

**DORCHESTER COUNTY, MARYLAND
POLICE ACCOUNTABILITY BOARD**

County Office Building
501 Court Lane, Room 110
Cambridge, MD 21613



Paul Riordan, Chair
Derek Griffin, Vice Chair
Keith Adkins
Eddie James

Chantay Nelson
Bob Kirwan
Michael Larrimore, Sr.
Patrick Thomas, Legal Counsel

December 18, 2025

The Honorable County Council of Dorchester County, Maryland
Dorchester County Office Building
501 Court Lane, Room 110
Cambridge, Maryland 21613

Re: Policy Accountability Board Annual Report (2025)

Dear Council Members:

On behalf of the Dorchester County Police Accountability Board (the "PAB"), this letter serves as the PAB Annual Report, which is required to be submitted to the County Council of Dorchester County, Maryland annually on or before December 31st pursuant to Md. Code Ann., Public Safety¹ § 3-102(a)(4)(ii)(1).

This report provides an overview of the PAB and Dorchester County Administrative Charging Committee (the "ACC") members and their support team, as well as activities of both boards, including the identification of trends in the disciplinary process of police officers in Dorchester County and recommendations on changes to policy that would improve police accountability in Dorchester County.

PAB Membership

The PAB membership was static during 2025. The current members and their terms are listed below:

Member	Appointed Position	Term Period	Term Being Served
Paul Riordan Chair	Chairperson	December 3, 2022 - December 2, 2026	First
Derek Griffin Vice Chair	District 2	December 3, 2022 - December 2, 2026	First

¹ All statutory references herein are to the Public Safety Article of the Annotated Code of Maryland, unless otherwise stated.

Chantay Nelson	At-Large	December 3, 2022 - December 2, 2026	First
Robin Kirwan,	District 1	December 3, 2024 - December 2, 2028	Second & Final
Eddie James,	District 3	December 3, 2024 - December 2, 2028	Second & Final
Michael Larrimore,	District 4	December 3, 2025 - December 2, 2029	Second & Final
Keith Adkins	District 5	December 3, 2025 - December 2, 2029	Second & Final

Pursuant to § 3-102(b)(1), a local governing body (e.g. the County Council) shall:

- Establish the membership of a police accountability board;
- Appoint a chair of the police accountability board who has relevant experience to the position

Pursuant to §122-2(C)(4) the PAB shall be composed of the following seven members:

- PAB Chair
- One appointed from each of the County's five councilmanic districts
- One at-large member who shall be an African American.

The PAB is able to meet with a quorum present.

Legal Counsel and Administrative Support

During 2025, Patrick Thomas of MacLeod Law Group, LLC served as counsel to the PAB and the ACC. Mr. Thomas attends ACC meetings and drafts each ACC decision for the Chairperson’s review before issuance.

The Executive Assistant of the Dorchester County Council’s Office serves as the ACC/PAB Administrator and acts as the liaison to the County’s law enforcement agencies (“LEA’s”). Because this position was vacant from January through March 2025, and again from November through December 2025, Irene Barnes, Executive Operations Specialist, fulfilled these duties during those periods. From April through October 2025, these responsibilities were carried out by Kellie Lauzon, the former Executive Assistant. The ACC and PAB rely on the Administrator for nearly all administrative tasks required for the operation of each board. This position also serves as the Open Meetings Act representative for both bodies.

Law Enforcement Agencies

The following local agencies provide law enforcement services within Dorchester County:

- Chief Justin Todd
Cambridge Police Department
8 Washington Street, Cambridge, Maryland 21613

- Chief W. Bruce Jones
 Hurlock Police Department
 200 Neelson Street, Hurlock, Maryland 21643
- Sheriff James W. Phillips, Jr.
 Dorchester County Sheriff's Office
 829 Fieldcrest Road, Cambridge, Maryland 21613

2025 PAB Activities

In accordance with § 3-102(a)(4)(i), the PAB held four quarterly meetings in 2025, with an additional fifth meeting to complete this report.

Representatives of the County's LEAs attended the PAB meetings. The general state of the LEAs was discussed, and each LEA fully cooperated with the PAB regarding questions and requests for information.

Citizen complaints reviewed by the ACC were presented by the ACC and discussed at PAB meetings in closed session.

ACC Membership

The two vacancies on the ACC board were filled, restoring the board to full membership in 2025. The current members and their terms are listed below:

Member	Appointed By	Term Period	Term Being Served
Derek Griffin Chair	PAB Chair	December 3, 2024 - December 2, 2026	Second
Zia Ashraf Vice Chair	PAB	December 3, 2025 - December 2, 2027	Third & Final
Vaughn Evans	County Council	December 3, 2025 - December 2, 2027	Third & Final
Cherry Moaney	County Council	December 3, 2024 - December 2, 2026	First
Robert Rowe	PAB	December 3, 2024 - December 2, 2026	First

Pursuant to § 3-104(a)(2), a county Administrative Charging Committee shall be composed of the following five members:

- PAB chair, or another member thereof designated by the chair
- Two civilian members appointed by the county's PAB
- Two civilian members appointed by the county's chief executive officer (e.g., the County Council)

The ACC is able to meet with a quorum present and consider completed investigations involving complaints of police misconduct involving a member of the public.

2025 ACC Activities

As of the date of writing this report, the ACC made determinations on nine (9) investigations in 2025 regarding police misconduct involving a member of the public. Below is a summary of the investigations reviewed by the ACC in 2025 and the ACC’s disposition as to each:

Law Enforcement Agency	Case	No. of Officers	Charged	Not Charged	Exonerated
Cambridge Police Department (CPD)	24-12	1		x	x
	24-13	2	x- Letter of Reprimand (LOR) x- LOR		
	25-1	1	x- 4 days loss of pay (LOP)		
	25-2	2		x x	x x
	25-3	3		x x x	x x x
Hurlock Police Department (HPD)	25-1	1		x	x
Dorchester County Sheriff's Office (DCSO)	25-1	1		x	x
	25-3	2	x- LOR x- 1 day LOP		
	25-4	1		x	Unfounded
	25-5	1 – multiple decisions rendered on several allegations	x- LOR & formal written counseling (FWC)	x	

* Pursuant to § 3-101(k), “unfounded” means that the allegations against a police officer are not supported by fact.

** Pursuant to § 3-101(d), “exonerated” means that the police officer acted in accordance with the law and agency policy.

*** Pursuant to the Maryland Statewide Police Disciplinary Matrix, a Class A violation is the least serious violation with which an officer can be charged, and formal written counseling is the lowest form of discipline that can be imposed. A Class F violation is the most serious violation with which an officer can be charged and results in the officer’s termination.

Discernable Trends in ACC Investigations Reviewed

In 2025 there were 10 citizen complaints adjudicated by the ACC that were filed against the three LEAs serving Dorchester County. At the conclusion of hearings on each, 6 were determined as “unfounded.” Of the remaining 4 that were sustained, letters of reprimand were recommended on 2 and loss of pay recommended on 2.

The sustained complaints involved minor violations generally arising out of the use of profanity, disrespectful language, or yelling.

Discernable Trends in Law Enforcement

With two years of ACC work completed, the PAB is pleased that the number of filings/complaints has dropped by a third year over year from 15 to 10 complaints. Similarly, the number of administrative charges recommended has dropped a third from 6 to 4.

Inappropriate language complaints persist as the number one issue.

It is recommended that the Chiefs remind officers that lack of language control is not only unprofessional but can lead to citizen complaint filings.

The PAB was pleased that no complaints of use of excessive force were sustained and congratulates the LEAs for a job well done.

Sincerely,



Paul Riordan

PAB Chair