



October 4, 2024

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 
Senior Legislative Budget and Policy Analyst

RE: Policy Analysis and Fiscal Impact Statement
CR-090-2024, