

PRINCE GEORGE'S COUNTY COUNCIL

COMMITTEE REPORT

2025 Legislative Session

Reference No.: CB-021-2025

Draft No.: 1

Committee: GOFP

Date: March 27, 2025

Action: FAV (A)

REPORT: Committee Vote: Favorably as amended, 3-0 (Council Members Watson, Harrison, and Dernoga) Absent: Oriadha and Hawkins

The Government Operations and Fiscal Policy Committee convened on March 27, 2025, to consider CB-021-2025, an act concerning the CLASSIFICATION PLAN FOR PRINCE GEORGE'S COUNTY. This bill amends certain class titles and grades, adding new classes of work and abolishing other classes of work.

Council staff provided an overview of the bill which is the result of a study. The Office of Human Resources Management's (OHRM) Classification and Compensation Division, in partnership with a research consulting firm Evergreen Solutions, LLC, conducted a countywide classification study. The study identified positions to be reclassified to better align with present-day needs and industry standards, and aid in implementing County objectives.

In addition, the Office of Human Resources Management, working with other County stakeholders, has identified the need for new positions to diversify the skills of existing teams. These new classes of work are expected to attract new talent and enhance customer service to County constituents.

Obsolete positions have been identified for removal from the Classification Plan additional changes are listed here:

- The labor classes of "Fire Fighter", "Disease Control Specialist", "Division Chief, Fleet Administrator", "Public Safety Emergency Shift Supervisor," and "Fleet Maintenance Manager", are receiving title adjustments with no change in grade or salary range.
- "Clerk to the County Council" (G31 to G33), ("Elections Administrator" (G31 to G36), and "Radio Dispatcher" (G10/A10 to G12/A12) are all receiving upward grade adjustments.

- The labor classes of “Attorney,” and “Psychologist” are being consolidated: the “Attorney V” position is being eliminated, and the “Attorney I” through “Attorney IV” positions are receiving an upward grade and salary range adjustments ranging from G24 to G33; “Psychologist I” through “Psychologist III” positions are all being consolidated into a single “Psychologist” class at G31 grade.
- New positions of “Counselor V” (G29) and “Veterinarian” (G31) are being created.
- The remaining labor classes of “Dental Hygienist”, “Photo Laboratory Technician”, “Physical Therapist I, II”, “Public Health Aide I, II”, and “Reproduction Assistant I, II” are all being eliminated.

Staff provided the fiscal impact and noted that the enactment of CB-021-2025 is not anticipated to have an immediate direct adverse fiscal impact on the County, as the majority of the adjustments are labor class title changes and not salary adjustments. Out of the labor classes affected only three have direct grade/salary adjustments. The other 60 labor classes are only subject to title amendments with no grade/salary adjustments. According to OHRM, there will be no immediate fiscal impact as employees in the classifications will fall within the minimum-maximum salary ranges.

Enactment of CB-021-2025 should not have an immediate, indirect fiscal impact but may result in improved recruitment and retention, leading to cost savings and improved employee performance.

Council Member Dernoga discussed concern about the pay for certain staff that is not included and inquired about making an adjustment prior to introduction and suggested holding the legislation.

Ms. Farrar reviewed the amendments that adjust the minimum and maximum salary ranges of the salary plan to correct a clerical error that occurred before submitting the legislation.

Ms. Terry Bell, representing the Office of Law, noted the legislation had been reviewed and found to have no legal impediments to enactment.

Ms. Sakinda Skinner, representing the Office of the County Executive, expressed concern about holding the bill without additional conversations about the possibility of making further amendments. She also asked for the committee's support for the legislation and agreed to continue the discussion prior to the Bill Introduction.

After further discussion, the Prince George’s County Council’s Government Operations and Fiscal Policy Committee reported CB-21-2025 out of committee favorably as amended, 3-0.