
POLICE ACCOUNTABILITY BOARD

ANNUAL

REPORT



2025





Letter from the Board Chair

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

Enclosed, please find the 2025 Annual Report of the Anne Arundel County Police Accountability Board (PAB), submitted in accordance with § 3-7A-110 of the County Code. This report continues the PAB's ongoing commitment to transparency, accountability, and collaboration in promoting trust between law enforcement and the residents of Anne Arundel County.

As Chair, I remain deeply grateful to my colleagues on the PAB for their steadfast dedication, professionalism, and service. Over the past year, the Board has continued to strengthen its role in advancing police accountability through thoughtful engagement, meaningful dialogue, and consistent adherence to both State and local laws.

Since its inception on July 1, 2022, the PAB has worked diligently to fulfill its mission. We have continued to host public meetings, participate in community outreach efforts, and collaborate with law enforcement, County leadership, and fellow accountability boards across Maryland. These efforts reflect our commitment to ensuring transparency, fostering trust, and strengthening relationships between the community and those sworn to protect it.

I would also like to extend my sincere appreciation to Moyah Panda, Jennifer Rogers, and Tom Mitchell for their vital contributions behind the scenes, as well as to the PAB staff and the Office of Law for their continued professionalism and support. Their collective efforts are instrumental to the Board's success and to the advancement of our shared mission.

It remains an honor to serve the residents of Anne Arundel County. Together with my fellow Board members, I remain fully committed to upholding the principles of accountability, fairness, and transparency while working collaboratively with County officials, law enforcement agencies, and the community to achieve meaningful progress.

Thank you for your continued partnership and support.

Sincerely,

Jeanette Ortiz, Esq.
Chair



Letter from the Executive Director

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

Enclosed, please find the 2025 Annual Report of the Anne Arundel County Police Accountability Board (PAB), which is submitted pursuant to § 3-7A-110.

2025 has been a year of collaboration between all the stakeholders in Anne Arundel County. It has been a pleasure to watch how well the Law Enforcement Agencies (LEAs) work with both the Police Accountability Board (PAB) and the Administrative Charging Committee (ACC), as well as each other, to ensure that transparency and fairness is at the forefront of everything that they do. Every question and/or concern posed by either the PAB or ACC has been answered in a timely manner with sufficient explanation. With that said, I would like to thank all five LEAs as well as the members of the PAB, ACC and trial boards for their continued efforts to make the advancement of civilian oversight in Anne Arundel County the model for others to follow. In addition, I would like to thank Tom Mitchell and other staff from the Office of Law for their wise counsel. Finally, I would like to thank Jennifer Rogers from the Office of Police Accountability (OPA) for her dedication to her work and her continued efforts to guarantee that this process remains smooth.

As Executive Director, I had the opportunity to observe several trial boards, which have now been ongoing for over a year. Without a doubt, the civilian members of the trial boards have been more than prepared and judicious in their review of the facts and evidence presented before them. They have also been willing to undergo additional training and are always ready to help at a moment's notice. Their dedication to their role speaks volumes. I am excited to share that we were able to move two civilian members from the trial board into two open positions on the ACC. The transition was seamless because they brought their dedication to the work and the pursuit of transparency and fairness with them into their new role. In addition, I attended the National Association for Civilian Oversight of Law Enforcement (NACOLE) conference, which was held in Minneapolis during the five-year anniversary of George Floyd's death. At the conference, I was once again reminded of the importance of civilian oversight of law enforcement. This year, we had presentations from police chiefs, civilian oversight professionals from around the country, and families impacted by police involved shootings. Furthermore, I attended a meet and greet with PAB and ACC members from around the state in preparation for the statewide PAB summit that will be held in 2026.

As 2026 approaches, I am looking forward to more collaboration between the five law enforcement agencies in Anne Arundel County. I am pleased to report that all five LEAs have already gotten together this year to discuss best practices and it is my hope that they continue to collaborate with each other. Also, I hope in 2026 that there will be more educational opportunities as well as intrastate collaboration for the members of the PAB, ACC and trial board to learn and grow in their progression through what civilian oversight can be.

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 and the City of Baltimore to 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.





Maryland State Legal 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.

Anne Arundel County Legal 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.



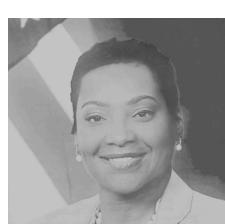
Shawn Ashworth, Ed.D.
Retired Educator and nonprofit leader



Brian Conrad
Financial professional and former law enforcement officer



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



Toelesesar Ellis
Executive with the Department of Defense



Cedric Johnson
Transportation security professional and former law enforcement officer



Jennifer Munt
(PAB Chair's designee to the ACC)
Educational Professional



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



Daniel Watkins
Board-certified nurse executive and behavioral health professional



David Weir
Retired law enforcement officer



PAB Staff



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.



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.





2025 Police Accountability Board Meetings

March 24, 2025

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. The departments also shared updates on community engagement and other notable happenings at the agencies. At this meeting Anne Arundel County Police Department, Annapolis Police Department, the Sheriff's Office, Crofton Police, and Anne Arundel Community College presented.

In accordance with the General Provisions Article §3-305(b)(1) of the Maryland Annotated Code, the PAB went into a closed session to review details of personnel files “To discuss the appointment, employment, assignment, promotion, discipline, demotion, compensation, removal, resignation, or performance evaluation of appointees, employees, or officials over whom this public body has jurisdiction; any other personnel matter that affects one or more specific individuals”

May 20, 2025

The PAB received updates from the Office of Police Accountability. Executive Director Panda provided an update on ACC and PAB appointment renewals and shared information regarding the recent Office of the Attorney General audit of Maryland Medical Examiner’s Office.

Additionally, the Board members heard from the Anne Arundel County Crisis Response System & Crisis Intervention Team. Jen Corbin, LCSW-C Director, Anne Arundel County Crisis Response System and Lieutenant Steven Thomas Crisis Intervention Team, Anne Arundel County Police Department provided the Board with an overview of the services provided by the Crisis Intervention Team and highlighted the impactful work being carried out across the county.

June 23, 2025

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. The departments also shared updates on community engagement and other notable happenings at the agencies. 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, Captain Amy Miguez, Administrative Services Commander with the Annapolis Police Department, briefed the Board on her community outreach efforts in her role as the Department's LGBTQ liaison. She highlighted ongoing initiatives to strengthen trust and engagement with the LGBTQ community.

August 25, 2025

At its August meeting, the Board received a comprehensive update from the Chair of the ACC on the committee's recent activities, as well as a briefing from the Office of Police Accountability. The Board also engaged in discussion regarding the forthcoming annual report and other pertinent matters.



2025 Police Accountability Board Meetings

September 22, 2025

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. The departments also shared updates on community engagement and other notable happenings at the agencies. 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 Board heard from Joe Hudson, Hispanic Liaison with the Annapolis Police Department. Mr. Hudson provided an overview of the Department's outreach efforts in the Annapolis Latino community and discussed how the outreach has had a positive impact on community relations.

October 20, 2025

Several members of the PAB were present for a statewide PAB meeting hosted by Baltimore City's Office of Equity and Civil Rights. At this meeting, PAB members from around the State discussed common concerns and ways to collaborate with each other. In addition, there were breakout sessions to discuss the 2026 legislative agenda and effective ways that each PAB can engage with their respective communities.

November 18, 2025

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 also received an update from the Office of Police Accountability.

Additionally, the Board heard from Lt. Erin Brandt, from the Special Operations Division of the Anne Arundel Police Department. Lt. Brandt provided an overview of the Department's drone program, demonstrating how it can be used to support officers and the community.

November 19, 2025

The PAB Chair, along with the Chair of the ACC, the Executive Director of the Office of Police Accountability (OPA) and representatives from the Anne Arundel County Police Department and the Annapolis Police Department were present for a meeting with an international delegation of prosecutors from Romania and The Republic of Moldova. Members of the international delegation were interested in how our boards work with county government and law enforcement agencies to improve policing and police accountability in the County. At this meeting, OPA gave a presentation about the laws that govern police accountability in our state as well as an overview of how the process works in Anne Arundel County. All who were present at the meeting provided additional details on the role they play in ensuring the County has a transparent process, which facilitated a more collaborative meeting.



2025 Police Accountability Board Meetings

December 6, 2025

Chair Ortiz participated in a Police Accountability Panel at the NAACP of Anne Arundel County's Legislative Symposium, where she discussed her experience, perspective, and ongoing work on the Anne Arundel Police Accountability Board (PAB). During the session, she provided an overview of Maryland's 2021 Police Accountability Act, which established PABs in all 24 jurisdictions, and offered insight into how the law has been implemented across the State.

Chair Ortiz highlighted the initiatives and progress of the Anne Arundel PAB, emphasizing the Board's commitment to transparency, community engagement, and effective oversight. She also highlighted the importance of collaboration and ongoing communication among PABs in advancing improvements to the current process and ensuring meaningful accountability for all Marylanders.

December 16, 2025

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. The departments also shared updates on community engagement and other notable happenings at the agencies. 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 2025 Annual Report, inclusive of the final 2025 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 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.

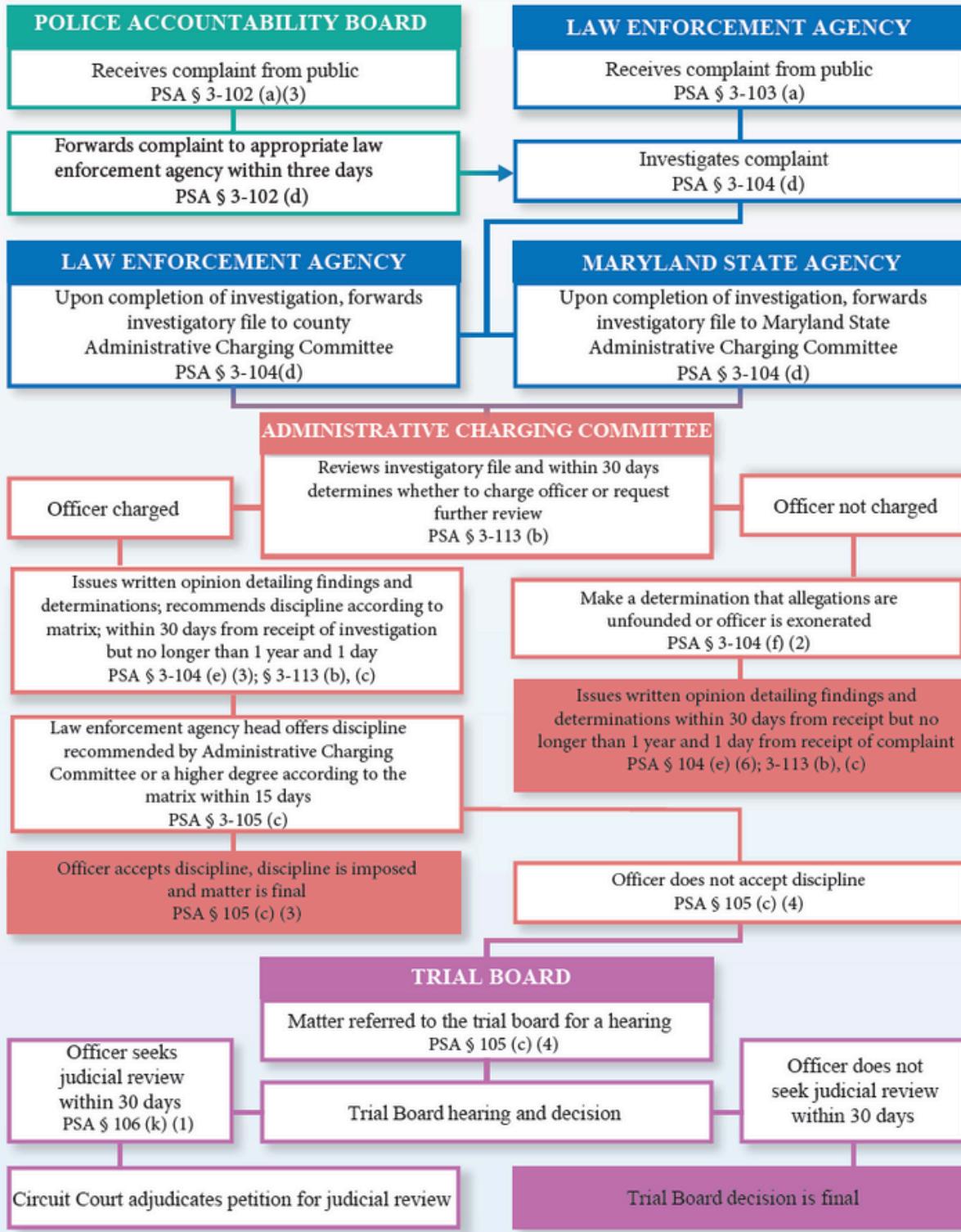
If discipline is recommended by the ACC, the head of the law enforcement agency must offer the discipline recommended by the ACC or discipline at a higher level under the Statewide Police Disciplinary Matrix. The officer has the option to accept the discipline or have the matter referred to a trial board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



