

## **Police Accountability Board (PAB)**

receives complaint of police misconduct from civilian. A complaint of police misconduct must allege there is a pattern, practice, or conduct by a law enforcement member or law enforcement agency that includes: (1) deprivation of rights protected by the constitution or laws of the United States or Maryland; (2) violation of a criminal statute; and (3) violation of law enforcement agency standards and policies.

Within three days of receipt of a complaint alleging police misconduct, PAB shall forward the complaint to the appropriate law enforcement agency for investigation. Upon completion of an investigation of a complaint, the law enforcement agency shall forward its investigatory files to the Administrative Charging Committee (ACC).

ACC reviews the completed investigatory file. The investigation shall include any body camera footage relevant to the complaint of misconduct, and ACC may request further investigation and the issuance of subpoenas

ACC determines whether law enforcement member should be administratively charged for police misconduct. ACC must issue a written opinion detailing its findings, determinations, and recommendations

If ACC decides NOT TO ADMINISTRATIVELY CHARGE ACC review concludes. ACC may determine that the allegations against the police officer are unfounded or that the police officer is exonerated.

If ACC decides to ADMINISTRATIVELY CHARGE ACC shall recommend discipline in accordance with the law enforcement agency disciplinary matrix established by the State of Maryland. The chief of the officer's law enforcement agency shall offer the discipline recommended by the ACC or a higher degree of discipline, but not a lesser discipline than that recommended by the ACC.

If the law enforcement member refuses the chief of law enforcement agency's offered discipline, a Trial Board will be appointed to hear the an appeal.

If the law enforcement member disagrees with the finding of a trial board, they may appeal to the Circuit Court.

If law enforcement member accepts the chief of law enforcement agency's offered discipline, the matter is concluded with imposition of the offered discipline.