

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

- Hold and attend quarterly meetings with law enforcement agency leadership and work in conjunction with law enforcement agencies and local government to improve police services
- Review the disciplinary outcomes of matters submitted to the Board by the Administrative Charging Committee and Administrative Hearing Boards
- Submit an annual report to the County Executive and County Council that analyzes the outcomes of all disciplinary matters, identifies any trends from the disciplinary processes of the law enforcement agencies, and makes recommendations for increased police accountability and improved policing

FY 2026 KEY ACCOMPLISHMENTS

- Approved a comprehensive rules and procedures guide to govern PAB operations and activities.
- Published an annual report summarizing the PAB’s activities, achievements, and recommendations to improve community-police relations.
- Engaged in at least four outreach events collaboratively with local law enforcement agencies, the County Council, and the County Executive’s Office.
- Provided guidance and two formalized trainings for PAB Board Members and staff.

- Collaborated with the Office of Information Technology (OIT) to develop a secure and robust case management system for use across police accountability agencies.

STRATEGIC FOCUS AND INITIATIVES FOR FY 2027

The Board’s top priorities in FY 2027 are:

- Conducting an in-depth review of complaint data to identify recurring patterns, systemic concerns, and areas requiring policy or procedural reform. Utilize findings to inform strategic recommendations, improve oversight practices, and enhance public reporting.
- Building and sustaining a diverse communications portfolio across digital and traditional platforms, including website enhancements, in-person community events, informational toolkits, social media engagement, and printed materials. The goal is to foster transparent, trusted, and credible relationships with residents and law enforcement agencies.
- Developing and advancing actionable, research-informed recommendations designed to enhance transparency, strengthen accountability mechanisms, and build community trust in law enforcement operations.
- Implementing a comprehensive public awareness initiative to educate residents about the board’s role, the complaint intake and review process, how to file complaints, and how to access available resources. Emphasis will be placed on accessibility, clarity, and equitable outreach across diverse communities.
- Establishing and strengthening partnerships with Police Accountability Boards and civilian oversight bodies throughout the region to share best practices, benchmark policies, exchange data-informed insights, and collaborate on emerging oversight challenges.
- Attending and actively engaging in regional and national Police Accountability Board summits and professional gatherings to remain informed of evolving standards, legal developments, and innovative oversight strategies.
- Prioritizing structured and ongoing training focused on civilian oversight best practices, applicable legal frameworks, ethics, governance, and equity considerations. Develop an annual training plan to ensure board members remain knowledgeable, effective, and aligned with recognized oversight standards.
- Supporting the publication and dissemination of a Resolution Concerning Improving Police and Driver Interactions During Traffic Stops, including review of a public-facing handbook for residents created by the Office of Integrity, Compliance, & Police Accountability (OICPA) in collaboration with the Prince George’s County Police Department and reviewed by the Police Accountability Board. The initiative will promote a clearer understanding of rights, responsibilities, and best practices during traffic stops, while reinforcing the board’s commitment to transparency, fairness, and community trust.

FY 2027 BUDGET SUMMARY

The FY 2027 proposed budget for the Police Accountability Board is \$944,000, an increase of \$32,700 or 3.6% 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	\$702,832	91.0%	\$785,500	86.2%	\$696,500	100.0%	\$818,200	86.7%
Grant Funds	69,139	9.0%	125,800	13.8%	—	0.0%	125,800	13.3%
Total	\$771,971	100.0%	\$911,300	100.0%	\$696,500	100.0%	\$944,000	100.0%

GENERAL FUND

The FY 2027 proposed budget for the Police Accountability Board is \$818,200, an increase of \$32,700 or 4.2% over the FY 2026 approved budget.

Reconciliation from Prior Year

	Expenditures
FY 2026 Approved Budget	\$785,500
Increase Cost: Compensation - Mandated Salary Requirements	\$25,200
Increase Cost: Fringe Benefits — Increase in the fringe benefits rate to align with projected costs	4,800
Increase Cost: Technology Cost Allocation — Increase in OIT charges based on anticipated countywide costs for technology	4,500
Decrease Cost: Operating — Net operating adjustments (printing, office automation, office supplies, training, vehicle lease, and contracts) to align with projected costs	(1,800)
FY 2027 Proposed Budget	\$818,200

GRANT FUNDS

The FY 2027 proposed grant budget for the Police Accountability Board is \$125,800; this remains unchanged from the FY 2026 approved budget. Major sources of funds in the FY 2027 proposed budget include:

- Police Accountability Board, Community Awareness Campaign (PABCAC)
- Police Accountability, Community, and Transparency Grant (PACT)

Reconciliation from Prior Year

	Expenditures
FY 2026 Approved Budget	\$125,800
Maintain: Existing Program / Service — Police Accountability Board, Community Awareness Campaign (PABCAC)	\$—
Maintain: Existing Program / Service — Police Accountability, Community, and Transparency Grant (PACT)	—
FY 2027 Proposed Budget	\$125,800

