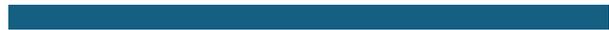


ANNUAL REPORT

2025

Police Accountability Board



**William Wade, Chairman
Lisa Knight, Member
Ian Shaw, Member
Todd Mitchell, Member
Joe Leeman, Member**



**Police Accountability Board
Carroll County Government
225 North Center Street
Westminster, Maryland 21157**

**Carroll County Police Accountability Board
2025 ANNUAL REPORT
December 31, 2025**

Membership

The board is operating with two new members this year. William Wade replaced Stacy Shaffer as the new Chairman and Joe Leeman joined the board. This was a result of previous members rotating off having served their two-year terms. Currently the membership of the board is:

William Wade, Chairman
Lisa Knight, Member
Ian Shaw, Member
Todd Mitchell, Member
Joeseeph Leeman, Member

Legal Counsel

Tim Burke and Bethany Henderson continue to serve as support staff and legal advisors to the Carroll County Police Accountability Board (CCPAB) and the Carroll County Administrative Charging Committee (CCACC). Mr. Burke and Ms. Henderson attend CCPAB and CCACC meetings and review each ACC decision before issuance. We greatly appreciate the support provided by Mr. Burke and Ms. Henderson. Ms. Henderson is also our liaison to the law enforcement agencies ("LEA") and is an integral member of our team.

Meetings with Law Enforcement Agencies

As required by the enacting legislation, and Carroll County Resolution, the CCPAB met with the Law Enforcement Agencies of Carroll County (LEA) quarterly during 2025. The board meets every three months in March, June, September, and December. Representatives from the Carroll County Sheriff's Office (CCSO), the Westminster Police Department (WPD), the Taneytown Police Department (TPD), the Hampstead Police Department (HPD), the Manchester Police Department (MPD), and the Sykesville Police Department (SPD) participated in these meetings. Mount Airy is a Tri-county city and is not within the purview of the CCPAB. The CCPAB published agendas in advance of each meeting, identifying the issues it wished to address. See Exhibit A for a sample. Productive discussions were held with the LEAs and many issues and

concerns were resolved. We are pleased to report that senior leadership from each LEA participates in the quarterly meetings. A video of all quarterly meetings between the CCPAB and LEAs is available on the CCPAB website going back to the first meeting of March 6, 2023.

Carroll County Administrative Charging Committee

CCACC membership also had turnover in 2025. Four of the five members are new since 2024. The current members are listed below:

Tom Beyard (Chairman CCACC)
William Wade (Chairman CCPAB)
Lee Esworthy (Member)
Michele Denton (Member)
Doug Smith (Member)

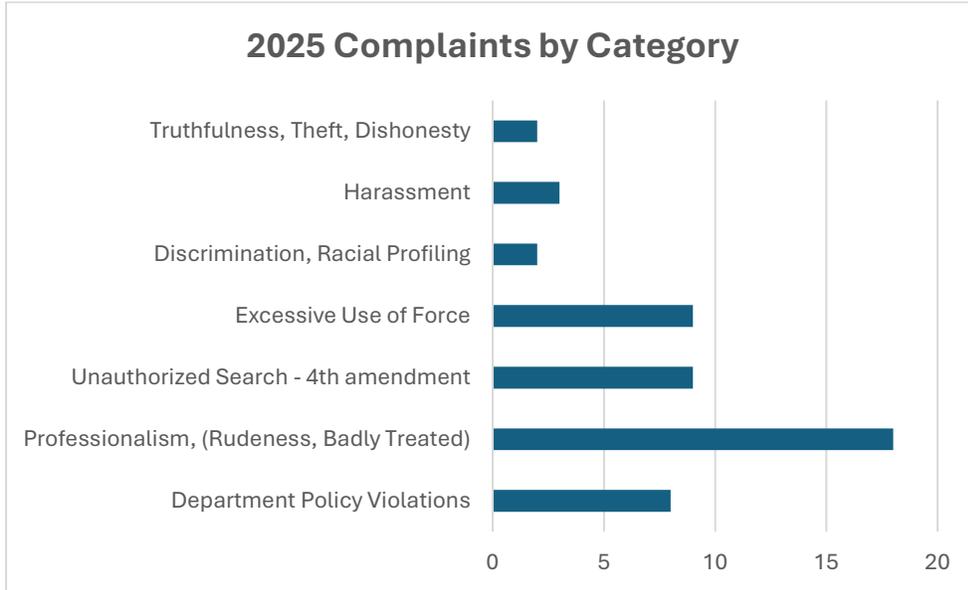
The CCACC met monthly to review complaints filed against law enforcement officers in Carroll County. The CCACC reviewed a total of 51 cases in 2025. This compares with 20 cases that were presented to the committee last year. We attribute the increase in the number of cases, in part, due to the public becoming more aware of the Police Accountability Law. Also, the CCPAB record keeping for the year 2024 complaints was still in its formative stages and it is possible that not all submissions to the CCACC were documented. As of this writing the CCPAB has developed a Complaint Log which documents the complaints brought before the CCACC and records the CCACC's decisions. (Exhibit C) A chart summarizing the complaints submitted to the CCACC and the corresponding dispositions can be found in Exhibit B. Please note, the comparison in Exhibit B of the number of complaints reviewed in 2025 with the number of civilian encounters with law enforcement in 2025 must be looked at from the standpoint that some of the complaints were filed from incidents that occurred in 2024. This could slightly skew any analysis.

