

## **James R. Gormley**

### **BIO (As Applicable for Howard County's Police Accountability Board)**

As a long-term resident of Howard County (28 years) with extensive experience driving compliance and accountability in large, multi-national organizations and highly engaged with community service in Howard County, I am seeking the opportunity to be a member of the Howard County Police Accountability Board.

### **Relevant Experience and Expertise**

#### **Private Practice (Now Retired)**

Corporate, commercial and compliance attorney, including leadership of a senior legal team responsible for driving compliance and accountability; led the international legal team of Northrop Grumman, responsible for the Company's international compliance program and for legal support of international subsidiaries, joint ventures, contracts and transactions for all Company operations.

- Designed, implemented and managed the compliance and accountability programs in a complex corporate organization with 90,000 employees
- Advised board members and managers of our international subsidiaries and joint ventures
- Collaborated with senior management to drive a culture of ethical performance and accountability throughout the organization, including "tone from the top," effective compliance management "in the middle," and individual employee responsibility
- Designed, implemented and managed comprehensive employee compliance training programs
- Investigated allegations of employee misconduct and recommended discipline and remedial action
- Continuously evaluated the effectiveness of the organization's systems for compliance and accountability.

#### **Community Service**

Following retirement, I have been highly engaged with community organizations that work towards improving the quality of life for Howard County residents. Specifically, I have a committed interest working directly on matters of police accountability as a member of the Steering Committee of the Police Accountability Task Force of Howard County (PATF-HoCo). PATF-HoCo is a group of Howard County citizens who organized in 2020, following the murder of George Floyd. We coordinate with a coalition of partner groups representing thousands of Howard County citizens focused on advancing police accountability and transparency.

- Prepared and reviewed with HCPD leadership an assessment of the HCPD Compliance Program and its new Professional Standards Bureau, comparing industry best practices, identifying gaps in effective compliance at HCPD, and recommending systematic improvements to improve accountability
- Leadership role in PATF-HoCo's advocacy for the full funding and implementation of a HoCo Police Body-Worn Camera (BWC) program; reviewed with the County's law enforcement leadership a set of "Key Considerations for an Effective Implementation of a BWC Program for Howard County Law Enforcement Agencies"

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- Leadership role in PATF-HoCo's advocacy for improvements to CB 83-2021 establishing the Police Accountability Board, including successful engagement with members of the County Council to promote the introduction and adoption of key amendments to position the PAB more effectively to promote police accountability and transparency.

Active member, since 2019, of Indivisible HoCo's Defend Democracy Team, working on initiatives to support the team's mission to take back our democracy, restore power to the people and build a democracy where everyone participates, every vote is counted, and everyone's voice is heard.

### **Personal Background**

#### **Academic and Professional Qualifications**

L.L.B. law degree (with Honors) from Birmingham University, England and qualified as both a New York attorney and an English solicitor.

#### **Family, Hobbies and Other Activities**

Born in 1959 in Kettering, England, the son of Irish immigrants. I emigrated to the United States in 1980, falling in love with and marrying my wife, Karen. We have lived in Ellicott City for the last 28 years and raised our son and two daughters in the wonderful environment of Howard County. I still play soccer regularly, brew cider from our home-grown apple trees, and write children's stories about the magical worlds we create whenever my grandchildren and I get together.