

CITIZEN COMPLAINT OVERSIGHT PANEL - 112

MISSION AND SERVICES

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

Core Services -

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

Strategic Focus in FY 2016 -

The agency's top priority in FY 2016 is to:

- 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 that the Chief of Police receives feedback for investigations rated below satisfactory

FY 2016 BUDGET SUMMARY

The FY 2016 approved budget for the Citizen Complaint Oversight Panel is \$255,500, an increase of \$27,300 or 12% over the FY 2015 budget.

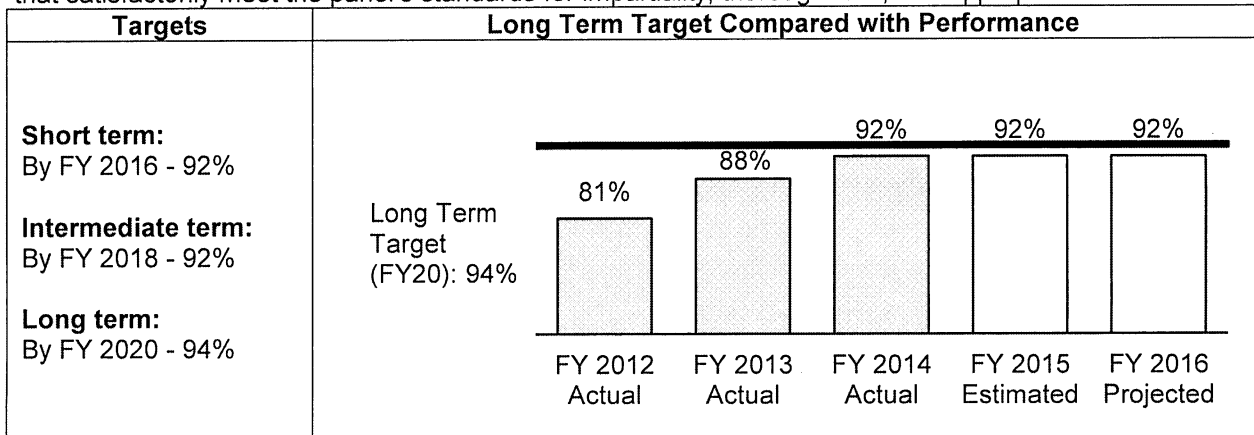
Budgetary Changes -

FY 2015 BUDGET	\$228,200
Increase in operating due to new legal contract	\$15,300
Increase in fringe rate of 21.6% to 34.0% to recognize a change in benefit selection	\$14,600
Decrease in compensation to meet spending controls	(\$2,600)
FY 2016 APPROVED BUDGET	\$255,500

SERVICE DELIVERY PLAN AND PERFORMANCE

GOAL 1 - To provide evaluation and monitoring of Police Department 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 percentage of Police Department officer misconduct investigations reviewed that satisfactorily meet the panel's standards for impartiality, thoroughness, and appropriateness.



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GENERAL FUND

Trend and Analysis -

The number of investigations received for review increased slightly to 220 in FY 2014. Allegations reviewed more than doubled between FY 2012 and FY 2014, while the numbers of actual misconduct investigations have remained fairly constant. Since a single investigation may involve one or more allegations, there is no direct relationship between these two indicators. There has also been an increase in the percentage of investigations deemed satisfactory from 81% in FY 2012 to 92% in FY 2014. The panel projects a continuation of this percentage through FY 2016.

Performance Measures -

Measure Name	FY 2012 Actual	FY 2013 Actual	FY 2014 Actual	FY 2015 Estimated	FY 2016 Projected
Resources (input)					
Number of panel members	6	6	6	5	7
Workload, Demand and Production (output)					
Number of panel meetings	53	57	54	53	53
Number of investigations received for review	140	207	220	226	231
Number of allegations reviewed	393	745	873	590	639
Number of reviewed investigations requiring follow-up for policy, training, and investigative concerns	9	9	5	8	5
Number of police misconduct investigations reviewed	144	207	201	196	220
Efficiency					
Average number of police misconduct investigations reviewed each meeting	2.7	3.6	3.7	3.7	4.2
Quality					
Percent of cases reviewed in 40 days	97%	95%	96%	88%	95%
Percent of panel recommendations to mitigate police misconduct that are implemented by the Chief of Police	34%	33%	34%	35%	35%
Impact (outcome)					
Percent of the Police Department's officer misconduct investigations reviewed that satisfactorily meet the panel's standards for impartiality, thoroughness, and appropriateness	81%	88%	92%	92%	92%

