

**Washington County Police Accountability Board (PAB)**  
**Law Enforcement Officers Quarterly Meeting**  
**Open Minutes**  
**January 23, 2023**  
**3:00 P.M.**

Members Present: Chair Steve McCarty, Robert Bowman, Ronald Humbel, Brett McKoy, Amber Smart

Members Absent: Timothy Hafer, Danielle Weaver

County Staff Present: County Attorney Kirk C. Downey, Deputy County Attorney Kendall A. Desaulniers, Assistant County Attorney, Zachary J. Kieffer, Legal Secretary Dawn L. Marcus

Law Enforcement Officers (LEOs) Present: Washington County Sheriff, Brian Albert; Washington County Sheriff's Office Attorney, Andrew Bright; Smithsburg Chief of Police, Rob Marker; Hagerstown City Chief of Police, Joey Kifer

Call to Order: Mr. McKoy called the PAB's quarterly meeting with LEOs to order at 3:10 P.M. in the Second Floor Meeting Room of the County Administration Building, 100 W. Washington St., Hagerstown, MD 21740.

Review of Minutes: Minutes for the October 18, 2022, and the November 9, 2022, meetings were reviewed. No additions or corrections were needed. Mr. Humble, seconded by Ms. Smart moved to approve the October 18, 2023, meeting minutes. The motion passed unanimously. Mr. Bowman, seconded by Ms. Smart, moved to approve the November 9, 2022, meeting minutes. The motion passed unanimously.

New Business: Following introductions, Mr. Downey gave an overview of the Maryland Police Accountability Ordinance and the requirement of quarterly meetings with the local law enforcement agencies. The quarterly meeting is to discuss trends from the last meeting.

Summary of LEO Discussion:

Sheriff Albert, introduction, reported going to Legislation Meeting this morning with attorney Andy Bright, Sheriff's office has lost 12 to 14 employees due to new Legislation. Either they were eligible to retire or left law enforcement altogether either due to other opportunities and/or the Police Accountability Act requirements.

Sergeant Miller reported trending changes of increased public information requests and visits by First Amendment Auditors.

Chief Kifer noted new incident being investigated by the State's Attorney's office. Asked for status on the Administrative Charging Committee (ACC). Mr. Downey responded that the ACC has been constituted and is currently pending training.

Chief Marker did not have any concerns or issues to report.

Chairperson Steve McCarty (Late arrival due extenuating circumstances.) Mr. Downey updated as to training status. Mr. McCarty commented on the time commitment of training and outside obligations of ACC members.

Mr. Downey requested an overview from the legislation visit.

Attorney Bright reported possible future bill regarding Maryland Municipal League representation. Concerns regarding bills to reduce the Doctrine of Qualified Immunity. Sheriff Albert reported that he has a list of the bills and will watch their status. Feedback from the Governor's office to expand the role of the Attorney General's Office Independent Investigation Division regarding removing the State's Attorney's office from investigating and prosecuting officer involved shootings. Also rumblings of creating a Civil Rights Division within the AG's office.

Agency concerns: Continued challenges in recruiting and retention. Assaults have not continued it has been squelched. Standards are following state laws regarding recruitment. Potential bills in the house regarding retention and recruitment and possible formation of a Committee to address these issues. PTSD concerns regarding situations such as deaths that have occurred in front of them and substance abuse within the department policy in place for EAP in both the City and County. Staff are trained on early warning systems. National Standards require documentation which assist in raising red flags.

Staff concerns of waiting on decisions, no current issues however if multiple officers were involved in a situation it could cause and issue. This could create a situation of a young department with a lack of experience. Retention and recruitment is an issue.

Next Quarterly LEOs Meeting: The PAB scheduled the next quarterly LEOs meeting for Monday, April 17, 2023, at 3:00 P.M. and every three months thereafter. The meetings will be in the County Administration Building.

Adjournment: Mr. McKoy, seconded by Mr. Bowman, moved to adjourn the meeting. The motion passed unanimously. The meeting adjourned at 3:54 P.M.