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 current members of this Committee are:



Boyd Campbell
Real estate professional



Loretta Demby
Retired Federal government employee



Jennifer Munt
(Vice Chair and the PAB Chair's designee to the ACC)
Educational Professional



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



Curtis Zurcher
Retired intelligence analyst

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.

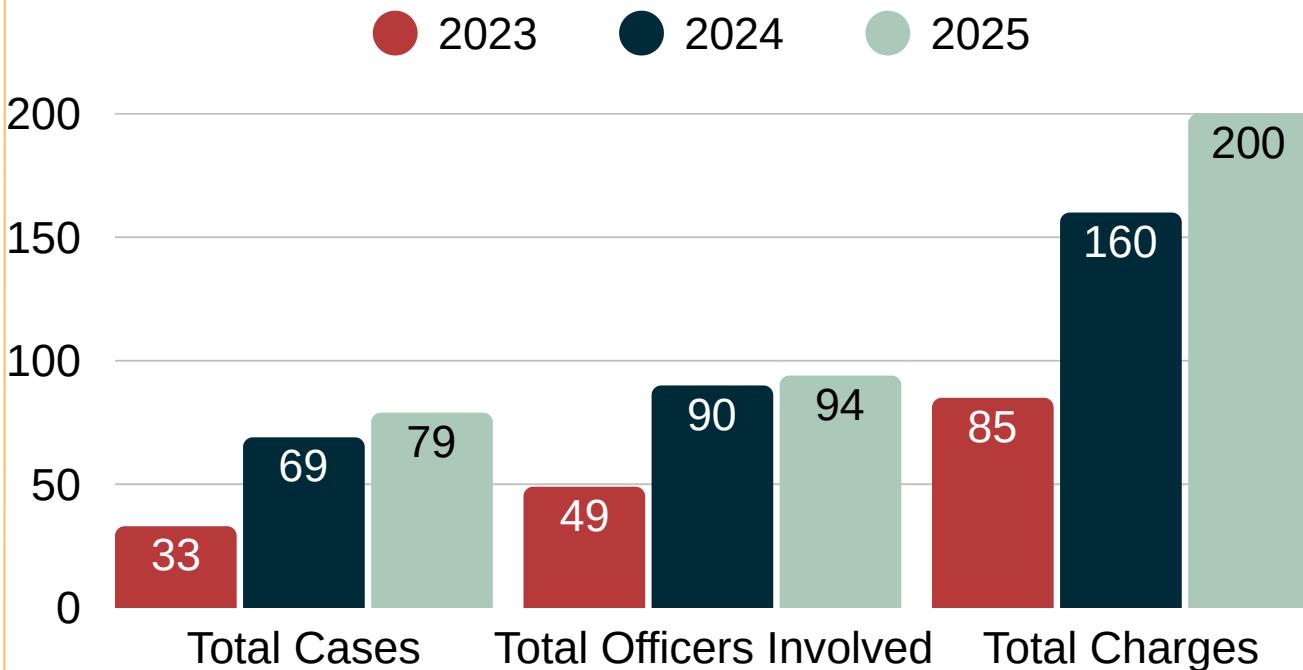


ACC Determinations and Trend Summary

Since the ACC began hearing cases of alleged misconduct in June 2023, the members have reviewed and adjudicated 181 cases and 445 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. Cases where charges were cancelled due to being out of jurisdiction or the officer resigned with an active case were not included.