STAFF AND BUDGET RESOURCES

Authorized Positions	FY 2025 Budget	FY 2026 Budget	FY 2027 Proposed	Change FY26-FY27
General Fund				
Full Time - Civilian	5	5	5	0
Full Time - Sworn	0	0	0	0
Subtotal - FT	5	5	5	0
Part Time	0	0	0	0
Limited Term	0	0	0	0
TOTAL				
Full Time - Civilian	5	5	5	0
Full Time - Sworn	0	0	0	0
Subtotal - FT	5	5	5	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 Assistant	1	0	0
Administrative Specialist	1	0	0
Community Developer	1	0	0
General Clerk	1	0	0
TOTAL	5	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	\$429,985	\$457,400	\$453,100	\$482,600	\$25,200	5.5%
Fringe Benefits	133,586	142,700	133,200	147,500	4,800	3.4%
Operating	139,261	185,400	110,200	188,100	2,700	1.5%
Capital Outlay	—	—	—	—	—	
SubTotal	\$702,832	\$785,500	\$696,500	\$818,200	\$32,700	4.2%
Recoveries	—	—	—	—	—	
Total	\$702,832	\$785,500	\$696,500	\$818,200	\$32,700	4.2%

In FY 2027, compensation expenditures increase by 5.5 % over the FY 2026 budget due to the annualization of FY 2026 and planned FY 2027 salary adjustments. Compensation costs include funding for five full time positions. Fringe benefit expenditures increase by 3.4% over the FY 2026 budget due to compensation adjustments.

Operating expenditures increase by 1.5% due to the projected costs for telephone, printing, office supplies, and office automation.

GRANT FUNDS SUMMARY

Expenditures by Category - Grant Funds

Category	FY 2025 Actual	FY 2026 Budget	FY 2026 Estimate	FY 2027 Proposed	Change FY26-FY27	
					Amount (\$)	Percent (%)
Compensation	\$—	\$—	\$—	\$—	\$—	
Fringe Benefits	—	—	—	—	—	
Operating	69,139	125,800	—	125,800	—	0.0%
Capital Outlay	—	—	—	—	—	
SubTotal	\$69,139	\$125,800	\$—	\$125,800	\$—	0.0%
Recoveries	—	—	—	—	—	
Total	\$69,139	\$125,800	\$—	\$125,800	\$—	0.0%

The FY 2027 proposed grant budget is \$125,800, and remains unchanged from the 2026 approved budget. The primary source for the PAB is the Governor's Office of Crime Prevention and Policy (GOCPP).

Staff Summary by Division - Grant Funds

Staff Summary by Division & Grant Program	FY 2026			FY 2027		
	FT	PT	LTGF	FT	PT	LTGF
Police Accountability Board						
Not Applicable	—	—	—	—	—	—
Total Police Accountability Board	—	—	—	—	—	—
Total	—	—	—	—	—	—

In FY 2027, grant funding will be used to support program operational expenses.

Grant Funds by Division

Grant Name	FY 2025 Actual	FY 2026 Budget	FY 2026 Estimate	FY 2027 Proposed	Change FY26-FY27	
					Amount (\$)	Percent (%)
Police Accountability Board						
Police Accountability Board, Community Awareness Campaign (PABCAC)	\$2,222	\$10,000	\$—	\$10,000	\$—	0.0%
Police Accountability, Community, and Transparency Grant (PACT)	66,917	115,800	—	115,800	—	0.0%
Total Police Accountability Board	\$69,139	\$125,800	\$—	\$125,800	\$—	0.0%
Subtotal	\$69,139	\$125,800	\$—	\$125,800	\$—	0.0%
Total Transfer from General Fund - (County Contribution/Cash Match)	—	—	—	—	—	
Total	\$69,139	\$125,800	\$—	\$125,800	\$—	0.0%

Grant Descriptions

POLICE ACCOUNTABILITY BOARD, COMMUNITY AWARENESS CAMPAIGN (PABCAC) --\$10,000

The purpose of the Police Accountability Board, Community Awareness Campaign is to support local law enforcement agencies in establishing and strengthening community-based programs, as well as to assist local government agencies in developing violence intervention initiatives. The campaign is designed to promote collaboration, enhance accountability and transparency, and strengthen community engagement between law enforcement agencies and the communities they serve.

POLICE ACCOUNTABILITY, COMMUNITY, AND TRANSPARENCY GRANT (PACT) --\$115,800

The Police Accountability, Community, and Transparency Grant supports law enforcement agencies across the State of Maryland with the development of effective accountability procedures to achieve their goals of lawfulness and legitimacy while enhancing community relations and transparency. Funds are intended to increase safety and training for law enforcement, promote safe communities, and encourage community engagement between law enforcement and the communities they serve.

