



# Prince George's County Council SAO FY 25 Budget Presentation

Thursday, May 2, 2024  
2:30 p.m.

# Presentation by Aisha N. Braveboy State's Attorney





## **STATE'S ATTORNEY'S OFFICE FY25 BUDGET ENHANCEMENT GOALS**

- TO HIRE AND RETAIN ADMINISTRATIVE STAFF, LEGAL ASSISTANTS AND VICTIM WITNESS COORDINATORS TO SUPPORT THE MISSION OF THE SAO
- TO CONTINUE CRITICAL DIVERSION AND RE-ENTRY PROGRAMMING BY THE APPROPRIATION OF ADEQUATE FUNDING
- TO RETAIN ASAs BY THE IMPLEMENTATION AND FUNDING OF A SALARY SCHEDULE
- TO CONTINUE TO MODERNIZE DIGITAL AND DEMONSTRATIVE EVIDENCE CAPABILITIES **AND** TO PROCURE OR IDENTIFY ADDITIONAL STORAGE SPACE EITHER VIA CONTRACTS OR EXPANSION OF COUNTY SERVERS

**THESE ENHANCEMENTS ARE NECESSARY TO PRESERVE THE SAFETY OF THE CITIZENS OF PRINCE GEORGE'S COUNTY**



### **IN THE FY25 SAO BUDGET REQUEST THERE WERE FIVE (5) ENHANCEMENT REQUESTS:**

- 1) REQUEST 9 ADDITIONAL SUPPORT POSITIONS\*  
- 5 COMMUNITY DEVELOPERS and 4 LEGAL ASSISTANTS
- 2) \$150,000 FOR RE-ENTRY PROGRAMMING
- 3) RESTORE SIX (6) POSITIONS IDENTIFIED TO REMAIN VACANT/UNFUNDED IN FY25
- 4) APPROVE A POSITION FOR AN HR ANALYST I/II\*
- 5) APPROVE A POSITION FOR A SENIOR IT MANAGER\*

**\*ALL REQUESTS FOR ADDITIONAL STAFFING (REQUESTS 1, 4 and 5 WERE DENIED)**



## FY25 BUDGET – ENHANCEMENT REQUESTS – PROPOSED BUDGET

### ENHANCEMENT REQUESTS – \$150,000 FOR RE-ENTRY PROGRAMMING

- The proposed budget forwarded to SAO provided \$150,000 for Re-Entry programming but recommended that the other four (4) enhancement requests be denied. **It should be noted that it was recommended that six (6) positions remain vacant/unfunded in FY25.**

FY 2025 Enhancement Request

| Agency      | Form Description                                                                                                                                                                                                            | Funds Center | Funds Center Description | 2025 Agency Total Expenses | Agency New Positions? | 2025 OMB Total Expenses | Expenses Variance | New Position Variance |
|-------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------|--------------------------|----------------------------|-----------------------|-------------------------|-------------------|-----------------------|
| SAO         | 9- positions: 5 community developers & 4 legal assistants: assigned to Homicide/Special Investigation, Major Crimes, Grand Jury, Youth Justice units                                                                        | 1070011000   | Sao Prosecution          | 731,290                    | 9                     | 0                       | (731,290)         | (9)                   |
| SAO         | Program to help adults returning to their communities; Re-Entry Program funding                                                                                                                                             | 1070011000   | Sao Prosecution          | 150,000                    |                       | 150,000                 | 0                 |                       |
| SAO         | 6 - positions: Restore FY25 Vacant/unfunded positions                                                                                                                                                                       | 1070011000   | Sao Prosecution          | 648,084                    | 6                     | 0                       | (648,084)         | (6)                   |
| SAO         | 1- position H.R Analyst I/II: improve employee engagement, development & retention                                                                                                                                          | 1070011000   | Sao Prosecution          | 135,000                    | 1                     | 0                       | (135,000)         | (1)                   |
| SAO         | 1- position: Senior IT Manager: to manage the Prosecutorial Transparency Project, a data-dashboard that collects identical information from all prosecutor's offices to create a common set of metrics throughout the state | 1070011000   | Sao Prosecution          | 168,500                    | 1                     | 0                       | (168,500)         | (1)                   |
| Grand Total |                                                                                                                                                                                                                             |              |                          | 1,832,874                  | 17                    | 150,000                 | (1,682,874)       | (17)                  |



## *FY25 BUDGET – ENHANCEMENT REQUESTS – TRANSMITTED TO COUNCIL*

### **ENHANCEMENT REQUESTS IN BUDGET TRANSMITTED TO COUNCIL**

The FY25 Budget submitted to the Council:

- Does not include the \$150,000 for Re-entry programming.
- Reduces the number of recommended positions that are to remain vacant /unfunded from 6 to 2. This was done to offset the costs associated with reducing the number of positions left vacant/unfunded in FY25 from six (6) to two (2).

