

**COUNTY COUNCIL OF PRINCE GEORGE'S COUNTY, MARYLAND**  
**2025 Legislative Session**

Resolution No. CR-040-2025  
Proposed by The Chair (by request – County Executive)  
Introduced by Council Member Watson  
Co-Sponsors \_\_\_\_\_  
Date of Introduction April 8, 2025

**RESOLUTION**

1 A RESOLUTION concerning

2 Exempt Employees – Salary Plan

3 For the purpose of amending the Salary Plan to provide for a certain pay benefit for exempt  
4 service and at-will employees.

5 WHEREAS, Section 402(5) of the Prince George’s County Charter provides for the County  
6 Executive to prepare an Executive Pay Plan establishing compensation of the Chief  
7 Administrative Officer and the head of each agency of the Executive Branch, subject to approval  
8 of the County Council; and

9 WHEREAS, Section 902(13) of the Prince George’s County Charter provides that the  
10 County Executive may recommend positions to be classified as exempt service positions, such  
11 recommendations must be approved by the County Council; and

12 WHEREAS, Section 903 of the Prince George’s County Charter provides for the approval  
13 of Salary Plans by the County Council after having first been submitted by the County; and

14 WHEREAS, by CR-179-1985, CR-4-1986, CR-77-1986, CR-14-1988, CR-78-2001 and  
15 CR-121-2021 the County has previously established certain benefits for exempt service and at-  
16 will employees of the County[.]; and

17 WHEREAS, Maryland Courts and Judicial Proceedings, Section 13-102, requires the  
18 County to pay the compensation and other expenses of the Circuit Court Administrator, as well  
19 as other employees appointed by the Circuit Court Administrator. The Circuit Court  
20 Administrator serves at the pleasure of the county administrative judge, i.e., at-will; and

21 WHEREAS, the Circuit Court Administrator was reclassified to a Grade 38 effective  
22 January 6, 2019. Grade 38 is the same pay grade occupied by County department directors; and

1 WHEREAS, Section 508 of the Prince George’s County Charter permits, to the extent it is  
2 available within the County government, an agency receiving or disbursing County funds to  
3 receive legal services, personnel administration and other administrative services as County  
4 Council may establish by law; and

5 WHEREAS, the Circuit Court for Prince George’s County receives County funding; and

6 WHEREAS, the County Executive has recommended that a certain additional pay benefit  
7 be approved for certain exempt service and at-will positions.

8 NOW, THEREFORE, BE IT RESOLVED by the County Council of Prince George's  
9 County, Maryland, that the following provisions relating to benefits for certain exempt service  
10 and at-will positions, submitted and recommended by the County Executive on [October 14,  
11 2021] March 20, 2025, be and the same are hereby approved as an amendment to the salary plan  
12 adopted by CR-179-1985 and previously amended by CR-4-1986, CR-77-1986, CR-14-1988,  
13 CR-78-2001, and CR-121-2021.

14 \* \* \* \* \*

15 F. Severance Pay

16 1. Exempt service and at-will employees may be eligible for a severance pay benefit  
17 if involuntary separated with no cause provided by the appointing authority or a mandatory  
18 resignation associated with the change of executive or legislative administration.

19 2. The rate of severance is based on length of service with the County, as defined:  
20

<u>Length of At-Will Service</u>	<u>Number of Weeks of Pay</u>
<u>Less than three years</u>	<u>0</u>
<u>Three years – less than four</u>	<u>4</u>
<u>Four years – less than five</u>	<u>6</u>
<u>Five years – less than six</u>	<u>8</u>
<u>Six years – less than seven</u>	<u>10</u>
<u>Seven years or more</u>	<u>12</u>

21  
22 If the employee served in the classified service for seven or more years prior to being appointed  
23 to an exempt and at-will position, the employee is eligible for twelve weeks of pay, regardless of  
24 the number of years served in the at-will position.

1 The maximum allowed severance is twelve weeks. Severance is calculated on base pay only.

2 3. Elected officials are not eligible for severance pay.

3 \* \* \* \* \*

4 SECTION 2. BE IT FURTHER RESOLVED that that all other provisions of the exempt  
5 salary plan adopted by CR-179-1985 and amended previously by CR-4-1986, CR-77- 1986, CR-  
6 14-1988, [and] CR-78-2001, and CR-121-2021 not amended by this Resolution shall remain in  
7 full force and effect.

8 SECTION 3. BE IT FURTHER RESOLVED that all existing Executive Orders and  
9 Resolutions approving and establishing additional individual benefits for current exempt service  
10 and at-will employees are hereby confirmed and ratified and remain in full force and effect.

11 SECTION 4. BE IT FURTHER RESOLVED that the provisions of the exempt pay plan as  
12 established by CR-179-1985, CR-4-1986, CR-77-1986, CR-14-1988, CR-78-2001, CR-121-2021  
13 and this Resolution shall apply, as applicable, to the following exempt or at-will employees:  
14 elected officials; the Chief Administrative Officer; the director and deputy directors of offices and  
15 departments in the executive branch; the immediate staff of the County Executive; the executive  
16 directors of boards and commissions; the Council Administrator; the Court Administrator; the  
17 County Auditor; aides for each member of the Council; persons hired as attorneys at-law, including  
18 attorneys in the Office of Law; the Legislative Officer[, and]; the Principal Counsel to the District  
19 Council; and Deputy Chiefs of Police. The provisions of the exempt pay plan do not apply to  
20 members of boards and commissions, 1000-hour employees, experts or specialists performing  
21 temporary services, employees required to be covered by the State merit system, and hearing  
22 examiners.

23 SECTION 5. BE IT FURTHER RESOLVED that the additional pay benefit provision of this  
24 Executive Pay Plan for exempt service and at-will employees, with the exception of elected  
25 officials., shall be effective on June 1, 2025.

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Adopted this \_\_\_\_ day of \_\_\_\_\_, 2025.

COUNTY COUNCIL OF PRINCE  
GEORGE'S COUNTY, MARYLAND

BY: \_\_\_\_\_  
Jolene Ivey  
Chair

ATTEST:

\_\_\_\_\_  
Donna J. Brown  
Clerk of the Council