



## OFFICE OF RACIAL EQUITY AND SOCIAL JUSTICE


Marc Elrich  
County Executive

Tiffany Ward  
Director and Chief Equity Officer

### MEMORANDUM

June 20, 2024

To: Jennifer Bryant, Director  
Office of Management and Budget

From: Tiffany Ward, Director  
Office of Racial Equity and Social Justice 

Re: Racial Equity Impact Assessment (REIA) Supplemental Appropriation (SA) #24-87  
FY24 Department of Correction and Rehabilitation, General Personnel and  
Operating Costs (\$5,239,459)

- I. **FINDING:** The Office of Racial Equity and Social Justice (ORESJ) finds that Supplemental Appropriation #24-87, FY24 Department of Correction and Rehabilitation, General Personnel and Operating neither advances nor impedes racial equity and social justice in the County as the increased funds enable the department to cover personnel and operating expenditure overages. The supplemental funds would enable the department to maintain current operations and meet obligations to care for those who are incarcerated. However, this funding is unlikely to substantively alter an incarcerated person's experience with the criminal justice system.
- II. **BACKGROUND:** The purpose of SA #24-87 is to provide additional budget to fund personnel and operating expense overages in the FY24 DOCR Operating budget. More specifically, personnel cost overages are attributed to higher than budgeted overtime expenses. This is due to increased staffing needs resulting from increased incarcerated population and the reopening of the Pre-release Center in April 2023. Operating expense overages are primarily related to unbudgeted contract increases for food and medical services. These increases are related to the growth in the incarcerated population across DOCR facilities.

- III. **ANALYSIS**: While this funding does not directly advance racial equity and is unlikely to substantively alter an incarcerated person's experience with the criminal justice system, it ensures the continued operation of correctional facilities and the provision of basic services.

ORESJ has written about the criminal justice system and its disproportionate impact on Black, Indigenous, and Communities of Color (BIPOC). For additional background, research, and analysis on policing, criminal justice, and public safety supplemental funding requests, please refer to our previous REIAs on these topics.

- REIA #23-21 Sewer Project at Montgomery County Correctional Facility (MCCF)  
<https://www.montgomerycountymd.gov/ore/Resources/Files/23-21.pdf>
- REIA #23-69 – Amendment to the FY23-28 Capital Improvements Program for the Construction of a New 6th District Police Station:  
<https://www.montgomerycountymd.gov/ore/Resources/Files/23-69.pdf>
- REIA #23-70 & #23-94 – FY23-28 Capital Improvements Program for the Public Safety Communications Center Phase II:  
<https://www.montgomerycountymd.gov/ore/Resources/Files/23-94.pdf>

cc: Ben Stevenson, Director, Department of Corrections and Rehabilitation  
Tricia Swanson, Director, Strategic Partnerships, Office of the County Executive