

**TALBOT COUNTY, MARYLAND
POLICE ACCOUNTABILITY BOARD**

Minutes of Public Meeting
February 10, 2026

The meeting of the Talbot County Police Accountability Board ("PAB") was called to order at 8:30 a.m. on Tuesday, February 10, 2026. Present were Chairman Mitchell Ettinger as well as Members William Belding, Brian Naranjo, Jo Ann Murray, Chris Rice, Connie Webster, and Board Secretary Victoria Bradley.

St. Michaels Police Department ("SMPD") was represented by Chief Osborne. The Talbot County Sheriff's Office ("TCSO") was represented by Sheriff Joseph Gamble and the Easton Police Department ("EPD") was represented by Chief Alan Lowery.

The invited guests in attendance were Ms. Beth Anne Dorman, President and CEO of For All Seasons and Mr. Jamal Turner, Chair of the Baltimore County PAB.

- I. **Call to Order** – Chairman Ettinger called the meeting to order and made welcoming remarks.
- II. **Minutes** – Upon motion made by Mr. Belding, seconded by Ms. Webster, the minutes of the December 15, 2025 PAB meeting were approved unanimously.
- III. **Old Business** – There was no old business to discuss.
- IV. **Discussion with Law Enforcement Agencies ("LEA")**

- a. *Submission of Quarterly Use of Force Reports* – Chairman Ettinger thanked the LEAs for their submissions of Use of Force Reports and summaries. The Chairman noted that the PAB would like to review Use of Force reports and not rely on summaries. He explained that, while the summaries are helpful, to better understand the context resulting in the use of force, the entire report is preferred. This marked the second time that the PAB has requested the actual Use of Force reports in lieu of summaries.

Mr. Naranjo requested clarifying information regarding a Use of Force report involving a K-9 Scan. The TCSO explained that deputies (and officers with other departments) will not perform K-9 scans with individuals in the vehicle because it poses a safety issue. In this instance, the individual refused to exit the vehicle and the deputy used force to gain compliance.

- b. Criminal Activity Trends or Upticks – EPD, TCSO and St. Michaels Police Department (“SMPD”) referenced an uptick in gift card scams that are targeting the elderly population.
- c. Status of Pending Investigations within ACC Purview – Chairman Ettinger requested that the LEAs identify the number of pending investigations that ultimately will be submitted to the ACC for disposition. SMPD has no pending complaints. Both the TCSO and the EPD have two complaint investigations in progress.
- d. Community Relations Activities (Q1 & Q2 2026) – Chairman Ettinger noted the many community service activities in Q4 of last year and inquired about planned events for Q1 and Q2.

EPD reported that its biggest event in Q1 was a basketball tournament. EPD also supported the Polar Bear Plunge. EPD also is working on their Community Policing Academy, which will convene in February. Twelve citizens have enrolled in that class. EPD also discussed its placement of a School Resource Officer (“SRO”) in St. Peter and Paul and its plan to have another SRO placed in the near term.

TCSO noted its attendance at Fire Department Banquets and said it is a good opportunity to interact with the community. TCSO also is working with the various community centers to educate the public with respect to ongoing scams directed principally at the elderly.

Chairman Ettinger asked the LEAs to address what role, if any, they have had with helping those affected by the extreme cold weather. TCSO discussed a program with Grace Street Recovery Center (“Grace St.”) and the Safe Stations. EPD was able to take advantage of this program as well and temporarily relocate people to Grace St. TCSO further discussed the fact that Talbot County does not have many homeless shelter options. Grace St. was able to open a warming center, which has proved a valuable facility. They were also able to reserve rooms at the Days Inn to help with families. All together they had about 20 cots and 15 rooms to assist those during these extremely cold temperatures.

SMPD reported working with the community to provide resources and help with clearing snow.

- e. LEA Topics of Interest/Concern: TCSO stated they would like the public to call the LEAs with concerns they have so they can be assessed and taken care of rather than relying on social media posts. If members of the public call the LEAs with their concerns, the issues can be addressed in a timely and constructive manner. Posts on social media often are not noticed for days – if at all – and the underlying issue unnecessarily festers or goes unnoticed.

EPD noted that more than 10% of their officers are reservists or serve in the National Guard. Calls to active duty greatly affect staffing. TCSO stated they also have a few Deputies in the reserves with one currently active and deployed.

SMPD reported that the town's Commissioners approved salary increases for the Department, which should help with recruitment. The town currently has 5 of the 8 allocated positions filled.

- V. **Guest Speaker – Beth Anne Dorman, President and CEO of For All Seasons** – Beth Anne Dorman is the president and CEO of For All Seasons Behavioral Health & Rape Crisis Center discussed her work for the community and LEAs. She was invited to speak at this PAB meeting.