Identified Trends in the Disciplinary Process

As can be seen from the CCACC Complaint Log, 51 cases were brought before the CCACC in 2025. The complaints can be broken down into eight categories.

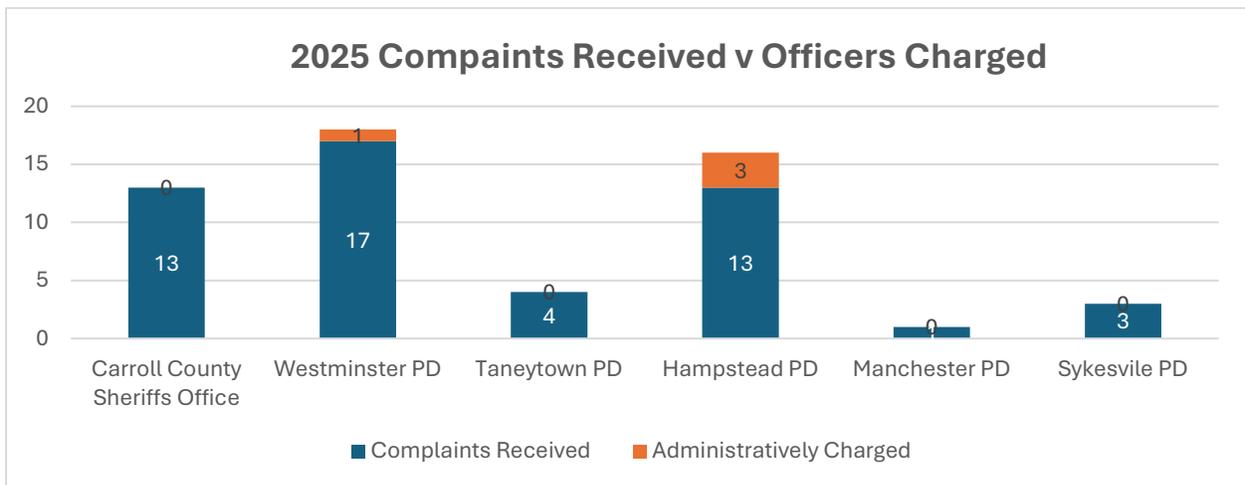
1. Department Policy Violations
2. Professionalism, (Rudeness, Badly Treated)
3. Unauthorized Search, 4th Amendment
4. Excessive Use of Force
5. Discrimination, Racial Profiling
6. Harassment
7. Truthfulness, Theft, Honesty

The complaint breakdown by category is shown as follows:



Of the 51 complaints reviewed by the CCACC, four resulted in administrative charges against the officers. The charges were,

1. Not engaging siren during a pursuit – counseling recommended
2. Illegal left turn in a police car on the way to work – counseling recommended
3. Not informing a detainee that she was being recorded – counseling recommended
4. Misconduct – dismissal recommended



Due to the small number of officers that were administratively charged (four), no trends in the disciplinary process can be identified at this time. However, as you can see from the above list of the types of complaints forwarded to the CCAC for review, department policy violations, professionalism, unauthorized searches, and excessive force are the issues that citizens tend to complain about the most.

