



April 14, 2026

MEMORANDUM

TO: Wanika B. Fisher, Esq., Chair
Public Safety, Health, and Human Services (PSHHS) Committee

THRU: Sylvia King *CK*
Senior Legislative Budget Officer

FROM: Malcolm Moody *MM*
Legislative Budget and Policy Analyst

RE: Police Accountability Board (PAB)
Fiscal Year 2027 Budget Review

Budget Overview

The FY 2027 Proposed Budget for the Police Accountability Board is \$818,200. This reflects a 4.2% increase over the FY 2026 approved budget. This increase is due to mandated salary requirements (\$25,200), an increase in fringe benefits to align with projected costs (\$4,800), and an increase in OIT charges based on anticipated Countywide costs for technology (\$4,500).

The creation of the Police Accountability Board (PAB) was a mandate imposed by the Maryland Police Accountability Act of 2021. The PAB is charged with reviewing decisions of the Administrative Charging Committee (ACC) and Administrative Hearing Board (AHB) to identify trends, develop strategies, and propose recommendations to improve matters of policing particularly regarding best practices and transparency.

Under County Code Section 2-530¹, effective July 1, 2023, beginning Fiscal Year 2024, the combined proposed budgets of both the PAB and ACC will be equal to at least one percent (1%) of the Police Department’s general fund budget to include staff costs, independent legal counsel, and compensation for the members of all three boards/committees. This has not been proposed in the FY 2027 Proposed Budget. The combined FY 2027 Proposed General Fund Budget for the PAB (\$818,200) and ACC (\$1,270,700) is \$2,088,900. This total is 0.46% of the Police FY Proposed General Fund of \$453,538,400.

Budget - General Fund and Grants

Fund Types	FY 2025 Actual		FY 2026 Budget		FY 2026 Estimate		FY 2027 Proposed	
	Amount	% Total	Amount	% Total	Amount	% Total	Amount	% Total
General Fund	\$702,832	91.0%	\$785,500	86.2%	\$696,500	100.0%	\$818,200	86.7%
Grant Funds	69,139	9.0%	125,800	13.8%	—	0.0%	125,800	13.3%
Total	\$771,971	100.0%	\$911,300	100.0%	\$696,500	100.0%	\$944,000	100.0%

¹ Prince George’s County Code - [Sec. 2-530](#) - Budget and Staff

- The FY 2027 Proposed Grant funding is \$125,800 and is from the Police Accountability Board, Community Awareness Campaign (\$10,000), and the Police Accountability, Community, and Transparency Grant (\$115,800).

Actual Fiscal Year 2025 through Proposed Fiscal Year 2027

Category	FY 2025 Actual	FY 2026 Approved	FY 2026 Estimated	FY 2027 Proposed	Change Amount	% Change
Compensation	\$ 429,985	\$ 457,400	\$ 453,100	\$ 482,600	\$ 25,200	5.5%
Fringe Benefits	133,586	142,700	133,200	147,500	\$ 4,800	3.4%
Operating Expenses	139,261	185,400	110,200	188,100	\$ 2,700	1.5%
Subtotal	\$ 702,832	\$ 785,500	\$ 696,500	\$ 818,200	\$ 32,700	4.2%

Staffing and Compensation

Authorized Staffing Count - General Fund

	FY 2026 Approved	FY 2027 Proposed	Change Amount	Percentage Change
Full-Time	5	5	0	0.0%
Part-Time	0	0	0	0.0%
Total	5	5	0	0.0%

- The General Fund provides funding for five (5) full-time positions as follows: one (1) each of an Administrative Specialist 1G, an Administrative Aide 3G, a Policy Analyst, a General Clerk, and a Community Developer 1G.
- There are currently five (5) seats vacant on the Board out of the 11 authorized seats due to recent resignations.
 - Of the eight (8) members presently serving, six (6) members’ terms have expired, while the remaining two (2) members’ terms are scheduled to expire in June 2026.
 - Recruitment and appointment processes are underway; however, no new appointments have been finalized, and the vacancies remain unfilled.
- The FY 2027 General Fund compensation is proposed at \$482,600, which reflects a 5.5% increase over the FY 2026 budget. This includes funding for all five (5) full-time positions.
- The Grant Fund is used solely for Operating expenditures, which is primarily sourced from the Governor’s Office of Crime Prevention and Policy (GOCPP).

Fringe Benefits

- Fringe Benefit expenditures are proposed at \$147,500, which reflects an increase of 3.4% from the FY 2026 Approved Budget.

