

Economic Impact Statement

Montgomery County, Maryland

Bill 12-24 Police – Police Accountability Board and Administrative Charging Committee – Compensation

SUMMARY

The Office of Legislative Oversight (OLO) anticipates that Bill 12-24 would have an insignificant impact on economic conditions in the County in terms of the Council’s priority indicators.

BACKGROUND AND PURPOSE OF BILL 12-24

On April 19, 2022, the Montgomery County Council enacted Expedited Bill 49-21, which established the Police Accountability Board and the Administrative Charging Committee. Under Maryland law, each county is required to establish a Police Accountability Board (PAB) and an Administrative Charging Committee (ACC) that review complaints of police misconduct from members of the public and provide policy advice on disciplinary matters, among other responsibilities. The PAB also appoints civilian members of the public to a trial board, which may be requested by an officer charged with police misconduct if they do not accept the discipline recommendation of the ACC.¹

When the PAB and ACC were established in 2022, the legislation provided compensation for PAB and ACC members but not for trial board members. According to a memorandum from the County Executive, this has made it difficult to attract community members to serve on the trial board since they either have to take personal leave or lose paid work hours to serve.² Bill 12-24 proposes that civilian members appointed to serve on trial boards receive \$500 per day for serving during a trial and during the two day training required for trial board service.³

Bill 12-24 also proposes changes to the PAB and ACC compensation structure, illustrated in the table below. When the PAB and ACC were first established, it was assumed the PAB chair would also be chosen to serve on the ACC. The proposed amendment seeks to ensure the individual chosen to serve on both the PAB and ACC is appropriately compensated at the rate of \$22,000, regardless of whether the individual serves as chair of the PAB.⁴

¹ Introduction Staff Report for Bill 12-24.

² See memo from County Executive in the Introduction Staff Report.

³ Introduction Staff Report for Bill 12-24.

⁴ See memo from County Executive in the Introduction Staff Report.

Position	Established Annual Salary (2022)	Current Annual Salary with Adjustment (2024)	Proposed Amendment Annual Salary
PAB Chair who also sits on the ACC	\$22,000	\$24,280.51	\$24,280.51
If PAB Chair does not sit on the ACC	-	-	\$17,658.55
PAB member designated to sit on the ACC	-	-	\$24,280.51
PAB Member	\$10,000	\$11,036.60	\$11,036.60
ACC Member	\$16,000	\$17,658.55	\$17,658.55
Trial Board Member	-	-	\$500/day

Source: [Introduction Staff Report for Bill 12-24](#)

Bill 12-24, Police – Police Accountability Board and Administrative Charging Committee – Compensation, was introduced by the Council at the request of the County Executive on June 18, 2024.

INFORMATION SOURCES, METHODOLOGIES, AND ASSUMPTIONS

Per Section 2-81B of the Montgomery County Code, the purpose of this Economic Impact Statement is to assess the impacts of Bill 12-24 on County-based private organizations and residents in terms of the Council’s priority economic indicators and whether the Bill would likely result in a net positive or negative impact on overall economic conditions in the County.⁵

The Bill would increase compensation for PAB, ACC, and trial board members. The Fiscal Impact Statement projects that the Bill would increase total compensation by \$45,000 annually from FY25 to FY29. While the change in policy would benefit the residents who receive the compensation increase, the total number of residents impacted would be few. For this reason, OLO anticipates that the Bill would have an insignificant impact on private organizations, residents, and overall economic conditions in the County in terms of the indicators prioritized by the Council.

VARIABLES

Not applicable

⁵ Montgomery County Code, Sec. 2-81B.

IMPACTS

WORKFORCE ▪ TAXATION POLICY ▪ PROPERTY VALUES ▪ INCOMES ▪ OPERATING COSTS ▪ PRIVATE SECTOR CAPITAL INVESTMENT ▪ ECONOMIC DEVELOPMENT ▪ COMPETITIVENESS

Not applicable

DISCUSSION ITEMS

Not applicable

WORKS CITED

[Bill 12-24 Introduction Staff Report](#), Montgomery County Council, June 18, 2024.

[Memo from the County Executive included in the Bill Introduction Packet](#), June 18, 2024.

CAVEATS

Two caveats to the economic analysis performed here should be noted. First, predicting the economic impacts of legislation is a challenging analytical endeavor due to data limitations, the multitude of causes of economic outcomes, economic shocks, uncertainty, and other factors. Second, the analysis performed here is intended to *inform* the legislative process, not determine whether the Council should enact legislation. Thus, any conclusion made in this statement does not represent OLO's endorsement of, or objection to, the Bill under consideration.

CONTRIBUTIONS

Stephen Roblin (OLO) prepared this report.