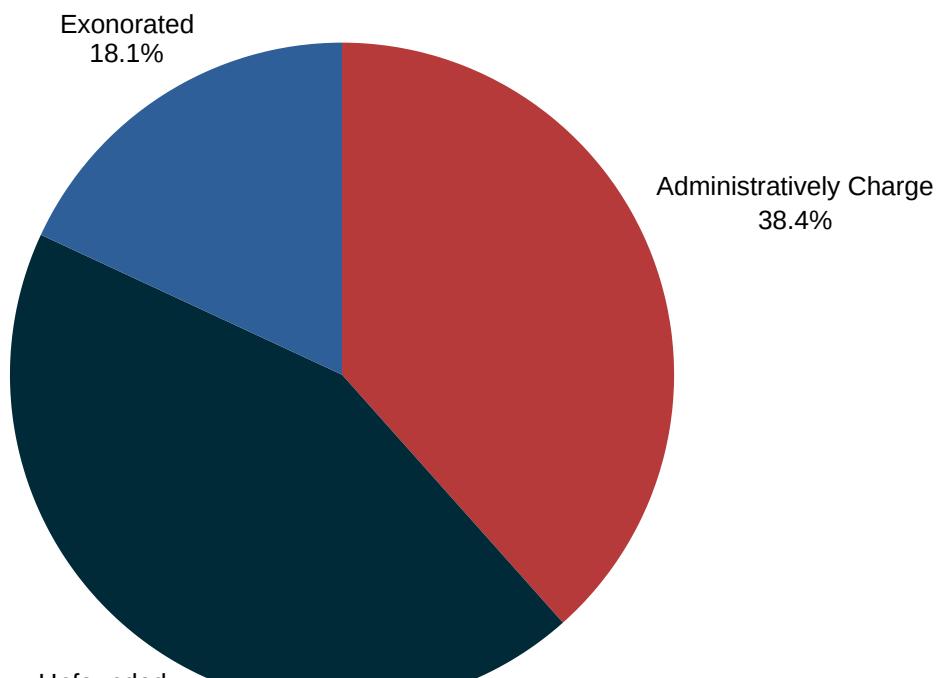




ACC Determinations and Trend Summary

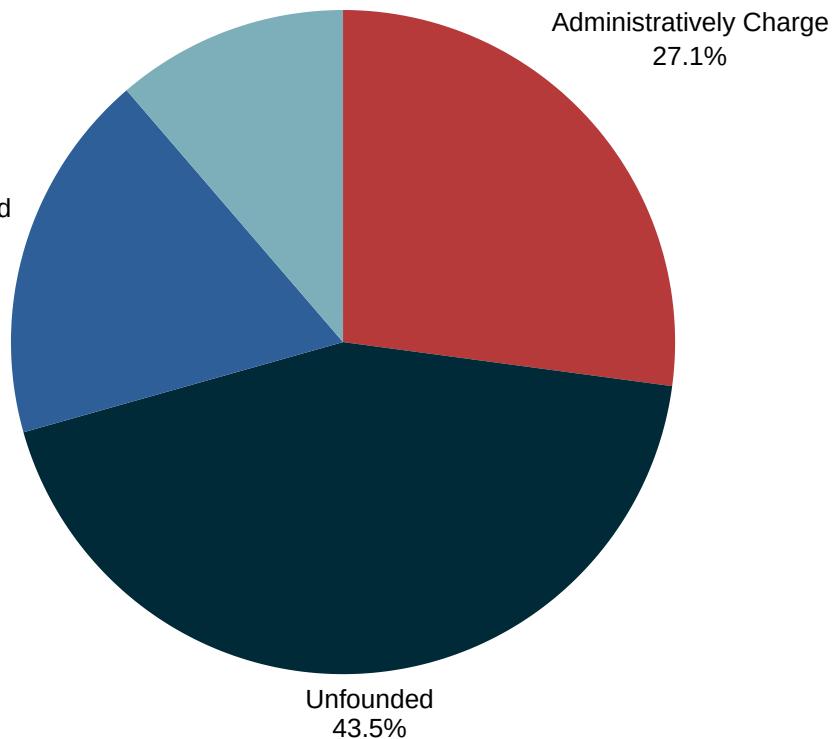
Findings by Charge 2025

2025



Charge Departmental Collisions
11.3%

2025
*excluding
Departmental
Collisions*

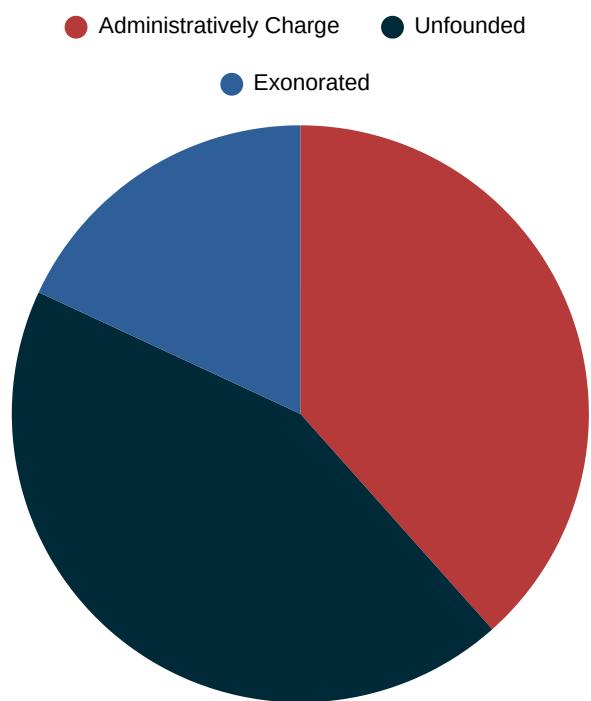




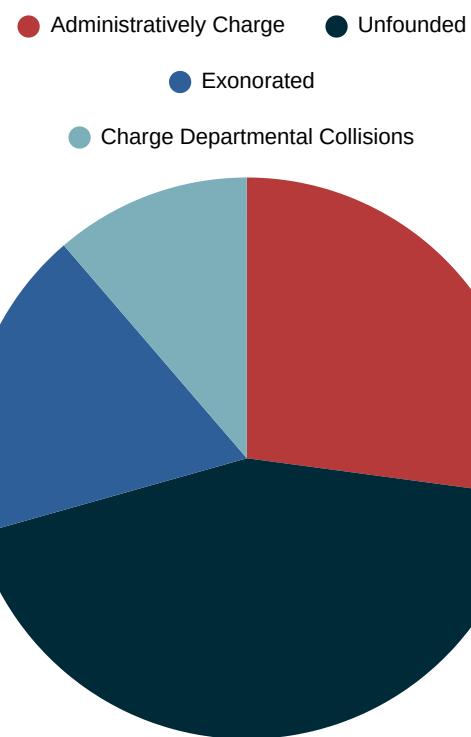
ACC Determinations and Trend Summary

Findings by Charge 2025

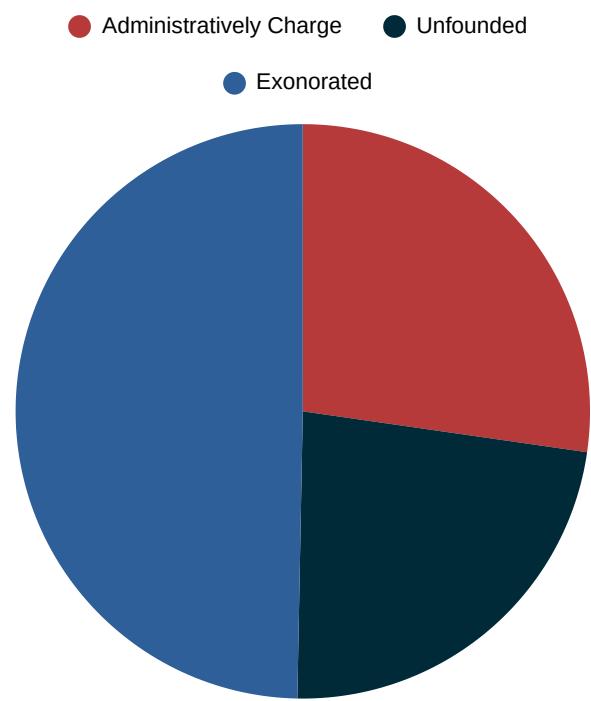
2025



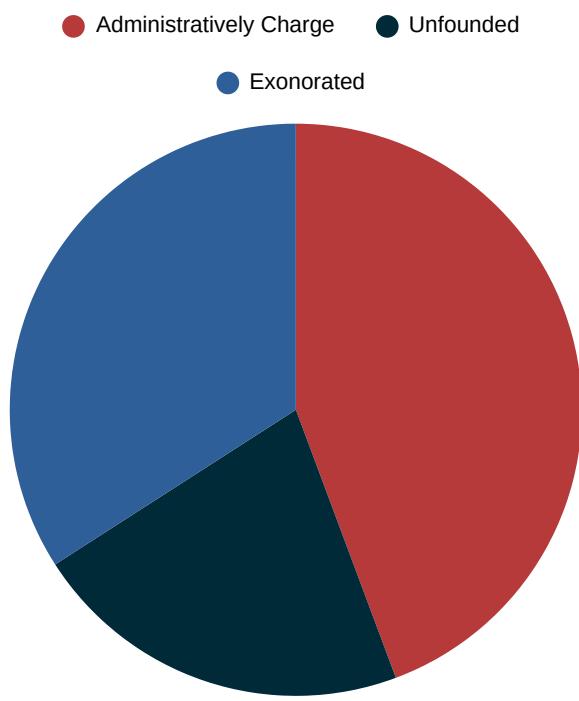
2025



2024



2023

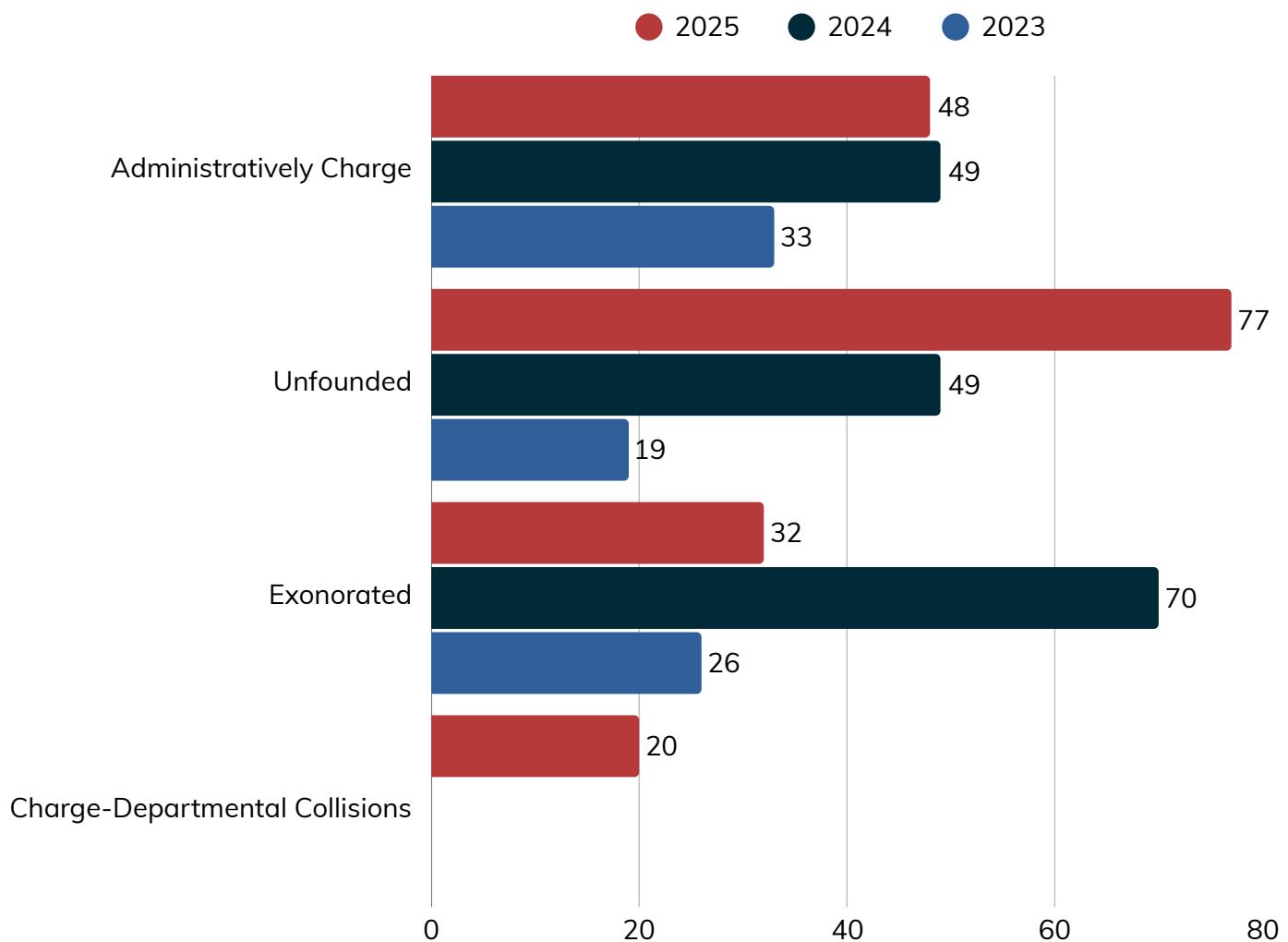


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ACC Determinations Year over Year

