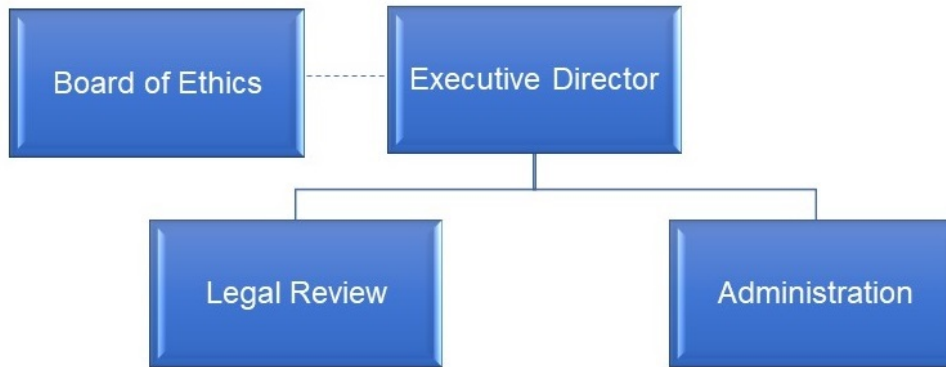


# Office of Ethics and Accountability



## MISSION AND SERVICES

The Office of Ethics and Accountability (OEA) enforces the Prince George’s County Code of Ethics in order to ensure the ethical conduct of individuals who serve in County Government.

### CORE SERVICES

- Administer public ethics laws
- Provide ethics training and advice to County employees
- Review financial disclosure and lobbying records
- Investigate alleged ethical violations and allegations of fraud, waste, abuse and illegal acts
- Provide administrative support to the County’s Board of Ethics
- Provide analysis, reporting and recommendations to Executive and Legislative branches

### FY 2025 KEY ACCOMPLISHMENTS

- Processed approximately 1,200 Financial Disclosure Statements (FDS) for calendar year 2023, the last year with complete statements. Of those disclosures submitted, over 97% are processed via the use of the OEA Web Portal that was deployed in April 2016 to replace the extensive paper-based collection effort previously in place. OEA audits Financial Disclosure Statements, pertaining to Schedule E (business entities employed with the County), Schedule H (other sources of income), and Schedule J (Other Interests) to determine any conflicts related to secondary employment. OEA will continue its review of all Financial Disclosure Statements of active County employees and officials for omissions and errors in reporting.
- Expected to process 100% of lobbyist registrants by the use of its OEA Web Portal. OEA will conduct a review of registrations and annual reports of registered lobbyists for omissions and errors in reporting. In the calendar year 2023, OEA processed 384 annual reports from 84 total registered lobbyists.

- Continued to meet one of its principal objectives of global ethics education of officials and employees. OEA continues to collaborate with the Office of Human Resources Management (OHRM) to offer mandatory ethics training and resources to the County’s workforce of more than 6,000 officials and employees.
- Processed requests for investigations, legal reviews, advisory opinions, ethics advice, information provision, and financial disclosure fee waivers- largely received electronically. The office continues to see growth with its investigations, lobbying in the County, and public complaints. There has been an increase in cases since its establishment in 2014.
- Continued to expand the online payment system for late fees and fines from designated filers of Financial Disclosure Statements and lobbyists. This electronic payment enhancement continues to provide convenience to those designated filers and lobbyists, who have been assessed fees for filing their disclosure statements and reports after the filing dates mandated by the County’s Ethics Code.

**STRATEGIC FOCUS AND INITIATIVES FOR FY 2026**

The agency’s top priority in FY 2026 is:

- Continue to sustain and effectively administer the County’s electronic filing/case management system that allows Prince Georgians, County government employees, and elected/appointed officials 24/7/365 access to online filing of complaints and required financial disclosure statements and lobbyist registrations/annual reports and efficiently investigate all complaints in accordance with applicable laws to ensure timely responses, analysis, reporting and recommendations to management.

**FY 2026 BUDGET SUMMARY**

The FY 2026 proposed budget for the Office of Ethics and Accountability is \$1,203,500, an increase of \$59,300 or 5.2% over the FY 2025 approved budget.

