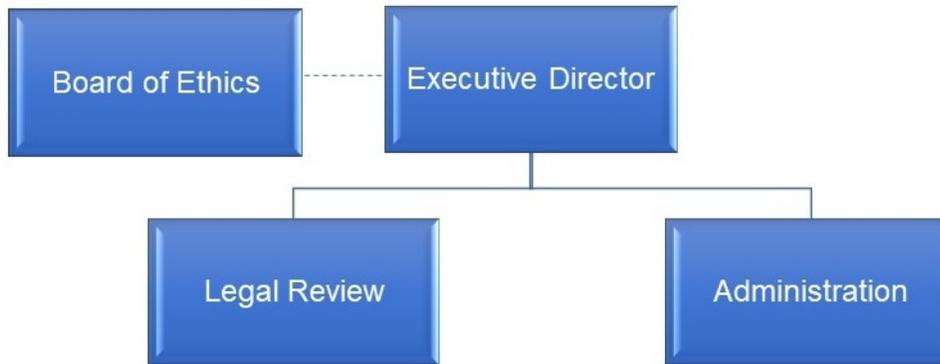


Office of Ethics and Accountability



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 2026 KEY ACCOMPLISHMENTS

- Processed approximately 1,100 Financial Disclosure Statements for the 2025 calendar year. Of those disclosures submitted, over 95% of them along with 100% of new lobbyist registrants are processed via use of the OEA Web-Portal that was deployed in April 2016 to replace the extensive paper-based collection effort previously in place.
- Continued to utilize audit functions to include, in addition to the Schedule A (real property) audit, originally piloted in FY 2018, Schedule E (business entities employed with the County), and Schedule H (other sources of income). The Office will continue its review of all Financial Disclosure Statements of active County employees, officials, and appointed members for omissions and errors in reporting. Additionally, OEA has added a Pilot Risk Assessment for OEA, and will be able to utilize this platform for other County agencies in early 2027.
- Continued to meet one of its principal objectives of global ethics education to the over 6,000 County employees, officials, board, and commission-appointed members. As a result, and in consultation with the Office of Human Resources (OHRM), all County employees, board, and commission members, have been provided access to the

County Neo-Gov system, to not only take the Ethics training virtually, but also provided access to professional development opportunities. Additionally, the Board of Ethics decided that all board and Commission-appointed members can take the training annually, as required by their individual board requirements.

- Continued its review of registrations and annual reports of registered lobbyists for omissions and errors of reporting. In fiscal year 2025, OEA processed 79 annual reports from 30 registered lobbyists.
- Initiated Operation Reviews to improve the efficiency of day-to-day operations, which provides an organizational perspective on the office’s feedback via recommendations in accordance with policies and standard operating procedures. OEA provides adequate resources, site in place, and the ability to involve all management and staff. As a result of the Office of Ethics and Accountability’s operations reviews and other activities, OEA continues to provide recommendations to executive leadership to further maintain the highest standards of integrity and public trust. OEA has provided an additional ten recommendations in fiscal year 2026. The Office provided an additional 205 recommendations since fiscal year 2019, resulting in significant policy development and organizational change.

STRATEGIC FOCUS AND INITIATIVES FOR FY 2027

The agency’s top priority in FY 2027 is to:

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

FY 2027 BUDGET SUMMARY

The FY 2027 proposed budget for the Office of Ethics and Accountability is \$1,241,100, an increase of \$37,600 or 3.1% over the FY 2026 approved budget.

Expenditures by Fund Type

Fund Types	FY 2025 Actual		FY 2026 Budget		FY 2026 Estimate		FY 2027 Proposed	
	Amount	% Total						
General Fund	\$1,088,003	100.0%	\$1,203,500	100.0%	\$1,180,900	100.0%	\$1,241,100	100.0%
Total	\$1,088,003	100.0%	\$1,203,500	100.0%	\$1,180,900	100.0%	\$1,241,100	100.0%

Reconciliation from Prior Year

	Expenditures
FY 2026 Approved Budget	\$1,203,500
Increase Cost: Compensation - Mandated Salary Requirements	\$19,200
Increase Cost: Fringe Benefits — Increase in fringe benefit expenses to align with projected costs; the fringe benefit rate increases from 34.3% to 35.4%	15,700
Increase Cost: Technology Cost Allocation — Increase in OIT charges based on anticipated countywide costs for technology	3,100
Decrease Cost: Operating — Decrease in office supplies and contractual services based on historical spending offset by an increase in membership fees and training costs	(400)
FY 2027 Proposed Budget	\$1,241,100

STAFF AND BUDGET RESOURCES

Authorized Positions	FY 2025 Budget	FY 2026 Budget	FY 2027 Proposed	Change FY26-FY27
General Fund				
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
TOTAL				
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 2027		
	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
TOTAL	6	0	0

Expenditures by Category - General Fund

Category	FY 2025 Actual	FY 2026 Budget	FY 2026 Estimate	FY 2027 Proposed	Change FY26-FY27	
					Amount (\$)	Percent (%)
Compensation	\$726,904	\$797,000	\$772,500	\$816,200	\$19,200	2.4%
Fringe Benefits	241,586	273,000	275,000	288,700	15,700	5.8%
Operating	119,513	133,500	133,400	136,200	2,700	2.0%
Capital Outlay	—	—	—	—	—	
SubTotal	\$1,088,003	\$1,203,500	\$1,180,900	\$1,241,100	\$37,600	3.1%
Recoveries	—	—	—	—	—	
Total	\$1,088,003	\$1,203,500	\$1,180,900	\$1,241,100	\$37,600	3.1%

In FY 2027, compensation expenditures increase 2.4% over the FY 2026 budget primarily due to the annualization of FY 2026 and anticipated FY 2027 salary adjustments. Compensation costs include funding for six full time positions. Fringe benefit expenditures increase by 5.8% over the FY 2026 budget to align with the projected costs.

