

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 2015 -

The agency's top priority in FY 2015 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 2015 BUDGET SUMMARY

The FY 2015 approved budget for the Citizen Complaint Oversight Panel is \$228,200, an increase of \$3,700 or 1.6% over the FY 2014 budget.

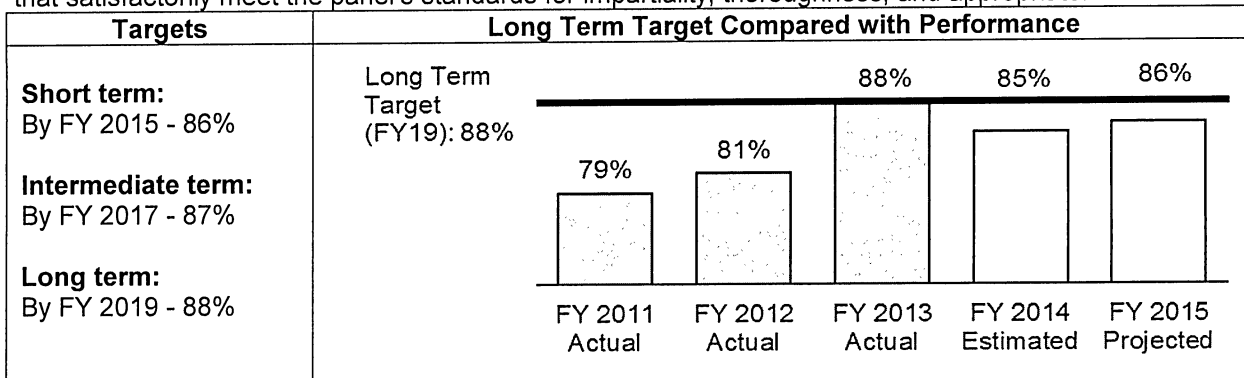
Budgetary Changes -

FY 2014 BUDGET	\$224,500
Increase in compensation due to anticipated cost of living adjustments	\$5,200
Increase in operating contracts and membership fees	\$200
Decrease in various operating objects to align with historical actuals	(\$1,700)
FY 2015 APPROVED BUDGET	\$228,200

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.



CITIZEN COMPLAINT OVERSIGHT PANEL – 112

GENERAL FUND

Trend and Analysis - The number of cases reviewed by the Citizen Complaint Oversight Panel increased from 140 in FY 2012 to 207 in FY 2013, a 47.1% increase. For this same period, the number of allegations contained in these investigations increased from 445 in FY 2012 to 757 in FY 2013, a 70.1% increase. The average number of allegations per investigation also increased, from 2.8 to 3.7. Since the panel is required to review and comment upon each allegation, the level of scrutiny given to each investigation has been impacted. During all of FY 2013 and part of FY 2014, the panel had at least one vacancy among its members, resulting in fewer resources for conducting reviews. In FY 2013, the percentage of recommendations implemented by the Chief of Police decreased to 33% – slightly below the national benchmark, which tends to range from 35%-45%. Nevertheless, the panel observed an increase in the percentage of investigations it deemed satisfactory and for which it agreed with the recommendations of the Police Department's Internal Affairs Division.

Performance Measures -

Measure Name	FY 2011 Actual	FY 2012 Actual	FY 2013 Actual	FY 2014 Estimated	FY 2015 Projected
Resources (input)					
Number of panel members	6	6	6	6	7
Workload, Demand and Production (output)					
Number of panel meetings	53	53	57	53	53
Number of investigations received for review	177	140	207	230	230
Number of allegations reviewed	588	445	745	575	575
Number of reviewed investigations requiring follow-up for policy, training and investigative concerns	7	9	9	7	7
Number of police misconduct investigations reviewed	177	144	207	220	220
Efficiency					
Average number of police misconduct investigations reviewed each meeting	3.3	2.7	3.6	4.2	4.2
Quality					
Percent of cases reviewed in 40 days	91%	97%	95%	95%	95%
Percent of panel recommendations to mitigate police misconduct that are implemented by the Chief of Police	32%	34%	33%	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	79%	81%	88%	85%	86%