Strategies to Accomplish the Objective -

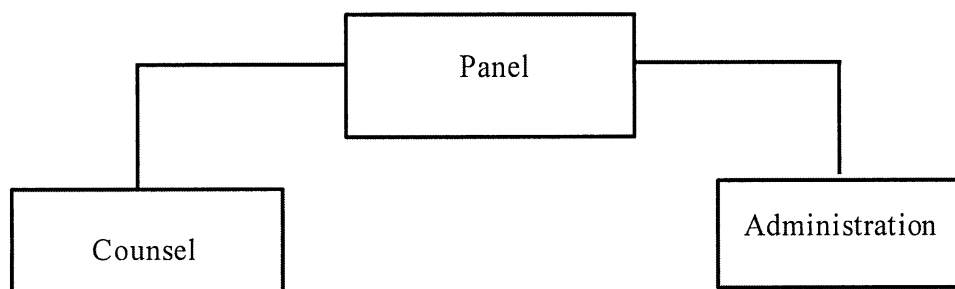
- **Strategy 1.1.1** - Ensure that the Chief of Police receives feedback for investigations rated below satisfactory by submitting detailed letters for each affected case and meeting with the Chief at least twice per year to discuss ways to prevent a recurrence of the practices that promoted allegations to be filed
- **Strategy 1.1.2** - Ensure that panel members are able to provide consistent and impartial reviews and recommendations by utilizing guides established by the National Association for Civilian Oversight of Law Enforcement

- **Strategy 1.1.3** - Provide training to all panel members in order to ensure they have the knowledge, skills, and abilities to review and evaluate at least three specific categories of investigations effectively

FY 2015 KEY ACCOMPLISHMENTS

- Panel member attended the National Association for the Civilian Oversight of Law Enforcement's (NACOLE) 25th annual training conference in St. Louis and completed requirements toward professional certification.
- CCOP chair received recognition at the 25th NACOLE conference, as one of the NACOLE founders. NACOLE was founded and incorporated in Prince George's County in 1993; the association now represents 250 national and international civil oversight agencies.
- Participated with the NAACP in a pro bono day at the Oxon Hill Library where staff discussed CCOP's services and history.
- Provided technical assistance to Wicomico County in order to establish a civil oversight component.

ORGANIZATIONAL CHART

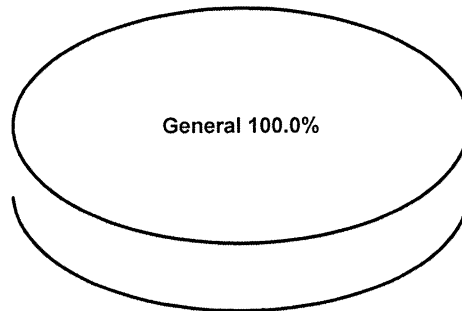


FUNDS SUMMARY

	FY2014 ACTUAL	FY2015 BUDGET	FY2015 ESTIMATED	FY2016 APPROVED	CHANGE FY15-FY16
TOTAL EXPENDITURES	\$ 229,272	\$ 228,200	\$ 239,200	\$ 255,500	12%
EXPENDITURE DETAIL					
Citizen Complaint Oversight Panel	229,272	228,200	239,200	255,500	12%
Recoveries	0	0	0	0	0%
TOTAL	\$ 229,272	\$ 228,200	\$ 239,200	\$ 255,500	12%
SOURCES OF FUNDS					
General Fund	\$ 229,272	\$ 228,200	\$ 239,200	\$ 255,500	12%
Other County Operating Funds:					
TOTAL	\$ 229,272	\$ 228,200	\$ 239,200	\$ 255,500	12%

FY2016 SOURCES OF FUNDS

This agency's funding is derived solely from the County's General Fund.

