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1. Baltimore Action Legal Team

Baltimore Consent Decree Monitor Finalist Interview Questions

Submitted to Baltimore Action Legal Team on 8/2/17

Questions for all six finalists

Submitted by Richard Ochs (Zip code: 21214)

1. What can be done to stop the 'no snitch' practice amongst police?
2. Will you oppose FOP Lawsuit against Marilyn Mosby?
3. Will you recommend amnesty for persons arrested for Freddie Gray uprising?
4. Will you call for review of the Tyrone West case?
5. Will you support Police cameras that cannot be turned off?
6. Do you support jury trials for all police accused of murder or manslaughter?

Submitted by Mary Elsesair (Zip Code: 21218)

1. What can be done to stop the 'no snitch' practice amongst police?
2. Will you oppose FOP Lawsuit against Marilyn Mosby?
3. Will you recommend amnesty for persons arrested for Freddie Gray uprising?
4. Will you call for review of the Tyrone West case?
5. Will you support Police cameras that cannot be turned off?
6. Do you support jury trials for all police accused of murder or manslaughter?

Questions for CNA

Submitted by Kathryn M. (Zip Code: 21210)

1. Why does such a high percentage of your budget go to Coppin State?
2. Will you oppose police practices of putting their knees on the neck of prone persons?

Question for Powers

Submitted by Kathryn M (Zip Code: 21210)

1. Some of your team are from PG County and may have a working relationship with Commissioner Davis. How are you going to separate your interests?

Question for Exiger

Submitted by Kathryn M. (Zip Code: 21210)

1. Only two members of your team are from Baltimore City. How do you plan to get to know the community in a relational way, not just through community meetings and data collection?

Interview Questions for Consent Decree Monitor Finalists

Applicant: All

1. The monitoring team should include individuals most impacted by decisions made by the monitoring team. Please provide concrete examples of how the team plans on engaging those impacted by this consent decree.
2. The monitoring process should be transparent and ensure community access to the entire process. How does the team plan on ensuring a transparent process from beginning to end?
3. Please provide concrete examples of how you will engage affected persons and community stakeholders to engage in the **court process** (i.e. allow persons to be heard in open court during the process).

Specific Question for **Venable**

1. Venable has represented the City of Baltimore on several matters, please address how the group plans to address this conflict of interest.

Specific Question for **CNA Consulting**

1. Michael Berlin is a member of your team and a former BPD officer. Please address how Mr. Berlin will remain independent throughout the process.
-

2. Campaign for Justice, Safety, and Jobs



August 12, 2017

Electronic Mail (Baltimore.Consent.Decree@usdoj.gov)

Puneet Cheema
United States Department of Justice
Civil Rights Division, Special Litigation Section
950 Pennsylvania Ave, NW
Washington, DC 20530

**Re: *U.S. v. Police Dep't of Baltimore City, et al*, Civil Action 1:17-cv-00099-JKB
Questions to Independent Monitor Finalists**

Dear Ms. Cheema:

On behalf of the Campaign for Justice, Safety and Jobs (CJSJ), we write to submit questions for the finalists for the Independent Monitor, as outlined in the consent decree between the City of Baltimore and the Department of Justice. The selection of the monitor is a critical process to ensuring the ultimate success of the consent decree, and we have engaged residents across the city to identify criteria that the people of Baltimore feel should be carefully considered in the selection of the Independent Monitor for Baltimore's Consent Decree

CJSJ is a coalition of over 30 organizations representing local and national youth leaders, community organizations, policy advocates, civil rights organizations, and labor unions. CJSJ formed in 2015 in the wake of the Baltimore police in-custody death of Freddie Gray, an unarmed Black man. Since then, we have created and advanced policing reforms and economic solutions to improve the quality of life for Baltimore City residents. After engaging hundreds of Baltimore residents to solicit their feedback, we respectfully submit the questions below.

1. **Community Engagement:** According to the consent decree, "the Monitor will designate a member of the team as a community liaison, who will serve as a point of contact to community members."
 - a. How will your community liaison(s) interact regularly with Baltimore residents and the monitor team?
 - b. How will your team select an individual or entity to design, distribute, and analyze the community survey required by the consent decree? Do you plan to, or would you be willing to contract with community based organizations to conduct the annual survey?
 - c. What steps do you plan to take to ensure that you are inclusive of ALL Baltimore residents, including youth, immigrants, people with disabilities, and others who may be more difficult to reach?
 - d. Baltimore is a city of neighborhoods. How do you plan to engage people in every corner of the city? Who do you have on your team that has the depth of local

knowledge and connections to local grassroots organizations and neighborhood leaders to be able to accomplish this?

