

Police Accountability Board



MISSION AND SERVICES

The Police Accountability Board (PAB) works in partnership with law enforcement agencies to develop strategies and recommendations to improve matters of policing, including, but not limited to, imposing effective discipline for proven police misconduct, implementing independent oversight of police policies and practices and increasing police accountability.

CORE SERVICES

- Hold and attend quarterly meetings with law enforcement agency leadership and work in conjunction with law enforcement agencies and local government to improve police services
- Review the disciplinary outcomes of matters submitted to the Board by the Administrative Charging Committee and Administrative Hearing Boards
- Submit an Annual report to the County Executive and County Council that analyzes the outcomes of all disciplinary matters, identifies any trends from the disciplinary processes of the law enforcement agencies and makes recommendations for increased police accountability and improved policing
- Appoint two civilian members to the Administrative Charging Committee
- Appoint one or more civilian members to the Administrative Hearing Board(s) in the County

FY 2024 KEY ACCOMPLISHMENTS

- Finalized and adopted a two-year strategic plan.
- Developed Rules of Procedure to guide PAB operations and activities.
- Participated in outreach events.

- Provided opportunities for formalized training and guidance for the Police Accountability Board members and staff.
- Collaborated with the OIT to develop a secure and robust case management system for use across police accountability agencies.

STRATEGIC FOCUS AND INITIATIVES FOR FY 2025

The board’s top priorities in FY 2025 are:

- To improve matters of policing by ensuring accessible, transparent and engaging public accountability oversight of law enforcement agencies.
- To build a diverse portfolio of communication across channels; including web-based, in-person events, press releases, toolkits, social media, and printed material to facilitate transparent, trusted, and credible relationships with the community and our law enforcement agencies.
- To improve the PAB’s ability to capture and leverage data necessary to develop policy recommendations that are evidence-based and accessible to external stakeholders.
- To secure a robust case management system for use across police accountability agencies.
- To finalize PAB’s policy for securing judges and assigning civilian members to Administrative Hearing Boards.

FY 2025 BUDGET SUMMARY

The FY 2025 proposed budget for the Police Accountability Board is \$785,500, a decrease of -\$394,000 or -33.4% under the FY 2024 approved budget.

Expenditures by Fund Type

Fund Types	FY 2023 Actual		FY 2024 Budget		FY 2024 Estimate		FY 2025 Proposed	
	Amount	% Total	Amount	% Total	Amount	% Total	Amount	% Total
General Fund	\$509,578	100.0%	\$1,179,500	100.0%	\$768,100	100.0%	\$785,500	100.0%
Total	\$509,578	100.0%	\$1,179,500	100.0%	\$768,100	100.0%	\$785,500	100.0%

Reconciliation from Prior Year

	Expenditures
FY 2024 Approved Budget	\$1,179,500
Increase Cost: Operating — Net adjustment of operating costs such as training, office supplies, mileage reimbursement, printing and telephone expenses to align with projected costs	\$13,100
Increase Cost: Compensation - Mandated Salary Requirements — Annualization of FY 2024 salary adjustments	5,200
Increase Cost: Fringe Benefits — Increase in the fringe benefit rate from 32.8% to 33.3% to align with projected costs	4,000
Increase Cost: Technology Cost — Increase in OIT charges based on anticipated countywide costs for technology	900
Decrease Cost: Operating — Decrease in general operating contracts for panel stipends to align with projected costs	(42,800)
Decrease Cost: Operating — Decrease in operating cost due to the reallocation of stipend funding for Trial Board Judges and Administrative Hearing Board civilians to the Administrative Charging Committee to appropriately reflect stipend costs in one agency to support operational activities	(374,400)
FY 2025 Proposed Budget	\$785,500

STAFF AND BUDGET RESOURCES

Authorized Positions	FY 2023 Budget	FY 2024 Budget	FY 2025 Proposed	Change FY24-FY25
General Fund				
Full Time - Civilian	3	5	5	0
Full Time - Sworn	0	0	0	0
Subtotal - FT	3	5	5	0
Part Time	0	0	0	0
Limited Term	0	0	0	0
TOTAL				
Full Time - Civilian	3	5	5	0
Full Time - Sworn	0	0	0	0
Subtotal - FT	3	5	5	0
Part Time	0	0	0	0
Limited Term	0	0	0	0