Strategies to Accomplish the Objective -

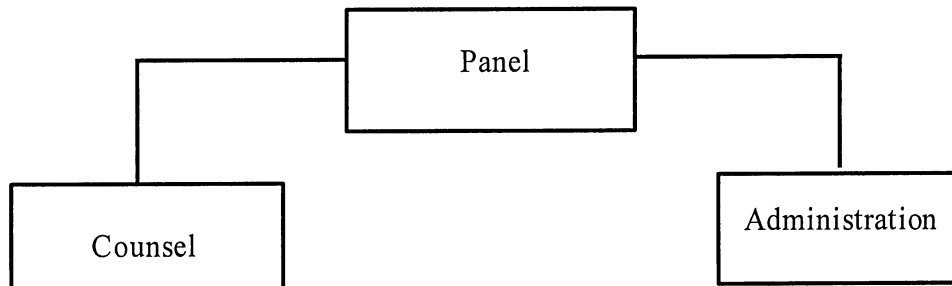
- **Strategy 1.1.1** - Ensure that the Chief of Police receives feedback for investigations rated below satisfactory by submitting detailed letters for each affected case and meeting with the Chief at least twice per year to discuss ways to prevent a recurrence of the practices that promoted allegations 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 2014 KEY ACCOMPLISHMENTS

- Panel members attended the National Association for the Civilian Oversight of Law Enforcement's 2013 annual training conference in Utah and completed another step in a multi-year professional certification process.
- Panel staff now participates in the Transforming Neighborhoods Initiative, with representation on the Glassmanor-Oxon Hill team.

ORGANIZATIONAL CHART

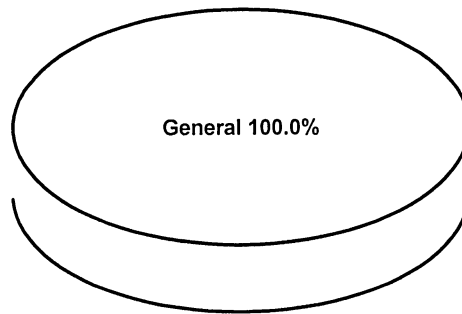


FUNDS SUMMARY

	FY2013 ACTUAL	FY2014 BUDGET	FY2014 ESTIMATED	FY2015 APPROVED	CHANGE FY14-FY15
TOTAL EXPENDITURES	\$ 221,865	\$ 224,500	\$ 221,100	\$ 228,200	1.6%
EXPENDITURE DETAIL					
Citizen Complaint Oversight Panel	221,865	224,500	221,100	228,200	1.6%
Recoveries	0	0	0	0	0%
TOTAL	\$ 221,865	\$ 224,500	\$ 221,100	\$ 228,200	1.6%
SOURCES OF FUNDS					
General Fund	\$ 221,865	\$ 224,500	\$ 221,100	\$ 228,200	1.6%
Other County Operating Funds:					
TOTAL	\$ 221,865	\$ 224,500	\$ 221,100	\$ 228,200	1.6%

