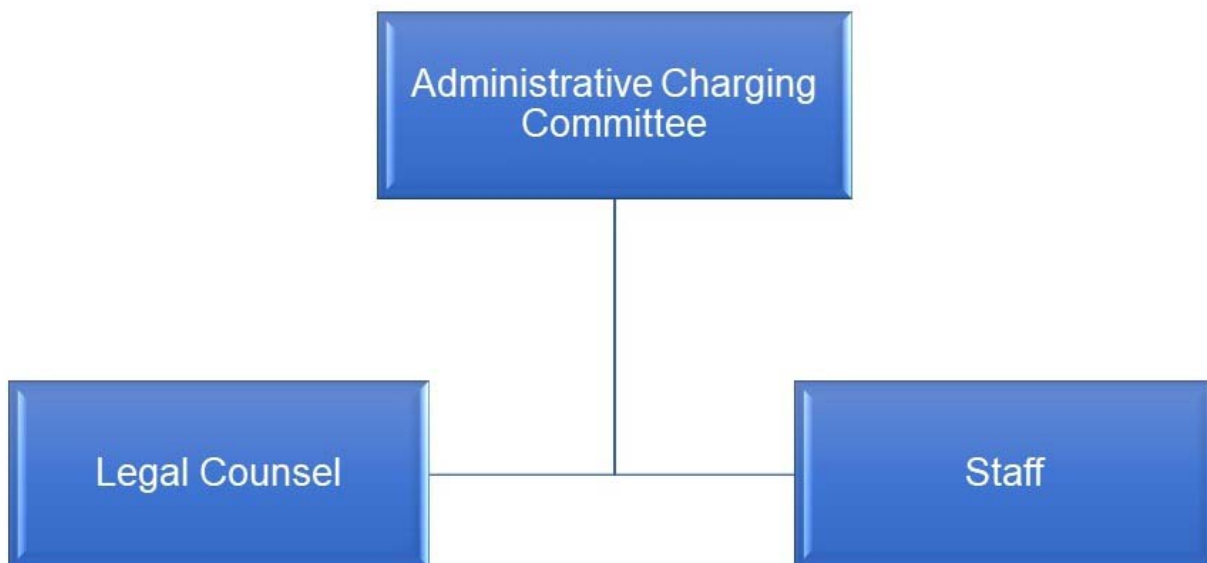


# Administrative Charging Committee



## MISSION AND SERVICES

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The Administrative Charging Committee (ACC) seeks to improve police customer service and community responsiveness to citizens' complaints of police misconduct through the establishment of effective independent oversight of the police disciplinary process and its outcomes.

### CORE SERVICES

- Work with all law enforcement agencies in the County to improve matters of policing, particularly with respect to police discipline and accountability for misconduct
- Receive complaints of police misconduct filed by members of the public and transfer them to the appropriate law enforcement agency to commence investigations
- Evaluate outcomes of investigations of alleged police misconduct conducted by law enforcement agencies and reviewed by the administrative oversight committee
- Produce annual reports for the County's governing authority and the public that include recommendations identifying trends in law enforcement officers' disciplinary process and changes to police agencies that improve accountability

**FY 2025 KEY ACCOMPLISHMENTS**

- Reviewed over 250 misconduct cases.
- Reduced average case review time by 20%.
- Implemented a new tracking system to monitor case progress and ensure statutory compliance.
- Collaborated with regional and state agencies on case reviews and policy initiatives.
- Held 15 trainings on the Police Accountability Act for law enforcement agencies.

**STRATEGIC FOCUS AND INITIATIVES FOR FY 2026**

The committee’s top priorities in FY 2026 are:

- Improve turnaround times for findings.
- Streamline the review process to enhance efficiency.
- Strengthen collaboration with key stakeholders.
- Increase training and outreach on police accountability.

**FY 2026 BUDGET SUMMARY**

The FY 2026 proposed budget for the Administrative Charging Committee is \$1,385,400, a decrease of \$-257,700 or -15.7% under 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	\$927,344	100.0%	\$1,293,100	78.7%	\$1,166,800	88.1%	\$1,228,400	88.7%
Grant Funds	—	0.0%	\$350,000	21.3%	157,000	11.9%	157,000	11.3%
<b>Total</b>	<b>\$927,344</b>	<b>100.0%</b>	<b>\$1,643,100</b>	<b>100.0%</b>	<b>\$1,323,800</b>	<b>100.0%</b>	<b>\$1,385,400</b>	<b>100.0%</b>

**GENERAL FUND**

The FY 2026 proposed budget for the Administrative Charging Committee is \$1,228,400, a decrease of -\$64,700 or -5.0% under the FY 2025 approved budget.