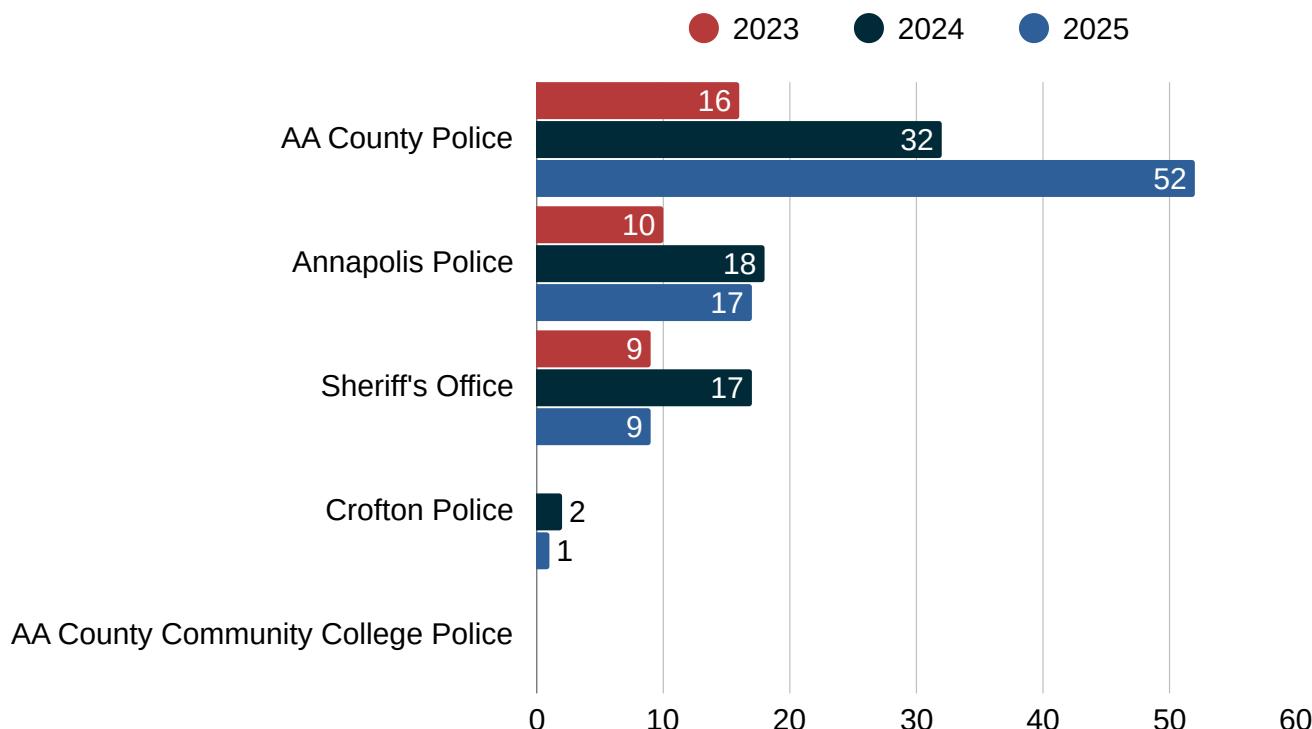
Findings by Charge 2025



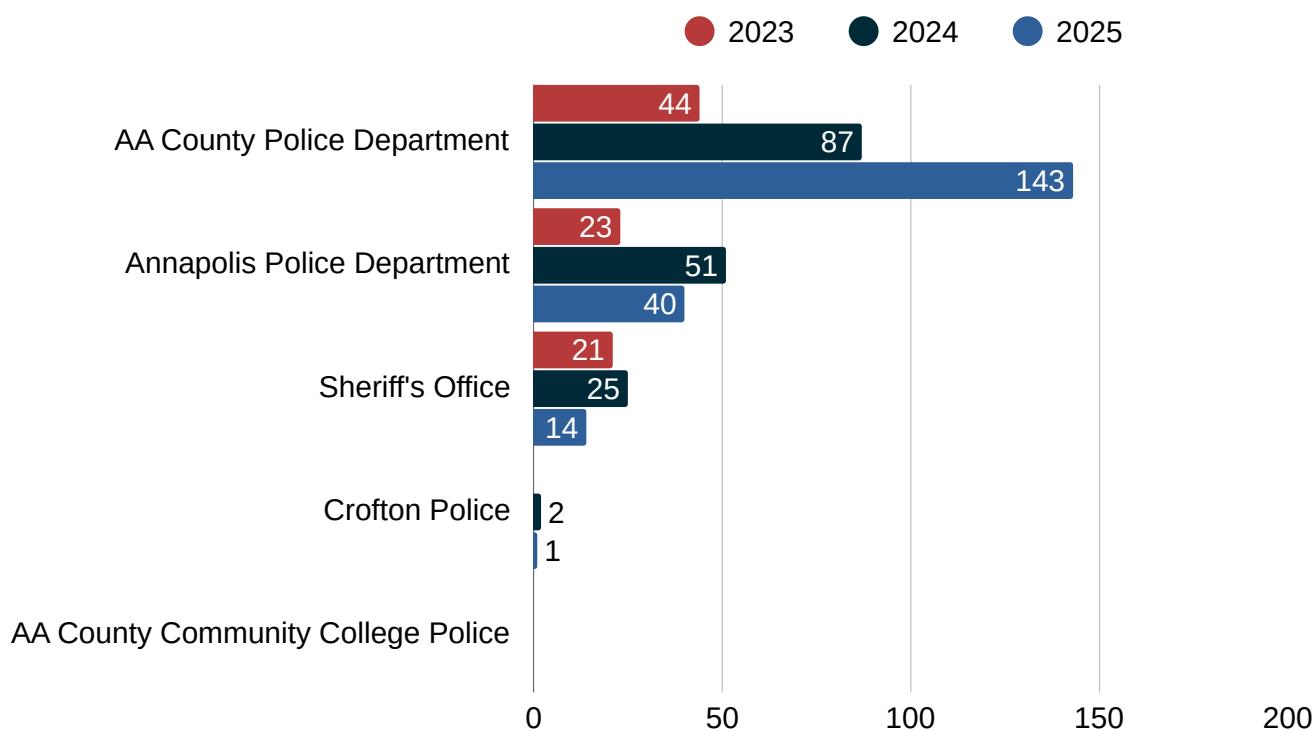


ACC Case Summary

Cases by Agency



Charges by Agency

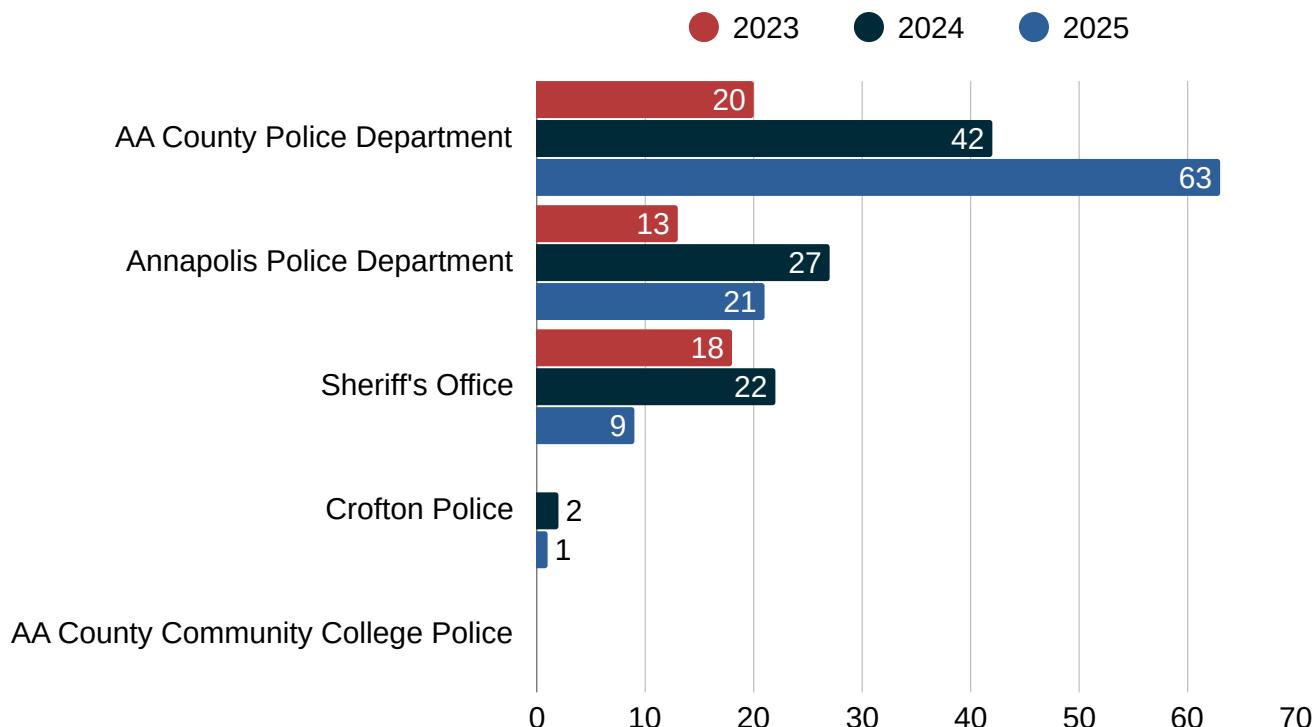


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ACC Case Summary

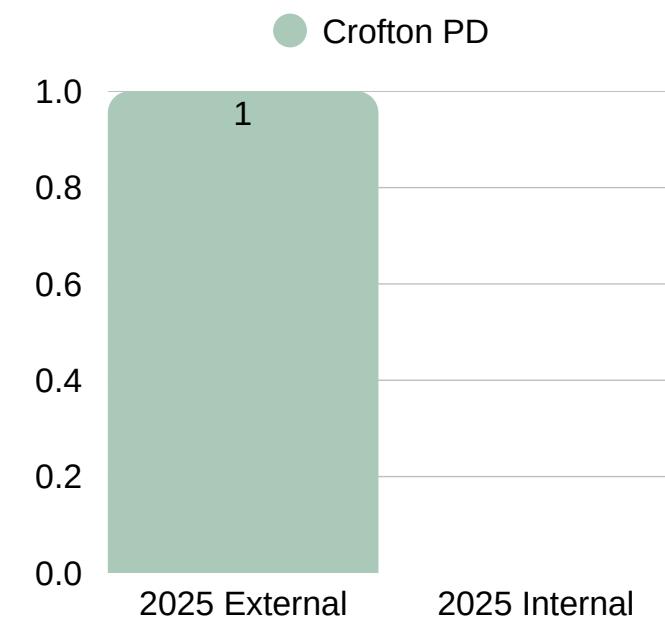
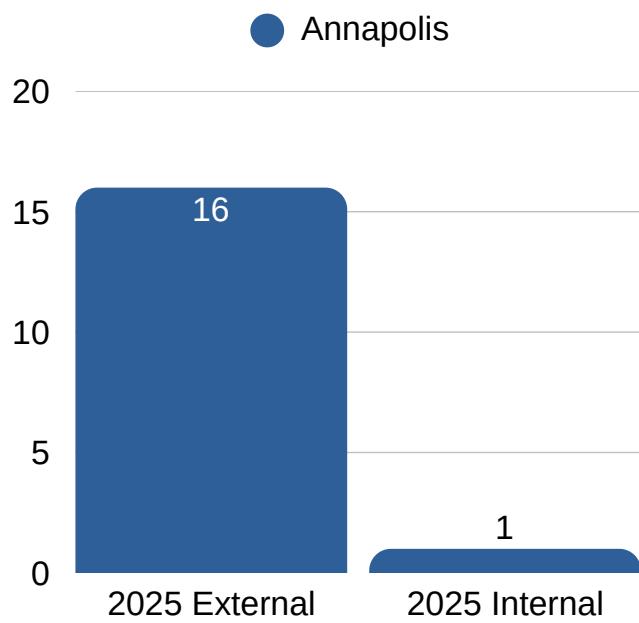
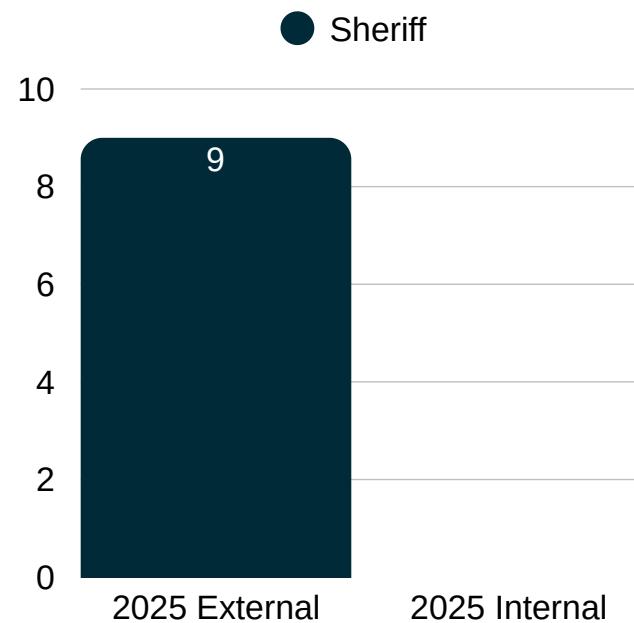
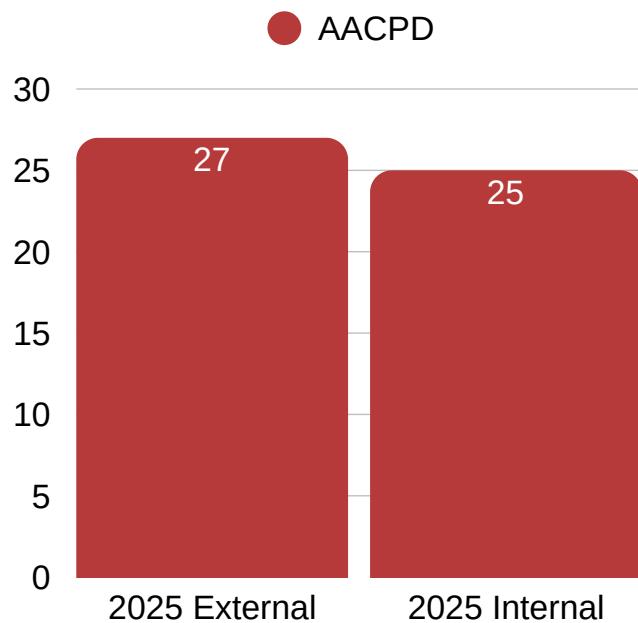
Officers by Agency



