



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



**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.



UPDATE – ASA SALARY SCALE MATRIX

SAO ASA Pay Scale Matrix

CLASSIFICATION AND COMPENSATION STUDY BAND OHRM							
	ACTUAL % INCREASE	MIN	MID	MAX	% INCREASE BETWEEN MID & MAX	% INCREASE BETWEEN MIN AND MAX	% DECREASE BETWEEN MID AND 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 THEM IN AND THE MAX IS 59%, THE EXCEPTION IS ASA (I)



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