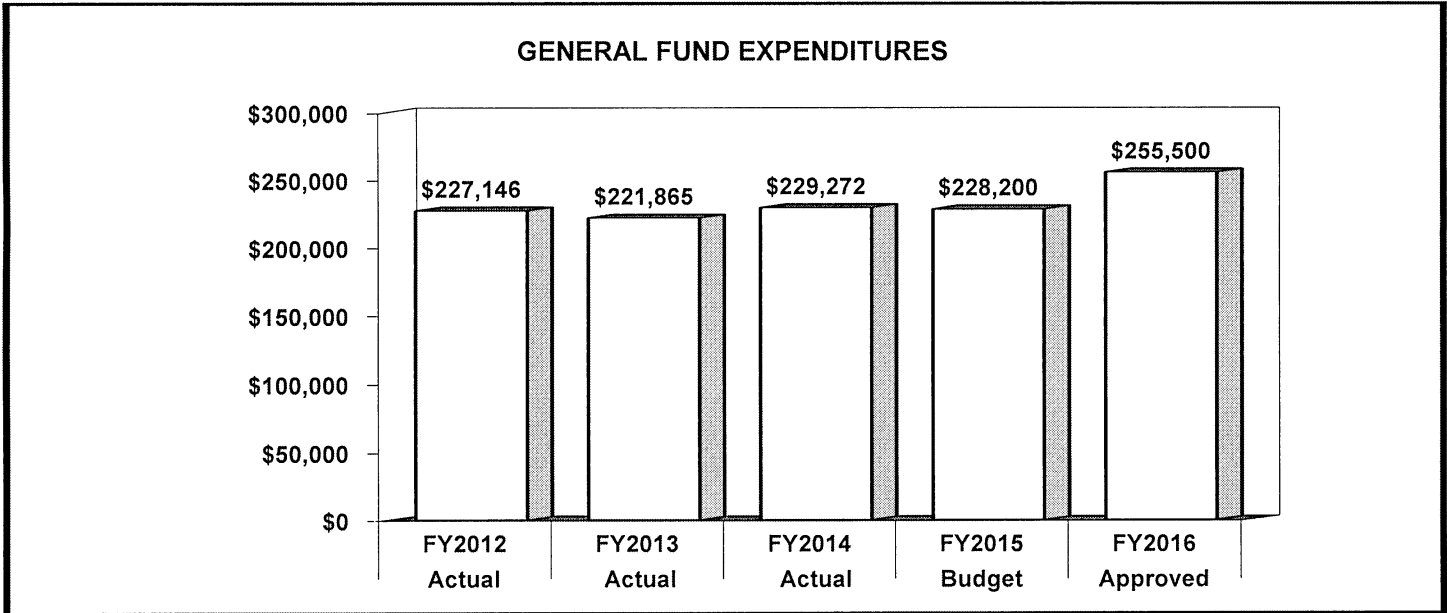


CITIZEN COMPLAINT OVERSIGHT PANEL - 12

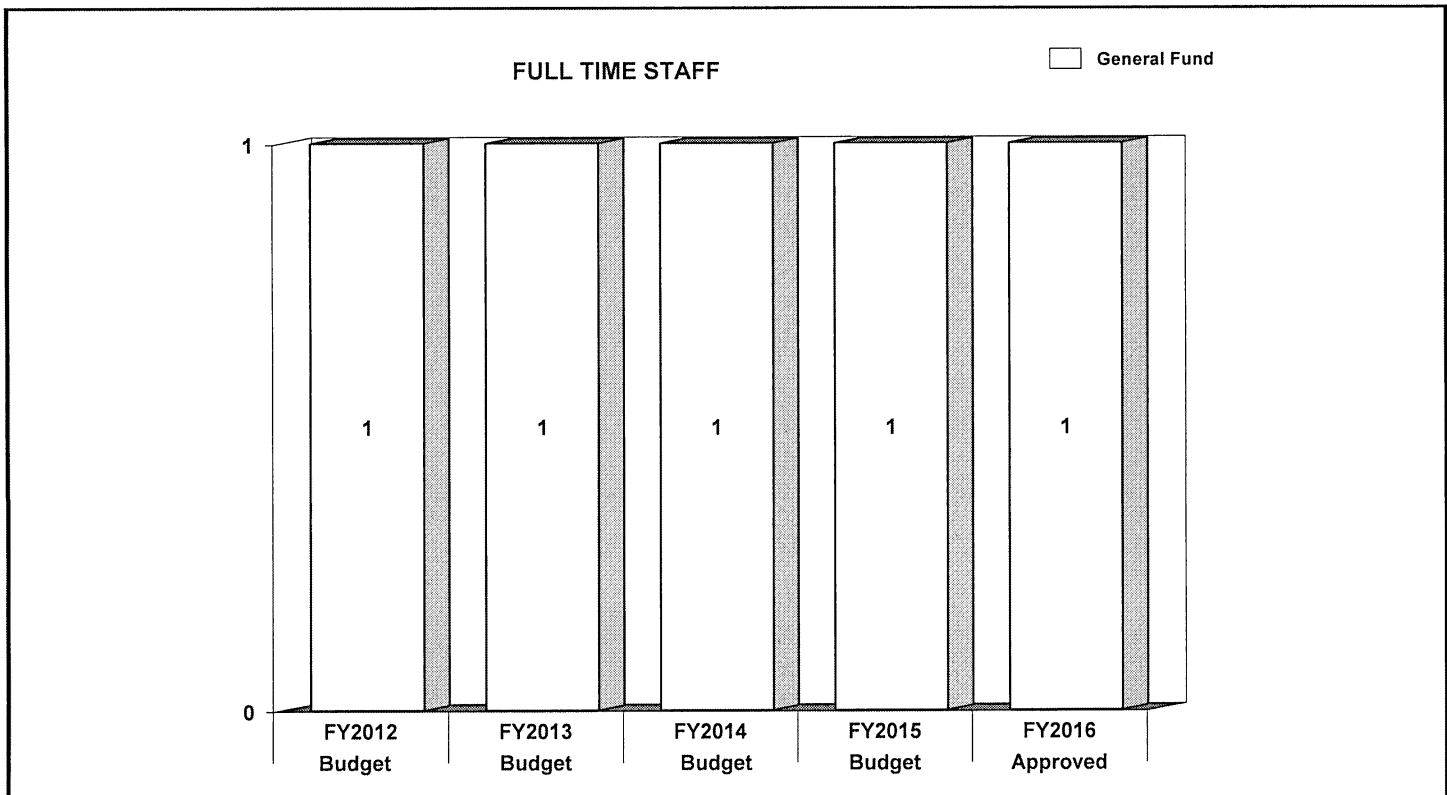
STAFF SUMMARY

	FY2014 BUDGET	FY2015 BUDGET	FY2016 APPROVED	CHANGE FY15-FY16
GENERAL FUND STAFF				
Full Time - Civilian	1	1	1	0
Full Time - Sworn	0	0	0	0
Part Time	1	1	1	0
Limited Term	0	0	0	0
OTHER STAFF				
Full Time - Civilian				
Full Time - Sworn				
Part Time				
Limited Term Grant Funded				
TOTAL				
Full Time - Civilian	1	1	1	0
Full Time - Sworn	0	0	0	0
Part Time	1	1	1	0
Limited Term	0	0	0	0

POSITIONS BY CATEGORY	FULL TIME	PART TIME	LIMITED TERM
Administrative Support	0	1	0
Administrative Specialist	1	0	0
TOTAL	1	1	0



The agency's expenditures increase 0.9% from FY 2012 to FY 2014. This increase is primarily driven by cost of living adjustments. The FY 2016 approved budget is 12.0% over the FY 2015 budget due to higher rate for fringe benefits and a new legal contract.



The agency's staffing complement remained the same from FY 2012 to FY 2015. The FY 2016 staffing totals remain unchanged.

CITIZEN COMPLAINT OVERSIGHT PANEL - 12

GENERAL FUND

	FY2014 ACTUAL	FY2015 BUDGET	FY2015 ESTIMATED	FY2016 APPROVED	CHANGE FY15-FY16