Ms. Dorman explained that For All Seasons (“FAS”) is the largest mental health agency and the only Rape Crisis Center that serves the five Counties of the Mid Shore. It has been working in the Mid Shore for 40 years. FAS provides multiple services for five counties, including but not limited to telehealth, 24/7 Rape Crises Center, case management, and advocate assistance. It is a trauma certified agency.

Ms. Dorman further explained that FAS is able to assist individuals irrespective of their ability to pay for services. It can do so because of funding provided through government and private grants.

Ms. Dorman spoke about an initiative started two years ago called Talbot First – First Responder Support Team. The purpose of this initiative is to assist first responders who need mental health care or counseling arising from on-the-job trauma.

Ms. Dorman said that FAS’ greatest challenge is funding, especially given the current environment of federal grants. In addition, she identified changing how people perceive mental health counseling as continuing challenge. the mentality surrounding mental health.

With respect to Emergency Petitions, FAS is authorized to sign-off on commitments when the individual is unwilling to accept assessment/treatment or otherwise poses a threat to themselves or others. FAS works closely with the LEAs on cases involving requests for Emergency Petitions.

Ms. Murray asked if they experience any bureaucratic issues when it comes to emergency interventions. Ms. Dorman explained they have not because their program is unique. TCSO noted the differences between interactions with FAS and Mobile Crises, which operates under Mid-Shore Behavioral Health. As a result of poor outcomes, TCSO noted that they do not use Mobile Crises for overdose situations.

Chairman Ettinger asked if there are job or social stigmas for individuals that seek mental health assistance. EPD noted that offices are not routinely removed from duty simply because they seek counseling. In addition, FAS provides confidential consultations. Of

course, situations that affect an officer's ability to perform can result in required medical leave or a change in duties. Ms. Dorman clarified that they will only report a situation where the officer or deputy presents a danger to him or herself or to others.

Ms. Dorman provided inspirational closing remarks, and the Board thanked her for service to the community and her willingness to share her time with the PAB.

VI. Report to PAB on Completed ACC Decisions – Chairman Ettinger reported to the PAB about the most recent ACC decisions.

VII. Discussion with Baltimore County PAB Representatives – Mr. Jamal Turner is the Chair of the Baltimore County PAB (“BCPAB”) and gave opening remarks and discussed their preparations for the PAB & ACC annual Summit. BCPAB plans to visit each PAB in the State before the Summit to gain a better understanding of how each functions and the perceived needs.

Ms. Murray asked Mr. Turner to describe the BCPAB relationship with and role in the community. Mr. Turner explained that each member personally engages with their respective community separately. BCPAB also has a table at various community events to raise awareness, handing out brochures, cards and information packets. BCPAB also hosts town hall events and meetings throughout their County, providing residents virtual options to participate.

The Board thanked the BCPAB for coming to the meeting and the work they are doing for the upcoming summit.

VII. Administrative Discussion – A motion was made by Ms. Murray and seconded by Mr. Belding for the Board to move into closed session to discuss the Board's possible appointment of an Administrative Charging Committee member.

Summary of Closed Session Held on February 10, 2026: Statement of the time, place, and purpose of the closed session:

Time of closed Session: 10:13 a.m. to 10:22 a.m.

Place of closed session: Bradley Meeting Room

Purpose of the closed session: To discuss the appointment, employment, assignment, promotion, discipline, demotion, compensation, removal, resignation, or performance evaluation of appointees, employees, or officials over whom this public body has jurisdiction; any other personnel matters that affects one or more specific individuals.

1. Record of the Vote of each member as to closing the session:

Names of members voting aye: Ettinger, Belding, Murray, Rice

Members opposed: None

Abstaining: None

Absent: Gilbert, Naranjo, Webster

2. Statutory authority to close and listing of each topic discussed, persons present, and each action taken in the session:

Topic Description	Statutory Authority	Reason for Closed Session Discussion	Persons Present	Action Taken
To discuss appointment of an ACC member	GP § 3-305(b)(1)(i)	Public discussion would discourage individuals from volunteering to serve	Mitchell Ettinger, William Belding, Jo Ann Murray, Chris Rice, Victoria Bradley	No action

3. A motion was made by Mr. Rice and seconded by Ms. Murray to reconvened in open session at 10:22 a.m.

VIII. Next PAB Meeting – The Board set a tentative date for the next PAB meeting for May 12, 2026, at 8:30 a.m.

IX. Adjournment – There being no further business, a motion was made by Ms. Murray and seconded by Mr. Belding to adjourn the meeting. The motion passed unanimously, and the meeting adjourned at 10:24 a.m.