

# 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

- Work with all law enforcement agencies in the County to improve matters of policing, particularly with respect to police discipline and accountability for misconduct
- Receive complaints of police misconduct filed by members of the public and transfer them to the appropriate law enforcement agency to commence investigations
- Evaluate outcomes of investigations of alleged police misconduct conducted by law enforcement agencies and reviewed by the administrative oversight committee
- Produce annual reports for the County's governing authority and the public that include recommendations identifying trends in law enforcement officers' disciplinary process and changes to police agencies that improve accountability

### FY 2023 KEY ACCOMPLISHMENTS

- Conducted two meetings with law enforcement agency heads.
- Participated in three outreach events.
- Provided formalized training and guidance for Police Accountability Board members and staff.
- Collaborated with the Office of Information Technology to launch an expanded webpage.

- Appointed two civilian members to the Administrative Charging Committee and one or more civilian members to the Administrative Hearing Board(s) in the County.

### STRATEGIC FOCUS AND INITIATIVES FOR FY 2024

The board’s top priorities in FY 2024 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 communications 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 build the PAB’s capability and internal processes to improve the PAB’s ability to capture and leverage data necessary to develop policy recommendations that are evidence-based and understandable to external stakeholders.

### FY 2024 BUDGET SUMMARY

The FY 2024 approved budget for the Police Accountability Board is \$1,179,500, an increase of \$599,900 or 103.5% over the FY 2023 approved budget.

#### Expenditures by Fund Type

Fund Types	FY 2022 Actual		FY 2023 Budget		FY 2023 Estimate		FY 2024 Approved	
	Amount	% Total	Amount	% Total	Amount	% Total	Amount	% Total
General Fund	\$—		\$579,600	100.0%	\$527,400	100.0%	\$1,179,500	100.0%
<b>Total</b>	<b>\$—</b>		<b>\$579,600</b>	<b>100.0%</b>	<b>\$527,400</b>	<b>100.0%</b>	<b>\$1,179,500</b>	<b>100.0%</b>

#### Reconciliation from Prior Year

	Expenditures
<b>FY 2023 Approved Budget</b>	<b>\$579,600</b>
<b>Increase Cost: Operating</b> — Increase to provide additional funding for legal services and stipends for Trial Board Judges; this changes reflects the realignment of \$134,000 from the Administrative Charging Committee to the Police Accountability Board to appropriately reflect stipend costs in one agency to support operational activities	\$374,400
<b>Add: Compensation - New Positions</b> — Funding for two new positions including an Administrative Aide 3G and General Clerk 2G position to support agency operations	145,000
<b>Increase Cost: Fringe Benefits</b> — Increase in fringe benefit expenditures to align with projected costs as well as funding to support two new positions; the fringe benefit rate increases from 31.8% to 32.8%	105,200
<b>Decrease Cost: Operating</b> — Decrease in telephone and contracts to align with anticipated costs	(1,500)
<b>Decrease Cost: Technology Cost Allocation</b> — Decrease in OIT costs based on the anticipated countywide costs for technology	(22,800)
<b>FY 2024 Approved Budget</b>	<b>\$1,179,500</b>

### STAFF AND BUDGET RESOURCES

Authorized Positions	FY 2022 Budget	FY 2023 Budget	FY 2024 Approved	Change FY23-FY24
<b>General Fund</b>				
Full Time - Civilian	0	3	5	2
Full Time - Sworn	0	0	0	0
Subtotal - FT	0	3	5	2
Part Time	0	0	0	0
Limited Term	0	0	0	0
<b>TOTAL</b>				
Full Time - Civilian	0	3	5	2
Full Time - Sworn	0	0	0	0
Subtotal - FT	0	3	5	2
Part Time	0	0	0	0
Limited Term	0	0	0	0

Positions By Classification	FY 2024		
	Full Time	Part Time	Limited Term
Administrative Aide	1	0	0
Administrative Specialist	1	0	0
Community Developer	1	0	0
General Clerk	1	0	0
Policy Analyst	1	0	0
<b>TOTAL</b>	<b>5</b>	<b>0</b>	<b>0</b>