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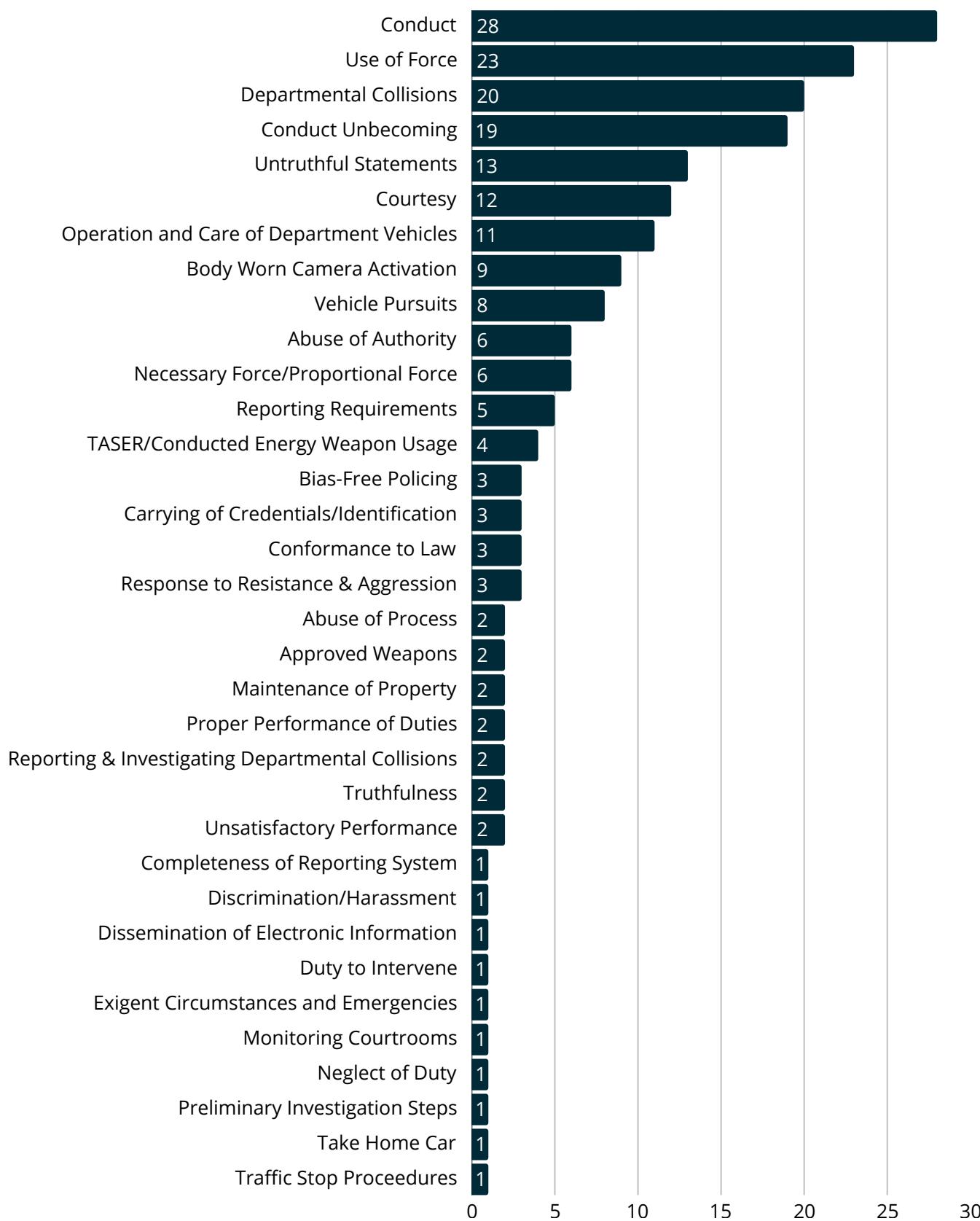
2025 Internal Vs. External Cases





2025 Charges Reviewed by the ACC

All Agencies

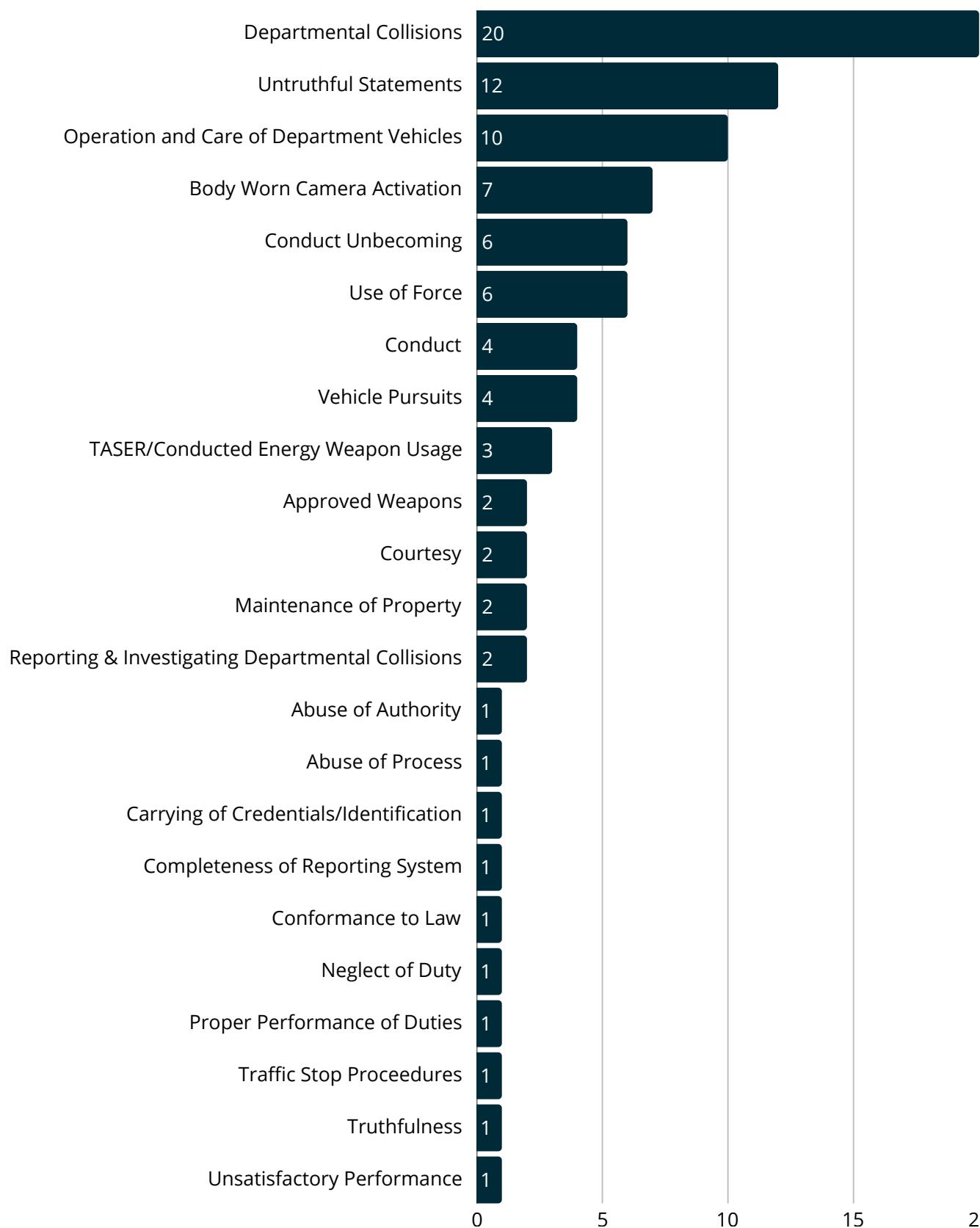


Data Range for each reporting year runs from December 1 to November 30.



Administratively Charged in 2025

All Agencies

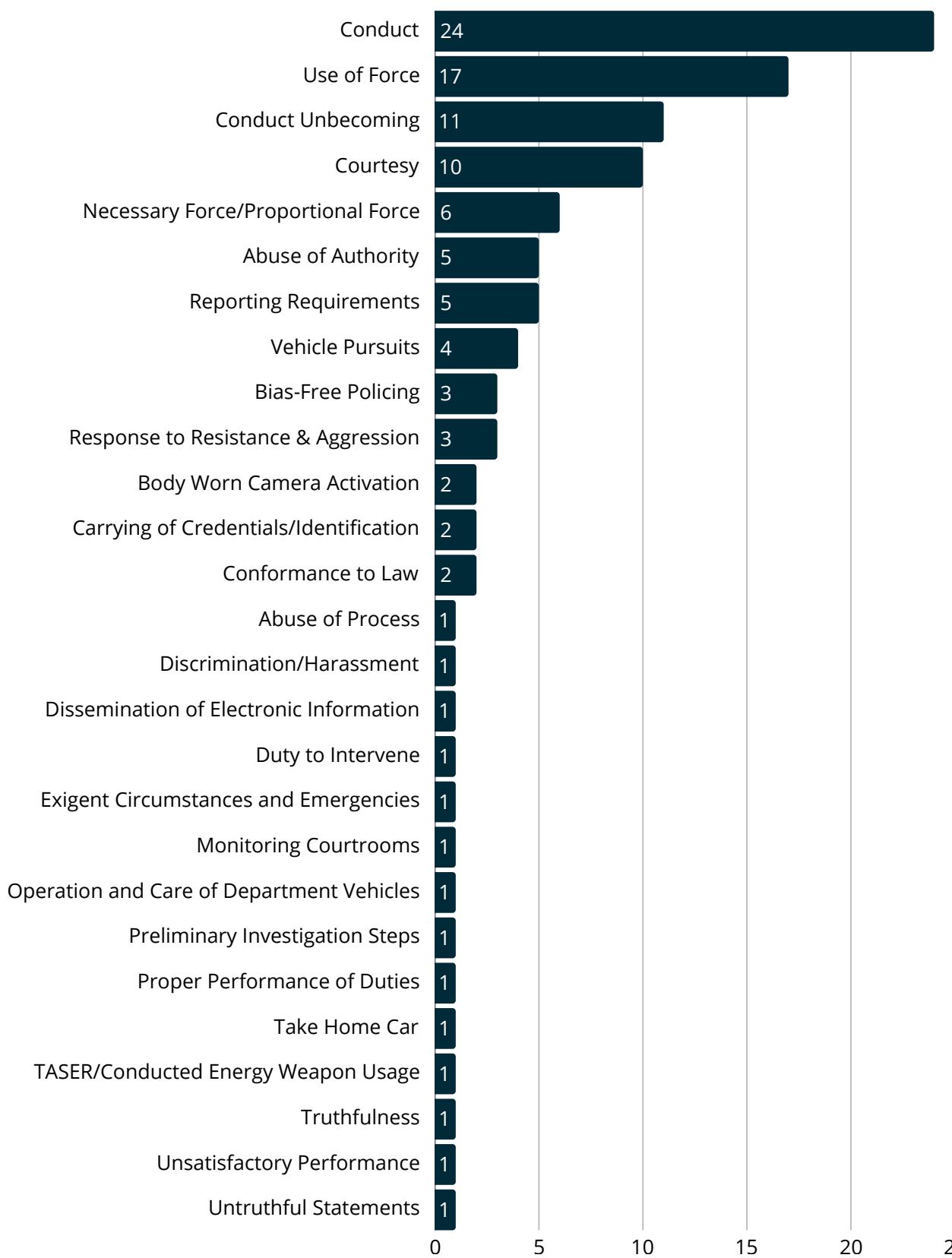


Data Range for each reporting year runs from December 1 to November 30.