**Reconciliation from Prior Year**

	<b>Expenditures</b>
<b>FY 2025 Approved Budget</b>	<b>\$1,293,100</b>
<b>Increase Cost: Compensation - Mandated Salary Requirements</b>	\$50,100
<b>Increase Cost: Fringe</b> — Increase in fringe benefit cost to align with compensation adjustments offset with a reduction in fringe benefit rate; the fringe benefit rate decreases from 33.0% to 31.2%	3,500
<b>Increase Cost: Operating</b> — Net operating adjustments (training, telephone, printing, membership fees and general office supplies) to align with projected costs	2,700

**Reconciliation from Prior Year** *(continued)*

	<b>Expenditures</b>
<b>Decrease Cost: Technology Cost Allocation</b> — Decrease in OIT charges based on anticipated countywide costs for technology	(1,000)
<b>Decrease Cost: Operating</b> — Decrease in stipend costs for Trial Board Judges and Administrative Charging Committee and Administrative Hearing Board members to align with projected number of case hearings	(120,000)
<b>FY 2026 Proposed Budget</b>	<b>\$1,228,400</b>

**GRANT FUNDS**

The FY 2026 proposed grant budget for the Administrative Charging Committee is \$157,000, a decrease of -\$193,000 or -55.1% under the FY 2025 approved budget. Major source of funds in the FY 2026 proposed budget include:

- Administrative Charging Committee, Community and Transparency Grant (PACT)
- The Community Grant Program (CGPF)

**Reconciliation from Prior Year**

	<b>Expenditures</b>
<b>FY 2025 Approved Budget</b>	<b>\$350,000</b>
<b>Reduce: Existing Program/Service</b> — The Community Grant Program Fund (CGPF)	\$(43,000)
<b>Reduce: Existing Program/Service</b> — Administrative Charging Committee, Community and Transparency (PACT) Grant	\$(150,000)
<b>FY 2026 Proposed Budget</b>	<b>\$157,000</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	8	8	8	0
Full Time - Sworn	0	0	0	0
Subtotal - FT	8	8	8	0
Part Time	0	0	0	0
Limited Term	0	0	0	0

<b>TOTAL</b>				
Full Time - Civilian	8	8	8	0
Full Time - Sworn	0	0	0	0
Subtotal - FT	8	8	8	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 Specialist	2	0	0
Administrative Aide	1	0	0
Investigator	2	0	0
Paralegal	3	0	0
<b>TOTAL</b>	<b>8</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	\$532,531	\$653,900	\$664,600	\$704,000	\$50,100	7.7%
Fringe Benefits	145,624	215,800	190,100	219,300	3,500	1.6%
Operating	249,189	423,400	312,100	305,100	(118,300)	-27.9%
Capital Outlay	—	—	—	—	—	
<b>SubTotal</b>	<b>\$927,344</b>	<b>\$1,293,100</b>	<b>\$1,166,800</b>	<b>\$1,228,400</b>	<b>\$(64,700)</b>	<b>-5.0%</b>
Recoveries	—	—	—	—	—	
<b>Total</b>	<b>\$927,344</b>	<b>\$1,293,100</b>	<b>\$1,166,800</b>	<b>\$1,228,400</b>	<b>\$(64,700)</b>	<b>-5.0%</b>

In FY 2026, compensation expenditures increase 7.7% over the FY 2025 budget due to the annualization of FY 2025 and planned FY 2026 salary adjustments. Compensation costs include funding for eight full time positions. Fringe benefit expenditures increase 1.6% over the FY 2025 budget due compensation salary adjustments in addition to the decrease in fringe benefit rate from 33.0% to 31.2% to align with projected costs.

Operating expenditures decrease by -27.9% primarily due to the revised projection calculation for trial staff and case hearings. Funding in FY 2026 provides support for costs allocated to trial preparation, Trial Board Judges, Administrative Hearing Board Civilians and Police Accountability Board member stipends. Funding also supports community awareness events.

## GRANT FUNDS SUMMARY

### Expenditures by Category - Grant Funds

Category	FY 2024 Actual	FY 2025 Budget	FY 2025 Estimate	FY 2026 Proposed	Change FY25-FY26	
					Amount (\$)	Percent (%)
Compensation	\$—	\$—	\$—	\$—	\$—	
Fringe Benefits	—	—	—	—	—	
Operating	—	\$350,000	157,000	157,000	(193,000)	-55.1%
Capital Outlay	—	—	—	—	—	
<b>SubTotal</b>	<b>\$—</b>	<b>\$350,000</b>	<b>\$157,000</b>	<b>\$157,000</b>	<b>\$(193,000)</b>	<b>-55.1%</b>
Recoveries	—	—	—	—	—	
<b>Total</b>	<b>\$—</b>	<b>\$350,000</b>	<b>\$157,000</b>	<b>\$157,000</b>	<b>\$(193,000)</b>	<b>-55.1%</b>

The FY 2026 proposed grant budget is \$157,000, a decrease of -\$193,000 or -55.1% under the approved budget. The primary source for the ACC is the Governor's Office of Crime Prevention and Policy (GOCPP).

