





May 31, 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 Impact Statement
CR-040-2023, Compensation and Benefits – Salary Schedule “P-O”

CR-040-2023 (*Proposed and Introduced by:* The Chair of the Council at the request of the County Executive)

Assigned to the Health, Human Services and Public Safety Committee

A RESOLUTION CONCERNING COMPENSATION AND BENEFITS, POLICE OFFICIALS - SALARY SCHEDULE P-O SCHEDULE OF PAY GRADES for the purpose of amending the Salary Plan of the County to reflect wage and benefit modifications of Police Officials.

Fiscal Summary

Direct Impact:

Expenditures: Increased expenditures of \$1,916,523 over two fiscal years.

Revenues: None.

Indirect Impact:

None.

Legislative Summary:

CR-040-2023¹, proposed by the Chair at the request of the County Executive and sponsored by Council Members Dernoga, Harrison, Ivey, and Olson, was introduced on May 9, 2023, and referred to the Health, Human Services and Public Safety Committee (HHSPS). CR-040-2023 would amend the Salary Plan for Police Officials, Salary Schedule “P-O”, 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:

- Shawn Y. Stokes, Director, Office of Human Resources Management (OHRM)
 - Gitana Y. Stewart-Ponder, Deputy Director, OHRM
 - Christina Noone, Administrative Assistant, OHRM
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Discussion/Policy Analysis:

Salary Schedule P-O governs the wages and benefits for certain County Police Officials. Details of modifications to the Salary Schedule P-O are presented in the County Executive’s Cover Letter and Settlement Summary for the proposed legislation. CR-040-2023 provides amendments to Salary Schedule P-O, as detailed below:

¹ [CR-40-2023](#)

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

³ [Section 16-125\(c\)](#)

Merit Step Increases:

- Employees covered by this Agreement, who are otherwise eligible to receive a merit increase from July 1, 2022, through June 30, 2023 (i.e., Fiscal Year 2023), will receive a regular merit increase on their initial hire/rehire anniversary date in FY 2023.
- Employees covered by this Agreement, who are otherwise eligible to receive a merit increase from July 1, 2023, through June 30, 2024 (i.e., Fiscal Year 2024), will receive a regular merit increase on their initial hire/rehire anniversary date in FY 2024.

Cost of living:

- Employees covered by this Agreement shall not receive a cost-of-living adjustment in Fiscal Year 2023.
- Effective the first full pay period after March 1, 2024, employees shall receive a five percent (5.0%) cost of living adjustment.

Modification of Uniform Wage Scale – Fiscal Years 2023 and 2024

- Effective the first full pay period following February 1, 2023, the wage scale will be adjusted to reflect increases in Step D through Step W.

Fiscal Impact:

Direct Impact

Adoption of CR-040-2023 is estimated to have a total adverse fiscal impact to the County over two fiscal years of approximately \$1,916,523 as a result of the proposed modifications in cost-of-living adjustments, merit increases, and wage scale adjustments to salary schedule “P-O”.

Indirect Impact

Adoption of CR-040-2023 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.