

COUNTY COUNCIL OF PRINCE GEORGE'S COUNTY, MARYLAND

2024 Legislative Session

Bill No. CB-034-2024

Chapter No. 35

Proposed and Presented by The Chair (by request - County Executive)

Introduced by Council Members Ivey, Watson and Hawkins

Co-Sponsors _____

Date of Introduction June 18, 2024

BILL

AN ACT concerning

The Classification Plan for Prince George's County

For the purpose of abolishing, reallocating and adding classes of work and adding a Fair Labor Standards Act (FLSA) category to the Classification Plan of the County.

WHEREAS, the Office of Human Resources Management (OHRM) determined that the Plans Examiner class of work is obsolete and needs to be abolished; and

WHEREAS, in order to ensure the County's workforce remains competitive, diverse and keeping with best practices, the Office of Human Resources Management, in conjunction with a third-party consultant, conducted occupational studies on the Engineer class series. The Engineer series is one of the most challenging classes of work to attract to the County, therefore, Engineers from the Department of the Environment, Department of Permitting, Inspections and Enforcement, Department of Public Works and Transportation and Soil Conservation were invited to share feedback on the essential duties and complexities of those positions. OHRM and the consultant benchmarked local and regional employment markets to ascertain the standards necessary to compete and retain top performing staff. The results of the study and benchmarking determined that the Engineer class of work needs to be reallocated to higher grades and an Engineer Reviewer class of work needs to be added; and

WHEREAS, the Office of Human Resources Management, in consultation with the Police Department, determined there is a need to create an additional class of work for the rank of Major. This class will provide additional leadership and support to a division or bureau within the Police Department; and

WHEREAS, the County Executive, pursuant to Section 903 of the Prince George's County Charter and Section 16-125(a) of Subtitle 16 of the Prince George's County Code, has, in order to provide better governmental services, recommended to the County Council amendments to the Classification Plan for Prince George's County with respect to abolishing, reallocating and adding certain classes of work described within Section 1, and;

WHEREAS, it has been determined that there is a need to add a Fair Labor Standards Act (FLSA) category to the Classification Plan of the County as described within Section 2 of this Bill; now, therefore,

SECTION 1. BE IT ENACTED by the County Council of Prince George's County, Maryland, that the Classification Plan for Prince George's County be and the same is hereby amended as follows:

[3121A Plans Examiner I, A-17]
[\$43,108 - \$87,858]

[3122A Plans Examiner II, A-19]
[\$47,527 - \$96,668]

[3123A Plans Examiner III, A-22]
[\$55,018 - \$111,529]

[3124A Plans Examiner IV, A-24]
[\$60,657 - \$122,735]

[5211G Engineer I, G-23]
[\$58,241 - 125,633]

5211G Engineer I, G-24
(\$61,153 - \$131,914)

[5212G Engineer II, G-26]
[\$67,422 - \$145,435]

5212G Engineer II, G-27
(\$70,794 - \$152,708)

[5213G Engineer III, G-28]

5213G Engineer III, G-29

[(\$74,333 - \$160,342)]

(\$78,049 - \$168,359)

[5214G Engineer IV, G-30]

5214G Engineer IV, G-31

[(\$81,951 - \$176,779)]

(\$86,049 - \$185,616)

[5215G Engineer V, G-32]

5215G Engineer V, G-33

[(\$90,353 - \$194,898)]

(\$94,870 - \$204,642)

5311G Engineer Reviewer I, G-24

(\$61,153 - \$131,914)

5312G Engineer Reviewer II, G-27

(\$70,794 - \$152,708)

5313G Engineer Reviewer III, G-29

(\$78,049 - \$168,359)

3271L Master Major (1-Star Chief), L08

(\$111,037 - \$220,186)

SECTION 2. BE IT FURTHER ENACTED by the County Council of Prince George's County, Maryland, that the Classification Plan for Prince George's County be and the same is hereby amended to add a category to the Classification Plan to include the Fair Labor Standards Act status for each class of work to be shown as follows:

| CLASS SERIES/TITLE | GRADE | CLASS CODE | EEO CODE | <u>FLSA STATUS</u> | PROBATIONARY PERIOD |
|--------------------|-------|------------|----------|--------------------|---------------------|
|--------------------|-------|------------|----------|--------------------|---------------------|

SECTION 3. BE IT FURTHER ENACTED that the provisions of this Act are hereby declared to be severable; and, in the event that any section, subsection, paragraph, subparagraph, sentence, clause, phrase, or word of this Act is declared invalid or unconstitutional by a court of competent jurisdiction, such invalidity or unconstitutionality shall not affect the remaining

words, phrases, clauses, sentences, subparagraphs, paragraphs, subsections, or sections of this Act, since the same would have been enacted without the incorporation in this Act of any such invalid or unconstitutional word, phrase, clause, sentence, paragraph, subparagraph, subsection, or section.

SECTION 4. BE IT FURTHER ENACTED that this Act shall take effect forty-five (45) calendar days after it becomes law.

Adopted this 16th day of July, 2024.

COUNTY COUNCIL OF PRINCE
GEORGE'S COUNTY, MARYLAND

BY: _____
Jolene Ivey
Chair

ATTEST:

Donna J. Brown
Clerk of the Council

APPROVED:

DATE: _____ BY: _____
Angela D. Alsobrooks
County Executive

KEY:

- Underscoring indicates language added to existing law.
- [Brackets] indicate language deleted from existing law.
- Asterisks *** indicate intervening existing Code provisions that remain unchanged.

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