2. Monitor Team Composition: Each monitor finalist has either designated a former law enforcement official as the lead monitor or has a large representation of law enforcement officials on its team.
 - a. What steps will you take to address any distrust felt by Baltimore residents who have been victims of police misconduct and may not want to communicate with team members because of their law enforcement backgrounds?
 - b. To the extent that your law enforcement team members have been named as defendants in law suits or have been the subject of misconduct complaints, how will you assure the parties and Baltimore communities that these team members are qualified to assess and recommend policing reforms detailed in the consent decree?
3. Track Record: According to the U.S. Department of Justice's (DOJ) investigative report, significant racial disparities exist in the Baltimore Police Department's (BPD) pedestrian stops, vehicle stops, searches, arrests, and use of force.¹ The report also uncovered evidence of gender bias in BPD officers' treatment of transgender individuals and their investigation of reports of sexual assault.²
 - a. What is your team's experience in identifying and addressing biased policing; specifically, racial, ethnic, and gender bias?
 - b. Please share examples of law enforcement agencies that realized a reduction in incidents of biased policing after receiving assistance from members of your team.

We appreciate your consideration of these questions, and hope to hear answers from the finalist candidates at the upcoming public meetings. We urge the parties to carefully consider these answers in selecting the best monitor team for Baltimore. For any follow up questions, please contact Elizabeth Alex at ealex@wearecasa.org.

Sincerely,

The Campaign for Justice, Safety, and Jobs members

1199 SEIU
ACLU of Maryland
Amnesty International
Baltimore Algebra Project
Baltimore Women United
Beats, Rhymes, and Relief
Baltimore United for Change
CASA

Coalition of Concerned Mothers
Communities United
Council on American-Islamic Relations
Equity Matters
Empowerment Temple
Freddie Gray Project
Fusion Group
Jews United for Justice

¹ See, U.S. Dep't of Justice Civil Rights Division, *Investigation of the Baltimore City Police Department*, Aug. 10, 2016 at 47-62, <https://www.justice.gov/opa/file/883366/download>.

² *Id.* at 122-27.

Justice League
Leaders of a Beautiful Struggle
Liberty Village Project
Making Change
Mothers on the Move
NAACP Legal Defense Fund, Inc
No Boundaries Coalition
Peace by Piece

Pleasant Hope Baptist Church
Power Inside
SEIU 32BJ
Showing Up for Racial Justice (SURJ)
Southern Engagement Foundation
Ujima People's Progress
Universal Zulu Nation

3. Disability Rights Maryland



Empowerment. Integration. Equality.

1500 Union Ave., Suite 2000, Baltimore, MD 21211

Phone: 410-727-6352 | Fax: 410-727-6389

www.DisabilityRightsMD.org

VIA E-MAIL

August 13, 2017

Puneet Cheema
United States Department of Justice
Civil Rights Division, Special Litigation Section
950 Pennsylvania Ave., NW
Washington, DC 20530

**RE: Disability Rights Maryland's Comments on the Baltimore City Monitor
Finalist Applications**

Dear Ms. Cheema:

Thank you for the opportunity to provide comments and feedback on the Baltimore City Monitor Proposals that were submitted to the City of Baltimore and the Department of Justice. Disability Rights Maryland is the state's federally designated protection and advocacy organization for persons with disabilities. We have long been concerned about the experience of Baltimore City residents with behavioral health disabilities as they interact with members of the police. We advocate the use of diversion policies that reduce interaction of persons in crisis with the police whenever possible, implementation of crisis response techniques that can help prevent situations that lead to unreasonable use of force, connect people in crisis to behavioral health services, and decreasing inappropriate criminal justice involvement for people with disabilities. We have had the chance to review the Monitor Proposals and the Supplemental Responses from the finalists and offer the following questions for consideration:

- 1) How do each of the applicants' view their role in monitoring BPD activities as distinct from their role in providing technical assistance to BPD?
- 2) What does each applicant, or their relevant subject matter expert, see as the most relevant experience they bring to the issue of police interactions with people with disabilities?
- 3) What experience does each applicant, or their relevant subject matter expert, have in creating and implementing diversion policies that reduce interaction of persons in crisis with police whenever possible?
- 4) What experience does each of the applicants, or their relevant subject matter expert, have in implementing crisis response techniques?
- 5) What would each applicant recommend to BPD or the City for having greater involvement of mental health professionals and services for people in crisis *in lieu of* police interactions?

