





May 15, 2023

FISCAL AND POLICY NOTE

TO: Jennifer A. Jenkins
Council Administrator

William M. Hunt
Deputy Council Administrator

THRU: Josh Hamlin 
Director of Budget and Policy Analysis

FROM: Roger G. Banegas 
Legislative Budget and Policy Analyst

RE: Policy Analysis and Fiscal Note
CR-025-2023, Compensation and Benefits – Corrections Officials,
Salary Schedule “C-O”

CR-025-2023 (*Proposed and presented by:* The Chair of the Council at the request of the County Executive)

Assigned to the Committee of the Whole

A RESOLUTION CONCERNING COMPENSATION AND BENEFITS, CORRECTIONS OFFICIALS - SALARY SCHEDULE “C-O” SCHEDULE OF PAY GRADES for the purpose of amending the Salary Plan of the County to reflect wage and benefit modifications of the Department of Corrections Officials.

Fiscal Summary

Direct Impact:

Expenditures: Additional expenditures will be required related to cost-of-living adjustments and wage scale adjustments for fiscal years 2023 and 2024.

Revenues: None.

Indirect Impact:

None.

Legislative Summary:

CR-025-2023¹, proposed by the County Executive and introduced by Council Members Watson, Ivey, Dergona, and Harrison was introduced on April 18, 2023, and referred to the Committee of the Whole (COW). CR-025-2023 would amend the Salary Plan for Salary Schedule C-O (Corrections Officials), effective July 1, 2022, through June 30, 2024.

Current Law/Background:

Prince George’s County Code Section 903² states, “Salaries and wages of both classified and exempt service employees shall be determined in accordance with classification and salary plans. Except as otherwise provided herein, for such plans to become effective, they shall be submitted by the County Executive to the Council for legislative action thereon. If the Council fails to take final action upon a salary plan within sixty calendar days of its submission to the Council by the County Executive, then such plan shall stand approved. Classification plans for positions uniquely within the Legislative Branch shall be adopted by resolution of the Council.” Section 16-125 of the County Code governs the transmittal, review, and approval of Classification, Salary, and Executive Pay Plans. Salary Plans and/or any proposed amendments thereto shall be transmitted in resolution form per §16-125(a). Under §16-125(c)³, the Salary Plan and/or any proposed amendments thereto shall stand approved if the County Council fails to take final legislative action thereon within sixty (60) calendar days after the date of transmittal thereof by the County Executive.

Resource Personnel:

- Christina Noone, Administrative Assistant, OHRM
 - Shawn Y. Stokes, Director, OHRM
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Discussion/Policy Analysis:

Salary Schedule C-O governs the wages and benefits for Captains and Majors in the Department of Corrections. CR-025-2023 provides amendments to Salary Schedule “C-O”, as detailed below:

¹ [CR-025-2023](#)

² [Section 903 of the Prince George's County Code](#)

³ [Section 16-125\(c\)](#)

Merit increases:

- There will be no merit increases in FY 2023 or FY 2024.

Cost-of-Living adjustments:

- There will be a 2% Cost of Living Adjustment (COLA) effective the first full pay period in January 2023. The fiscal year 2023 COLA of 2%, although not effective until January 2023, will be added to the minimum pays on the wage scale effective July 1, 2022.
- There will be a 2% Cost of Living Adjustment (COLA) effective the first full pay period in January 2024.

Wage scale adjustment:

- Effective July 1, 2022, the wage scale minimum and maximum will increase by 5.5%, with all members receiving their increase on their hire anniversary date.
- Effective July 1, 2023, the wage scale minimum and maximum will increase by 5.25%, with all members receiving their increase on their hire anniversary date.

Fiscal Impact:

Direct Impact

Adoption of CR-025-2023 is estimated to have an adverse fiscal impact on the County for fiscal years 2023 and 2024 as a result of the proposed modifications to the salary schedule. An estimate of the impact of salary schedule resolutions is typically provided by the Office of Management and Budget; as of the finalization of this memorandum, Council staff has not received an estimate.

Indirect Impact

Adoption of CR-025-2023 should not have an indirect fiscal impact on the County.

Appropriated in the Current Fiscal Year Budget

Yes.

Effective Date of Proposed Legislation:

The proposed Resolution shall be effective on the date of adoption and unless otherwise stated in a specific provision, shall be retroactive to July 1, 2022.

If you require additional information, or have questions about this fiscal impact statement, please call me.