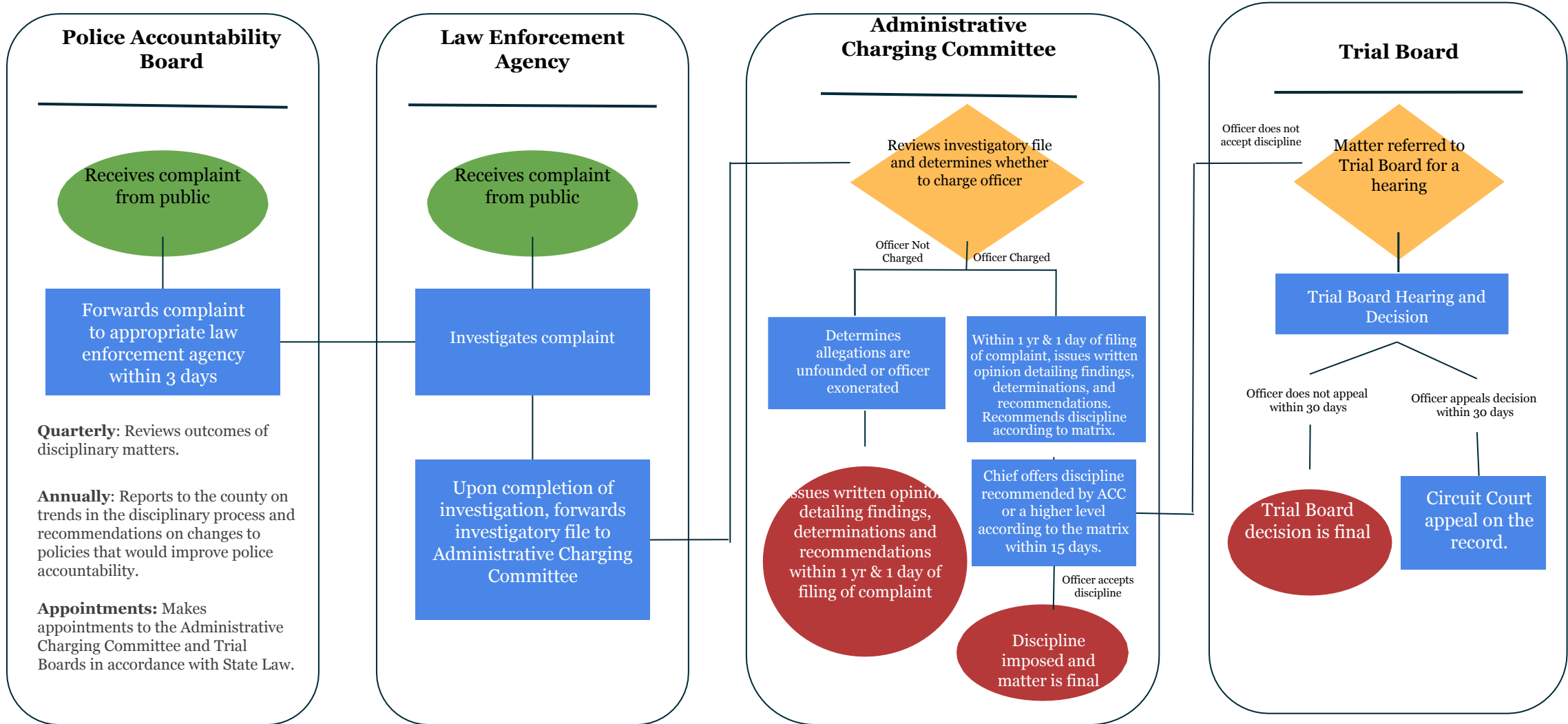
Diverse skills and backgrounds that should be represented on the PAB, such as:

- Active in community organization;
- Active in civil rights organization;
- Retired law enforcement;
- Expertise and experience in the practice of criminal law;
- Expertise in behavioral health;
- Clergy or faith leadership experience;
- Expertise and experience in community policing;
- Training in sociology, education, social work, or criminology;
- Expertise and experience in management of a law enforcement agency, managing personnel discipline matters;
- Expertise and experience in policing standards;
- Juvenile Services; and
- Other life experience that may be valuable to the board

# Administrative Charging Committee and Trial Board Structure

Category	Administrative Charging Committee	Trial Board
Membership	<ul style="list-style-type: none"> <li>● <b>One per county</b></li> <li>● 5 members including:               <ul style="list-style-type: none"> <li>○ The chair of the Police Accountability Board or their PAB designee</li> <li>○ Two civilian members selected by the Police Accountability Board</li> <li>○ Two civilian members selected by the chief executive officer of the county</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>● <b>Multiple in the county, convened for each incident</b></li> <li>● 3 members including:               <ul style="list-style-type: none"> <li>○ An active or retired administrative law judge, or a retired district or circuit court judge, appointed by the County Executive</li> <li>● A civilian who is not a member of an administrative charging committee, appointed by the Police Accountability Board</li> <li>● A police officer of equal rank to the accused officer, appointed by the head of the law enforcement agency that employs the officer subject to the complaint</li> </ul> </li> </ul>
Requirements	<ul style="list-style-type: none"> <li>● Before serving as a member of an administrative charging committee, an individual shall receive training on matters relating to police procedures from the Maryland Police Training and Standards Commission.</li> </ul>	<ul style="list-style-type: none"> <li>● Adjudicates matters when a police officer is subject to discipline and the officer does not accept the discipline offered by the Chief of Police at the end of the Administrative Charging Committee process</li> </ul>

# How does a complaint move through the process?







**Police Accountability Board,  
Administrative Charging Committee,  
and Trial Board Duties**

# Police Accountability Board Duties

## Meetings

- 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.