- 6) How will each applicant define successful community engagement?
- 7) For DLA Piper and Powers Consulting: Please explain your decision to not have a formal community advisory panel or community council to assist in your community engagement process. For CNA Consulting and Exiger: Please explain the criteria that will be used to select members of the community advisory panel or community council to provide community input to Monitor positions and activities.
- 8) Please explain how each applicant will approach the disparity of police practices experienced by the “wealthier and largely white neighborhoods,” and “largely African-American communities,” in obtaining community input and engagement in implementing the Consent Decree?
- 9) Each applicant discusses dispute resolution methods for differing opinions and recommendations on the monitor teams, to what extent will community input be sought in addressing disputes of opinion or recommendations within monitor teams?

Thank you for considering these questions.

Sincerely,

A handwritten signature in black ink, appearing to read 'D. Prater', with a stylized, cursive flourish.

David A. Prater
Attorney

4. NAACP Legal Defense Fund



August 12, 2017

Electronic Mail (Baltimore.Consent.Decree@usdoj.gov)

Puneet Cheema
United States Department of Justice
Civil Rights Division, Special Litigation Section
950 Pennsylvania Ave, NW
Washington, DC 20530

**Re: *U.S. v. Police Dep't of Baltimore City, et al*, Civil Action 1:17-cv-00099-JKB
Questions to Independent Monitor Finalists**

Dear Ms. Cheema:

The NAACP Legal Defense and Educational Fund, Inc. (LDF) appreciates the opportunity to submit questions to the four monitor finalists for the consent decree in the above-captioned case: CNA Consulting; Exiger & 21st Century Policing, LLC; Powers Consulting Group; and Venable, LLP. We respectfully submit the questions below.

1. According to the U.S. Department of Justice's (DOJ) investigative report, significant racial disparities exist in the Baltimore Police Department's (BPD) pedestrian stops, vehicle stops, searches, arrests, and use of force.¹ The report also uncovered evidence of gender bias in BPD officers' treatment of transgender individuals and their investigation of reports of sexual assault.²
 - a. What is your team's experience in identifying and addressing biased policing; specifically, racial, ethnic, and gender bias?
 - b. Please share examples of law enforcement agencies that realized a reduction in incidents of biased policing after receiving assistance from members of your team.
2. The consent decree includes provisions that require the BPD to engage in policing practices that protect an individual's right to free speech, assembly, and to be free from unreasonable searches and seizures and the excessive use of force.³

¹ See, U.S. Dep't of Justice Civil Rights Division, *Investigation of the Baltimore City Police Department*, Aug. 10, 2016 at 47-62, <https://www.justice.gov/opa/file/883366/download>.

² *Id.* at 122-27.

³ Consent Decree, *U.S. v. Police Department of Baltimore City*, Case 1:17-cv-00099-JKB, 11-93 (U.S. D.MD Jan. 12, 2017), <https://www.justice.gov/crt/page/file/925046/download>.

- a. What is your team's experience in identifying and addressing unconstitutional policing practices?
 - b. Please share examples of law enforcement agencies that realized a reduction in incidents of unconstitutional policing after receiving assistance from members of your team.
3. The Baltimore consent decree requires the BPD to assess and improve its relationship with the Baltimore School Police Force, which has a contract with the BPD to serve as auxiliary police.
 - a. What is your team's opinion about the appropriate role of school police officers?
 - b. Should all police officers who patrol city streets under contract with the BPD be held to the same training, disciplinary, and data collection standards? If not, why not.
4. As indicated in your Request for Application submissions, several of your team members have multiple, ongoing professional commitments. The 227-page consent decree details sixteen areas of reforms to BPD policies and practices.
 - a. If you are selected as the independent monitor, would you commit team members who will serve full-time over the course of the monitoring term?
 - b. Have you identified these team members? If so, who are they and what will be their responsibilities?
5. Each monitor finalist has either designated a former law enforcement official as the lead monitor or has a large representation of law enforcement officials on its team.
 - a. What steps will you take to address any distrust felt by Baltimore residents who have been victims of police misconduct and may not want to communicate with team members because of their law enforcement backgrounds?
 - b. To the extent that your law enforcement team members have been named as defendants in law suits or have been the subject of misconduct complaints, how will you assure the parties and Baltimore communities that these team members are qualified to assess and recommend policing reforms detailed in the consent decree?
6. According to the consent decree, "the Monitor will designate a member of the team as a community liaison, who will serve as a point of contact to community members."⁴
 - a. How will your community liaison(s) interact regularly with Baltimore residents and the monitor team?
 - b. How will your team select an individual or entity to design, distribute, and analyze the community survey required by the consent decree?
 - c. If necessary, would you be willing to expand the number of community liaisons for your team through a transparent selection process?

