

Mady Nadjé  
Executive Director  
Everyday Canvassing  
Bethesda, MD  
20912



**TESTIMONY - AGAINST UNLESS AMENDED - MC BILL 49-21E -  
POLICE – POLICE ACCOUNTABILITY BOARD – ADMINISTRATIVE CHARGING COMMITTEE –  
ESTABLISHED**

My name is Mady Nadjé. I live in Bethesda, District 1, I was born and raised in Montgomery County, and I'm the Executive Director of Everyday Canvassing, a Montgomery County based nonprofit which knocks doors to connect our most underrepresented community members with local government. **On behalf of Everyday Canvassing, I'm testifying on Bill 49-21, with the position of against unless amended.**

In the last two years, Everyday Canvassing has knocked on over 10,000 doors and had thousands of conversations with renters in Montgomery County. Policing and police accountability come up often.

Experience has taught us that good governance and community engagement go hand-in-hand. Support and buy-in from community bolsters the efficacy of any bill, policy or regulation. Bill 49-21E as written, misses the mark. As such, we stand behind Racial Equity and Social Justice Impact Statement released by the OLO.

Here are our main concerns about Bill 49-21E:

**1. The Bill's requirements of PAB members will prevent our most impacted community members from serving on the PAB.**

The Bill requires PAB members to have experience managing a Law Enforcement agency; evaluating civilian complaints against officers; or managing personnel disciplinary proceedings. This set of requirements will lead to a PAB that looks exactly like the Montgomery County Police Department's current hearing board and will make it almost impossible for people outside of law enforcement to serve on the PAB.

As a result, **the communities who have most suffered because of police misconduct are excluded from the PAB process, conflicting with the spirit of the new state law.** And we note that a PAB with oversight and not enforcement powers was already a compromise from the real civilian enforcement powers advocates asked for to ensure community

involvement in the disciplinary process.

2. **The Bill fails to compensate PAB members for their work, further limiting the ability for impacted community members to participate in the disciplinary process.**

As written, Bill 49-21 only provides compensation for the Administrative Charging Committee (ACC). Though the PAB chair is compensated, all members of the PAB take on a significant workload and should also receive fair compensation for their time and work. The current failure to compensate members of the PAB not only diminishes the importance of the PAB's work, but also functions as another barrier to meaningful community participation.

3. **The bill creates an unacceptable conflict of interest by requiring the County Attorney to serve as counsel to the PAB**

We value transparent and accountable government. Accountability cannot happen if the County Attorney serves as counsel to the PAB, when they also represent the County and the Montgomery County Police Department. **The PAB must have its own independent counsel and staff, separate from the offices of the County or State's Attorney.**

State law requires that the County adequately fund the staffing needs of the PAB; we ask the council to go one step further and fund **independent staff** with the capacity to focus fully on the PAB and its large breadth of responsibilities.

We thank you for your time, and look forward to continuing to work for local government that's accountable to all residents, all year round.

Mady Nadjé