**Expenditures by Fund Type**

Fund Types	FY 2024 Actual		FY 2025 Budget		FY 2025 Estimate		FY 2026 Proposed	
	Amount	% Total	Amount	% Total	Amount	% Total	Amount	% Total
General Fund	\$1,085,361	100.0%	\$1,144,200	100.0%	\$1,105,400	100.0%	\$1,203,500	100.0%
<b>Total</b>	<b>\$1,085,361</b>	<b>100.0%</b>	<b>\$1,144,200</b>	<b>100.0%</b>	<b>\$1,105,400</b>	<b>100.0%</b>	<b>\$1,203,500</b>	<b>100.0%</b>

**Reconciliation from Prior Year**

	<b>Expenditures</b>
<b>FY 2025 Approved Budget</b>	<b>\$1,144,200</b>
<b>Increase Cost: Compensation - Mandated Salary Requirements</b>	\$49,200
<b>Increase Cost: Technology Cost Allocation</b> — Increase in OIT charges based on anticipated countywide costs for technology	9,300
<b>Increase Cost: Fringe Benefits</b> — Increase in fringe benefit expenses to align with projected costs; the fringe benefit rate decreased from 36.1% to 34.3%	3,000
<b>Decrease Cost: Operating</b> — Decrease in office supplies based on historical spending partially offset by an increase in contractual services	(2,200)
<b>FY 2026 Proposed Budget</b>	<b>\$1,203,500</b>

### STAFF AND BUDGET RESOURCES

Authorized Positions	FY 2024 Budget	FY 2025 Budget	FY 2026 Proposed	Change FY25-FY26
<b>General Fund</b>				
Full Time - Civilian	6	6	6	0
Full Time - Sworn	0	0	0	0
Subtotal - FT	6	6	6	0
Part Time	0	0	0	0
Limited Term	0	0	0	0
<b>TOTAL</b>				
Full Time - Civilian	6	6	6	0
Full Time - Sworn	0	0	0	0
Subtotal - FT	6	6	6	0
Part Time	0	0	0	0
Limited Term	0	0	0	0

Positions By Classification	FY 2026		
	Full Time	Part Time	Limited Term
Administrative Aide	1	0	0
Administrative Specialist	1	0	0
Attorney	1	0	0
Compliance Specialist	1	0	0
Executive Director	1	0	0
Investigator	1	0	0
<b>TOTAL</b>	<b>6</b>	<b>0</b>	<b>0</b>

**Expenditures by Category - General Fund**

Category	FY 2024 Actual	FY 2025 Budget	FY 2025 Estimate	FY 2026 Proposed	Change FY25-FY26	
					Amount (\$)	Percent (%)
Compensation	\$712,949	\$747,800	\$737,300	\$797,000	\$49,200	6.6%
Fringe Benefits	230,879	270,000	244,000	273,000	3,000	1.1%
Operating	141,533	126,400	124,100	133,500	7,100	5.6%
Capital Outlay	—	—	—	—	—	
<b>SubTotal</b>	<b>\$1,085,361</b>	<b>\$1,144,200</b>	<b>\$1,105,400</b>	<b>\$1,203,500</b>	<b>\$59,300</b>	<b>5.2%</b>
Recoveries	—	—	—	—	—	
<b>Total</b>	<b>\$1,085,361</b>	<b>\$1,144,200</b>	<b>\$1,105,400</b>	<b>\$1,203,500</b>	<b>\$59,300</b>	<b>5.2%</b>

In FY 2026, compensation expenditures increase 6.6% over the FY 2025 budget primarily due to the annualization of FY 2025 and anticipated FY 2026 salary adjustments. Compensation costs include funding for six full time positions. Fringe benefit expenditures increase by 1.1% over the FY 2025 budget to align with the projected costs.

Operating expenditures increase 5.6% over the FY 2025 budget due to the increase in countywide technology. Funding continues for the case management software, training and supplies to support organizational activities.

## SERVICE DELIVERY PLAN AND PERFORMANCE

**Goal 1** — To provide comprehensive intake, processing, investigation, management, adjudication, analysis, reporting of allegations of waste, fraud, abuse and illegal acts in County government and make necessary recommendations to executive and legislative officials to promote efficiency and accountability.

**Objective 1.1** — Maintain length of time to resolve investigations of waste, fraud, abuse and illegal acts in County government at less than 60 days.

FY 2030 Target	FY 2023 Actual	FY 2024 Actual	FY 2025 Estimated	FY 2026 Projected	Trend
60	83	69	65	72	↓

### Trend and Analysis

OEA was successful in completing investigations close to timely. Factors inhibiting investigation times have to do with the staff being in the field or on vacation. Some investigations require more labor and hence take more time. This subset pushes the average up.