⁴ *Id.* at 184.

7. The Venable, LLP and Exiger monitor applications have identified potential conflicts of interests, including members who have worked for the BPD or DOJ, or who provided legal representation to the City of Baltimore.

a. If you are selected as the independent monitor, how will you manage potential conflicts of interests and assure Baltimore communities that your service will be impartial?

The selection of the independent monitor is one of the most important decisions that the parties and Baltimore residents and stakeholders will make. Thank you for considering these questions. We look forward to hearing the responses of monitor finalists.

Sincerely yours,



Monique L. Dixon
Deputy Director of Policy and
Senior Counsel, Policing Reform
Campaign

Carlton Mayers
Policy Counsel, Policing Reform
Campaign

5. Immigration Outreach Service Center



August 13, 2017

U.S. Department of Justice
Civil Rights Division,
Special Litigation Section,
950 Pennsylvania Avenue, N.W.,
Washington, D.C. 20530

Re: Questions for the candidates for the Consent Decree Independent Monitor
(Baltimore, MD) to be held on August 15 and August 16 submitted to
Baltimore.Consent.Decree@usdoj.gov.

Dear Civil Rights Division:

We are respectfully requesting a response from the following candidates for the Independent Monitors of the Consent Decree in Baltimore City:

- [CNA Consulting](#) ([Response to Request for Additional Information](#))
- [Exiger](#) ([Response to Request for Additional Information](#))
- [Powers Consulting Group](#) ([Response to Request for Additional Information](#))
- [Venable LLP](#) ([Response to Request for Additional Information](#))

Recognizing that Baltimore City is home to 50,000 immigrants and that the largest proportion of immigrants are Latinx, followed by Asian immigrants, then African, then European, I would like the candidates to consider the need for a micro-community plan to foster improved relations between the immigrant population of Baltimore City and the Baltimore City Police Department.

This is a complex question that requires the team consider the diversity of the immigrant population and how the police department might need some of the following tools in order to best serve this population. Some of these tools might include:

- Diversity training for all officers in order to recognize, not just the diversity of race, color, and ethnicity, but also to recognize and respect the diversity of language skills, education, and experience with which our immigrants arrive.
- Sensitivity to the search for refuge and safety that is often the driving force that brings immigrants to our country.
- Recognition of the fear of police and armed forces (those in uniform, those carrying weapons, and those with power to jail and detain them) inherent in the country of origin of many immigrants.
- Recognition of the complicity of our country in the forces that drive some people to seek refuge here in the United States.

WWW.IOSCBALTIMORE.ORG - INFO@IOSCBALTIMORE.ORG - TEL: 410-323-8564
FAX: 410-323-8598 – 5401 LOCH RAVEN BOULEVARD, BALTIMORE, MD 21239

Given the complexity of addressing the needs of immigrants:

- What would a micro-community plan for immigrants look like?
- How would it be implemented?
- How will you (as a candidate for independent monitor) ensure that established immigrant voices (those who have struggled with the immigration process, been successful, and have a wealth of experience) be included in the development and implementation of the plan?
- How will you guarantee that immigrant voices that may be undocumented might be included in the conversation and plan?

We would like to send our sincere thanks to the Department of Justice team that has helped so many of us to process and develop our opinions so that we might best serve our communities in the Consent Decree development and implementation process.

Thank you for the opportunity to share our questions.

We look forward to next steps in the process.

Sincere thanks,

A handwritten signature in black ink that reads "Pat Shannon Jones". The signature is written in a cursive, flowing style.

Pat Shannon Jones
Executive Director

6. Barbara Tunstall

From: Barbara Tunstall
To: [Decree, Baltimore.Consent \(CRT\)](#)
Subject: Questions
Date: Tuesday, August 01, 2017 11:15:52 AM

1. Who among you are Baltimore city residents? For those (if any) who are, speak to an interaction with BCPD. What was the reason for that interaction? How did it begin? What was the end result?
2. If any are not residents of Baltimore city, what recent news reports have you seen come from Baltimore city, please list one positive story, one negative story and one neutral story involving Baltimore city police and the citizens. From each story, please detail, from your perspective how the disparate stories can be learning opportunities, that is what can the individuals learn from each corresponding experience?
3. Many of Baltimore city residents have experienced years of systemic trauma. The living environments are sorely in need of not only cosmetic and also structural readjustment. Please name a cosmetic as well of a structural intervention that you experience as a need for this committee to function at its peak.

