



May 1, 2025

MEMORANDUM

TO: Wala Blegay, Chair
Health, Human Services and Public Safety (HHSPS) Committee

THRU: Joseph R. Hamlin *JRH*
Director of Budget and Policy Analysis

FROM: Malcolm Moody - *MCM*
Legislative Budget and Policy Analyst

RE: Police Accountability Board (PAB)
Fiscal Year 2026 Budget Review

Budget Overview

The FY 2026 Proposed Budget for the Police Accountability Board is \$911,300. This reflects a 19.8% decrease under the FY 2025 approved budget. This decrease is due to the reduction of fringe benefit rates from 33.4% to 31.2% (-\$9,200) and a decrease in OIT charges based on anticipated countrywide costs for technology (-\$1,000). The creation of the Police Accountability Board (PAB) was a mandate imposed by the Maryland Police Accountability Act of 2021. The PAB is charged with reviewing decisions of the Administrative Charging Committee (ACC) and Administrative Hearing Board (AHB) to identify trends, develop strategies, and propose recommendations to improve matters of policing particularly regarding best practices and transparency.

Under County Code Section 2-530¹, effective July 1, 2023, beginning Fiscal Year 2024, the combined proposed budgets of both the PAB and ACC will be equal to at least one percent (1%) of the Police Department's general fund budget to include staff costs, independent legal counsel, and compensation for the members of all three boards/committees. This has not been proposed in the FY 2026 Proposed Budget. The combined FY 2026 Proposed General Fund Budget for the PAB (\$785,500) and ACC (\$1,228,400) is \$2,013,900. This total is 0.47% of the Police FY Proposed General Fund of \$424,263,400.

¹ Prince George's County Code - [Sec. 2-530. - Budget and Staff](#)

Budget - General Fund and Grants

Fund Types	FY 2024 Actual		FY 2025 Budget		FY 2025 Estimate		FY 2026 Proposed	
	Amount	% Total	Amount	% Total	Amount	% Total	Amount	% Total
General Fund	\$915,999	100.0%	\$785,500	69.1%	\$720,700	85.1%	\$785,500	86.2%
Grant Funds	—	0.0%	350,900	30.9%	125,700	14.9%	125,800	13.8%
Total	\$915,999	100.0%	\$1,136,400	100.0%	\$846,400	100.0%	\$911,300	100.0%

Actual Fiscal Year 2024 through Proposed Fiscal Year 2026

Category	FY 2024	FY 2025	FY 2025	FY 2026	Change	%
	Actual	Approved	Estimated	Proposed	Amount	Change
Compensation	\$ 437,758	\$ 456,100	\$ 430,500	\$ 457,400	\$ 1,300	0.3%
Fringe Benefits	127,041	151,900	127,400	142,700	(9,200)	-6.1%
Operating Expenses	351,200	177,500	162,800	185,400	7,900	4.5%
Subtotal	\$ 915,999	\$ 785,500	\$ 720,700	\$ 785,500	\$ -	0.0%

Staffing and Compensation

Authorized Staffing Count - General Fund

	FY 2025 Approved	FY 2026 Proposed	Change Amount	Percentage Change
Full-Time	5	5	0	0.0%
Part-Time	0	0	0	0.0%
Total	5	5	0	0.0%

- The General Fund provides funding for five (5) full-time positions as follows:
 - Administrative Specialist 1G
 - Administrative Aide 3G
 - Policy Analyst G24 / Administrative Assistant 3G
 - General Clerk 2G
 - Community Developer 1G
- There are currently no vacancies.
- The FY 2026 General Fund compensation is proposed at \$457,400, which reflects a 0.3% increase over the FY 2025 budget. This includes \$1,300 for annualizing FY 2025 and FY 2026 planned salary adjustments.
- The Grant Fund is used solely for Operating expenditures, which is primarily sourced from the Governor's Office of Crime Prevention and Policy (GOCPP).

Fringe Benefits

- Fringe Benefit expenditures are proposed at \$142,700, which reflects a decrease of 6.1% from the FY 2025 Approved Budget and a 31.2% rate of compensation.

