

**Police and Public Safety Citizens' Advisory Committee Meeting  
Minutes**

**Prepared by Mai Abdul Rahman  
February 2023- 7:00 p.m. via Zoom**

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**Committee**

Chairperson Patricia Page, Ward 5 (**present**)  
Vice-Chair, Jerome Brown, Ward 5  
Secretary – Mai Abdul Rahman, Ward 1 (**present**)  
Committee Member Taylor Wilder Ward 2 (**present**)  
Committee Member, Julio Gomez, Ward 2 (**present**)  
Robert Riddle (**present**)  
Remaining Committee Member- **2 vacancies**

**Council/Liaison**

Chief of Police Jarod Towers (**present**)  
Council Member Danny Schaible, Ward 2 (**absent**)  
Council Member Rommel Sandino, Ward 5 (**absent**)

7:30 p.m.- Call to order–Chairperson Page

1. Roll Call of attending Committee Members: Quorum? **Quorum Met**
2. Approval of Agenda: **Approved**
3. Approval of January 11<sup>th</sup>, 2023 meeting minutes. **Approved**

**Discussion Items**

1. Nominate a chair for policy subcommittee to replace Emily:  
Julio and Taylor agreed to continue as members of the subcommittee.  
Subcommittee chair would be proposed and voted during next meeting.
2. Chief report and update?  
Chief: Focusing on expediting the hiring process without sacrificing quality. As of last Saturday 11 applicants by computer analyzer were waddled to six candidates. New hires are awarded \$25K signing bonus once they join the force.  
Department still has several openings- however based on department directive department does not publicly disclose exact numbers. Hiring process will continue through March. Recruiting additional staff is being done through a comprehensive marketing campaign that utilizes several approaches including local billboards, social media platforms, job fairs and tail gating events. Applicants are required to undergo a Psychological evaluation prior to hiring.
3. **New hire: HDP Deputy Chief Lanham:** will serve as the second in command of the department, reporting directly to the Chief. A lifelong Maryland resident and recently served as Deputy Chief of the Rockville Police Department. Before Rockville PD, she served for nearly three decades with the Montgomery County PD where she rose to the rank of Assistant Chief.

4. **Deputy chief addressed the committee:** “I did not just land here and they did a lot of due diligence with multiple interviews to ensure I fit with Hyattsville and various community sectors. Vacant for a year- the chief held up the end without the right support. I grew up in Prince George’s County. I attended P.G. County schools (Largo high school and UMD- College Park). I will help the chief by writing policy, handling some needs in the fleet, he has a multitude of issues high volume and high risk and time sensitive and as things are coming in and unfolding I can grab them off his plate. We aim to increase number of women representation. Currently it is 12% and HPD has not increased this rate for many years. The percentage of policewomen nationally is 3%.“**Deputy Chief:** “The department wants to increase women representation because evidence suggests departments with higher women representation usually have better quality of policing. When women are involved it leads to better outcomes- so you want to increase the gender representation and also increase the quality of policing- we have a webinar on Friday to increase women representation. I have strong ties to this community began work in 1991 at MC and going to Rockville gave me a set of new skills.”
5. **Introduction: Robert Riddle:** I previously served on other city committees and found that there is a vacancy on this committee and decided to join ---Committee warmly welcomed Robert.
6. **Tyre Nichols killing by Memphis Police:** The violent Memphis police actions were discussed “with deputy and staff. It was a difficult topic and especially as members of the police department it is really difficult to watch. For every bad apple they cost the police department a fall out far beyond the human tragedy- we have to remember to hold one another accountable and report to the chain of command any individual who exhibit poor behavior- while we need to support each other we have to work together and the department to weed out bad apples. Some officers were too upset to watch the video- some watched it together- reaction was genuine and guttural and disgusted with what they saw Deputy chief said: “We have a lot of work to do- checking body cameras, random video checking, capturing three cameras.” *Chief said:* “Across state of Maryland officers regardless of rank are obligated to report misbehavior and inhumane treatment.” When there are excessive complaints it is problematic- should be addressed it gets too far. Outside agencies should be recruited to investigate allegations of excessive force- in case of a policy issues that limit action police department should negotiate an employee separation and remove the person out of the profession with resignation and binding contract to expose the police personal record to prohibit them from applying to another agency. There are other established policies that are in place that are helpful. You can graduate from college but you must be issued a blue or pink certification card that is one-year

limit- once you leave one department you begin with a new pink card- and answer a list of questions that have to be certified and signed- police chiefs have to verify that the new hire has worked outside the state.

7. **Community listening engagement event?** HPD citywide community meetings are already in the works: March 22<sup>nd</sup> in person chat with the chief and a virtual meeting in April.
8. **HPD's special assignment team-** HPD teams do not share the same mission as the Memphis Scorpion team.
9. **Securing future funding for HPD's additional staff:** Department is planning out and using fiscal responsibility and strategic planning for the long term .  
Deputy chief: "I have had similar fears, before leaving Rockville HARPA money helped but we must use our best efforts to advocate for continued funding when HARPA money ends."
10. **Department replacing and upgrading current CCtv system-** moving to double the cameras, which would cost \$900,000. Department cannot spend red light monies- however, department can spend speed light money since additional CCtvs improve public safety that qualifies for CCtv cameras.
11. **Public comment?**

*Anonymous:* How does the Memphis PD "scorpion unit" relate to Baltimore's GTTF unit? Both units were recently dissolved and why were they formed initially?

*Anonymous:* "Thaddeus Johnson, a former Memphis police and now a criminal justice professor at Georgia University said missed opportunities by federal intervention allowed problems at the department: soaring crime, community distrust, and chronic understaffing- this festered until it exploded. We can understand that explanation, but the laws were changed due to malfeasance (Anton law). Memphis police department chief Davis makes a very similar argument."

*Marshall:* Sometimes police offices are allowed to resign rather than be dismissed. Would you give an example of a policy violation that rise to the level of allowed to resign and what policy violation rises to the level of dismissal?

12. Meeting Adjourned