Recommendations to Improve Police Accountability in Carroll County

Given the relatively few complaints against police officers over the past year and the fact that most were determined to be without merit there is no discernable trend to report. We are blessed to live in a county with highly professional law enforcement officers and a relatively low crime rate. We are pleased to report that the relationship between the CCPAB, CCACC and LEAs is professional, respectful and constructive.

The CCPAB's mission is to foster transparency in matters involving the LEAs as they relate to the community, receive complaints of alleged misconduct and make policy recommendations designed to improve police accountability. In this regard, the PAB essentially functions as a liaison between the Board of Carroll County Commissioners, the LEAs, and the community. The greatest challenge for the CCPAB is determining what it can do to best fulfill its mandate. Given that challenge, we recommend the following:

1. The Board of Carroll County Commissioners should meet annually with the CCPAB to discuss its role and effectiveness, and place that meeting on the Commissioner's agenda sometime during the first quarter of the calendar year so that the end-of-year report can be discussed, and the Board of Carroll County Commissioners can ask questions regarding the work of the CCPAB and the CCACC.

2. It is felt by the CCPAB that the public is generally unaware of the CCPAB and the CCACC. The CCPAB has begun to change this by moving forward with several public outreach efforts. For example:

- The CCPAB has developed a Trifold brochure that explains the purpose and scope of the Police Accountability Act and of the CCPAB and the CCACC.
- The CCPAB rented a booth at the Westminster Fall Fest last September to hand out the brochure and talk to citizens about our mission.
- The CCPAB has developed a plan to make presentations to local civic and non-profit groups during their meetings. The CCPAB will make its first presentation to the American Legion in Hampstead this February.

The CCPAB would like the Board of Carroll County Commissioners to work with the CCPAB in this effort and to set side funding to help the CCPAB raise community awareness.

3. Currently in Carroll County there are only two eligible civilian trial board members. The CCPAB requests that the Board of Carroll County Commissioners work with the CCPAB to increase the number of trial board members.

4. The CCPAB recommends amending the Carroll County Resolution to create three-year terms (instead of 2- year terms). This was recommended last year and has not been acted upon. This is based upon the training requirements for the CCACC members, new training programs being created for the CCPAB members, and the difficulty in recruiting new members for the CCPAB and CCACC. It takes several months to get acclimated to the process and to develop some familiarity with the various stakeholders involved in these matters, and a three-year term would afford more time for board members to "learn the ropes and" then be able to more actively

participate in the boards. It would also help to ease the crunch of having to regularly and rapidly fill vacant board positions. It is also recommended to stagger the terms, so the CCPAB and the CCACC don't have to fill all the positions at once. The CCPAB also recommends that the due date of the End of the Year Report to the Commissioners be moved back from December 31 to January 31, so that the CCPAB and law enforcement agencies can include the entire year's data in the report. The CCPAB will provide an amended Carroll County Resolution for the Commissioners to consider.

5. There is a link on the CCPAB website for complaints. A request was made by the CCPAB in 2025 to the County Administrator's office to also have a link for commendations. The CCPAB recommends that a commendation link be provided to capture non-complaint feedback and to allow for public engagement that promotes a productive partnership with our law enforcement agencies. The CCPAB also believes that if there was an alternate button that it might reduce the number of complaints because it would give citizens an alternative to a complaint.

6. The CCPAB finds the current statutory provisions regarding the retention of findings from complaints against officers' permanent personnel records to be overreaching, particularly in matters where there was no administrative charge imposed. The CCPAB would encourage the Board of Carroll County Commissioners to support legislation to amend the state statute to provide for some type of an expungement process.

Conclusion

The CCPAB is pleased to report that the citizens of Carroll County are fortunate to have law enforcement agencies who are strongly invested in the community and are striving for a high level of professional excellence. It is the on-going goal of the CCPAB and CCACC to continue to work with Carroll County's law enforcement agencies towards our common goals of supporting responsive policing while maintaining the high quality of policing that we have come to know and expect in Carroll County Maryland.

Exhibit A

William Wade
Chair, CCPAB



Police Accountability Board
Carroll County Government
225 North Center Street
Westminster, Maryland 21157

Carroll County Police Accountability Board Agenda

*December 8, 2025, at 10:00 a.m.

