

TRUTH Committee Special Meeting Minutes

Date: Friday, February 6, 2026

Time: 6:00 PM (Meeting called to order at 6:06 PM)

Location: Zoom (virtual)

Adjourned: Approximately 7:10 PM

Committee Members Present:

- Amber Green, Chair
- Kenisha Le’Cole, Vice-Chair
- Kat Savoy, Member
- Sophia Peters, Member / HRAC Representative
- Carileigh Jones, Member
- Joe Venosa, Member

City Liaison Present:

- Caroline O’Hare, City Liaison

Absent:

- Melissa Holland, City Council Representative
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1. Call to Order & Quorum

- Chair Amber Green called the meeting to order at 6:06 PM once quorum was confirmed.

2. Purpose of Special Meeting

- The committee convened a special meeting to discuss the November 2, 2025 police-involved shooting in Salisbury, including review of body-worn camera footage and related public information, and to consider policy-level recommendations focused on transparency, accountability, and community trust.

3. Discussion: Body-Worn Camera Footage & Public Concerns (Policy-Level Focus)

- The Chair opened the floor for members to share initial reactions to the body camera footage and related reporting, noting that the committee’s role is not to determine fault in an individual case, but to examine whether systems, policies, and public processes function transparently and consistently.
 - Key themes raised by members included:
 - Scene chaos and conflicting commands: Concerns were shared about officers giving inconsistent directions, contributing to confusion and escalation risk.
 - De-escalation opportunities: Members raised questions about whether additional de-escalation strategies could have been used and what appropriate de-escalation could look like in high-stress incidents.

- Discrepancies between statements and video: Concerns were noted about perceived differences between initial public narratives and what appeared in the footage, raising issues of credibility and public trust.
- Training/experience concerns: Members discussed the implications of officers' varying levels of experience on-scene and the need for clear command/coordination during critical incidents.
- Independent review status: Members noted the importance of clarity regarding the Attorney General's review timeline and the need for the public to understand the procedural framework.

4. Review: Police Accountability Board (PAB) 2025 Report (County-Level Context)

- The committee reviewed key takeaways from the Police Accountability Board (PAB) 2025 report, including:
 - Patterns indicating Salisbury Police Department receives a high volume of complaints (as discussed in the report).
 - Member concerns about PAB meeting frequency and length, and questions about how cases are selected/reviewed.
 - Discussion of the PAB's structure and related bodies, including the Administrative Charging Committee (ACC) and its role in case determinations.
 - Noted inconsistencies and outdated information in publicly posted application materials (including an outdated application deadline date).
 - Discussion of eligibility limitations for PAB membership (including restrictions for active government employees, as reflected in the enabling legislation referenced during the meeting).
 - Concerns raised about outreach approaches described in the report and whether outreach efforts are sufficient or appropriately community-facing.

5. Committee Action: Draft Recommendations (Reviewed and Supported)

- The Chair presented three draft recommendations for discussion and committee feedback. Members discussed anticipated reactions from city leadership and noted that pushback may occur "on principle," but agreed the recommendations fall within the committee's advisory role and are focused on policy/process improvements.
 - **Recommendation 1: Mixed-Force Policy Review**
 - The committee supported recommending that Salisbury Police Department review and clarify policies governing mixed-force encounters, including command/coordination expectations, decision-making when force levels diverge, de-escalation requirements, and safeguards against inconsistent or premature escalation.

- **Recommendation 2: Public Transparency Protocol for Critical Incidents**
 - The committee supported recommending that the City adopt a standardized public transparency protocol for fatal/critical use-of-force incidents, including timelines for briefings, what is known vs. under investigation, identification of investigative bodies/procedural steps, and regular updates to reduce misinformation and strengthen trust.
- **Recommendation 3: TRUTH Committee as a Standing Public Accountability Body (in Coordination with PAB)**
 - The committee supported recommending that the TRUTH Committee formally serve as a standing public accountability and oversight body focused on patterns and trends (not individual case determinations), including receiving non-case-specific aggregate reporting from the PAB and helping translate institutional processes for the public.
 - Members discussed that the term “oversight” may draw concern but agreed the intent is to strengthen transparency, understanding, and community trust.
 - Committee consensus: Members expressed support for the recommendations in their current form and granted the Chair permission to move forward with sharing/reviewing them with city leadership prior to formal submission.

6. Strategy Discussion: Engagement with PAB & Applications

- The committee discussed a strategy to strengthen understanding of county accountability processes and improve coordination, including:
 - Encouraging interested members to apply to the PAB as individual citizens (not as representatives of the TRUTH Committee) to better understand the process and identify gaps/inconsistencies.
 - Noting the need to clarify vacancy status and current application procedures given inconsistencies in public information.
 - Discussing inviting the PAB Chair to present the 2025 report and answer questions at a future TRUTH Committee meeting and considering whether to include the County Executive given the role in appointments.
- Members discussed offering the PAB Chair two meeting date options (February or March) to reduce barriers to scheduling.

7. Adjournment

- With no further business, the Chair thanked members for attending and participating in a difficult but important discussion.
- The meeting adjourned at approximately 7:10 PM.

Next meeting is Wednesday, February 18, 2026 · 6:00 PM – 7:00 PM Government Office Building Council Chambers · 125 N. Division Street, Salisbury, MD

Action Items Summary

Task	Responsible Party
Reschedule the meeting with the Mayor's office to review the draft recommendations and send drafts to appropriate city leadership (including the Mayor and Nick Rice).	Amber Green
Invite the Police Accountability Board Chair (and consider inviting the County Executive) to present the 2025 PAB report at an upcoming TRUTH Committee meeting; offer February and March meeting options.	Amber Green
Review the 2025 PAB report and come prepared with questions for the PAB Chair presentation.	All TRUTH Committee members
Consider applying to the PAB as individual citizens (not as TRUTH Committee representatives), if eligible	Interested members
Initiate the PAB application process (as discussed).	Sophia Peters
Inquire with the County point person and/or the Executive's Office regarding the official status of PAB vacancies and the current application process.	Joe Venosa