**Expenditures by Category - General Fund**

Category	FY 2022 Actual	FY 2023 Budget	FY 2023 Estimate	FY 2024 Approved	Change FY23-FY24	
					Amount (\$)	Percent (%)
Compensation	\$—	\$251,500	\$283,800	\$450,900	\$199,400	79.3%
Fringe Benefits	—	90,300	90,300	147,900	57,600	63.8%
Operating	—	237,800	153,300	580,700	342,900	144.2%
Capital Outlay	—	—	—	—	—	—
<b>SubTotal</b>	<b>\$—</b>	<b>\$579,600</b>	<b>\$527,400</b>	<b>\$1,179,500</b>	<b>\$599,900</b>	<b>103.5%</b>
Recoveries	—	—	—	—	—	—
<b>Total</b>	<b>\$—</b>	<b>\$579,600</b>	<b>\$527,400</b>	<b>\$1,179,500</b>	<b>\$599,900</b>	<b>103.5%</b>

In FY 2024, compensation expenditures increase 79.3% over the FY 2023 budget due to the annualization of FY 2023, and planned FY 2024 salary adjustments as well as funding for two new positions. The new positions include an Administrative Aide 3G to conduct policy research and a General Clerk 2G position to manage case intake, data entry extraction and documentation preparation. Compensation costs includes funding for five full time positions. Fringe benefit expenditures increase 63.8% over the FY 2023 budget to reflect compensation adjustments and projected costs.

Operating expenditures increase by 144.2% primarily to provide additional funding for legal services and stipends for Trial Board Judges; this change reflects the realignment of \$134,000 from the Administrative Charging Committee to the Police Accountability Board to appropriately reflect stipend costs in one agency to support operational 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 2028 Target	FY 2021 Actual	FY 2022 Actual	FY 2023 Estimated	FY 2024 Projected	Trend
95%	n/a	n/a	90%	92%	n/a

### Trend and Analysis

The Police Accountability Board (PAB) is a newly established County function. There is no historical or real-time data available upon which to base targets and estimates in the above categories.

The County's new police accountability process also includes the Administrative Charging Committee (ACC) and the Administrative Hearing Board (AHB). The ACC and AHB are the entities responsible for reviewing investigations of police misconduct involving citizens and making the disciplinary decisions that the PAB will use to evaluate policing and make policy, training, and procedural recommendations. County legislation establishing these three entities was passed on July 5, 2022 and became effective on August 19, 2022. However, all three entities must be fully functional before the accountability process can start.

State and County law mandate that the PAB appoint members to serve on the ACC and AHB. PAB members were sworn in on November 2, 2022 and, the PAB conducted seven meetings between November 14, 2022 and January 23, 2022, to establish a selection process, review applications and make its mandated appointments.

### Performance Measures

Measure Name	FY 2020 Actual	FY 2021 Actual	FY 2022 Actual	FY 2023 Estimated	FY 2024 Projected
<b>Workload, Demand and Production (Output)</b>					
Outreach events sponsored or co-sponsored	n/a	n/a	n/a	2	3
<b>Efficiency</b>					
Number of participants attending outreach events.	n/a	n/a	n/a	50	50
<b>Quality</b>					
Stakeholder event satisfaction	n/a	n/a	n/a	90%	92%
<b>Impact (Outcome)</b>					
Participants reporting increased confidence in police accountability efforts in the County	n/a	n/a	n/a	90%	92%

**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 2028 Target	FY 2021 Actual	FY 2022 Actual	FY 2023 Estimated	FY 2024 Projected	Trend
95%	n/a	n/a	90%	92%	n/a

**Trend and Analysis**

In FY 2024, the PAB plans to implement or seek training that will provide insight on best practices and methods to perform required core functions.

**Performance Measures**

Measure Name	FY 2020 Actual	FY 2021 Actual	FY 2022 Actual	FY 2023 Estimated	FY 2024 Projected
<b>Workload, Demand and Production (Output)</b>					
Training sessions held	n/a	n/a	n/a	2	3
<b>Efficiency</b>					
Board and staff attending trainings	n/a	n/a	n/a	14	14
Board and staff successfully completing training	n/a	n/a	n/a	14	14
<b>Impact (Outcome)</b>					
Attendees rating the training as useful and relevant	n/a	n/a	n/a	90%	92%