



# Prince George's County Council SAO FY 24 Budget Presentation

**Monday, April 17, 2023**  
**10:00AM**

Presentation by  
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## **STATE'S ATTORNEY'S OFFICE FY24 BUDGET ENHANCEMENT GOALS**

- TO HIRE AND RETAIN PROFESSIONAL STAFF – BOTH ASA AND SUPPORT STAFF
- TO PROVIDE PAY EQUITY TO STAFF THROUGHOUT THE OFFICE
- TO ADDRESS THE GROWING NEEDS OF THE OFFICE CAUSED BY THE INCREASE OF CRIME IN THE COUNTY, THE BACKLOG OF CASES BECAUSE OF COVID AND HUMAN RESOURCES TRENDS MAKING IT HARDER TO HIRE AND RETAIN STAFF.
- TO MODERNIZE DIGITAL AND DEMONSTRATIVE EVIDENCE CAPABILITIES
- TO EXPAND OUR GROWING RE-ENTRY PROGRAMMING

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



## REQUEST #1

### IMPLEMENT A SALARY SCALE FOR ASSISTANT STATE’S ATTORNEYS (ASAs)

- The proposed ASA salary schedule provides predictability and helps the office retain the best and brightest prosecutors in the State for years to come. Since taking office in 2018, the Braveboy Administration has sought increased salaries for attorneys to be competitive with SAOs of comparable size and caseloads, including the U.S. Attorney’s Office (USAO) and the DC Attorney General, to which the SAO has lost several attorneys due to higher salaries and lesser caseloads.
- The office raised the starting salary for ASAs from \$60,000 to \$80,000, an increase approved and funded by the Council in FY23, and provided modest salary increases for experienced attorneys. This has improved the SAO’s ability to recruit entry-level candidates, but retaining experienced ASAs remains an ongoing challenge.

**The cost to implement the salary scale for all ASAs is \$3,940,063**



# SAO ASA Pay Scale Matrix

GRADE	YEARS															
	0	1	2	3	4	5	6	7	8	9	10	BUDGET	11-15	16-20	21-25	26-30
ASA I	\$80,000.00	\$85,000.00	\$90,000.00	\$95,000.00	\$100,000.00	\$105,000.00	\$110,000.00	\$115,000.00	\$120,000.00	\$125,000.00	\$130,000.00	\$102,500.00	\$ 132,600.00	\$ 135,252.00	\$ 137,957.04	\$ 140,716.18
ASA II	\$100,000.00	\$105,000.00	\$110,000.00	\$115,000.00	\$120,000.00	\$125,000.00	\$130,000.00	\$135,000.00	\$140,000.00	\$145,000.00	\$150,000.00	\$122,500.00	\$ 153,000.00	\$ 156,060.00	\$ 159,181.20	\$ 162,364.82
ASA III(A)	\$120,000.00	\$125,000.00	\$130,000.00	\$135,000.00	\$140,000.00	\$145,000.00	\$150,000.00	\$155,000.00	\$160,000.00	\$165,000.00	\$170,000.00	\$142,500.00	\$ 173,400.00	\$ 176,868.00	\$ 180,405.36	\$ 184,013.47
ASA III(B)	\$140,000.00	\$145,000.00	\$150,000.00	\$155,000.00	\$160,000.00	\$165,000.00	\$170,000.00	\$175,000.00	\$180,000.00	\$185,000.00	\$190,000.00	\$162,500.00	\$ 193,800.00	\$ 197,676.00	\$ 201,629.52	\$ 205,662.11
ASA IV(A)				\$160,000.00	\$165,000.00	\$170,000.00	\$175,000.00	\$180,000.00	\$185,000.00	\$190,000.00	\$195,000.00	\$175,000.00	\$ 198,900.00	\$ 202,878.00	\$ 206,935.56	\$ 211,074.27
ASA IV(B)				\$165,000.00	\$170,000.00	\$175,000.00	\$180,000.00	\$185,000.00	\$190,000.00	\$195,000.00	\$200,000.00	\$180,000.00	\$ 204,000.00	\$ 208,080.00	\$ 212,241.60	\$ 216,486.43
ASA V(A)					\$175,000.00	\$180,000.00	\$185,000.00	\$190,000.00	\$195,000.00	\$200,000.00	\$205,000.00	\$187,500.00	\$ 209,100.00	\$ 213,282.00	\$ 217,547.64	\$ 221,898.59
ASA V(B)					\$180,000.00	\$185,000.00	\$190,000.00	\$195,000.00	\$200,000.00	\$205,000.00	\$210,000.00	\$192,500.00	\$ 214,200.00	\$ 218,484.00	\$ 222,853.68	\$ 227,310.75
ASA VI							\$195,000.00	\$200,000.00	\$205,000.00	\$210,000.00	\$215,000.00	\$202,500.00	\$ 219,300.00	\$ 223,686.00	\$ 228,159.72	\$ 232,722.91
ASA VII							\$200,000.00	\$205,000.00	\$210,000.00	\$215,000.00	\$220,000.00	\$207,500.00	\$ 224,400.00	\$ 228,888.00	\$ 233,465.76	\$ 238,135.08