Barbara Tunstall



7. Betty Robinson

From: Betty G. Robinson
To: [Decree, Baltimore, Consent \(CRT\)](#)
Subject: Question for the Monitor teams for Baltimore's consent decree
Date: Friday, August 11, 2017 10:02:55 PM

Here is a question for the monitor teams:

Since we know that the DOJ identified racist practices as a crucial area for the BPD to address, how will you ensure if you are selected as the Consent Decree Monitor that you are taking account the underlying factors of structural racism and white supremacy when evaluating compliance?

Betty Robinson



8. Hilary Hellerbach

From: Hilary Hellerbach
To: [Decree, Baltimore Consent \(CRT\)](#); Daphney.Williams@baltimorecity.gov; CouncilPresident@baltimorecity.gov; Ryan.Dorsey@baltimorecity.gov
Cc: info@baltimorelegalaction.org
Subject: Re: Interview Question for Consent Decree Finalists
Date: Thursday, August 03, 2017 7:48:56 PM

Please direct this question to each finalist:

Four years ago a 44 year old healthy unarmed black man named Tyrone West was stopped by police, allegedly for a traffic violation, pulled from his car, beaten , tazed, pepper sprayed, and kicked, by police officers (10 to 15 of them), and then stood on by a 300 lb officer, resulting in his death. The family was not officially notified of his death until after it had been on the news. The family was told early on that there would be no charges filed. A representative of the police department told the family that a request for internal investigation was submitted on their behalf. Baltimore's CRB has no record of having it. The States Attorney's Office never filed charges against any of the officers involved, although there was a recent civil settlement with Mr. West's children. His sister and other's in the family continue to advocate for accountability and have recently even presented additional evidence to the States Attorney's office..

Given this case, how would you change policies to insure that accountability of the officers is addressed, that the CRB receives all requests for investigations of police brutality/misconduct, enabling them to enact disciplinary measures if necessary, and work to make sure that this response and trauma doesn't happen again to another family? What would you do if selected, to hold those officers involved in Mr. West's death accountable now?

Thank you for your attention to this question.

- Hilary R. Hellerbach
Baltimore City Resident

On Thu, Aug 3, 2017 at 6:40 PM, Hilary Hellerbach <[REDACTED]> wrote:
Please direct this question to each finalist:

Four years ago in Baltimore City a 44 year old unarmed healthy black man named Tyrone West

Sent from my iPhone

9. David Cramer

To the four monitoring candidates:

Each of you have strong, viable proposals. The RFP did indicate that components of one monitoring team candidate could be combined with another. To that end, each of the four finalists could benefit from aspects of monitoring candidates who have not made the top four.

For example, one of the teams not selected, Loyola University, had a unique approach that none of the top current candidates have included and could benefit from. The Loyola team headed by Heather Z. Lyons, Ph.D. of the Department of Psychology, included an approach to organizational development and racial equity that was unique and could enhance the approach proposed by each of the four leading candidates. Furthermore, the BPD is hiring two additional contract staff funded by the Open Society Institute – a **Organizational Development Advisor** and a **Social Justice Equity Advisor**. A Monitoring team member who could relate directly with these two staff and enhance their capacity to affect internal BPD change, has the potential for long lasting impact beyond the five-year Consent Decree period and potentially outlast current city and BPD executive leadership. **Would you be willing to include Dr Lyons or another member of her team (if they are willing) as part of your team?**

In addition, Susan Burke's team proposed a unique community engagement strategy of hiring local leaders to be part of the team. **Would you be willing to adjust your budget to include such a local hiring option?**

Once the final Monitoring team is selected, it is customary to include their proposal as part of the contract they sign with the City by reference. Any additional commitments made in response to questions in writing or verbally at public forums may not be captured in the agreement. **Would all of you be willing to incorporate your written and verbal commitments?**

Finally, Venable did not include a community liaison person in the response to the RFP but proposed to select a person with the assistance of the City, BPD and DOJ to identify someone*. **Would you identify and make public your community liaison person before a final monitoring candidate is selected?**

*"In addition, as discussed below, we will work with the parties to identify and retain a community liaison who will facilitate interaction between the monitoring team and members of the community and explore ways—beyond those required by the Consent Decree to improve community-BPD relations." Page 18

10. Jerome Briscoe

From: JEROME BRISCOE
To: [Decree, Baltimore.Consent \(CRT\)](#)
Subject: Questions for Forum on Selection of Consent Decree Monitors
Date: Sunday, August 13, 2017 8:26:12 PM

Re: Forum for Selection of Consent Decree Monitor

Dear Sirs,

My name is H. Jerome Briscoe and I am a Baltimore resident. I understand Venable, LLP. is in the running to be a Monitor pursuant to the Consent Decree. As permitted by the selection process, I ask that Venable LLP explain the nature of the multiple malpractice suits filed against it over the past decade ; how many of those suits were settled and why?; what were the provisions of those settlements?