1. Establishment of Quorum
2. Video of previous meetings available on CCPAB website
3. Next Meeting March 9th at 10:00 a.m.
4. Year 2026 Meeting Dates March 9th, June 15th, September 14, December 7th
5. PAB Closed Administrative Session, Tuesday November 25th (Handout)
6. Changes to ACC Time Limits (SB 533) Effective October 1. (Handout)
7. Upcoming Maryland State Police Trial Board Case, January 29, 2026
8. Update from ACC—Brief review of cases (Tom)
9. Updates from Law Enforcement Agencies
- 10 Law Enforcement Time
11. Other Concern and Business
12. Adjourn

* PAB will meet in closed technical session at 9:00 a.m. in room 302 to review ACC outcomes over the past 3 months.

Exhibit B

Complaint Statistics January through December 2025

Carroll County Sheriff's Office
Population Approx. 177,000
Calls for Service = 21,446
Traffic Stops = 12,598
Number of Complaints = 13
Number of Officers Charged = 0

Sykesville PD
Population Approx. 4,400
Calls for Service = 11,389
Traffic Stops = 1344
Number of Complaints = 3
Number of Officers Charged = 0

Manchester PD
Population Approx. 5,500
Calls for Service/Traffic = 2672
Traffic Stops = 1879
Number of Complaints = 1
Number of Officers Charged = 0

Westminster PD
Population Approx. 21,000
Calls for Service = 11,040
Traffic Stops = 7,815
Number of Complaints = 17
Number of Officers Charged = 1

Taneytown PD
Population Approx. 8,000
Calls for Service = 6359
Traffic Stops = 2274
Number of Complaints = 4
Number of Officers Charged = 0

Hampstead PD
Population Approx. 6,500
Calls for Service = 5051
Traffic Stops = included in above
Number of Complaints = 13
Number of Officers Charged = 3

Nature of 51 Complaints for 2025	Number of Complaints	Administratively Charged
Department Policy Violations	8	3
Professionalism, (Rudeness, Badly Treated)	18	0
Unauthorized Search - 4th amendment	9	0
Excessive Use of Force	9	0
Discrimination, Racial Profiling	2	0
Harassment	3	0
Truthfulness, Theft, Dishonesty	2	1
Unlawful Arrest	0	0
Total	51	4

Exhibit C

CARROLL COUNTY POLICE ACCOUNTABILITY BOARD COMPLAINT LOG

Date of Complaint	Complaint	Investigating Agency	Investigating Agency Complaint Number	ACC Hearing Date	ACC Disposition	Outcome
Unavailable	Threatening and inappropriate force	Sykesville Police Department	24-002	1/15/2025	Not Administratively Charged- unfounded	Closed
Unavailable	Personal Conduct	Sykesville Police Department	SPD 24-001	1/15/2025	Not Administratively Charged- unfounded	Closed
11/7/2024	Violation of 4th Amendment Rights	Carroll County Sheriff's Department	24-08	1/15/2025	Not Administratively Charged- exonerated	Closed
11/7/2024	Violation of 4th Amendment Rights	Carroll County Sheriff's Department	24-08	1/15/2025 and 02/19/2025	Not Administratively Charged- unfounded	Closed
10/1/2024	Rudeness, unreasonable entry and search	Carroll County Sheriff's Department	24-07	1/15/2025	Not Administratively Charged- unfounded	Closed
7/23/2024	Discrimination, Unlawful Stop	Hampstead Police Department	25000012	2/19/2025	Not Administratively Charged- unfounded	Closed
1/28/2025	Unlawful Pursuit	Hampstead Police Department	24000850	2/19/2025	Not Administratively Charged as to unlawful "blocking"- unfounded. Administratively Charged as to not engaging his siren during pursuit- Category A recommended	Closed
10/10/2024	Civility and Failure To Document- Officer #1	Westminster City Police Department	24-012	2/19/2025	Not Administratively Charged- exonerated	Closed
10/10/2024	Civility and Failure To Document- Officer #2	Westminster City Police Department	24-012	2/19/2025	Not Administratively Charged- exonerated	Closed
1/15/2025	Unfairly Treated	Taneytown Police Department	25-001	2/19/2025	Not Administratively Charged- unfounded	Closed
7/24/2024	Unnecessary Force	Carroll County Sheriff's Department	24-06	2/19/2025	Not Administratively Charged- exonerated	Closed
2/7/2025	Rudeness, Misconduct	Carroll County Sheriff's Department	25-01	2/19/2025	Not Administratively Charged- Unfounded	Closed
7/22/2024	Unsafe Driving	Hampstead Police Department	25000052	3/19/2025	Not Administratively Charged- Exonerated	Closed