Not Administratively Charged in 2025

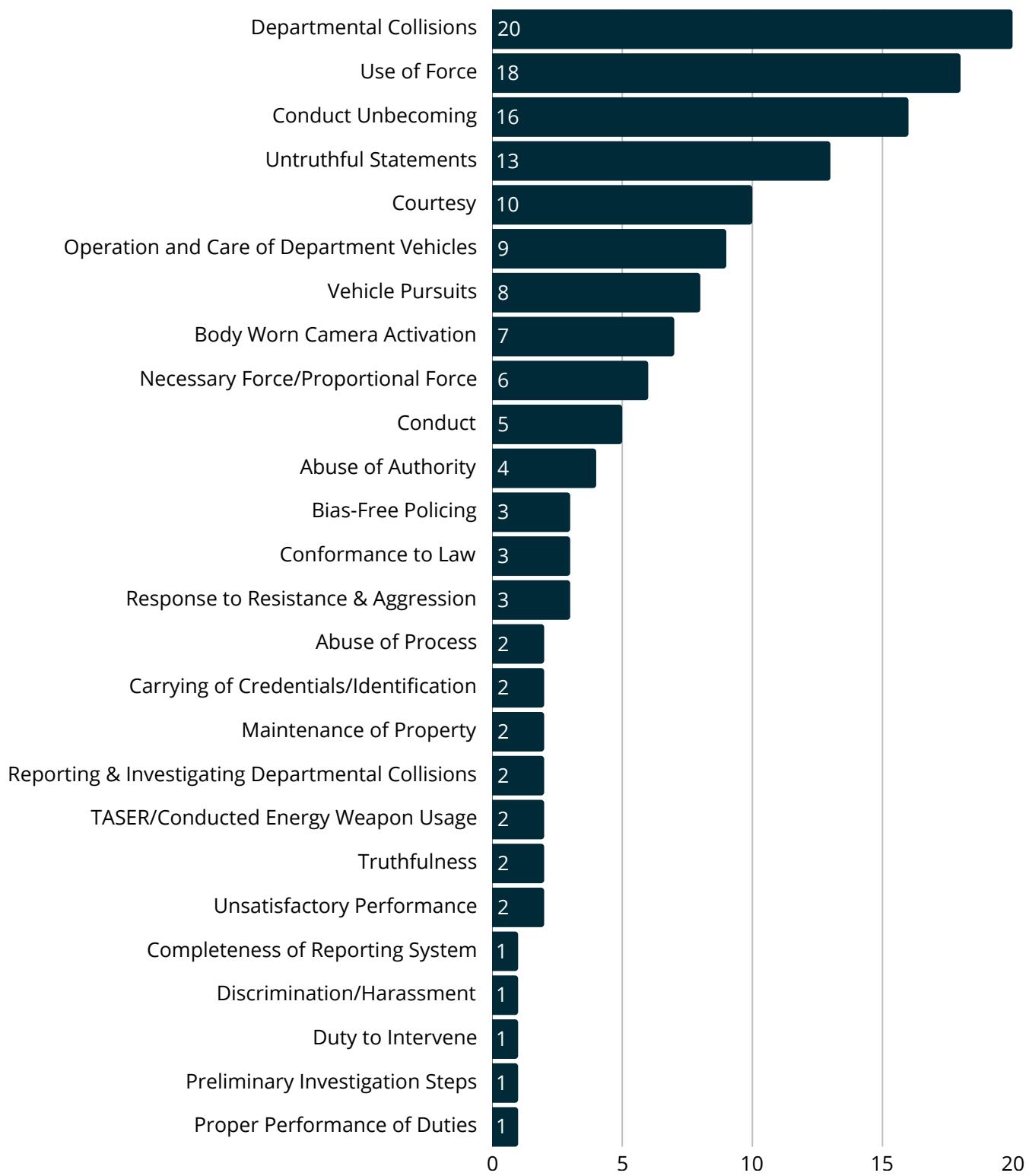
All Agencies





2025 Charges Reviewed by the ACC

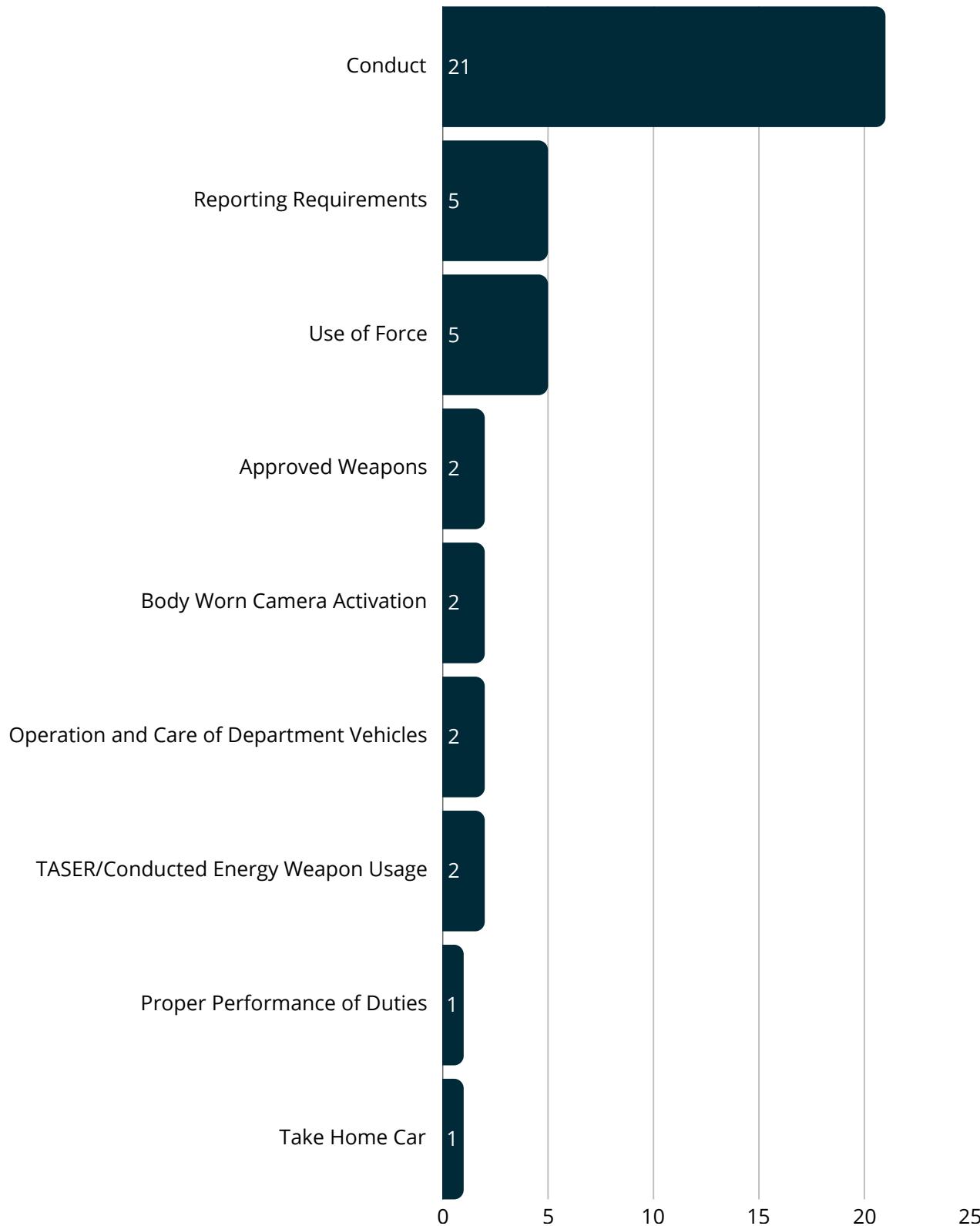
Anne Arundel County Police Department





2025 Charges Reviewed by the ACC

Annapolis Police Department

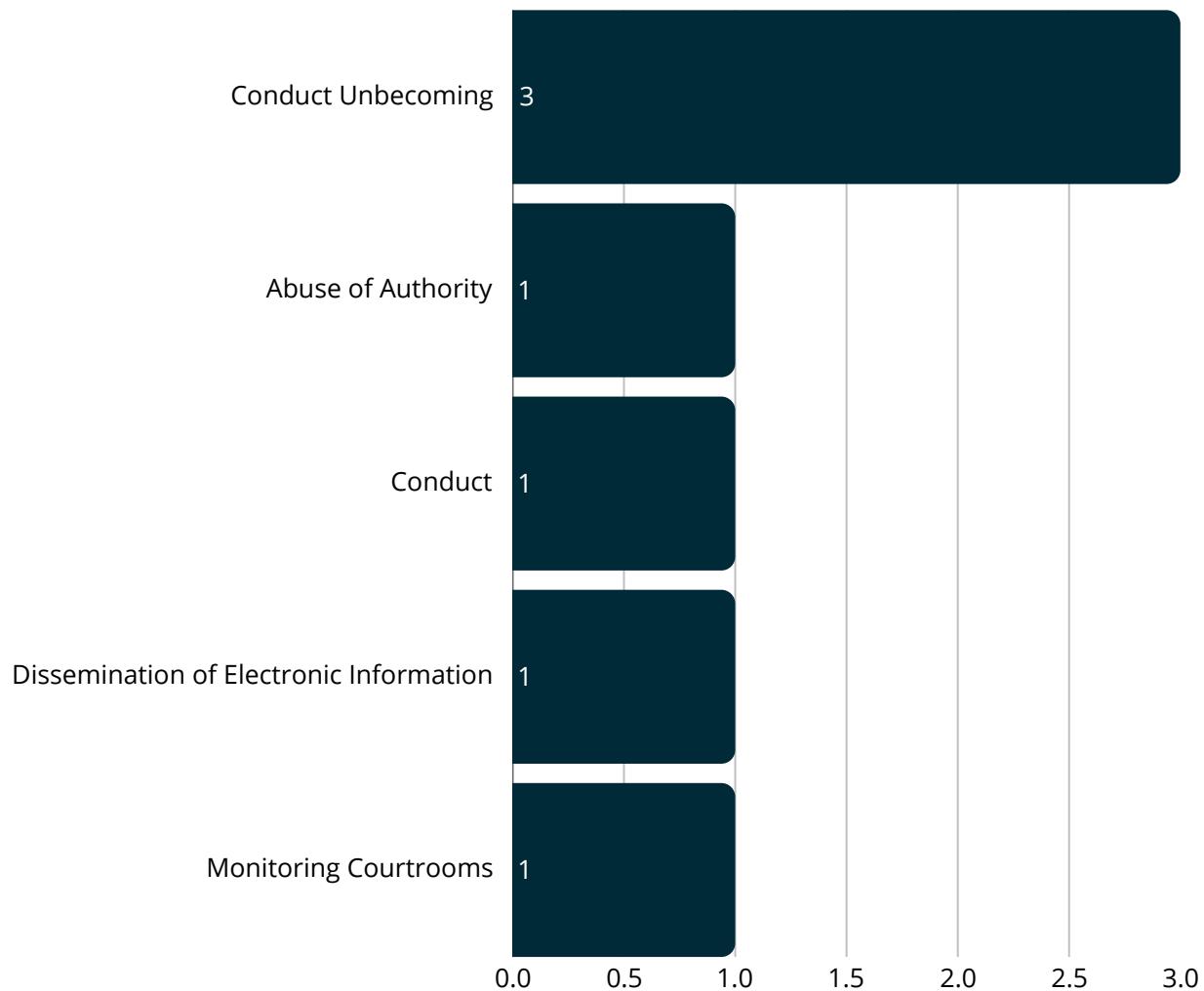


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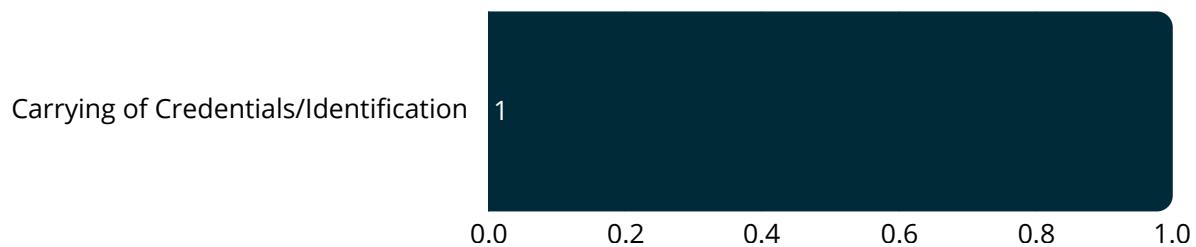


2025 Charges Reviewed by the ACC

Anne Arundel County Sheriff's Office



Crofton Police Department



Note: There were no cases attributed to the Anne Arundel County Community College in 2025.