Thank you for your consideration.

/s/

H. Jerome Briscoe

11. Karis Haslam

From: Karis Haslam
To: [Decree, Baltimore.Consent \(CRT\)](#)
Cc: Daphney.Williams@baltimorecity.gov; CouncilPresident@baltimorecity.gov; Ryan.Dorsey@baltimorecity.gov
Subject: Question for Baltimore Consent Decree Monitor Finalists
Date: Sunday, August 13, 2017 11:34:43 AM

This question is for any or all of the consent Decree Monitor Finalists:

What is your team's position on current Baltimore City policy that prohibits persons who receive cash settlements in police brutality cases from speaking out publicly – or talking to the media? Note that this policy is currently under challenge by the ACLU.

Sincerely,

Karis Haslam

[REDACTED]

[REDACTED]

[REDACTED]

From: Karis Haslam
To: [Decree, Baltimore.Consent \(CRT\)](#)
Cc: Daphney.Williams@baltimorecity.gov; CouncilPresident@baltimorecity.gov; Ryan.Dorsey@baltimorecity.gov; civilrights@baltimorecity.gov
Subject: question for Consent Decree Monitor Finalists
Date: Sunday, August 13, 2017 11:29:05 AM

This question is for any or all of the Consent Decree Monitor Finalists:

The complaint types covered under the Civilian Review Board's current statutory authority include:

Excessive Force

False Arrest

False Imprisonment

Harassment

Abusive Language

Does your team support statutory revision to include or specifically note that the following complaint types are covered:

Failure to investigate when responding to a call.

Police theft and/or extortion of citizens/detainees.

Planting of evidence by police officers.

Sincerely,

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

From: Karis Haslam
To: [Decree, Baltimore.Consent \(CRT\)](#)
Cc: DaphneyWilliams@BaltimoreCity.gov; CouncilPresident@baltimorecity.gov; Ryan.Dorsey@baltimorecity.gov; civilrights@baltimorecity.gov
Subject: question for Consent Decree Monitor Finalists
Date: Sunday, August 13, 2017 11:19:57 AM

This question is for any or all of the Consent Decree Monitor Finalists:

Currently approximately 85% of all police misconduct complaints are filed directly with the Baltimore Police Dept. and 15% filed with the Civilian Review Board. The Baltimore Police Department reviews and decides which police misconduct reports are forwarded to the CRB according to their interpretation of whether the complaint falls under the CRB's jurisdiction according to statutory guidelines.

Does your team support a transparent process whereby all police misconduct complaints are shared with CRB to verify that reporting is compliant with the Civilian Review Board's statutory jurisdiction?

Sincerely,

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

From: Karis Haslam
To: [Decree, Baltimore.Consent \(CRT\)](#)
Cc: Daphney.Williams@baltimorecity.gov; CouncilPresident@baltimorecity.gov; Ryan.Dorsey@baltimorecity.gov; mail@stattorney.org; civilrights@baltimorecity.gov
Subject: Question for Baltimore Consent Decree Monitor Finalists
Date: Sunday, August 13, 2017 12:00:56 PM

This question is for any or all of the Consent Decree Monitor Finalists:

Four years ago this summer Tyrone West was detained in a traffic stop. A struggle with police officers ensued and thirty minutes later he was dead. No charges have been brought against any of the police officers involved. This is in spite of new evidence uncovered that includes (but is not limited to) an independent medical examiner review that concluded cause of death to be positional asphyxia, and the revelation that no drugs are held in evidence in this case as claimed by Baltimore police. The two plain clothes police officers who initially detained and engaged Tyrone West were involved in the brutal beating of Abdul Salaam less than three weeks earlier. Salaam won a civil suit against these same officers.

Will your team recommend that the Baltimore State's Attorney's Office re-open the Tyrone Case in light of new evidence uncovered?