ASA GRADE I	NON JURY	(DISTRICT COURT/YOUTH JUSTICE/GRAND JURY)
ASA GRADE II	JURY	(GUNS & DRUGS/MAJOR CRIMES/POST TRIAL)
ASA GRADE III(A)	SPECIALITY PROSECUTION UNIT - NON-CERTIFIED ASAs (SIU/SPU/SVfVU)	
ASA GRADE III(B)	SPECIALITY PROSECUTION UNIT - CERTIFIED ASAs (SVfVU/HOMICIDE)	
ASA GRADE IV(A)	ASSISTANT UNIT CHIEF	
ASA GRADE IV(B)	ASSISTANT UNIT CHIEF HOMICIDE and SVfVU	
ASA GRADE V(A)	UNIT CHIEF	
ASA GRADE V(B)	UNIT CHIEF	(HOMICIDE AND SVfVU)
ASA GRADE VI	DEPUTY STATE'S ATTORNEY AND CHIEF OF STAFF	
ASA GRADE VII	PRINCIPAL DEPUTY	



## REQUEST #2

### **INCREASE IN THE NUMBER OF SUPPORT STAFF AND A 20% INCREASE FOR NON MANAGERIAL SUPPORT STAFF**

- The SAO requests an increase to our complement of support staff and improved salaries for these critical employees. The county administration recognized the need for additional attorneys and proposed an increase of six (6) ASA positions for FY24, which will bring our total general fund complement to 96 attorneys .
- While growing our attorney ranks is necessary, the increased caseloads we face also increase the burden on our support staff. Specifically we request:
  - Two (2) Community Developers to serve as Victim Witness Coordinators
  - Four (4) Legal Assistants
  - One (1) Investigator.



## **COSTS FOR 7 ADMINISTRATIVE STAFF POSITIONS AND 20% INCREASE**

- **The cost for these 7 new Administrative Staff positions is \$629,700.**
- **The cost to provide an across the board 20% increase to critical non-managerial support staff is estimated at \$1,682,883. This will help to retain current staff and to provide industry comparable salaries to new hires.**



## REQUEST #3

### **Expand the SAO's Demonstrative Evidence and Digital Discovery Unit (DEDD Unit)**

- The SAO has made several requests for an increase in the number of staff in the DEDD Unit. The need has been supported by judges and law enforcement. We all are concerned that we will not be able to meet statutory requirements to provide to defense attorneys with necessary digital discovery. Based on current and projected workloads the following is needed.
- Eighteen (18) new team members will give us the ability to handle all the evidence coming in, much of which requires review and redaction in a timely manner to meet court requirements.
- Expansion of this unit will free up other staff who are required to work on preparing cases for trial. It will also allow us to make maximum use of the digital evidence system we expect to acquire this year.





- Currently, the four Legal Assistants in the DDED Unit are only able to process 40% of the cases. This is a gap that judges have raised concerns about. The additional 18 Legal Assistants will be used as follows:
- 6 new Legal Assistants will fill the gap in processing current cases where evidence comes in from the county's digital evidence collection system (UDE).
  - 3 additional staff members will be able to assist with evidence from other sources.
  - 5 additional staff members will allow us to effectively handle additional discovery and requests for trial material that come in from ASAs after cases are charged.
  - 4 additional staff members will allow us to better respond to the needs of units overwhelmed by rising case loads, like the Gun and Drug units and the expanded requirements for discovery and court materials.

**The cost of these positions is \$1,354,700**



## *FY24 BUDGET – Demonstrative Evidence and Digital Discovery Unit (DEDD Unit)*

**As a part of its FY24 budget submission, the SAO requested a \$350,000 enhancement for technology related purposes that is essential to the modernization of the Digital and Demonstrative Evidence Unit. This enhancement was not funded by OMB or the County Executive.**

**The SAO requests reconsideration of this enhancement for the following three (3) projects. The total for these three projects is \$275,000. This reduces the enhancement request by \$75,000.**



**#1 Improvements to Computer Access in the Courthouse** – Access to the Internet in the Courthouse is either non-existent or inadequate. There is no access in the District Court in Upper Marlboro or in the Hyattsville Courthouse. This makes it impossible to bring computers into the courtroom. Everything has to be copied to laptops, put onto DVD and CD-Rom disks, or printed in hard copy. Real-time access to case records in our system or to the court’s MDEC system is impossible.