Operating Expenses

- The total General Fund operating expenditures for FY 2026 are \$185,400, which reflects a increase of 4.5% from the approved FY 2025 budget.
- The total Grant Fund operating expenditures for FY 2026 are \$125,800, which reflects a decrease of \$225,100 or 64.1% from the approved FY 2025 budget.
 - Police Accountability, Community, and Transparency Grant (PACT) - \$115,800, intended to increase safety and training for law enforcement and promote safe communities and encourage community engagement between law enforcement and the communities they serve.
 - Community Awareness Campaign (PGPAB - CAC) - \$10,000, intended to focus on assisting local law enforcement agencies with establishing community programs and agencies of local government in establishing violence intervention programs.
- The budget includes funding for \$90,000 for stipends for all board members, budgeted at \$60/hour. There is no maximum that each member can earn.
- The total operating expenses are proposed at \$185,400.
- See *Appendix A* for a full list of Operating Expenses and Reasons for Budget changes.
- The breakdown for FY 2026 Contracts is as follows:

Contracts, FY 2026				
Vendor/Contractor Name	1 = MBE 2 = CBB 3 = CBSB 4 = CLB Unknown	Summary of Contract Services	M	
			FY 2026 Proposed Contract Amount	Funding Source: General Fund (GF), Grants (GR), Other Fund (OF)
PAB Board Members	N/A	Panel Stipend	\$90,000	GF
Marva Jo Camp	1	PAB Legal Counsel	\$30,000	GF
Total			\$ 120,000	

Workload

- The PAB is responsible for ensuring public accountability and transparency over the powers exercised by law enforcement agencies. To accomplish this, the PAB is responsible for evaluating law enforcement agencies' disciplinary processes regarding complaints of police misconduct that involve a law enforcement officer and member of the public. There are approximately twenty-eight (28) law enforcement agencies within the County that are governed by State and County legislation. The PAB

serves to identify any trends within policing, and recommend the creation of new, or modification of existing policies and procedures that will bolster relationships between law enforcement and the community.

- The PAB is required to submit an annual report outlining summaries of complaints received, disciplinary trend analysis, and policy recommendations that would improve police accountability². The report not only provides data points in relation to complaints received throughout the year, but also lists recommendations to improve the procedures managed by the panels for the AHB and ACC.
- See *Appendix B* for charts in complaints received by month, by Law Enforcement Agency³, and the Source of the complaint⁴.
- See *Appendix C* for the process a complaint goes through once it is submitted to the PAB.
- See the 2024 PAB Annual Report⁵ for additional information on Workload Demands.

Board Membership

- Pursuant to Sec. 2-533 of the County Code, the PAB shall consist of eleven (11) members. They must be residents of the County, at least twenty-one (21) years of age, may not be employed with any law enforcement agency or Maryland State, County, or local government within the County, or be an elected official or candidate for any political office within State or local government. Six (6) members, including the Chair, shall be appointed by the County Executive, with confirmation by the County Council, and five (5) members shall be appointed directed by the County Council, with public input on each appointment. The members shall serve four (4) year staggered terms, a member cannot be appointed for more than two (2) consecutive terms.

<u>Appointment</u>	<u>Term End</u>
Kelvin D. Davall, Chair	6/30/2026
Carlo Sanchez, Vice Chair	6/30/2026
Shelia Bryant, Esq.	6/30/2025
Dr. Andrea Coleman ⁶	6/30/2024
Keenon James	6/30/2025
Lafayette D. Melton	6/30/2025
Earl O'Neal	6/30/2024
Marsha A. Ridley	6/30/2026
Tamika Springs, Esq.	6/30/2025
Daniel Armondo Jones	6/30/2027
Stephanye R. Maxwell, Esq., CPM	6/30/2027

² [Police Accountability Board Reports](#)

³ Data reflects a duplicate count, meaning one person could have filed more than one complaint.

⁴ Total number of complaints most likely reduced due to missing data, especially in September and November.

⁵ [PAB 2024 Annual Report](#)

⁶ Term expired, but still active member of the Board. Reappoint will need to be scheduled.