7/22/2024	Operating Outside Jurisdiction	Hampstead Police Department	25000052	3/19/2025	Not Administratively Charged- Exonerated	Closed
7/22/2024	Questionable Entries into Dispatch Record (Honesty)	Hampstead Police Department	25000052	3/19/2025	Not Administratively Charged - Unfounded	Closed
1/3/2025	Excessive Force	Hampstead Police Department	25000079	3/19/2025	Not Administratively Charged- Exonerated	Closed
12/15/2024	Was stopped for tag light out when it was working	Carroll County Sheriff's Department	24-09	4/16/2025	Not Administratively Charged - Unfounded	Closed
4/2/2025	Illegal left turn while driving police vehicle	Hampstead Police Department	HPD 25-004	5/21/2025	Administratively Charged - Category A, Formal Written Counseling recommended	Closed
1/3/2025	Improper Traffic Stop Officer 1	Hampstead Police Department	HPD 25-001	5/21/2025	Not Administratively Charged - Exonerated	Closed
1/3/2025	Improper Traffic Stop Officer 2	Hampstead Police Department	HPD 25-001	5/21/2025	Not Administratively Charged - Exonerated	Closed
8/13/2024	Improper Traffic Stop, unnecessary force, severe physical and mental harm	Taneytown Police Department	TPD 25-002	5/21/2025	Not Administratively Charged - Exonerated	Closed
2/26/2025	Officer failed to adequately search for a firearm that was alleged to be at the scene, complainant was also kept out in the cold and treated like a suspect Officer 1	Westminster City Police Department	WPD 25-002	5/21/2025	Not Administratively Charged - Unfounded/Exonerated	Closed
2/26/2025	Officer failed to adequately search for a firearm that was alleged to be at the scene, complainant was also kept out in the cold and treated like a suspect Officer 2	Westminster City Police Department	WPD 25-002	5/21/2025	Not Administratively charged - Exonerated	Closed
2/26/2025	Officer failed to adequately search for a firearm that was alleged to be at the scene, complainant was also kept out in the cold and treated like a suspect Officer 3	Westminster City Police Department	WPD 25-002	5/21/2025	Not Administratively charged - Exonerated	Closed

2/4/2025	Carroll County Sheriff Officers arrested complainant unnecessarily and without a warrant	Carroll County Sheriff's Department	CCSO 25-02	6/18/2025	Not Administratively charged - Exonerated	Closed
2/3/2025	Carrol County Sheriff's Deputy was unprofessional, overly aggressive, disrespectful, arrogant, and indignant and thereby engaged in misconduct.	Carroll County Sheriff's Department	CCSO 25-06	6/18/2025	Not Administratively charged - Exonerated	Closed
4/14/2025	It is alleged that during a call for service (protective order vacate) a Carroll County Sheriff's Officer used excessive force by pushing the complainant with his belly.	Carroll County Sheriff's Department	CCSO 25-09	6/18/2025	Not Administratively charged - Exonerated	Closed
2/3/2025	The complainant was stopped for a missing front license plate because the Taneytown police department is targeting her husband at the direction of town officials. The officer treated her badly and detained her longer than necessary. It was all done in an attempt to put her husband in jail.	Taneytown Police Department	TPD 25-004	6/18/2025	Not Administratively charged - Unfounded	Closed
6/4/2025	The complainant alleged that during a traffic stop she was verbally abused and bullied.	Carroll County Sheriff's Department	CCSO 25-11	7/16/2025	Not Administratively charged - the committee did not rule on exonerated or unfounded.	Closed
9/10/2024	The complainant alleged that during a traffic stop the officer used excessive force and towed his vehicle unlawfully.	Manchester Police Department	24-0000-01	8/20/2025	Not Administratively charged - Unfounded	Closed

