

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 2025 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 OIT to develop a secure and robust case management system for use across police accountability agencies.

STRATEGIC FOCUS AND INITIATIVES FOR FY 2026

The board’s top priorities in FY 2026 are:

- Conduct a thorough analysis of complaint trends to identify recurring patterns and systemic issues.
- Build a diverse portfolio of communication across channels including web-based, in-person events, press releases, toolkits, social media, and printed material to facilitate transparent, trusted, and credible relationships with the community and law enforcement agencies.
- Develop actionable, evidence-based recommendations aimed at fostering transparency, improving accountability and strengthening community trust in law enforcement.
- Launch a public awareness initiative to educate residents about the PAB’s role, complaint process and how to access resources.

FY 2026 BUDGET SUMMARY

The FY 2026 proposed budget for the Police Accountability Board is \$911,300, a decrease of -\$225,100 or -19.8% 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	\$915,999	100.0%	\$785,500	69.1%	\$720,700	85.1%	\$785,500	86.2%
Grant Funds	—	0.0%	350,900	30.9%	125,700	14.9%	125,800	13.8%
Total	\$915,999	100.0%	\$1,136,400	100.0%	\$846,400	100.0%	\$911,300	100.0%

GENERAL FUND

The FY 2026 proposed budget for the Police Accountability Board is \$785,500. The FY 2026 proposed budget is unchanged from the FY 2025 approved budget.

Reconciliation from Prior Year

	Expenditures
FY 2025 Approved Budget	\$785,000
Increase Cost: Operating — Increase in telephone, printing, contracts, car rental and general office supplies to align with projected costs	\$8,900
Increase Cost: Compensation - Mandated Salary Requirements	1,300
Decrease Cost: Technology Cost Allocation — Decrease in OIT charges based on anticipated countywide costs for technology	(1,000)
Decrease Cost: Fringe Benefits — Decrease in fringe benefit rate from 33.4% to 31.2% and to align with projected compensation adjustments	(9,200)
FY 2026 Proposed Budget	\$785,000

GRANT FUNDS

The FY 2026 proposed grant budget for the Police Accountability Board is \$125,800, a decrease of -\$225,100 or 64.1% from the FY 2025 approved budget. Major sources of funds in the FY 2026 proposed budget include:

- Community Awareness Campaign (PGPAB-CAC)
- Police Accountability, Community Transparency Grant Fund (PACT)

Reconciliation from Prior Year

	Expenditures
FY 2025 Approved Budget	\$350,900
Reduce: Existing Program / Service — Community Awareness Campaign (PGPAB - CAC)	\$(40,900)
Reduce: Existing Program / Service — Police Accountability, Community and Transparency (PACT) Grant	(184,200)
FY 2026 Proposed Budget	\$125,800

STAFF AND BUDGET RESOURCES

Authorized Positions	FY 2024 Budget	FY 2025 Budget	FY 2026 Proposed	Change FY25-FY26
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 2026		
	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 2024 Actual	FY 2025 Budget	FY 2025 Estimate	FY 2026 Proposed	Change FY25-FY26	
					Amount (\$)	Percent (%)
Compensation	\$437,758	\$456,100	\$430,500	\$457,400	\$1,300	0.3%
Fringe Benefits	127,041	151,900	127,400	142,700	(9,200)	-6.1%
Operating	351,200	177,500	162,800	185,400	7,900	4.5%
Capital Outlay	—	—	—	—	—	
SubTotal	\$915,999	\$785,500	\$720,700	\$785,500	\$—	0.0%
Recoveries	—	—	—	—	—	
Total	\$915,999	\$785,500	\$720,700	\$785,500	\$—	0.0%

In FY 2026, compensation expenditures increase 0.3% over the FY 2025 budget due to the annualization of FY 2025 and FY 2026 planned salary adjustments. Compensation costs include funding for five full time positions. Fringe benefit expenditures decrease -6.1% under the FY 2025 budget due to the decrease in the fringe benefit rate from 34.0% to 31.2%.

Operating expenditures increase by 4.5% due to the projected costs for telephone, printing, contract services, county car rental services and general offices supplies.