2024 PAB Recommendations

- The 2024 PAB Annual Report lists the following recommendations which were sent to the County Executive and the County Council:
 1. Training on officer sensitivity, emotional intelligence, and anger management be provided to all officers annually to mitigate instances of bias;
 2. Annual training be provided by law enforcement agencies to keep officers knowledgeable and aware of changes to state laws relating to the rights of residents to own and carry guns;
 3. Annual review of School Resource Officer (SRO) Program policies is conducted to ensure that SRO initiated trainings for students require approval by both the departments and schools;
 4. Internal affairs interviews are recorded;
 5. CB-21-2022 be amended to set policy guidelines governing a PAB Whistleblower process, whereby the complainants that claim insider knowledge of wrongdoing at a law enforcement agency are simultaneously referred to the OICPA for investigations; and
 6. CB-21-2022 be amended to require Law Enforcement Agencies to submit a monthly written status report to the PAB for each complaint received by the agency by the PAB detailing complaints received and the status of each investigation.

Agency Identified Issues

- The Agency still lacks a universal complaint portal or database for all complaints regarding police conduct. They continue to use a dedicated complaint portal to receive and process misconduct complaints.

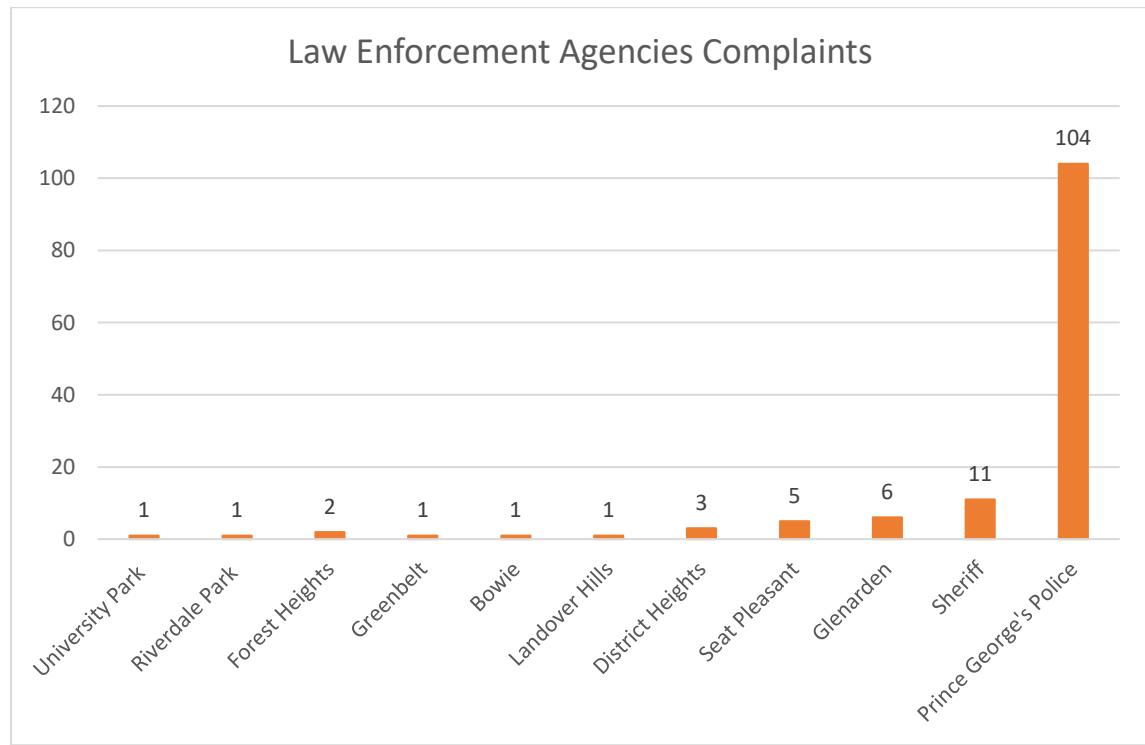
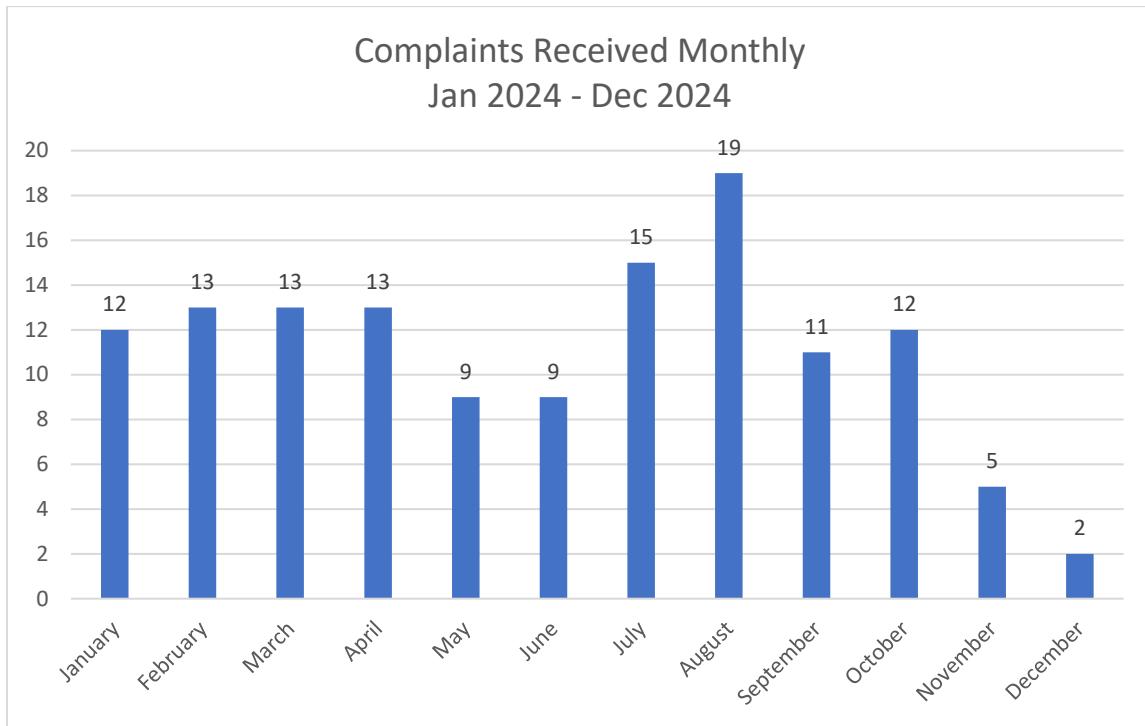
FY 2026 Priorities