4/3/2025	The complainant alleged that the officer placed the handcuffs on his wrists too tightly (slave cuffed) and caused injury to his left wrist and thumb.	Westminster City Police Department	WPD 25-05	8/20/2025	Not Administratively charged - Exonerated	Closed
4/9/2025	The complainant alleged that the officer spoke to her in a demeaning manner while off-duty and did not identify himself as a police officer.	Taneytown Police Department	TPD 25-003	9/17/2025	Not Administratively charged - Unfounded	Closed
5/2/2025	The complainant alleged that the officer is harrassing and being rude to her son.	Westminster City Police Department	WPD 25-004	9/17/2025	Not Administratively charged - Exonerated	Closed
7/21/2025	The complainant alleged that the officer acted angry and aggressive, that she was racially profiled, and she was not guilty of disobeying the traffic signal.	Westminster City Police Department	WPD -006	9/17/2025	Not Administratively charged - Exonerated	Closed
7/18/2025	The complaint involved 2 officers and alleged that the officers conducted a poor investigation, and gossiped about her, and generally treated her poorly. Officer 1	Westminster City Police Department	WPD-007	9/17/2025	Not Administratively charged - Exonerated	Closed
7/18/2025	The complaint involved 2 officers and alleged that the officers conducted a poor investigation, and gossiped about her, and generally treated her poorly. Officer 2	Westminster City Police Department	WPD-007	9/17/2025	Not Administratively charged - Exonerated	Closed

8/5/2025	The complainant alleges that the officer failed to turn over information, failed to follow procedures, and engaged in misconduct.	Westminster City Police Department	WPD-008	9/17/2025	Not Administratively charged - Exonerated	Closed
7/21/2025	The complainant alleges that she was aggressively searched by the officer, inappropriately touching her genital area.	Westminster City Police Department	WPD-010	9/17/2025	Not Administratively charged - Exonerated	Closed
8/20/2025	The complainant alleges that she was the subject of a dog sniff and a subsequent search during a traffic stop and that the officer did not have reasonable articulable suspicion	Westminster City Police Department	WPD-011	9/17/2025	Not Administratively charged - Exonerated	Closed
7/6/2025	The complainant alleges that during her arrest that she was punched in the chest several times and she was bruised and injured	Carroll County Sheriff's Department	CCSO 25-16	10/15/2025	Not Administratively charged - Exonerated	Closed
8/15/2025	It was alleged that the officer exited his vehicle and shouted obscenities at the complainant	Westminster City Police Department	WPD 25-012	10/15/2025	Not Charged - Unfounded	Closed
7/31/2025	The complainant alleges that she was not advised that she was being recorded on a body worn camera as is required by state law and department policy	Westminster City Police Department	WPD 25-009	10/15/2025	Administratively Charged - Category A, Formal Written Counseling recommended	Closed
7/1/2025	The complainant alleged that while reporting a sexual assault that the officer made rude remarks.	Hampstead Police Department	HPD 25-05	10/15/2025	Not Administratively charged - Unfounded	Closed

8/8/2025	The complainants alleged that they were handcuffed and detained without cause. Officer 1.	Hampstead Police Department	HPD 25-0010	10/18/2025	Not Administratively charged - Exonerated	Closed
8/8/2025	The complainants alleged that they were handcuffed and detained without cause. Officer 2.	Hampstead Police Department	HPD 25-0010	10/18/2025	Not Administratively charged - Exonerated	Closed
3/1/2025	The complainant alleged that the officer was having a sexual affair with his wife	Hampstead Police Department	HPD 25-0007	10/18/2025	Administratively Charged--level F recommended	Open
5/21/2025	The complaint alleged that the officer laughed and failed to render assistance when his wife was having a stroke.	Carroll County Sheriff's Department	CCSO 25-10	11/19/2025	Not Administratively charged - Exonerated	Closed
6/12/2025	The complainant alleged that her son was a victim of racial profiling	Sykesville Police Department	SPD 25-01	11/19/2025	Not Administratively charged - Exonerated	Closed
8/6/2025	The complaint alleged that the officer followed her boyfriend and harassed and threatened him.	Carroll County Sheriff's Department	CCSO 25-12	11/19/2025	Not Administratively charged - Unfounded	Closed
10/8/2025	The complainant alleged that the officer conducted a traffic stop without probable cause.	Westminster City Police Department	WPD 25-014	11/19/2026	Not Administratively charged - Exonerated	Closed
10/2/2025	The complainant alleged that while conducting a traffic stop, the officer's conduct was inappropriate and was a violation of his civil rights	Westminster City Police Department	WPD 25-015	11/19/2025	Not Administratively charged - Exonerated	Closed