

Police Accountability Board (PAB) - Fiscal Year 2023 Budget Review Summary

Proposed FY 2023 Operating Budget

| Expenditures by Fund Type | | | |
|---------------------------|---------------------|-------------------|---------------|
| Fund | FY 2023 Proposed | \$ Change | % Change |
| General Fund | \$ 499,400 | \$ 499,400 | 100.0% |
| Total | \$ 499,400 | \$ 499,400 | 100.0% |

| Authorized Staffing | | | |
|---------------------|------------------|----------|---------------|
| | FY 2023 Proposed | Change | % Change |
| General Fund | 3 | 3 | 100.0% |
| Total | 3 | 3 | 100.0% |

FY 2023 Proposed Budget – Key Highlights

- Compensation: Transfer of the Administrative Specialist 1G and Administrative Aide 1G positions from the Citizen Complaint Oversight Panel (CCOP) (\$173,500), the creation of one (1) new Community Developer 1G position (\$55,000), and the annualization of FY 2022 merits (\$12,500)
- Fringe Benefits: Align with compensation costs (\$86,600)
- Contract for legal services (\$20,000) and PAB member stipends (\$84,000)
- Technology Costs/Office Automation based on agency specific anticipated costs (\$54,700)
- Other Operating Expenses: Include telephone, printing, training, membership fees, and office supplies (\$13,100)
- The creation of the Police Accountability Board (PAB) was a mandate imposed by the Maryland Police Accountability Act of 2021. The Board serves to develop strategies and recommendations to improve matters of policing particularly in regard to police discipline and accountability for alleged misconduct.
- The PAB will be created by legislation (CB-021-2022) as required by the Maryland Police Accountability Act of 2021.

Expenditures by Category

| Category (General Fund) | FY 2023 Proposed | Change Amount | % Change |
|----------------------------|---------------------|-------------------|---------------|
| Compensation | \$ 241,000 | \$ 241,000 | - |
| Fringe Benefits | 86,600 | 86,600 | - |
| Operating Expenses | 171,800 | 171,800 | - |
| Capital Outlay | - | - | - |
| Total | \$ 499,400 | \$ 499,400 | 100.0% |



THE PRINCE GEORGE'S COUNTY GOVERNMENT
Office of Audits and Investigations

May 5, 2022

MEMORANDUM

TO: Sydney J. Harrison, Chair
 Health, Human Services and Public Safety Committee (HHSPS) Committee

THRU: Turkessa M. Green, County Auditor *TMG*
 Joseph R. Hamlin, Director of Budget and Policy Analysis *JRH*

FROM: Kassandra Fields, Legislative Budget and Policy Analyst *KF*

RE: Police Accountability Board (PAB)
 Fiscal Year 2023 Budget Review

Budget Overview

The FY 2023 Proposed Budget for the Police Accountability Board is \$499,400. This is a 100% increase over the FY 2022 approved budget, as it is a newly established, statutorily required Board. The creation of the Police Accountability Board (PAB) was a mandate imposed by the Maryland Police Accountability Act of 2021. It serves to develop strategies and recommendations to improve matters of policing particularly in regard to police discipline and accountability for alleged misconduct. The Police Accountability Board's expenditures are funded entirely by the General Fund.

Budget Comparison - General Fund

Approved Fiscal Year 2022 to Proposed FY 2023

| Category | FY 2022 Approved | FY 2023 Proposed | Change Amount | Percentage Change |
|--------------------|---------------------|---------------------|-------------------|----------------------|
| Compensation | \$ - | \$ 241,000 | \$ 241,000 | N/A |
| Fringe Benefits | - | 86,600 | 86,600 | N/A |
| Operating Expenses | - | 171,800 | 171,800 | N/A |
| Total | \$ - | \$ 499,400 | \$ 499,400 | N/A |

Staffing Changes and Compensation

Authorized Staffing Count - General Fund

| | FY 2022 Approved | FY 2023 Proposed | Change Amount | Percentage Change |
|-----------|------------------|------------------|---------------|-------------------|
| Full-Time | 0 | 3 | 3 | N/A |

- The General Fund provides funding for three (3) full-time positions: Administrative Specialist 1G, Administrative Aide 2G, and Community Developer 2G. The Administrative Specialist and Administrative Aide positions are proposed to be transferred from the Citizens Complaint Oversight Panel (CCOP) budget in FY 2023.
 - Administrative Specialist 1G-\$129,609
 - Administrative Aide 2G-\$56,391
 - Community Developer 2G-\$55,000 (New position within FY 2023)
- The FY 2023 General Fund compensation is proposed at \$241,000 which represents a 100% increase over the FY 2022 budget. This includes \$12,500 for annualization of FY 2022 merits.

Fringe Benefits

- Fringe Benefit expenditures are proposed at \$86,600. This reflects a 35.93% rate of compensation.

Operating Expenses

- The budget includes funding in the amount of \$84,000 for stipends for all board members, budgeted at \$50/hour. The proposed maximum each member can earn is \$15,000 per year. These amounts are the same as those for members of the soon-to-be-dissolved Citizen Complaint Oversight Panel.
- The total operating expenses are proposed at \$171,800 and are comprised of the following:

| Operating Objects | FY 2023 Proposed |
|------------------------------------|-------------------|
| General & Administrative Contracts | \$ 84,000 |
| Office Automation | 54,700 |
| Professional Services - Legal | 20,000 |
| Training | 5,000 |
| Telephone | 3,000 |
| General Office Supplies | 3,000 |
| Printing | 1,600 |
| Membership Fees | 500 |
| TOTAL | \$ 171,800 |

Background/Highlights

- The Police Accountability Board (PAB) will be created by legislation (CB-021-2022) as required by the Maryland Police Accountability Act of 2021¹.
- The PAB is structured as an independent oversight board which provides the process to receive certain complaints alleging police misconduct.
- The PAB will also partner with law enforcement agencies to develop strategies and recommendations to improve matters of policing, to include imposing effective discipline measures for proven misconduct and to increase police accountability.
- The Board shall consist of eleven (11) members nominated by the County Executive and subject to confirmation by the Council. The County Executive shall nominate, for approval by the Council, the Chair of the Board. Appointments to the Board shall be for four (4) year terms except that the terms of the initial Board members shall be staggered. No member shall be appointed for more than two (2) consecutive full terms.
- The Board's top priorities for FY 2023 include:
 - Routine collaboration with law enforcement agencies to examine policing issues and develop recommendations for improvement.
 - Improving police responsiveness to public complaints of misconduct.
 - Improving overall police accountability.
 - Public transparency in regard to police conduct matters.
 - Establishing and maintaining a fair, efficient, and effective system of independent review of police complaints brought against law enforcement officers throughout the County.
 - Evaluating police departments' disciplinary processes, especially in regard to the handling of police misconduct complaints.
 - Reviewing the outcomes of disciplinary matters considered by the Administrative Charging Committee (ACC)
 - Preparing an annual report that summarizes results of internal and external investigations, accurately capturing the trends of law enforcement agencies, and when appropriate, making recommendations for increased police accountability and overall improved policing.
- The PAB will review and discuss issues reported by the CCOP, and any new issues identified in the CCOP's final report to determine which issues will require continued monitoring. The PAB will report the state of these issues in their annual report. The most recent version of the CCOP's Annual Report is available online at <https://www.princegeorgescountymd.gov/ArchiveCenter/ViewFile/Item/3456>.

¹ https://mgaleg.maryland.gov/2021RS/fnotes/bil_0000/hb0670.pdf