





May 9, 2025

FISCAL AND POLICY NOTE

TO: Jennifer A. Jenkins
Council Administrator

Colette R. Gresham, Esq.
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-050-2025, Compensation and Benefits – Salary Schedule G

CR-050-2025 (*Proposed and Sponsored by:* The County Executive, Council Members Harrison, Dernoga, Ivey, Watson, Olson, and Hawkins)

Assigned to the Government Operations and Fiscal Policy (GOFP) Committee

A RESOLUTION CONCERNING COMPENSATION AND BENEFITS, GENERAL SCHEDULE EMPLOYEES - SALARY SCHEDULE G for the purpose of amending the Salary Plan of the County to reflect modified pay rates for General Schedule Employees.

Fiscal Summary

Direct Impact:

Expenditures: Increased expenditures of approximately **\$1,363,711** for Fiscal Year 2025 will be required for cost-of-living adjustments.

Revenues: No direct revenue impact.

Indirect Impact:

None.

Legislative Summary:

CR-050-2025¹, proposed by the County Executive and sponsored by Council Members Ivey, Fisher, Dernoga, and Watson, was introduced on April 29, 2025, and referred to the Government Operations and Fiscal Policy (GOFP) Committee. The Resolution would amend the Salary Plan for General Salary Schedule employees, Salary Schedule G, and reflects a two percent (2%) Cost of Living Adjustment (COLA) effective April 6, 2025.

Current Law/Background:

Prince George's County Code Section 903 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), 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.

This Resolution is identical to CR-010-2025², which also proposed a two percent (2%) Cost of Living Adjustment (COLA) to General Schedule employees, Salary Schedule G for FY 2025. The Resolution was introduced on February 18, 2025 and referred to the Government Operations and Fiscal Policy (GOFP) Committee but was later withdrawn on March 27, 2025.

Resource Personnel:

- Christina Noone, Administrative Assistant, OHRM
 - Valerie A. Farrar, Acting Director, OHRM
 - Gitana Stewart-Ponder, Deputy Director, OHRM
-

¹ [CR-050-2025](#)

² [CR-010-2025](#)

Discussion/Policy Analysis:

Salary Schedule G governs the wages and benefits for certain County General Schedule employees and provides a bonus payment in lieu of merit increases for exempt employees within the Executive Branch. CR-050-2025 amends Salary Schedule G.

Details of modifications to the Salary Schedule G are presented in the County Executive's Cover Letter for the proposed legislation. Notable modifications to the Salary Plan are as follows:

- *Scheduled Pay Rates*
 - Amended minimum and maximum rates for the Schedule of Pay Grades dealing with G01 through G42.
 - *Cost of Living Adjustment*
 - Employees covered by this Agreement will receive a two percent (2%) Cost of Living Adjustment effective the first full pay period in April 2025.
-

Fiscal Impact:

- *Direct Impact*

Adoption of CR-050-2025 is estimated to have a total adverse fiscal impact on the County for Fiscal Year 2025 of approximately **\$1,363,711** due to cost-of-living adjustments. The amount is lower than previous fiscal years due to the proposed resolution not taking effect until April 6, 2025.

- *Indirect Impact*

Adoption of CR-050-2025 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.

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