



# THE PRINCE GEORGE'S COUNTY GOVERNMENT

## Office of Audits and Investigations

July 10, 2019

### MEMORANDUM

TO: Robert J. Williams, Jr.  
Council Administrator

William M. Hunt  
Deputy Council Administrator

THRU: David H. Van Dyke *DHV*  
County Auditor

FROM: Inez N. Claggett *INC*  
Senior Legislative Auditor

RE: Fiscal Impact Statement  
CR-052-2019 Compensation and Benefits, General Schedule Employees – Salary Schedule G

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#### *Legislative Summary*

CR-052-2019 amends the Salary Plan, Salary Schedule G, for certain General Schedule Employees to reflect wage and benefit modifications effective July 1, 2019 through June 30, 2020.

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#### *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."

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#### *Assumptions and Methodology*

Salary Schedule G governs the wage and benefits for certain County employees in the various County agencies, to include the Prince George's County Council. There are approximately 1,232 employees with an average salary of \$82,642 who are paid wages reflected on Salary Schedule G.

CR-052-2019 provides amendments to Salary Schedule G as detailed below:

- General Schedule employees, except those exempt employees within the offices of County Council Members, are eligible to receive a cost of living adjustment of one and a half percent (1.5%) effective January 5, 2020;

**14741 Governor Oden Bowie Drive, Upper Marlboro, Maryland 20772**  
**VOICE (301) 952-3431; FAX (301) 780-2097; TDD (301) 925-5167**

- General Schedule employees who are eligible to receive a merit increase during fiscal year 2020, shall receive the merit increase of three and a half percent (3.5%);
  - The following exempt employees shall not receive a cost of living adjustment or a merit increase during fiscal year 2020, but may receive a merit-based increase as determined by the Chief Administrative Officer:
    - Chief Administrative Officer
    - Deputy Chief Administrative Officer
    - Directors of Offices and Departments within the Executive Branch
    - Deputy Directors of Offices and Departments within the Executive Branch
    - Executive Directors
    - All other exempt classifications within the Office of the County Executive
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### ***Fiscal Impact***

- CR-052-2019 is estimated to have a total negative fiscal impact to the County for fiscal year 2020 of approximately \$2.5 million as a result of the proposed modifications to the salary schedule. The major components of this cost are shown in the table below:

<b><i>FY 2020</i></b>	
Cost-of-Living Adjustment	\$ 763,600
Merit Increase	1,781,800
Total	<b><u>\$2,545,400</u></b>

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### ***Appropriated in the Current Fiscal Year Budget***

Fiscal Year 2020 anticipated costs were provided for in the current fiscal year budget.

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### ***Effective Date***

The proposed Resolution shall be effective on the day of adoption, and unless stated otherwise in a specific provision, shall be retroactively effective to July 1, 2019.

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