



OFFICE OF RACIAL EQUITY AND SOCIAL JUSTICE


Marc Elrich
County Executive

Tiffany Ward
Director and Chief Equity Officer

MEMORANDUM

June 3, 2025

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) #25-74
FY25 Department of Corrections and Rehabilitation, General Personnel and
Operating Costs (\$6,210,166)

- I. **FINDING:** The Office of Racial Equity and Social Justice (ORESJ) finds that Supplemental Appropriation #25-74, FY25 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 would 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.
- II. **BACKGROUND:** The purpose of SA #25-74 is to provide additional resources to fund personnel and operating expenses through the end of the year. Actual expenses are expected to exceed the FY25 DOCR budget. More specifically, personnel cost overages are attributed to higher than budgeted overtime expenses from mandatory holdover caused by ongoing vacancies. Operating expense overages are primarily related to increases for food and medical services, the purchase of security-related equipment to eliminate contraband entering facilities, and nursing and psychological contracts for the care of incarcerated individuals. These increases are related to increases in the incarcerated population across DOCR facilities.

Racial Equity Impact Assessment (REIA) Supplemental Appropriation (SA) #25-74 Department of Correction and Rehabilitation, General Personnel and Operating Costs

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III. **ANALYSIS**: ORESJ has previously reviewed supplemental funding related to general personnel and operating costs for DOCR in SA 24-87.¹ Moreover, 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>

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

¹ FY24 Department of Correction and Rehabilitation, General Personnel and Operating Costs (\$5,239,459). Available at: <https://www.montgomerycountymd.gov/ore/Resources/Files/24-87.pdf>.