Sincerely,

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

12. Kim Trueheart

From: kim trueheart
To: [Decree, Baltimore.Consent \(CRT\)](#)
Cc: "[Catherine Pugh](#)"; [Kevin Davis](#)
Subject: Questions About the Role of the Monitor
Date: Monday, August 14, 2017 4:19:54 AM

I have two questions about the role of the Monitor:

1. One of the reforms noted in the Consent Decree is a *Staffing Study* to ensure a sufficient number of officers and supervisors:
 - a. The BPD is promoting itself as the 8th largest department in the nation. If the results of the staffing study concludes that the department is overmanned, will the monitor ensure the department is right-sized according to the study results?
2. One of the systemic violations noted in the DOJ Findings Report states that BPD Officers have engaged in “*Retaliation against people engaging in constitutionally protected expression*”.
 - a. This practice continues today as exemplified by the overwhelming presence of BPD officers at a city council public hearing on July 11, 2017 on a proposed city ordinance imposing a mandatory minimum sentence for carrying an illegal handgun. It appears that the political officials who sponsored the public hearing requested this heavy police presence to restrict constitutionally protected expression. The morning of the hearing citizens were greeted by officers who formed a gauntlet-like formation on the sidewalk entrance to city hall; lined the hallway on the 4th floor outside the council chambers as well as numerous officers were posted inside the chambers, which all appeared as a clear attempt to intimidate citizens attending the council hearing and engaging in their constitutionally protected right to express themselves. Will the monitor address this violation which does not yet appear to have a solution identified in the reforms being undertaken by BPD?

Very Respectfully,
Kim Trueheart, Citizen of Baltimore City



13. Keesha Ha

From: Keesha Ha
To: [Decree, Baltimore.Consent \(CRT\)](#)
Subject: five questions for monitor finalists
Date: Monday, August 14, 2017 10:39:10 AM

1. Explain your process for the selection and role of Law Enforcement personnel chosen to participate on your team.
2. In what ways have the recent disclosures by defense attorneys of a seemingly pattern and practice within the BPD that encourages the manipulation of evidence to the detriment of innocent citizens and subsequent criminal case dismissals affect your approach to the monitoring process as it relates specifically to the BPD?
3. Reflecting upon your experience on statutory regulations involving the Law Enforcement Bill of Rights (LEOBR), in what ways are you prepared to overcome obstacles that afford officers protections?
4. Under the assumption that that a monitoring teams' lead monitor(s) reflects an overall philosophy/approach in addressing the process specific to the needs of Baltimore, what does your selection reveal about your insight into the uniqueness of the challenges Baltimore faces that lead to the creation of the need for a consent decree?
5. In what capacity do you see the 1. The office of public defenders
2. And States Attorney's Office in assisting the monitoring of the consent decree?

14. Marilyn Howard

From: producer inc
To: [Decree, Baltimore.Consent \(CRT\)](#)
Subject: Question
Date: Friday, August 11, 2017 11:39:44 AM

Hi:

I am requesting the forum to include a discussion on "Persistent Surveillance Systems" an arm of Baltimore City Police Department that violates Baltimore City citizens and other residents 1st Amendment rights conducting (24) surveillance by videotaping, audiotaping and monitoring citizens movements into other jurisdictions through out state of Maryland including DC and Virginia.

Police have been allowed to continue to violate citizens rights under this program by keeping program secret using, National Security as a crutch which is bogus.

The program has already been exposed by numerous of news station's, news papers and lawmakers during the Freddie Gray police murder case.

So police can not use National Security or State Secrecy when this program has been exposed as unconstitutional.

Any questions, please contact me at 

Sincerely,

Marilyn Howard

From: producer inc
To: [Decree, Baltimore.Consent \(CRT\)](#)
Subject: Comments
Date: Friday, August 11, 2017 11:09:16 AM

August 11, 2017

Puneet Cheema
United States Department of Justice
Civil Rights Division, Special Litigation Section
950 Pennsylvania Ave, NW
Washington, DC 20530

Dear Puneet Cheema:

This is a complaint concerning the Monitor Applications concerning the following, described as below.

Venable LLP
CNA Consulting
Exiger
Powers Consulting Group

Venable LLP:

In 1986, I had a discrimination case against (2) White police officers for false arrest and misconduct. A legal action was filed against the Mayor and City Council of Baltimore City and the Venable Law firm who represented the Mayor and Baltimore City back then was instrumental in sabotaging my case.

All types of dirty pool and unethical behavior from a hostile bias judge who called me to her bench to countermanding and bullying me into dropping my case. She yelled at me saying, "You can't sue the Mayor."

There was "Jury Tampering" with a jury pool that did not represent me as an African American citizen, with (7) White and only (5) Blacks that would assure I would lose my case against the two White police officers.

Venables allowed police to conduct an investigation on me, instead of conducting an investigation of police officers accused of discrimination who still today engages in harassment against me, still ongoing.