### Performance Measures

Measure Name	FY 2022 Actual	FY 2023 Actual	FY 2024 Actual	FY 2025 Estimated	FY 2026 Projected
<b>Resources (Input)</b>					
Staff	6	6	6	6	6
<b>Workload, Demand and Production (Output)</b>					
Cases received (any type)	502	434	450	462	449
Ethics violation allegations referred to the Board of Ethics	9	3	5	6	4
Cases investigated by the Office of Ethics and Accountability (OEA)	24	35	40	35	37
Cases referred to another agency	98	107	110	115	117
Hearings conducted by the Board of Ethics	0	1	0	1	0
<b>Efficiency</b>					
Agency actions taken/implemented in response to OEA recommendations	29	22	10	15	16
<b>Quality</b>					
Allegations substantiated or deemed non-compliant	2	3	3	5	4
<b>Impact (Outcome)</b>					
Days to close-out a case	30	83	69	65	72

**Objective 1.2** — Ensure OEA provides recommendations to CAO to resolve problems or deficiencies pursuant to Section 2-305.

FY 2030 Target	FY 2023 Actual	FY 2024 Actual	FY 2025 Estimated	FY 2026 Projected	Trend
40	22	30	35	28	↑

**Trend and Analysis**

The OEA's education and trainings have suppressed the number of reports coming in. It is estimated that this dip will be counteracted by the Office's expansion. This is reflected in our FY 2026 projections.

**Performance Measures**

Measure Name	FY 2022 Actual	FY 2023 Actual	FY 2024 Actual	FY 2025 Estimated	FY 2026 Projected
<b>Impact (Outcome)</b>					
OEA reports with recommendations made	43	22	30	35	28

**Goal 2** — To promote disclosure of the outside business and monetary interests of County government employees/officials and real-time notice of lobbying activity directed toward County government.

**Objective 2.1** — Reduce the number of post-audit actions on financial disclosure statements.

FY 2030 Target	FY 2023 Actual	FY 2024 Actual	FY 2025 Estimated	FY 2026 Projected	Trend
10	10	10	15	12	↔

**Trend and Analysis**

The number of post-audit actions on financial disclosure statements is expected to slightly decrease year over year from prior year performance, in accordance with the objective. However, the scope of compliance audits continue to increase even when filers improve overall reporting accuracies.

**Performance Measures**

Measure Name	FY 2022 Actual	FY 2023 Actual	FY 2024 Actual	FY 2025 Estimated	FY 2026 Projected
<b>Resources (Input)</b>					
Compliance staff	2	3	3	3	3
<b>Workload, Demand and Production (Output)</b>					
Financial disclosure statements processed	883	999	925	936	953
Financial disclosure late fee waivers processed	26	16	20	21	19
Financial disclosure late fee waivers granted	23	14	24	20	19
Registered lobbyists processed	60	76	77	77	77
Lobbyist reports processed	241	276	347	366	330
Financial disclosure statements fully reviewed in compliance with Section 2-292	883	999	1,200	1,329	1,472
Secondary employment legal reviews	72	83	135	140	167

**Performance Measures** *(continued)*

Measure Name	FY 2022 Actual	FY 2023 Actual	FY 2024 Actual	FY 2025 Estimated	FY 2026 Projected
<b>Quality</b>					
Financial disclosure statement audit letters sent as a result of targeted audit review	83	100	70	60	77
<b>Impact (Outcome)</b>					
Financial disclosure statement corrections made or explanations sent as a result of audit letters sent	21	10	10	15	12

**Objective 2.2** — Ensure legal audit of all secondary employment requests and their compliance with County Ethics Code conflict of interest prohibition.

FY 2030 Target	FY 2023 Actual	FY 2024 Actual	FY 2025 Estimated	FY 2026 Projected	Trend
150	90	95	111	113	↑

**Trend and Analysis**

OEA predicts an upward trend in FY 2026, of secondary employment requests and legal audits due to the ongoing public service announcements created by OEA, and also with the pending changes in anticipated overall leadership throughout the County. We also predict an upward trend due to the pending change in leadership.

**Performance Measures**

Measure Name	FY 2022 Actual	FY 2023 Actual	FY 2024 Actual	FY 2025 Estimated	FY 2026 Projected
<b>Impact (Outcome)</b>					
Corrections to secondary employment requests as a result of agency follow-up	60	90	95	111	113