The \$150,000 for re-entry programming was redirected to offset the costs of reducing the number of vacant/unfunded positions in FY25



# SAO ENHANCEMENT REQUESTS TO BE APPROVED BY COUNCIL



## *FY25 ENHANCEMENT REQUEST – FUNDING FOR DIVERSION AND RE-ENTRY*

### **PROVIDE FUNDING FOR DIVERSION AND RE-ENTRY PROGRAMMING**

- Original budget proposed by OMB recommended approval of enhancement request of \$125,000 for Emerging Adults Program
- This funding recommendation was removed from the budget forwarded to the County Council
- Request is to re-instate the \$125,000 for the Emerging Adult Program



## *FY25 ENHANCEMENT REQUEST – RESTORE ALL VACANT/UNFUNDED POSITIONS*

### **RESTORE ALL POSITIONS VACANT / UNFUNDED IN THE FY 25 BUDGET**

- Original budget proposed by OMB recommended that six (6) positions remain vacant / unfunded in FY25
- Proposed budget to Council reduced the number of position to remain vacant/unfunded to two (2)
- Request is to exempt the SAO from the County requirement to keep positions vacant / unfunded and to funds the SAO's complement of 199 general fund positions (194 FT and 5 PT) in FY25



## *FY25 ENHANCEMENT REQUEST – ADDITION OF 9 FULL TIME POSITION*

### **INCREASE IN THE NUMBER OF SUPPORT STAFF SUPPORT CRITICAL OFFICE FUNCTIONS**

- The SAO requests an increase to our complement of support staff necessary to address the additional work generated by additional ASAs added in FY23 and FY24 AND the increase in cases across the board.
- The county administration recognized the need for additional attorneys and approved an increase of six (6) ASA positions for FY24, which will bring our total general fund complement to 96 attorneys .

The SAO is requesting the creation and funding of nine (9) positions:

- Five (5) Community Developers (working title: Victim Witness Coordinator)
  - District Court - 3 (including 1 bi-lingual)
  - Circuit Court - 1
  - Domestic Violence Intake Unit - 1
- Four (4) Legal Assistants assigned to the following critical Units:
  - Homicide/Special Investigations Unit
  - Major Crimes Unit
  - Grand Jury
  - Youth Justice Unit



## *FY25 BUDGET – PROACTIVE STEPS TO SUPPLEMENT BUDGET*

### **PROACTIVE STEPS TAKEN BY THE SAO TO SUPPLEMENT SHORTFALLS IN STAFFING AND OPERATIONS**

**THE SAO HAS TAKEN NUMEROUS STEPS TO SUPPLEMENT FUNDING PROVIDED VIA THE GENERAL FUND:**

- \* Commitment to identifying and utilizing grant funding – both Federal and State – to hire critical staff such as ASAs, Victim Witness Coordinators and Investigators.**
- \* Utilizing grant funding for community outreach**
- \* Being proactive and receiving over \$1.4 million in Congressional Directed Funds for Digital Evidence Upgrades and community programming**
- \* Use of temporary staffing to supplement Admin staff**



## FY25 BUDGET – GRANT FUNDED STAFF POSITIONS

YEARLY PROCURE \$1,907,406 IN MARYLAND STATE AND FEDERAL FUNDS TO SUPPORT 28 GRANT FUNDED POSITIONS CRITICAL TO THE MISSION OF THE OFFICE. THIS FUNDING REPRESENTS 11.9% OF OUR COMPENSATION BUDGET.

| Job title            | # GENERAL FUNDED | # GRANT FUNDED | COMPENSATION GENERAL FUND FUNDED | COMPENSATION GRANT FUNDED | TOTAL COMPENSATION | PERCENTAGE OF COMPENSATION FUNDED BY GRANTS |                                         |
|----------------------|------------------|----------------|----------------------------------|---------------------------|--------------------|---------------------------------------------|-----------------------------------------|
| ASA                  | 96               | 7              | \$10,304,744.00                  | \$610,975.00              | \$10,915,719.00    | 5.60%                                       |                                         |
| Community Developers | 15               | 12             | \$1,253,042.00                   | \$698,177.00              | \$1,951,219.00     | 35.78%                                      |                                         |
| Investigators        | 11               | 2              | \$1,007,028.00                   | \$134,000.00              | \$1,141,028.00     | 11.74%                                      |                                         |
| Legal Assistants     | 23               | 7              | \$1,524,620.00                   | \$339,308.00              | \$1,863,928.00     | 18.20%                                      |                                         |
| Research Analyst     | 0                |                |                                  | \$125,000.00              |                    |                                             | REALLOCATION OF AN ASA POSITION IN SICU |
| TOTAL                | 145              | 28             | \$14,089,434.00                  | \$1,907,460.00            | \$15,996,894.00    | 11.92%                                      |                                         |