Positions By Classification	FY 2025		
	Full Time	Part Time	Limited Term
Administrative Aide	1	0	0
Administrative Assistant	1	0	0
Administrative Specialist	1	0	0
Community Developer	1	0	0
General Clerk	1	0	0
TOTAL	5	0	0

Expenditures by Category - General Fund

Category	FY 2023 Actual	FY 2024 Budget	FY 2024 Estimate	FY 2025 Proposed	Change FY24-FY25	
					Amount (\$)	Percent (%)
Compensation	\$286,806	\$450,900	\$330,800	\$456,100	\$5,200	1.2%
Fringe Benefits	92,595	147,900	104,000	151,900	4,000	2.7%
Operating	130,177	580,700	333,300	177,500	(403,200)	-69.4%
Capital Outlay	—	—	—	—	—	
SubTotal	\$509,578	\$1,179,500	\$768,100	\$785,500	\$(394,000)	-33.4%
Recoveries	—	—	—	—	—	
Total	\$509,578	\$1,179,500	\$768,100	\$785,500	\$(394,000)	-33.4%

In FY 2025, compensation expenditures increase 1.2% over the FY 2024 budget due to the annualization of costs related to FY 2024 salary adjustments. Compensation costs include funding for five full time positions. Fringe benefit expenditures increase 2.7% over the FY 2024 budget due to the increase in fringe benefit rate from 32.8% to 33.3% to align with projected costs.

Operating expenditures decrease by -69.4% primarily due to the reallocation of stipend funding for Trial Board Judges and Administrative civilians to the Administrative Charging Committee to appropriately reflect stipend costs in one agency to support operational activities. Funding is provided for stipends, contractual services, and training to support board meetings and case reviews. Funding is also provided for community awareness activities.

SERVICE DELIVERY PLAN AND PERFORMANCE

Goal 1 — To develop and/or participate in outreach activities to advance the public's understanding of law enforcement oversight.

Objective 1.1 — To engage in outreach events to promote trust with the community and law enforcement partners.

FY 2029 Target	FY 2022 Actual	FY 2023 Actual	FY 2024 Estimated	FY 2025 Projected	Trend
95%	n/a	n/a	75%	90%	n/a

Trend and Analysis

The Police Accountability Board (PAB) is a newly established County function. The first full year of operations was focused primarily on building a foundation for the agency in terms of strategic planning and developing rules of procedure, as well as performing key mandated functions. In FY 2024, the PAB conducted three outreach activities, with plans to conduct two full-scale community outreach events in the 3rd and 4th quarters of FY 2024. The PAB's initial outreach efforts were focused on ensuring that local law enforcement agencies were familiar with the PAB's expectations, processes and procedures related to specific PAB functions. Board members and staff also attended several monthly meetings of the Police Chief's Association of Prince George's. Board members also attended district community coffee chats with the police to introduce the PAB to the community and answer questions.

Performance Measures

Measure Name	FY 2021 Actual	FY 2022 Actual	FY 2023 Actual	FY 2024 Estimated	FY 2025 Projected
Quality					
Stakeholder event satisfaction	n/a	n/a	n/a	75%	75%
Impact (Outcome)					
Participants reporting increased confidence in police accountability efforts in the County	n/a	n/a	n/a	75%	90%

Goal 2 — To provide the Police Accountability Board and staff with training to increase their understanding, knowledge and skills to perform proper civilian oversight in law enforcement and ensure consistent and effective execution of the board's authority.

Objective 2.1 — To assess the board's training needs and deliver training in one of three priority areas quarterly.

FY 2029 Target	FY 2022 Actual	FY 2023 Actual	FY 2024 Estimated	FY 2025 Projected	Trend
100%	n/a	100%	100%	100%	n/a

Trend and Analysis

To promote understanding of the role of the PAB, board members and staff attended the Maryland Association of Counties (MaCo) summer training conference in August 2023. This complemented the PAB's attendance at the summer training conference of the Maryland Municipal League (MML) in June 2023. To provide staff with a national perspective on police accountability, members and staff attended the National Association for the Oversight of Law Enforcement Conference (NACOLE) in November 2023. Several members and staff also participated in local trainings and exposure, including ride-a-longs, trial board attendance and training, judgmental shooting demos, as well as ethics training conducted by the Office of Ethics and Accountability.

Performance Measures

Measure Name	FY 2021 Actual	FY 2022 Actual	FY 2023 Actual	FY 2024 Estimated	FY 2025 Projected
Impact (Outcome)					
Attendees rating the training as useful and relevant	n/a	n/a	100%	100%	100%