## Complaints

- The Board can receive complaints of police misconduct filed by members of the public and must forward to the appropriate law enforcement agency within 3 days of receipt
- Complaints shall include the name of the police officer accused, a description of the facts, and the contact information of the complainant or person filing the complaint for investigative follow-up
- A complaint need not be notarized

## Appointments

- The Board shall appoint 2 civilian members to the Administrative Charging Committee.
- The Board shall appoint 1 civilian member, who is not a member of an Administrative Charging Committee, to a trial board.

## Outcomes and Reporting

- Quarterly, review outcomes of disciplinary matters considered by the charging committee
- Annually submit, by December 31, a report to the governing body that identifies trends in the disciplinary process of police officers and makes recommendations to improve police accountability in the county

# Administrative Charging Committee and Trial Board Duties

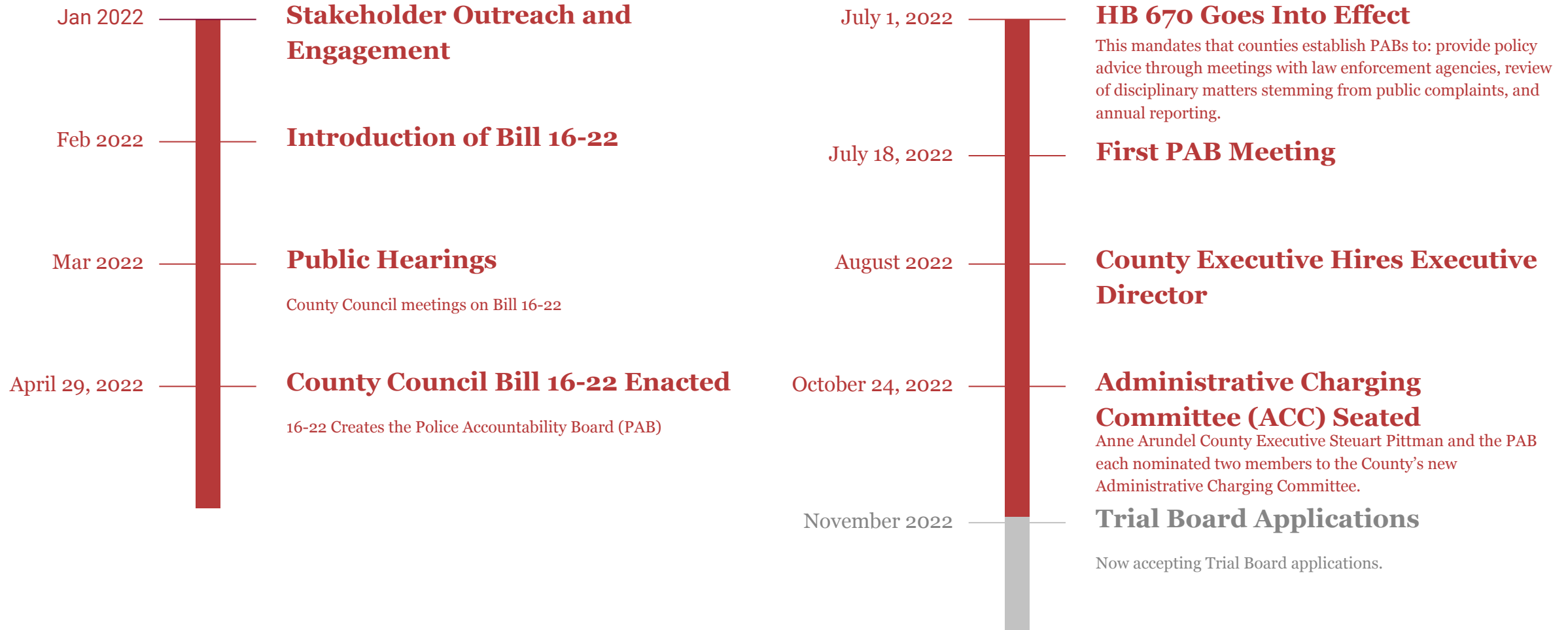
## Administrative Charging Committee

- Reviews the findings of the law enforcement agency
  - may request information or action from the law enforcement agency that conducted the investigation, including requiring additional investigation and the issuance of subpoenas
  - review body camera footage
  - may call a police officer to appear with a representative
- Makes a determination to charge or not charge the police officer subject to the complaint
  - if the determination is to *charge* recommend discipline prescribed by the MPTSC disciplinary matrix in a written report
  - if the determination is to *not charge* the written report must include a determination that the allegations are unfounded or the officer is exonerated

## Trial Board

- Each law enforcement agency shall establish a trial board process in accordance with this section to adjudicate matters for which a police officer is subject to discipline.

# Timeline



# Questions/ Feedback

[PABcomments@aacounty.org](mailto:PABcomments@aacounty.org)