EXPENDITURE SUMMARY					
Compensation	\$ 121,532	\$ 125,400	\$ 122,800	\$ 122,800	-2.1%
Fringe Benefits	31,134	27,100	39,300	41,700	53.9%
Operating Expenses	76,606	75,700	77,100	91,000	20.2%
Capital Outlay	0	0	0	0	0%
	\$ 229,272	\$ 228,200	\$ 239,200	\$ 255,500	12%
Recoveries	0	0	0	0	0%
TOTAL	\$ 229,272	\$ 228,200	\$ 239,200	\$ 255,500	12%
STAFF					
Full Time - Civilian	-	1	-	1	0%
Full Time - Sworn	-	0	-	0	0%
Part Time	-	1	-	1	0%
Limited Term	-	0	-	0	0%

In FY 2016, compensation expenditures decrease 2.1% under the FY 2015 budget due to spending controls. Fringe benefits increase 53.9% over the FY 2015 budget due to a higher fringe rate and a change in benefit selection for part-time personnel. Operating expenses increase 20.2% over the FY 2015 budget due to a new legal contract that will provide panel members legal advice on investigations. Operating expenses, also reflect a reduction in office automation charges.

MAJOR OPERATING EXPENDITURES FY2016	
General and Administrative	\$ 77,100
Contracts	
Office Automation	\$ 11,400
Training	\$ 1,000
Operating and Office Supplies	\$ 500
Printing and Reproduction	\$ 500