2025 Charging Categories by Charge

Category	Level	Charge Count
A	1	8
	2	2
B	1	22
C	1	11
	2	6
D	1	3
E		none
F	1	20
Departmental Collisions		
1	1	14
	2	2
2	1	1
	2	4
3	1	1
	2	2
Special Circumstance Violations		
Driving Under the Influence		2



2025 Disciplinary Actions

Formal Written Counseling	14
Letter of Reprimand	11
2 days loss of pay	6
1 Day Loss of Pay	3
Formal Written Counseling	2
4 days loss of pay	2
1 Day Loss of Pay and loss of take-home vehicle privileges for 30 working days random vehicle speed spot checks for a period of 60 working days	1
1 day loss of pay, loss of take home car for 30 working days	1
10 Days Loss of Pay	1
3 Days Loss of Pay	1
6 Days Loss of Pay	1
8 Days Loss of Pay, Termination	1
Demotion	1
Termination	1
Termination and 15 days Loss of Pay	1



2025 Recommended Corrective Measures (Above Discipline)

Driver retraining	4
Loss of take-home vehicle privileges for 30 working days and random vehicle speed spot checks for a period of 60 working days	1
loss of take home car for 30 working days	1



2025 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. 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 10 Anne Arundel County citizens who are fully trained and ready to participate as a part of the trial board pool.

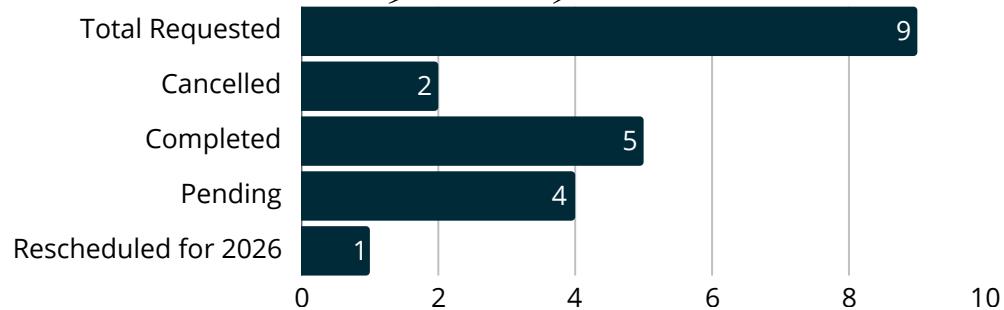
At the time of publication of this report, four trial boards had been requested by officers who were found by the ACC to have engaged in police misconduct as defined by the law in 2025. In total, 9 trial boards had been requested by agencies throughout the state to take place in Anne Arundel County in 2025, with two of them being cancelled.



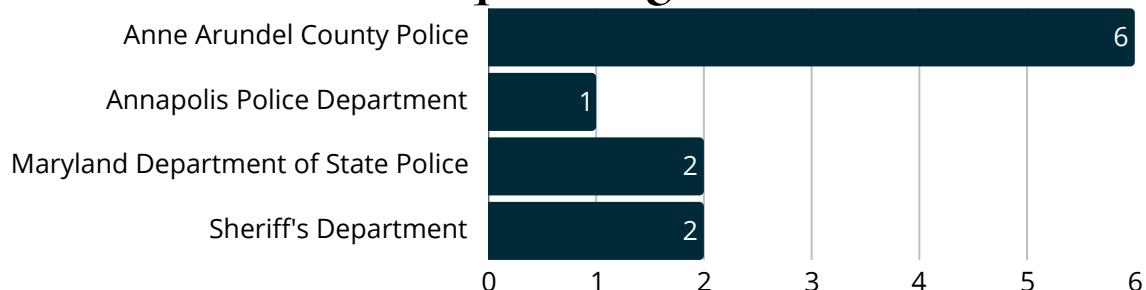
2025 Trial Board Summary

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.

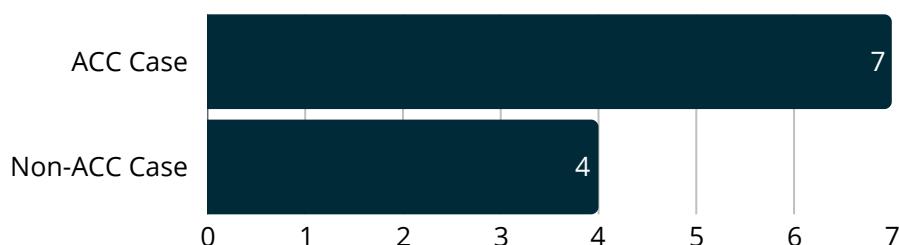
Trial Board Status as of 11/30/2025



Agencies of Officers Requesting Trial Boards



Source of Trial Board Case





2025 Law Enforcement Data & Definitions

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 through 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, 2025 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 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.
-

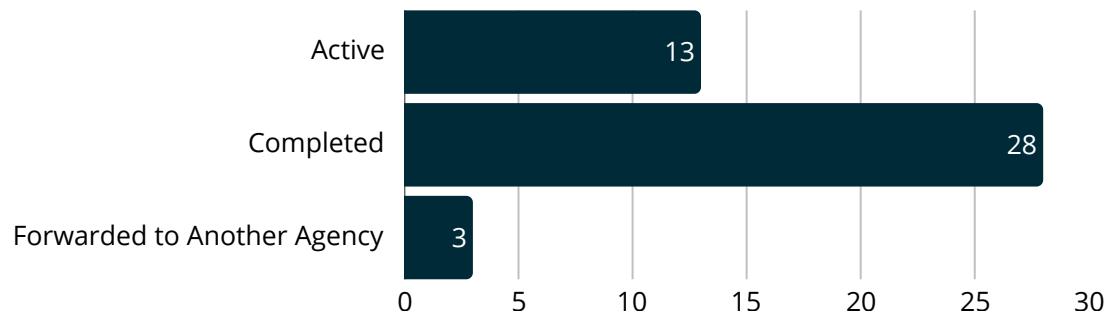
Sustained means all or part of the alleged misconduct, as outlined in a complaint to the law enforcement agency occurred based on a preponderance of the evidence presented.