**TO SUPPLEMENT THE ADMINISTRATIVE NEEDS OF THE OFFICE, THE  
SAO UTILIZES TEMPORARY STAFFING FROM CMT\*. RELIANCE ON  
THESE POSITIONS HAS INCREASED OVER THE LAST THREE (3) FISCAL  
YEARS.**

**CURRENTLY THE COMPLEMENT OF TEMPORARY STAFF IS FOUR (4).**

**The cost of these positions are funded from the SAO Operations  
contractual line**

|          |            |
|----------|------------|
| FY22     | 15,174.29  |
| FY23     | 100,535.69 |
| FY24 YTD | 112,944.83 |

\*STAFF IS HIRED VIA THE COUNTY'S OCS SUPPLY SCHEDULE



## *FY25 BUDGET CONGRESSIONAL DIRECTED FUNDING*

### **RECEIVED \$1,463,000 IN CONGRESSIONAL DIRECTED FUNDING WHICH WILL BE USED TO:**

- \$380,000** Procure the NICE Justice system which will allow the SAO to download and prepare for court digital evidence such as body worn camera, cruiser cams, cell phone videos, home security camera. The contract also provides for data storage through FY25.
- \$120,000** Acquire an Automated Court Date Reminder System which will allow the SAO to send out email notices and/or reminder phone calls as trials are scheduled or changed, similar to what medical offices and other service providers currently use. Implementation would result in better trial outcomes, as well as reduced overtime on the part of law enforcement. Purchase Digital evidence hardware.
- \$963,000** Community truancy initiatives and partnerships



# **UPDATE ON PAY EQUITY AND SALARY SCALE FOR ASSISTANT STATE'S ATTORNEYS**



## *UPDATE – STATUS OF THE IMPLEMENTATION OF A SALARY SCALE FOR ASAs*

The SAO and OHRM have collaborated to develop classes of work for the ASAs and an ASA salary schedule.

They along with OMB have worked to develop a Memorandum of Understanding (MOU) to implement this new schedule and classification system.

Currently, the MOU has been submitted to the Office of Law (OOL) for review.

Once approved and all parties have signed the MOU and the funding has been provided, we can begin implementing the new schedule. We are excitedly waiting for the day that we can begin to implement this new salary schedule and to see how it invigorates our recruitment and retention efforts for our ASA positions.



# SAO ASA Pay Scale Matrix

| CLASSIFICATION AND COMPENSATION STUDY BAND OHRM |                      |              |              |              |                                    |                                      |                                      |
|-------------------------------------------------|----------------------|--------------|--------------|--------------|------------------------------------|--------------------------------------|--------------------------------------|
|                                                 | ACTUAL %<br>INCREASE | MIN          | MID          | MAX          | % INCREASE<br>BETWEEN MID &<br>MAX | % INCREASE<br>BETWEEN MIN<br>AND MAX | % DECREASE<br>BETWEEN MID AND<br>MIN |
| ASSISTANT STATE'S ATTORNEY I                    |                      | \$83,915.00  | \$98,600.00  | \$113,110.00 | 15%                                | 35%                                  | 17.50%                               |
| ASSISTANT STATE'S ATTORNEY II                   | 5%                   | \$88,100.00  | \$103,500.00 | \$139,725.00 | 35%                                | 59%                                  | 17.48%                               |
| ASSISTANT STATE'S ATTORNEY III                  | 9%                   | \$96,500.00  | \$113,260.00 | \$153,000.00 | 35%                                | 59%                                  | 17.37%                               |
| ASSISTANT STATE'S ATTORNEY IV                   | 9%                   | \$104,670.00 | \$123,220.00 | \$166,347.00 | 35%                                | 59%                                  | 17.72%                               |
| ASSISTANT STATE'S ATTORNEY V                    | 8%                   | \$113,260.00 | \$133,080.00 | \$179,660.00 | 35%                                | 59%                                  | 17.50%                               |
| ASSISTANT STATE'S ATTORNEY VI                   | 11%                  | \$125,850.00 | \$147,870.00 | \$199,625.00 | 35%                                | 59%                                  | 17.50%                               |
| ASSISTANT STATE'S ATTORNEY VII                  | 10%                  | \$138,435.00 | \$162,660.00 | \$219,590.00 | 35%                                | 59%                                  | 17.50%                               |

- 1 WE DO NOT KNOW HOW THE MID POINT WAS CALCULATED.
- 2 THE MINIMUM OF THE RANGE IS 17% LESS THAN THE MID POINT
- 3 THE PERCENTAGE INCREASE IS OF THE MID POINT BETWEEN THE GRADE LEVELS
- 4 THE MAXIMUM OF THE RANGE IS 35% OF THE MID POINT, THE EXCEPTION BEING ASA 1 (I)
- 5 THE PERCENTAGE INCREASE BETWEEN THE MIN AND THE MAX IS 59%, THE EXCEPTION IS ASA (I)



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