### Staff Summary by Division - Grant Funds

Staff Summary by Division & Grant Program	FY 2025			FY 2026		
	FT	PT	LTGF	FT	PT	LTGF
<b>Administrative Charging Committee</b>						
Not Applicable	—	—	—	—	—	—
<b>Total Administrative Charging Committee</b>	<b>—</b>	<b>—</b>	<b>—</b>	<b>—</b>	<b>—</b>	<b>—</b>
<b>Total</b>	<b>—</b>	<b>—</b>	<b>—</b>	<b>—</b>	<b>—</b>	<b>—</b>

In FY 2026, grant funding will be used to support program operational expenses.

**Grant Funds by Division**

Grant Name	FY 2024 Actual	FY 2025 Budget	FY 2025 Estimate	FY 2026 Proposed	Change FY25-FY26	
					Amount (\$)	Percent (%)
<b>Administrative Charging Committee</b>						
Administrative Charging Committee, Community and Transparency (PACT) Grant Program	\$—	\$300,000	\$150,000	\$150,000	(\$150,000)	-50.0%
Community Grant Program Fund (CGPF)	—	50,000	7,000	7,000	(43,000)	-86.0%
<b>Total Administrative Charging Committee</b>	<b>\$—</b>	<b>\$350,000</b>	<b>\$157,000</b>	<b>\$157,000</b>	<b>\$(193,000)</b>	<b>-55.1%</b>
<b>Subtotal</b>	<b>\$—</b>	<b>\$350,000</b>	<b>\$157,000</b>	<b>\$157,000</b>	<b>\$(193,000)</b>	<b>-55.1%</b>
Total Transfer from General Fund - (County Contribution/Cash Match)	—	—	—	—	—	
<b>Total</b>	<b>\$—</b>	<b>\$350,000</b>	<b>\$157,000</b>	<b>\$157,000</b>	<b>\$(193,000)</b>	<b>-55.1%</b>

## Grant Descriptions

### **ADMINISTRATIVE CHARGING COMMITTEE, COMMUNITY, AND TRANSPARENCY GRANT (PACT) -- \$150,000**

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 and promote safe communities and encourage community engagement between law enforcement and the communities they serve.

### **COMMUNITY PROGRAM GRANT FUND (CGPF) -- \$7,000**

The purpose of the Community Program Fund is to focus on improving relations between citizens and law enforcement. Building trust and positive relationships between community members is a top priority for the Administrative Charging Committee.



## SERVICE DELIVERY PLAN AND PERFORMANCE

**Goal 1** — To provide evaluation and monitoring of Prince George's County Public Safety misconduct investigations for County residents and visitors to ensure the investigations of misconduct complaints are thorough, impartial and resolved appropriately.

**Objective 1.1** — Increase the percentage of Prince George's County Public Safety misconduct investigations reviewed that meet the Committee's standards.

FY 2030 Target	FY 2023 Actual	FY 2024 Actual	FY 2025 Estimated	FY 2026 Projected	Trend
100%	100%	100%	100%	100%	↔

### Trend and Analysis

The Administrative Charging Committee (ACC) serves to enhance the disciplinary process for law enforcement officers by conducting independent assessments of citizen-driven police misconduct complaints. The ACC's primary objectives are to establish uniformity, fairness, and transparency in disciplinary sanctions for officers found guilty of misconduct, thereby fostering greater accountability and increasing the community's trust in the process.

From its inception to December 2024, the ACC has reviewed over 500 cases, including 246 investigations in 2024 alone with the primary finding of sustained misconduct. Most cases reviewed in FY 2023 and FY 2024 originated from the Prince George's County Police Department, though the ACC receives complaints from 29 law enforcement agencies across the County.

To improve efficiency and the intake process, the ACC is working toward acquiring a case management system that will enable real-time tracking of cases. This system aims to streamline operations and ensure timely resolutions.

Please note: Discrepancies may exist in total case counts across reports due to cases involving multiple allegations, cases still pending committee disposition, and instances where municipal or county law enforcement agencies did not specify allegations. Additionally, the ACC does not track disciplinary actions imposed on officers.

### Performance Measures

Measure Name	FY 2022 Actual	FY 2023 Actual	FY 2024 Actual	FY 2025 Estimated	FY 2026 Projected
<b>Workload, Demand and Production (Output)</b>					
Cases returned to public safety agencies during file triage	n/a	92	393	432	446
Body worn camera, Dashcam video and Video equipment violations	n/a	13	52	57	58
Discrimination and/or harassment toward an individual based on racial, religious, ethnic, or other protected classes	n/a	5	18	20	21
Violations of Federal, State, or local Law	n/a	6	19	20	21
<b>Quality</b>					
Days taken to review cases by the ACC (case review time)	n/a	106	55	45	35

**Performance Measures** *(continued)*

Measure Name	FY 2022 Actual	FY 2023 Actual	FY 2024 Actual	FY 2025 Estimated	FY 2026 Projected
Days taken to investigate cases by public safety agencies	n/a	69	242	235	222
<b>Impact (Outcome)</b>					
Cases closed within 366 days	n/a	100%	100%	100%	100%