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

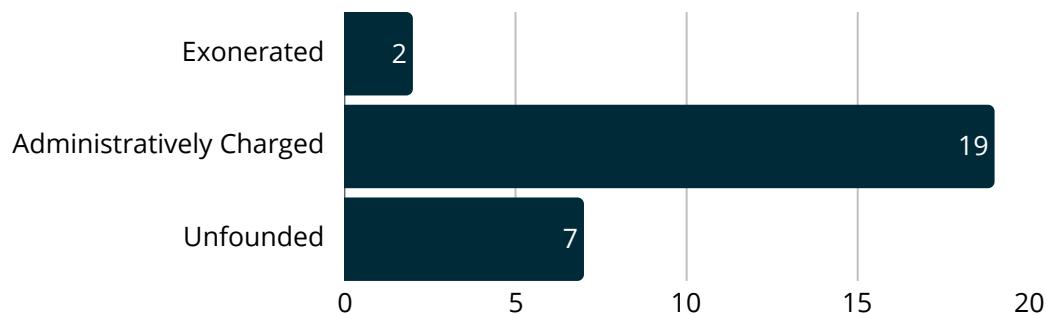


Anne Arundel County Police Department

Case Status as of 11/30/2025

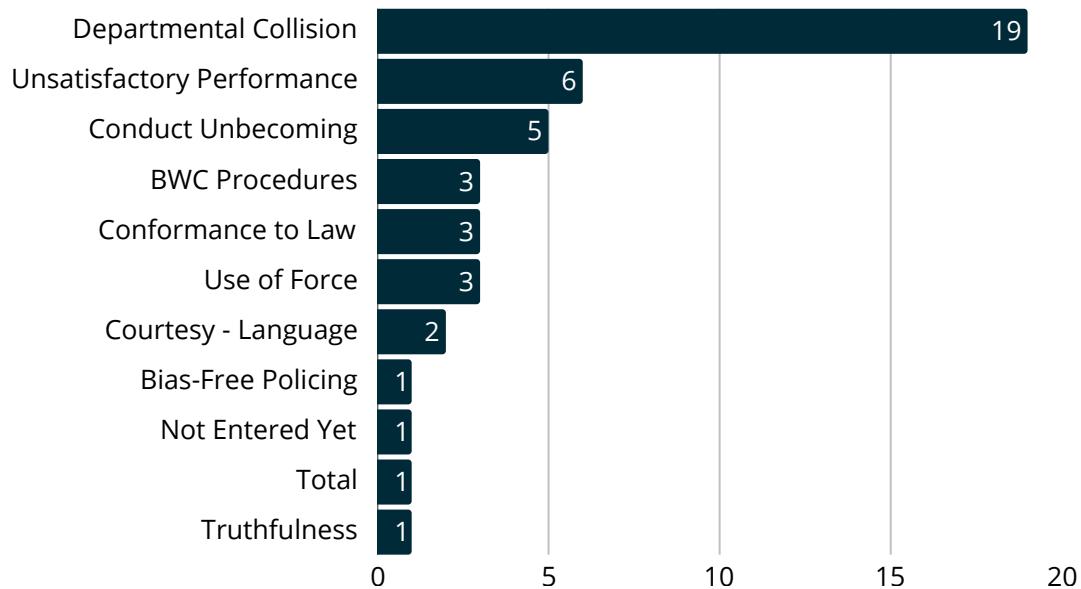


Case Dispositions as of 11/30/2025



Charge Classifications as of 11/30/2025

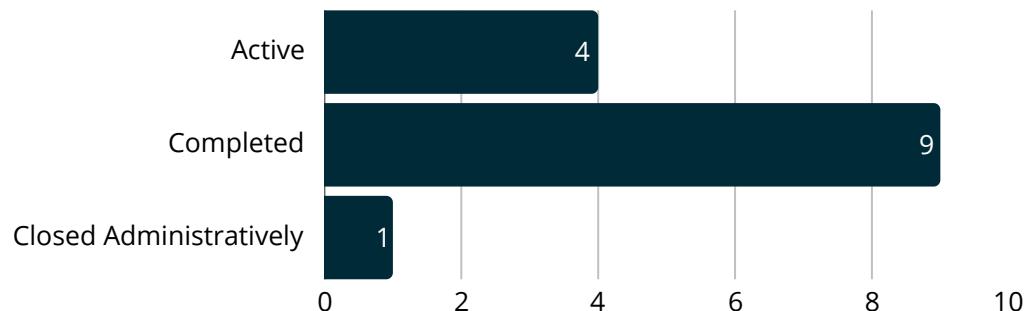
Includes Closed and Active Charges





Anne Arundel County Sheriff's Office

Case Status as of 11/30/2025

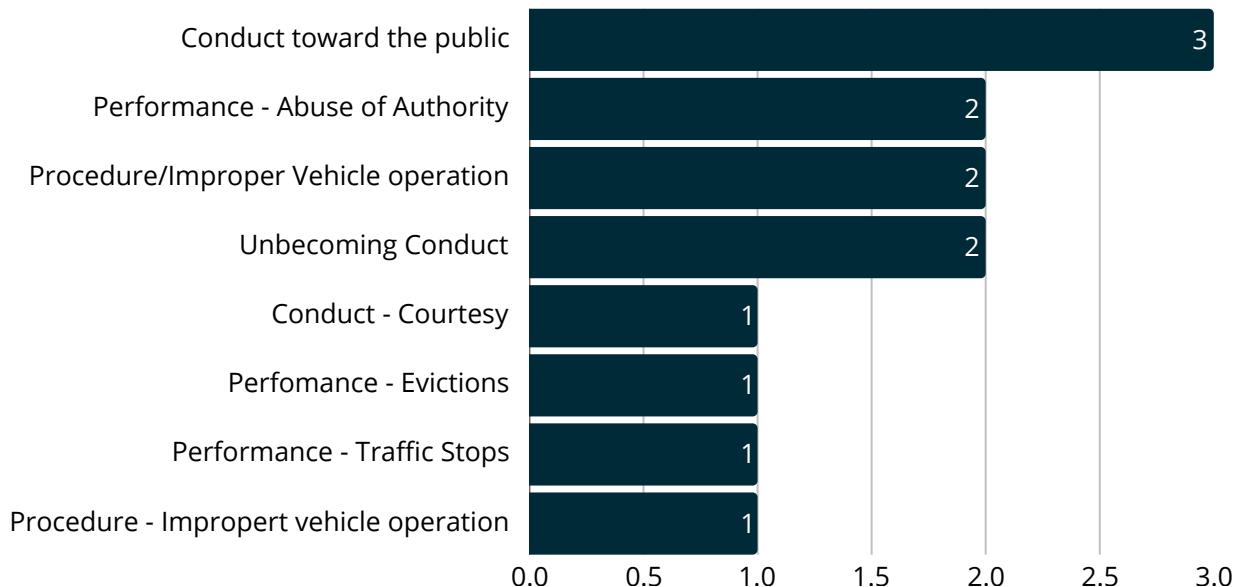


Case Dispositions as of 11/30/2025



Charge Classifications as of 11/30/2024

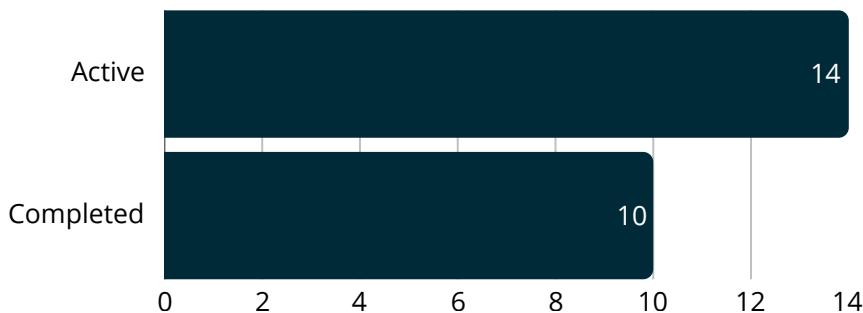
Includes Closed and Active Charges





Annapolis Police Department

Case Status as of 11/30/2025

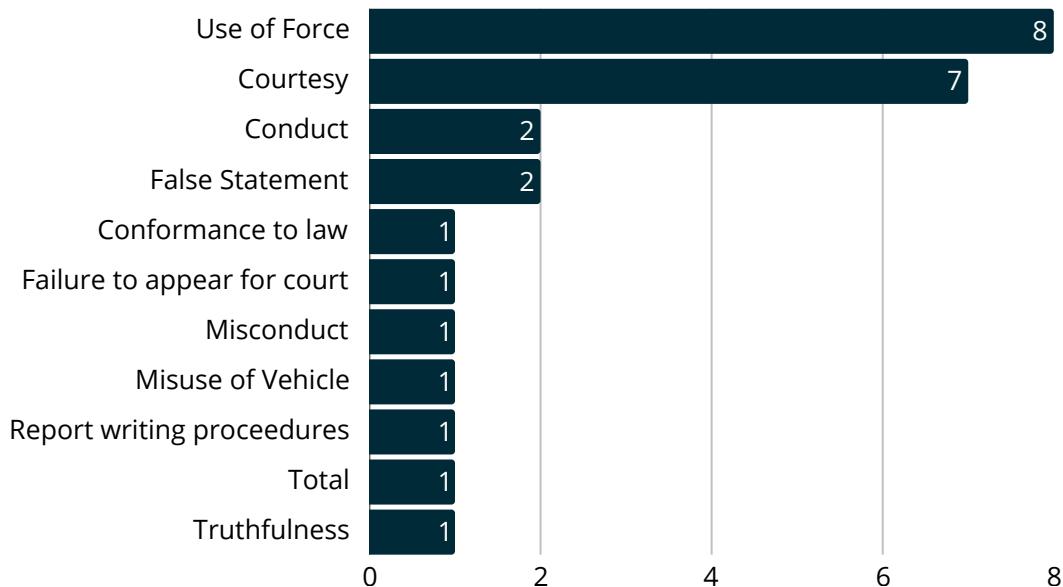


Case Dispositions as of 11/30/2025



Charge Classifications as of 11/30/2025

Includes Closed and Active Charges





Crofton Police Department

Case Status as of 11/30/2025



Case Dispositions as of 11/30/2025



Charge Classifications as of 11/30/2025

Includes Closed and Active Charges



Anne Arundel Community College Police

Note: There were no cases attributed to the Anne Arundel County Community College in 2025.



2025 Recommendations to Improve Police Accountability in Anne Arundel County

Issue 1: Under the current law, the PAB on or before December 31 each year, submit 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 ensure uniformity throughout the State of Maryland.

Issue 2: 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.

Issue 3: 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.

Issue 4: 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.



2025 Recommendations to Improve Police Accountability in Anne Arundel County (cont.)

Issue 5: 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 6: 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 7: Under the current law, there is no state agency that oversees or enforces the implementation of the PAB/ACCs.

Recommendation A: 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.

Recommendation B: 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 C: 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.



2025 Recommendations to Improve Police Accountability in Anne Arundel County (cont.)

Issue 8: The MPTSC's regulations at .03D(1)(b) and .04D(1)(b) allow local jurisdictions to restrict membership on PABs and ACCs to "legal residents or citizens of the United States." Clarity and guidance needs to be provided on how Counties should construe the term "legal resident." Does it mean permanent resident aliens that possess "green cards"? Does it also include individuals seeking asylum protections or individuals here under the Deferred Action for Childhood Arrivals (DACA) program?

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 doesn't encroach on local jurisdictions' appointment practices or discourage consideration of diverse candidates.

Issue 9: Community education is important to the work of the PAB and the implementation of the new laws. It is evident that many in the community, including police officers, do not understand the role of the PAB. The PAB will not be successful if the community and stakeholders do not have a clear understanding of the various roles and responsibilities in accordance with the new law. This includes education on the PAB, ACC, and Trial Board process. While the PAB will continue to educate the community, there must be collaboration with the County as it relates to educating County employees.

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.



2025 Recommendations to Improve Police Accountability in Anne Arundel County (cont.)

Issue 10: Under the proposed MPTSC regulations at .04D(1)(d), any local jurisdiction may limit its ACC members to persons of “good moral character.” The initial “emergency regulation” defined “good moral character” as “an individual’s behavior, habits, and actions may generally be regarded as being: (a) Honest, ethical, candid, trustworthy, diligent, and fair; (b) Respectful of the law and committed to the administration of justice; and (c) Observant of the rights of other individuals.” At its meeting on September 21, 2022; however, the MPTSC voted to remove the definition of “good moral character” from the regulation. Whether defined or not, a “good moral character” criterion is both vague and dependent on the subjective perspective of the appointing official or officials. It is not difficult to envision scenarios under which terms potential ACC candidates are excluded from applying based on involvement with certain organizations or causes or any life experience deemed not of “good moral character.” Potentially under such criterion, an individual’s criminal history, including a mere arrest without subsequent conviction, social media presence, history of involvement in civil lawsuits, personal or professional associations, or past participation in lawful First Amendment activities could form the basis for preventing someone from joining an ACC. In addition, at .04D(2) of the regulations, local jurisdictions are permitted to exclude an individual from appointment because either the individual “is under criminal investigation by a law enforcement agency,” “charged with a crime pending before a court,” or “has been convicted of, or has received probation before judgment for a felony or misdemeanor for which a sentence for one or more years could have been imposed.” Thus, an individual’s criminal history could bar that person from ACC eligibility even absent any conviction. Likewise, an otherwise eligible applicant could or would be precluded from applying even if there is evidence of rehabilitation after conviction. The “fitness” requirement in the regulations frustrates the very purpose and reason for the PAB and ACC’s creation - to empower civilian oversight of policing in order to investigate and adjudicate civilian complaints of inequities in policing and disparate treatment faced by people of color. This “fitness” requirement could effectively remove from consideration those persons of racial or ethnic groups who historically have experienced disparate treatment by the criminal justice system. The work of an ACC may actually benefit from the insight of those with lived encounters with the criminal justice system, which may be why the legislation creating the ACC’s does not contain such limiting membership rules. In sum, the referenced eligibility criteria risks undermining the very purposes of the legislative reforms intended to address inequities in policing and law enforcement.

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.



2025 Recommendations to Improve Police Accountability in Anne Arundel County (cont.)

Issue 11: HB670 contained uncodified language in Section 8, explicitly providing that the investigatory and disciplinary process established by §3-101 et seq of the Public Safety Article, Annotated Code of Maryland “shall be construed to apply only prospectively and may not be applied or interpreted to have any effect on or application to...a disciplinary matter against a law enforcement officer based on alleged misconduct occurring before the effective date of this Act July 1, 2022.” This language is unambiguous in that any alleged misconduct that occurred prior to July 1, 2022, is not subject to investigation and discipline through the new process. HB670 also delegated responsibility for developing a uniform disciplinary matrix to the MPTSC. The Statewide Police Disciplinary Matrix provides a structure “for law enforcement agencies to apply disciplinary standards in a fair, equitable and consistent manner statewide.” It also provides a range of discipline for various types of violations, and each violation permits certain mitigating and aggravating factors to be considered in determining the appropriate discipline for a violation. Such aggravating factors may include “[a] police officer’s prior disciplinary history...[and a] police officer’s prior negative work history, including non-disciplinary corrective action.” Mitigating factors may include “[a] police officer’s lack of disciplinary history...[a] police officer’s complimentary work history...[a] police officer’s prior positive work history...[and a] police officer’s exposure to unusually serious workplace tensions and stressors.” It is unclear from the plain language of the law and the regulations whether work and disciplinary history prior to July 1, 2022 may serve as mitigating or aggravating factors in determining discipline for a violation that constitutes misconduct and occurs after July 1, 2022, especially when the law authorizing the MPTSC to promulgate such regulations did not take effect until July 1, 2022. Furthermore, under Anton’s Law, which changed the provisions of the Maryland Public Information Act MPIA as to what constitutes a personnel record, prior disciplinary history may be a matter of public record, and it would seem illogical that such publicly accessible information could not be factored into a determination of discipline. Finally, the lack of clarity likely increases the probability that an officer accused of misconduct may opt for a trial board or appeal a trial board decision to the circuit court if a disciplinary recommendation from an ACC includes prior disciplinary history, or fails to include positive work history, prior to July 1, 2022 as a factor, thus increasing both the cost to police departments and their superior governmental authorities.

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.



Additional Resources

Previous Annual Reports 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>

- 2024 Annual Report:

<https://www.aacounty.org/sites/default/files/2025-01/police-accountability-board-annual-report-2024.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