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 2031 Target	FY 2024 Actual	FY 2025 Actual	FY 2026 Estimated	FY 2027 Projected	Trend
100%	0%	90%	100%	100%	↑

Trend and Analysis

In FY 2026, the board engaged in a variety of outreach activities designed to strengthen community relationships and enhance public understanding of law enforcement oversight. Throughout the year, the quarterly PAB/Police Chiefs Meetings continued to serve as a reliable forum for open dialogue, allowing the board and police leadership to exchange updates, address emerging community concerns, and reaffirm their shared commitment to transparency. These meetings also created space for the board to review mid-year trends and respond to policy questions raised by residents and partner organizations.

To support its outreach efforts, the board implemented a comprehensive public relations presentation that outlines the board's mission, responsibilities, and the complaint process. This standardized presentation has become an essential tool at community events, allowing board members to deliver consistent and accessible information to residents across the County. The board participated in several large community events, including the Senior Information Fair, which offered an important opportunity to connect with older residents and provide clear information on filing complaints, understanding their rights, and navigating the oversight process.

The board also took part in National Night Out, where families from across the County were introduced to the board's mission in an approachable, community-focused setting and received materials explaining the complaint process and the role of civilian oversight. Additional engagement efforts included the Downtown Largo Festival, where board representatives listened to residents' concerns and shared resources related to police accountability, as well as the Division 3 and 8 Coffee Chat, which fostered open conversation in a relaxed, informal environment. The board further met with the Woodlawn Community Association, offering a neighborhood-level discussion that allowed for deeper dialogue, clarification of oversight procedures, and direct response to local questions.

Together, these outreach efforts demonstrate the board's ongoing dedication to meaningful community engagement and its commitment to ensuring that residents across Prince George's County have access to clear, accurate information about law enforcement oversight.

Performance Measures

Measure Name	FY 2023 Actual	FY 2024 Actual	FY 2025 Actual	FY 2026 Estimated	FY 2027 Projected
Workload, Demand and Production (Output)					
Outreach events sponsored or co-sponsored	1	0	11	0	8
Efficiency					
Number of participants attending outreach events.	10	0	830	900	1,000

Performance Measures *(continued)*

Measure Name	FY 2023 Actual	FY 2024 Actual	FY 2025 Actual	FY 2026 Estimated	FY 2027 Projected
Quality					
Stakeholder event satisfaction	0%	0%	100%	0%	100%
Impact (Outcome)					
Participants reporting increased confidence in police accountability efforts in the County	0%	0%	90%	0%	100%

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 2031 Target	FY 2024 Actual	FY 2025 Actual	FY 2026 Estimated	FY 2027 Projected	Trend
100%	100%	100%	100%	100%	↔

Trend and Analysis

To strengthen the board's capacity for effective civilian oversight, the Police Accountability Board prioritized professional development and training opportunities throughout the year. These objectives focuses on ensuring that both board members and staff possess the knowledge, skills, and foundational understanding required to perform oversight functions with competence, consistency, and integrity. In alignment with this goal, the board and staff participated in several major conferences in 2025, including the Maryland Municipal League (MML) Conference, the Maryland Association of Counties (MACo) Conference, and the National Association for Civilian Oversight of Law Enforcement (NACOLE) Annual Conference: "Reckoning and Resilience in the Post-George Floyd Era", held in Minneapolis. Attendance at these conferences provided valuable exposure to national best practices, legal and procedural updates, and emerging strategies in police accountability work. A significant highlight of the year was the participation of members of the Office of Integrity, Compliance, & Police Accountability (OICPA) for Prince George's County on a national panel titled "The Politics of Police Oversight: Navigating Resistance, Reform, and Relationships." Their involvement elevated the County's presence on the national stage and underscored the importance of understanding the political, cultural, and relational dynamics that influence successful oversight efforts. The session offered meaningful insights into navigating common challenges and reinforced the value of strong partnerships between oversight bodies, government agencies, and community stakeholders. Through these comprehensive training experiences, the board and staff strengthened their understanding of oversight principles, enhanced their technical and analytical skills, and deepened their awareness of broader trends in the field. These efforts directly support the board's ongoing commitment to carrying out its responsibilities with professionalism, informed judgment, and a continued focus on accountability and community trust.

Performance Measures

Measure Name	FY 2023 Actual	FY 2024 Actual	FY 2025 Actual	FY 2026 Estimated	FY 2027 Projected
Workload, Demand and Production (Output)					
Training sessions held	2	0	3	0	3
Efficiency					
Board and staff attending trainings	11	0	7	0	8
Board and staff successfully completing training	11	0	7	0	8
Impact (Outcome)					
Attendees rating the training as useful and relevant	100%	0%	100%	0%	100%

