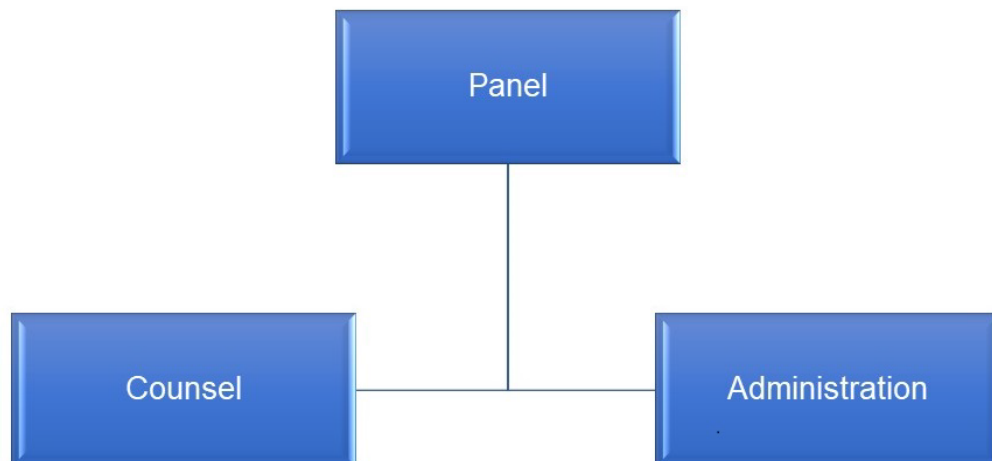


# Citizen Complaint Oversight Panel



## MISSION AND SERVICES

The Citizen Complaint Oversight Panel (CCOP) provides evaluation and monitoring of police misconduct investigations for County residents and visitors in order to ensure police transparency and accountability.

### CORE SERVICE

- Evaluation and monitoring of all police misconduct investigations, including use of force as well as intentional and accidental firearms discharge

### FY 2020 KEY ACCOMPLISHMENTS

- Attended the 2019 annual conference for the National Association for Civilian Oversight of Law Enforcement (NACOLE) conference in Tucson, Arizona.
- Implemented an improved annual and quarterly report format.
- Met with Prince George's Community College staff to identify ways to improve CCOP's data collection and analysis.
- Conducted public meeting on trends and issues.

### STRATEGIC FOCUS AND INITIATIVES FOR FY 2021

The agency's top priority in FY 2021 is:

- Increase the percent of the Police Department's officer misconduct investigations that satisfactorily meet the panel's standards for impartiality, thoroughness and appropriateness by ensuring the Chief of Police receives feedback for investigations rated below satisfactory

## FY 2021 BUDGET SUMMARY

The FY 2021 proposed budget for the Citizen Complaint Oversight Panel is \$397,800, an increase of \$76,000 or 23.6% over the FY 2020 approved budget.

### Expenditures by Fund Type

Fund Types	FY 2019 Actual		FY 2020 Budget		FY 2020 Estimate		FY 2021 Proposed	
	Amount	% Total	Amount	% Total	Amount	% Total	Amount	% Total
General Fund	\$284,777	100.0%	\$321,800	100.0%	\$320,500	100.0%	\$397,800	100.0%
<b>Total</b>	<b>\$284,777</b>	<b>100.0%</b>	<b>\$321,800</b>	<b>100.0%</b>	<b>\$320,500</b>	<b>100.0%</b>	<b>\$397,800</b>	<b>100.0%</b>

### Reconciliation from Prior Year

	Expenditures
<b>FY 2020 Approved Budget</b>	<b>\$321,800</b>
<b>Increase Cost: Operating - Technology Cost Allocation</b> — Increase in charges based on the new methodology to support anticipated countywide costs	\$52,200
<b>Add: Compensation - New Temporary Position</b> — One new limited hour position to assist with administrative duties	8,800
<b>Increase Cost: Compensation - Mandated Salary Requirements</b>	8,100
<b>Increase Cost: Fringe Benefits</b> — Increase in the fringe benefit rate from 32.1% or 32.5% and one new limited hour position	6,100
<b>Increase Cost: Operating</b> — Increase in cost for printer lease	800
<b>FY 2021 Proposed Budget</b>	<b>\$397,800</b>

## STAFF AND BUDGET RESOURCES

Authorized Positions	FY 2019 Budget	FY 2020 Budget	FY 2021 Proposed	Change FY20-FY21
<b>General Fund</b>				
Full Time - Civilian	2	2	2	0
Full Time - Sworn	0	0	0	0
Subtotal - FT	2	2	2	0
Part Time	0	0	0	0
Limited Term	0	0	0	0