The additional funding will allow OIT to upgrade the Wi-Fi capacity so that we can access the county network and the Internet and allow our equipment to be used in the courtrooms. This project is unfunded in OIT’s FY24 budget.

**COST \$125,000**



**#2 Acquisition of an Automated Court Date Reminder System** – One of the biggest problems in District Court is that police and witnesses do not show up on the trial date. When this happens, cases get dismissed.

**The problem arises because the Summonses to appear are sent in paper from Annapolis by the court.** They frequently don't arrive in time or get sent to the wrong address or location.

The requested funding will allow the SAO to purchase an automated system 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.

**COST \$50,000 - \$75,000**



**#3 Additional Equipment for Demonstrative Evidence** – Juries and judges now expect presentation of evidence and openings and closing arguments in video footage, PowerPoint presentations, photos, maps and other audio-visual means. Producing that material is a specialized task that requires both skill and the application of specialized equipment and software. It also requires a level of real-time computer access beyond what can be provided through the county network.

Additional equipment is also needed because of expansion in the unit responsible for overseeing its generation.

The cost of acquiring this equipment and software, as well as specialized training in its use, is expected to be **\$75,000**.



## STATUTORY SALARY PARITY FOR SAO INVESTIGATORS WITH PGCPD

Pursuant to Legislation passed by the Prince George's Council, there is a statutory mandate that PGSAO Investigators be paid on the same salary schedule as PGCPD sworn police personnel. All investigators in the SAO are retired law enforcement officers who are weapons certified by PGCPD and have arrest powers. This law has never been implement.

### PART II - TITLE 17 THE PUBLIC LOCAL LAWS OF PRINCE GEORGE'S COUNTY, MARYLAND DIVISION 3. STATE'S ATTORNEY INVESTIGATORS.

#### Sec. 18-116. Definitions; duties; compensation.

- (a) As referred to in this Division, a "State's Attorney Investigator" is an individual especially approved and appointed by the State's Attorney for the County, from time to time as he shall deem necessary.
- (b) A State's Attorney Investigator shall be directly under the supervision of the State's Attorney, and an investigator shall perform such duties as the State's Attorney may designate.
- (c) A State's Attorney Investigator shall be on the same salary schedule as Prince George's County sworn police personnel and shall receive other compensation and benefits comparable to those of sworn police personnel, but an investigator shall not be entitled to the same pension benefits as sworn police personnel.

(Gen. Res. No. 30-1965, Sec. 1; CB-49-1979; CB-115-1987)



## *STATUTORY SALARY PARITY FOR SAO INVESTIGATORS WITH PGCPD, con't*

The SAO has been in contact with both the Office of Laws for guidance on how this law can be implemented and the SAO Investigators receive the parity with PGCPD that this law requires. This was not resolved at this level and the outcome of the conversations was that this would have to be dealt with at the Council's level.

The law, as written states that compensation and benefits should be “comparable to those of sworn police personnel” but does not provide any more specificity. To do a cost comparison, the SAO used a non-patrol Unit of the PGCPD as a guide – in this case Internal Affairs. Staff in the SAO were put into the ranks of Deputy Director, Captain, Lieutenant and Sargent and assigned compensation levels based upon these ranks and years of service in the SAO (not the years of service in the prior law enforcement position). The SAO has completed a salary analysis of the ten (10) Investigators who range in rank from Deputy Director to Sargent. Since salaries increases for the PGCPD are currently in process, a final calculation of the cost to comply with this law has not been finalized. At this time, it is estimated that the cost for the ten SAO (10) Investigators would be **\$373,883**.



## *Emerging Adults Diversion/re-Entry Program*

The SAO is requesting reconsideration of its Enhancement Request to continue its Emerging Adults Program in FY24. The request is \$150,000.

The Emerging Adults Programs (EAP) is one of two re-entry/diversion programs in the Office of the State's Attorney (SAO). EAP is a collaboration between the SAO, the Maryland Department of Public Safety and Correctional Services (DPSCS) and two community partners – one who works with incarcerated participants and one who works with participants on probation. It is designed for young adults, aged 18 to 24, who are housed in either in a DPSCS facility or who live in Prince George's County.

EAP uses a multi-phased rehabilitation approach during incarceration and after release, that provides structured activities to enhance self-awareness, cognitive intervention, and social interaction skills. It provides counseling and job readiness.





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