Operating Expenses

- The total General Fund operating expenditures for FY 2027 are \$188,100, which reflects an increase of \$6,700, or 3.6%, over the approved FY 2026 budget.
- The table below includes a full list of Operating Expenses and Reasons for Budget changes.

General Fund							
Account	Operating Objects	FY 2026 Budget	FY 2026 Estimated	FY 2027 Proposed	\$ Change	% Change	Explain reason for budgetary change for each object
510111	Telephone	\$ 2,000	\$ 1,900	\$ 2,000	\$ -	0.0%	
510311	Printing	2,000	3,800	3,500	1,500	75.0%	Increased printing needs
510711	Office Automation	31,800	31,800	36,300	4,500	14.2%	Countywide technology costs increase
	Other IT Office Automation	-	-	2,000	2,000	100.0%	Social media platform (Hootsuite)
510810	Training	20,000	20,000	19,700	(300)	-1.5%	Limiting training to PAB related only
511111	Membership Fees	500	500	500	-	0.0%	
511211	Mileage Reimbursement	500	150	500	-	0.0%	
511212	Car Pool Rental	4,000					
511704	Professional Legal Services	30,000	6,000	30,000			
511312	General & Administrative Contracts	90,000	45,000	88,500	(1,500)	-1.7%	Decrease reflective of projected stipen costs in FY 2027
511801	General Office Supplies	4,600	1,000	5,100	500	10.9%	Anticipated increase in office supply need
TOTAL		\$ 185,400	\$ 110,200	\$ 188,100	\$ 6,700	3.6%	

- The total Grant Fund operating expenditures for FY 2026 are \$125,800, which is unchanged from the approved FY 2026 budget.
 - Police Accountability, Community, and Transparency Grant (PACT) - \$115,800, 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 Awareness Campaign (PGPAB - CAC) - \$10,000, intended to focus on assisting local law enforcement agencies with establishing community programs and agencies of local government in establishing violence intervention programs.
- The budget includes funding for \$90,000 for stipends for all board members, budgeted at \$60/hour. There is no maximum amount that each member can earn.
- The breakdown for FY 2027 Contracts is \$30K for Legal Counsel. See table below:

Contracts, FY 2027				
Vendor/Contractor Name	1 = MBE 2 = CBB 3 = CBSB 4 = CLB Unknown	Summary of Contract Services	FY 2027 Proposed	
			FY 2027 Proposed Contract Amount	Funding Source: General Fund (GF), Grants (GR), Other Fund (OF)
TBD		Legal Counsel	\$30,000	GF
Total			\$ 30,000	

Workload

- The PAB is responsible for ensuring public accountability and transparency over the powers exercised by law enforcement agencies. To accomplish this, the PAB is responsible for:
 - evaluating law enforcement agencies’ disciplinary processes regarding complaints of police misconduct that involve a law enforcement officer and a member of the public.
 - There are approximately twenty-eight (28) law enforcement agencies within the County that are governed by State and County legislation.
 - The PAB serves to identify any trends within policing and recommends the creation of new or modification of existing policies and procedures that will bolster relationships between law enforcement and the community.

- The PAB is required to submit an annual report outlining summaries of complaints received, disciplinary trend analysis, and policy recommendations that would improve police accountability². The report not only provides data points in relation to complaints received throughout the year, but also lists recommendations to improve the procedures managed by the panels for the AHB and ACC.

- See *Appendix A* of this report for data related to complaints received by month and by Law Enforcement Agency³.

- See *Appendix B* of this report for the process a complaint goes through once it is submitted to the PAB.

- See the 2025 PAB Annual Report⁴ for additional information on Workload Demands.

Board Membership

- Pursuant to Sec. 2-533 of the County Code, the PAB shall consist of eleven (11) members. They must be residents of the County, at least twenty-one (21) years of age, may not be employed with any law enforcement agency or Maryland State, County, or local government within the County, or be an elected official or candidate for any political office within State or local government. Six (6) members, including the Chair, shall be appointed by the County Executive, with confirmation by the County Council, and five (5) members shall be appointed directly by the County Council, with public input on each appointment. The members shall serve four (4) year staggered terms; a member cannot be appointed for more than two (2) consecutive terms.