<b>TOTAL</b>				
Full Time - Civilian	2	2	2	0
Full Time - Sworn	0	0	0	0
Subtotal - FT	2	2	2	0
Part Time	0	0	0	0
Limited Term	0	0	0	0

Positions By Classification	FY 2021		
	Full Time	Part Time	Limited Term
Administrative Aide	1	0	0
Administrative Specialist	1	0	0
<b>TOTAL</b>	<b>2</b>	<b>0</b>	<b>0</b>

**Expenditures by Category - General Fund**

Category	FY 2019 Actual	FY 2020 Budget	FY 2020 Estimate	FY 2021 Proposed	Change FY20-FY21	
					Amount (\$)	Percent (%)
Compensation	\$164,286	\$174,600	\$173,100	\$191,500	\$16,900	9.7%
Fringe Benefits	52,400	56,100	56,300	62,200	6,100	10.9%
Operating	68,091	91,100	91,100	144,100	53,000	58.2%
<b>Total</b>	<b>\$284,777</b>	<b>\$321,800</b>	<b>\$320,500</b>	<b>\$397,800</b>	<b>\$76,000</b>	<b>23.6%</b>

In FY 2021, compensation expenditures increase 9.7% over the FY 2020 budget due to anticipated cost of living and merit adjustments for employees. Compensation costs includes funding for two full time positions and one new limited hour position to assist with administrative duties. Fringe benefit expenditures increase 10.9% over the FY 2020 budget. This is due to an increase in the fringe benefit rate from 32.1% to 32.5% and fringe benefits for one new limited hour position.

Operating expenditures increase 58.2% over the FY 2020 budget primarily due to an increase in the technology cost allocation charge based on the new methodology to support anticipated countywide costs. Additional funding is also included for increased printer lease costs. Operating expenses reflect funding for technology costs, legal costs, stipends for seven panel members, office supplies and travel expenses to attend the National Association of Civilian Oversight of Law Enforcement Conference (NACOLE).

## SERVICE DELIVERY PLAN AND PERFORMANCE

**Goal 1** — To provide evaluation and monitoring of PGPD misconduct investigations for County residents and visitors in order to ensure the investigations of misconduct complaints are thorough, impartial and resolved appropriately.

**Objective 1.1** — Increase the percent of PGPD misconduct investigations reviewed that meet the panel's standards.

FY 2025 Target	FY 2018 Actual	FY 2019 Actual	FY 2020 Estimated	FY 2021 Projected	Trend
95%	96%	95%	95%	95%	↔

### Trend and Analysis

A case backlog of more than 101 investigations built up during the latter part of FY 2019 and the beginning of FY 2020 due to gaps in panel membership. The panel now plans to meet six, rather than the normal four times per month to clear this backlog. However, if the current average of 25 incoming investigations per month holds, the CCOP could receive an additional 200 or more cases to add to the backlog by June 30, 2019. This is potentially a total of 300 plus investigations for FY 2020. This would be the highest number since 2009. However, when yearly fluctuations are taken into account, a more reasonable estimate for FY 2020 would be 225-250 incoming investigations to be reviewed. This is still more than double the number of investigations reviewed in FY 2019. Even with an aggressive meeting schedule of six times per month, it could take until sometime in FY 2021 to complete reviews for this backlog. Since the CCOP did not start FY 2020 reviews until November 2019, the Panel is not able to discern trends, explain the significant increase or identify patterns of misconduct.

### Performance Measures

Measure Name	FY 2017 Actual	FY 2018 Actual	FY 2019 Actual	FY 2020 Estimated	FY 2021 Projected
<b>Resources (Input)</b>					
Panel members	7	7	6	6	7
<b>Workload, Demand and Production (Output)</b>					
Panel meetings	43	41	42	45	45
Investigations received for review	150	125	114	250	230
Allegations reviewed	563	309	411	650	575
Reviewed investigations requiring follow-up	5	23	8	10	10
Police misconduct investigations reviewed (#)	141	115	109	198	218
<b>Efficiency</b>					
Police misconduct investigations reviewed (AVG)	4	3	2	4	4
<b>Quality</b>					
Cases reviewed in 40 days	89%	93%	95%	87%	85%

**Performance Measures** *(continued)*

<b>Measure Name</b>	<b>FY 2017 Actual</b>	<b>FY 2018 Actual</b>	<b>FY 2019 Actual</b>	<b>FY 2020 Estimated</b>	<b>FY 2021 Projected</b>
Panel recommendations to mitigate police misconduct that are implemented by the Chief of Police	25%	25%	27%	27%	27%
<b>Impact (Outcome)</b>					
Officer misconduct investigations reviewed that meet standards for impartiality, thoroughness and appropriateness	93%	96%	95%	95%	95%