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	—	350,900	125,700	125,800	(225,100)	-64.1%
Capital Outlay	—	—	—	—	—	
SubTotal	\$—	\$350,900	\$125,700	\$125,800	\$(225,100)	-64.1%
Recoveries	—	—	—	—	—	
Total	\$—	\$350,900	\$125,700	\$125,800	\$(225,100)	-64.1%

The FY 2026 proposed grant budget is \$125,800, a decrease of -\$225,100 or -64.1% under the approved budget. The primary source of funds 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 2025			FY 2026		
	FT	PT	LTGF	FT	PT	LTGF
Police Accountability Board						
Not Applicable	—	—	—	—	—	—
Total Police Accountability Board	—	—	—	—	—	—
Total	—	—	—	—	—	—

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 (%)
Police Accountability Board						
Community Awareness Campaign (PGPBAB -CAC)	\$—	\$50,900	\$10,000	\$10,000	\$10,000	-80.4%
Police Accountability, Community and Transparency Act (PACT) Grant Program	—	300,000	115,700	115,800	115,800	-61.4%
Total Police Accountability Board	\$—	\$350,900	\$125,700	\$125,800	\$125,800	-64.1%
Subtotal	\$—	\$350,900	\$125,700	\$125,800	\$125,800	-64.1%
Total Transfer from General Fund - (County Contribution/Cash Match)	—	—	—	—	—	
Total	\$—	\$350,900	\$125,700	\$125,800	\$125,800	-64.1%

Grant Descriptions

COMMUNITY AWARENESS CAMPAIGN (PGPAB -CAC) --\$10,000

The purpose of the Community Program Fund is to assist local law enforcement agencies with establishing community programs and agencies of local government in establishing violence intervention programs. The Community Program Fund is a program that is established and sponsored by local law enforcement agencies.

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

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.

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 2030 Target	FY 2023 Actual	FY 2024 Actual	FY 2025 Estimated	FY 2026 Projected	Trend
100%	0%	0%	90%	95%	n/a

Trend and Analysis

The Police Accountability Board (PAB) has made significant strides in achieving its goal of advancing the public's understanding of law enforcement oversight through dynamic outreach activities. By focusing on building trust and fostering relationships between the community and law enforcement partners, the PAB has worked diligently to create an open dialogue about accountability, transparency, and public safety. Key outreach initiatives include participating in the National Night Out, an annual community building campaign that promotes police-community partnership and neighborhood safety. Attending these events provided the PAB an opportunity to educate the public on the role and responsibilities of the PAB, clarify complaint processes, and outline the board's commitment to fostering accountability in law enforcement practices.

Performance Measures

Measure Name	FY 2022 Actual	FY 2023 Actual	FY 2024 Actual	FY 2025 Estimated	FY 2026 Projected
Quality					
Stakeholder event satisfaction	0%	0%	0%	90%	95%
Impact (Outcome)					
Participants reporting increased confidence in police accountability efforts in the County	0%	0%	0%	90%	95%

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 2030 Target	FY 2023 Actual	FY 2024 Actual	FY 2025 Estimated	FY 2026 Projected	Trend
100%	100%	100%	98%	100%	↔

Trend and Analysis

PAB Board members and staff participated in the Maryland Municipal League (MML), Maryland Association of Counties (MaCo), and National Association of Civilian Oversight of Law Enforcement (NACOLE) trainings. These trainings are intended to gain insights into best practices, legal standards, and innovative strategies relevant to police oversight and accountability and to build connections with stakeholders and experts in police oversight, municipal operations and community engagement. The MML Training provided an overview of municipal governance and its implications for

police accountability. Key focus areas included intergovernmental collaboration and public policy impacts. The MaCo Training highlighted county-level oversight practices, budgeting processes, and legislative updates affecting police oversight. The NACOLE Training delivered in-depth knowledge on national trends, investigative techniques, and community trust-building strategies in police oversight. Attendance at these trainings provided significant skills, and fostered key relationships. While some gaps and challenges exist, future participation should be strategically planned, focusing on maximizing benefits while minimizing costs. This approach will ensure alignment with the PAB's mission. Overall, the majority of the attendees found the trainings beneficial and provided valuable insight.

Performance Measures

Measure Name	FY 2022 Actual	FY 2023 Actual	FY 2024 Actual	FY 2025 Estimated	FY 2026 Projected
Impact (Outcome)					
Attendees rating the training as useful and relevant	0%	100%	100%	98%	100%