Appointment	Term End
Kelvin D. Davall, Chair	6/30/2026
Carlo Sanchez, Vice Chair	6/30/2026
Shelia Bryant, Esq. (Vacant)	6/30/2025
Dr. Andrea Coleman ⁵	6/30/2024
Keenon James (Resigned)	6/30/2025
Lafayette D. Melton	6/30/2025
Earl O’Neal	6/30/2024
Marsha A. Ridley (Resigned)	6/30/2026
Tamika Springs, Esq.	6/30/2025
Daniel Armondo Jones (Resigned)	6/30/2027
Stephanye R. Maxwell, Esq., CPM (Resigned)	6/30/2027

² [Police Accountability Board Reports](#)

³ Data reflects a duplicate count, meaning one person could have filed more than one complaint.

⁴ [PAB 2025 Annual Report](#)

2025 PAB Recommendations

- The 2025 PAB Annual Report lists the following recommendations which were sent to the County Executive and the County Council:
 1. Require all law enforcement agencies under the PAB’s jurisdiction to submit a monthly status report to the PAB detailing each complaint received by the agency or referred to the agency and the complaints’ status in the process for resolution;
 2. Develop a collaborative partnership and mutual agreement with police agencies operating in the County that currently process resolution of officer misconduct complaints through the statewide Administrative Charging Committee;
 3. Adoption and implementation by law enforcement agencies of the use of alternative mediation to address certain complaints through a certified third-party mediation provider; and
 4. Quarterly community outreach events or forums to educate and update the community;
 5. Develop a working group to review the Disciplinary Matrix with a focus on developing a criterion for low level infractions, not involving a member of the community, that can be appropriately resolved within the agency.

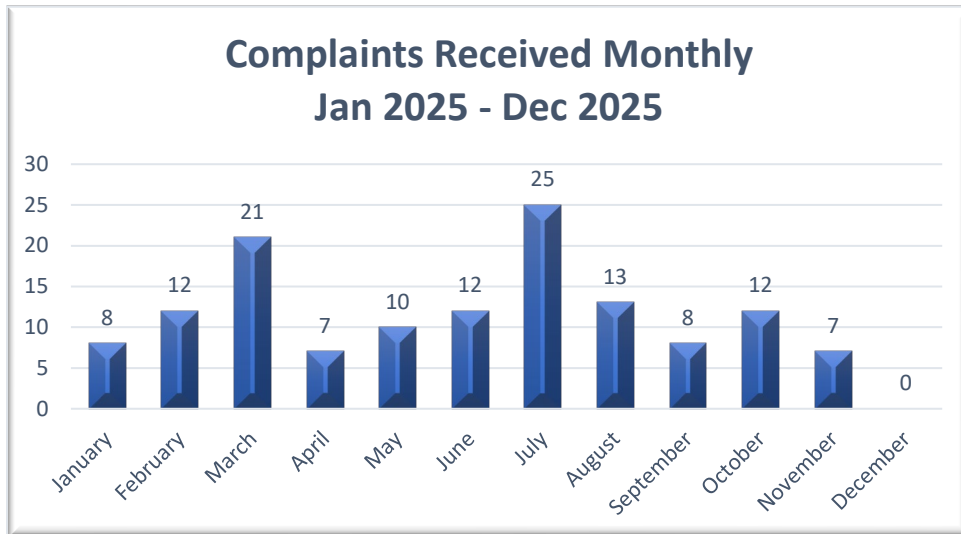
Agency Identified Issues

- The Agency has identified legislative changes, accountability procedures, and balancing confidentiality with transparency as primary upcoming challenges.
 - To address these issues, the Board will monitor statutory developments and strengthen interagency collaboration while refining internal procedures to handle projected increases in complaint volume.

FY 2027 Priorities

- The Board’s top priorities for FY 2027 include:
 - Conducting in-depth reviews of complaint data to identify recurring patterns and systemic concerns that inform policy reforms and improved public reporting.
 - Building a diverse communications portfolio across digital and traditional platforms to foster transparent and credible relationships with residents and law enforcement.
 - Developing research-informed recommendations specifically designed to strengthen accountability mechanisms and build community trust.
 - Implementing educational initiatives to ensure residents understand the board's role, the complaint process, and how to access equitable resources.
 - Establishing partnerships with other oversight bodies to share best practices, benchmark policies, and collaborate on emerging challenges.
 - Actively participating in regional and national summits to stay current on evolving legal standards and innovative oversight strategies.
 - Prioritizing ongoing training in ethics, governance, and legal frameworks to ensure board members remain effective and aligned with industry standards.
 - Supporting the dissemination of guidelines and handbooks regarding police-driver interactions to promote fairness and clear understanding of rights during traffic stops.

**Appendix A
2025 Complaints**



Appendix B
PAB Complaints Tracking Process



Tracking a Complaint Through The PAB Process