Operating expenditures increase 2.0% over the FY 2026 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 2031 Target	FY 2024 Actual	FY 2025 Actual	FY 2026 Estimated	FY 2027 Projected	Trend
50	69	62	55	45	↓

Trend and Analysis

The Office consistently maintained an efficient investigative workflow, ensuring that cases of waste, fraud, abuse, and illegal activity were resolved well within the 60-day benchmark. Through improved case management practices, early identification of jurisdictional issues, and proactive communication with County departments, the team accelerated turnaround times without compromising investigative quality. This timely handling of cases supports the County's broader goals of transparency, accountability, and operational integrity.

Performance Measures

Measure Name	FY 2023 Actual	FY 2024 Actual	FY 2025 Actual	FY 2026 Estimated	FY 2027 Projected
Resources (Input)					
Staff	6	6	6	6	6
Workload, Demand and Production (Output)					
Cases received (any type)	434	450	435	400	450
Ethics violation allegations referred to the Board of Ethics	3	5	4	5	7
Cases investigated by the Office of Ethics and Accountability (OEA)	5	7	5	8	10
Cases referred to another agency	107	110	95	90	80
Hearings conducted by the Board of Ethics	1	0	2	3	5
Efficiency					
Agency actions taken/implemented in response to OEA recommendations	22	10	10	8	5
Quality					
Allegations substantiated or deemed non-compliant	3	3	3	2	1
Impact (Outcome)					
Days to close-out a case	83	69	62	55	45

Objective 1.2 — Ensure OEA provides recommendations to the Chief Administrative Officer (CAO) to resolve problems or deficiencies pursuant to Section 2-305.

FY 2031 Target	FY 2024 Actual	FY 2025 Actual	FY 2026 Estimated	FY 2027 Projected	Trend
50	30	38	50	55	↑

Trend and Analysis

OEA successfully provided timely and actionable recommendations to the CAO, addressing identified concerns pursuant to Section 2-305. Each set of recommendations was supported by comprehensive investigative findings, data analysis, and practical solutions tailored to improve internal controls, mitigate risks, and enhance overall governance. This collaborative process strengthened the County's ability to address deficiencies efficiently and implement long-term corrective actions.

Performance Measures

Measure Name	FY 2023 Actual	FY 2024 Actual	FY 2025 Actual	FY 2026 Estimated	FY 2027 Projected
Impact (Outcome)					
OEA reports with recommendations made	22	30	38	50	55

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 2031 Target	FY 2024 Actual	FY 2025 Actual	FY 2026 Estimated	FY 2027 Projected	Trend
3	10	8	8	5	↓

Trend and Analysis

The Office continued its efforts to reduce post-audit actions through clear guidance, proactive outreach, and enhanced review procedures. By refining instructional materials, offering direct support to filers, and implementing more consistent pre-screening processes, the number of deficiencies requiring post-audit corrections decreased. These improvements supported greater accuracy, compliance, and confidence in the County's financial disclosure program. The actual numbers for 'lobbyists reports processed' have been corrected for prior fiscal years.

Performance Measures

Measure Name	FY 2023 Actual	FY 2024 Actual	FY 2025 Actual	FY 2026 Estimated	FY 2027 Projected
Resources (Input)					
Compliance staff	3	3	3	3	3
Workload, Demand and Production (Output)					
Financial disclosure statements processed	999	925	1,100	1,200	1,200
Financial disclosure late fee waivers processed	16	20	50	75	75

Performance Measures *(continued)*

Measure Name	FY 2023 Actual	FY 2024 Actual	FY 2025 Actual	FY 2026 Estimated	FY 2027 Projected
Financial disclosure late fee waivers granted	14	24	27	30	35
Registered lobbyists processed	76	77	67	70	70
Lobbyist reports processed	70	69	67	70	75
Financial disclosure statements fully reviewed in compliance with Section 2-292	999	1,200	220	300	300
Secondary employment legal reviews	83	135	158	190	200
Quality					
Financial disclosure statement audit letters sent as a result of targeted audit review	100	70	60	50	35
Impact (Outcome)					
Financial disclosure statement corrections made or explanations sent as a result of audit letters sent	10	10	8	8	5

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

FY 2031 Target	FY 2024 Actual	FY 2025 Actual	FY 2026 Estimated	FY 2027 Projected	Trend
175	95	110	125	130	↑

Trend and Analysis

OEA maintains 100% legal review of all secondary employment requests to ensure adherence to the County Ethics Code and conflict-of-interest standards. The audit process remained thorough, timely, and consistent, supporting both employees and departments in understanding their ethical obligations. Through close collaboration with departmental approvers and clear communication with employees, the office ensured that all authorizations aligned with ethical requirements and promoted public trust.

Performance Measures

Measure Name	FY 2023 Actual	FY 2024 Actual	FY 2025 Actual	FY 2026 Estimated	FY 2027 Projected
Impact (Outcome)					
Corrections to secondary employment requests as a result of agency follow-up	90	95	110	125	130