Powers Consulting Group:

As Baltimore City and other surrounding counties are under 24 hour aircraft surveillance by "Persistent Surveillance Systems" under the guidance of Baltimore City Police in conjunction with other government agencies and police jurisdictions which was revealed during the "Freddie Gray" police case.

At this time, numerous of media outlets found the FBI were conducting aircraft surveillance

video taping and photographing citizens over Baltimore, Maryland. This discriminatory program is conducted all over the state of Maryland in counties of Anne Arundel, Baltimore, Howard, Montgomery, P. G. County and into the District of Columbia.

For these reasons, I have grave concerns about Annette Douglas credentials. She works in conjunction with the FBI, law enforcement and the Federal Aviation Administration. Has or will Annette Douglas used her expertise as a behavioral scientist in a negative manner against minority communities?

Below is her bio that mentions her working as a consultant. Also, that she worked in aviation and with the FAA.

What role will she play or has played in protection of communities of color 1st Amendment rights involving law enforcements surveillance activities?

Annette Douglas, Ph.D., Support Team Member, is a **Consultant, Behavioral Science & Organizational Development** specialist. She is an accomplished Behavioral Scientist and Organizational Development Consultant. Her expertise includes Education, Organizational Development and Psychology. Her clinical psychology practice specializes in psychiatric diagnoses, **neurotic behavior** and substance abuse. She provides consultation services for numerous vocations including law enforcement, mental health, **aviation industry**, and the Federal Government. In addition to her clinical background, Dr. Douglas has extensive practical experience as a Psychiatric Diagnostician and Addiction Specialist at the Brookdale Hospital Medical Center, Brooklyn, NY; and a Substance Abuse trainer for the Palm Beach County Justice Division's Sexual Assault Response Team. She developed the Behavioral Tool Assessments for the **Federal Aviation Administration (FAA)**, New York City Police Department (NYPD) and **Federal Bureau of Investigation (FBI)**. Dr. Douglass is an author with a host of publications including Mental Models for Safety-Related Positions; Things One Should Know About Drugs; Single One-Parent Households and Cry of the Child (Intergenerational Domestic Violence).

Any questions, please feel to contact me at 443-561-8586.

Sincerely,

Marilyn Howard

15. Mary Jane Oelke

From: Mary Oelke
To: [Decree, Baltimore.Consent \(CRT\)](#)
Subject: question about Maryland police misconduct
Date: Saturday, August 12, 2017 5:17:46 AM

Sir or Madam,

I have reported police misconduct of Baltimore COUNTY police to DOJ and FBI with no response or investigation or results of any kind.. With a history as riddled with questionable incidents and procedures (ignoring rape kits for example, also the death of Korrin Gaines and Christopher Brown and others I could name and the robbery of evidence against a police officer from a secret IA location known only by fellow officers, etc, etc.) ,I ask wwhy there is not a DOJ restructuring and investigation into COUNTY police misconduct and violation of due process engaged in by COUNTY police. I am relieved to see Baltimore City police finally scrutinized, but the violations of citizens rights by misguided police departments crosses the county line and you need these same hearings out in the county and finally allow community input from witnesses in Baltimore County as well as the city. WHEN WILL THIS HAPPEN? That is my question.

Sincerely,

Mary Jane Oelke

16. Stan Becker

From: stan Becker
To: [Decree, Baltimore.Consent \(CRT\)](#)
Subject: question for monitoring candidates
Date: Saturday, August 12, 2017 6:28:08 PM

Dear Madam/Sir

Here is my question.

In a rigorous statistical analyses of crime rates in 31 jurisdictions where DOJ has had consent decrees, Rushin and Edwards (2017) found significant increases in property crimes and violent crime in the period 0-3 years after the consent decree settlement. Subsequently (after year 3) there was a decline so rates were not significantly different from those in comparison jurisdictions. Baltimore seems no exception with a record number of homicides so far this year. To what do you attribute these increases post consent decree and how do you think your monitoring will help bring down crime rates as fast as possible?

Rushin, S and Edwards, G. 2017. De-Policing. Cornell Law Review 102.

Thank you for your attention.

Stan Becker
Professor, Johns Hopkins Univ.

17. Yvette Muhammad

From: YVETTE Muhammad
To: [Decree, Baltimore.Consent \(CRT\)](#)
Subject: Question for Panelist
Date: Wednesday, August 02, 2017 7:22:38 PM

What makes your team so special for us to trust?

Your team consist of who & were any pick from the Community ?

How does one become a part of the team?

I certainly would like to be part of the team if it hasn't already been picked?

Yvette Muhammad

Will be there August 15th

Sent from my iPhone