FY2015 SOURCES OF FUNDS

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

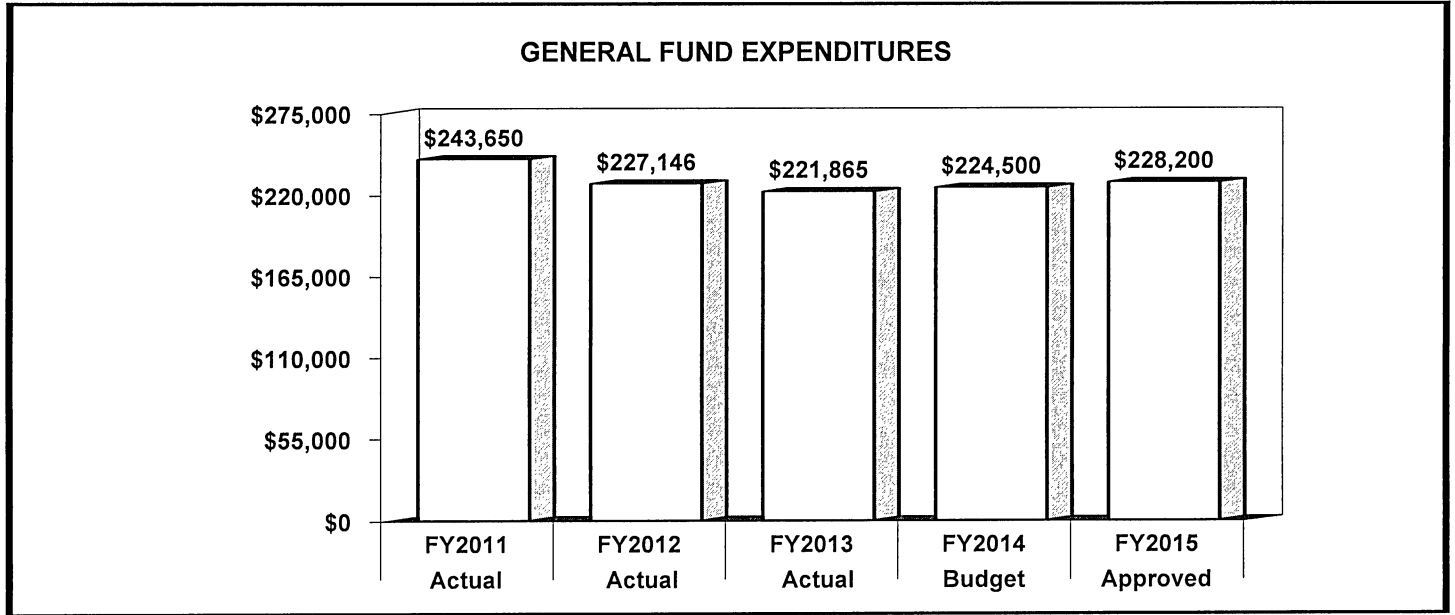


CITIZEN COMPLAINT OVERSIGHT PANEL - 12

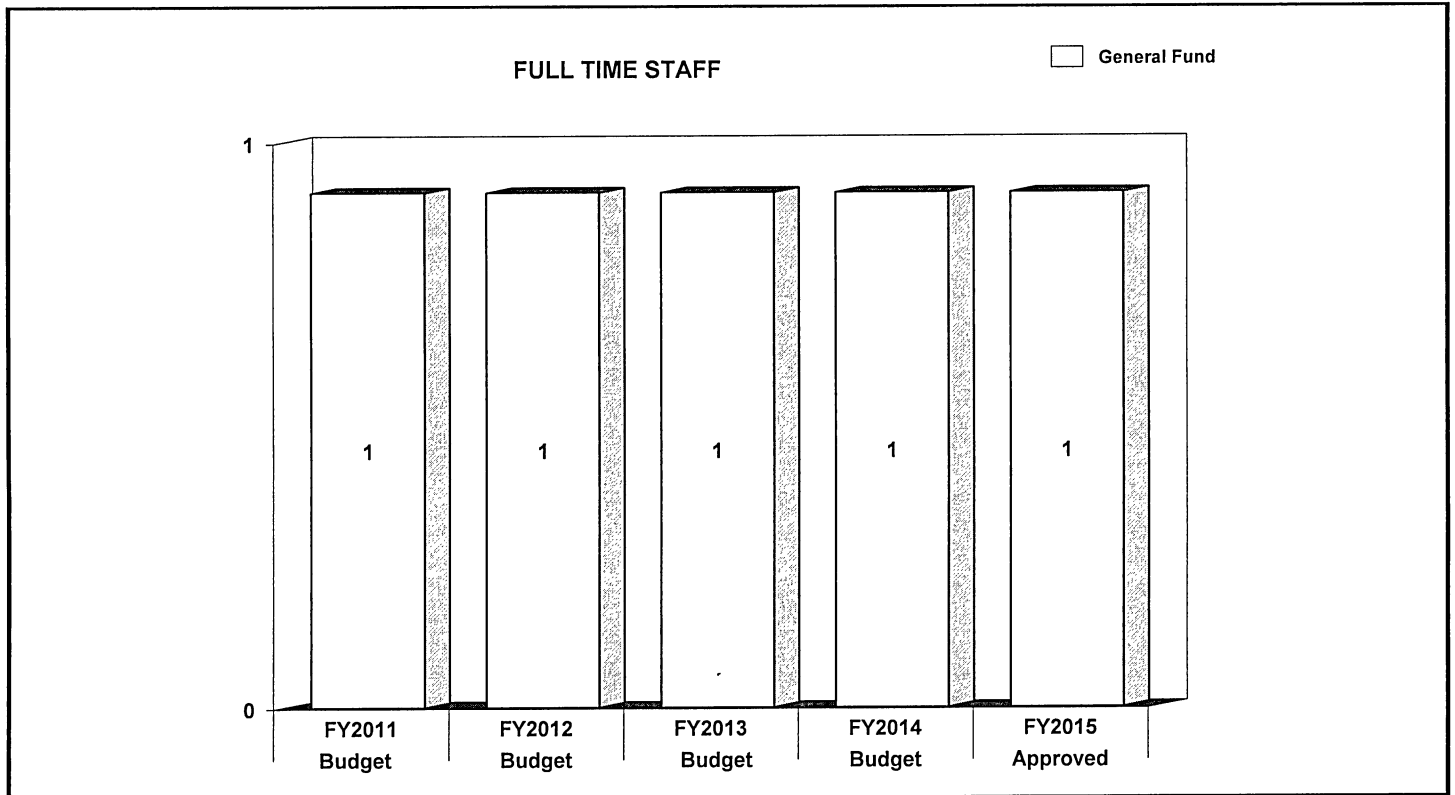
STAFF SUMMARY

	FY2013 BUDGET	FY2014 BUDGET	FY2015 APPROVED	CHANGE FY14-FY15
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 decreased 8.9% from FY 2011 to FY 2013. This decrease is primarily driven by a reduction in various operating expenses such as printing, training, and contracts. The FY 2015 approved budget is 1.6% over the FY 2014 budget due to cost of living adjustments.



The agency's staffing complement remained the same from FY 2011 to FY 2014. The FY 2015 staffing totals remain unchanged.

CITIZEN COMPLAINT OVERSIGHT PANEL - 12

GENERAL FUND

	FY2013 ACTUAL	FY2014 BUDGET	FY2014 ESTIMATED	FY2015 APPROVED	CHANGE FY14-FY15
EXPENDITURE SUMMARY					
Compensation	\$ 119,473	\$ 120,200	\$ 116,800	\$ 125,400	4.3%
Fringe Benefits	24,943	27,100	27,100	27,100	0%
Operating Expenses	77,449	77,200	77,200	75,700	-1.9%
Capital Outlay	0	0	0	0	0%
	\$ 221,865	\$ 224,500	\$ 221,100	\$ 228,200	1.6%
Recoveries	0	0	0	0	0%
TOTAL	\$ 221,865	\$ 224,500	\$ 221,100	\$ 228,200	1.6%
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 2015, compensation increases 4.3% over the FY 2014 budget due to the cost of living adjustments. Fringe benefits align with actual expenditures.

Operating expenses decrease 1.9% under the FY 2014 budget due to a reduction in various operating expenses including telephones, printing and office supplies.

MAJOR OPERATING EXPENDITURES FY2015	
General and Administrative	\$ 60,500
Contracts	
Office Automation	\$ 12,700
Training	\$ 1,000
Operating and Office Supplies	\$ 500
Printing and Reproduction	\$ 500