- The Board's top priorities for FY 2026 include:
 - Conducting a thorough assessment of LEAs disciplinary procedures concerning complaints of police misconduct. This will involve identifying patterns and recommending policy or procedural modifications
 - Improve the management of complaint volumes.

Appendix A

General Fund						
Account	Operating Objects	FY 2025 Budget	FY 2026 Proposed	\$ Change	% Change	Explain reason for budgetary change for each object
5101	Telephone	\$ 700	\$ 2,000	\$ 1,300	185.7%	Increase to align with projected cost and additional cell phone lines within the agency.
5103	Printing	600	2,000	1,400	233.3%	Increase to align with projected costs for printing.
5107	Office Automation	32,800	31,800	(1,000)	-3.0%	Decrease in OIT charges based on anticipated countywide costs for technology.
5108	Training	18,000	20,000	2,000	11.1%	Increase to align with additional training needs for FY 26.
5111	Membership Fees	500	500	-	0.0%	No change from FY 25
5112	Mileage Reimbursement	500	500	-	0.0%	No change from FY 25
5115	Professional Legal Services	30,000	30,000	-	0.0%	No change from FY 25
5117	General & Administrative Contracts	90,000	90,000	-	0.0%	No change from FY 25
5118	General Office Supplies	4,400	4,600	200	4.5%	Increase to align with projected costs for FY 26.
5121	Vehicle Lease		4,000	4,000	0.0%	Funding provided for use of vehicle lease.
TOTAL		\$ 177,500	\$ 185,400	\$ 7,900	4.5%	

Appendix B



Appendix B Cont.



Appendix C



Tracking a Complaint Through The PAB Process

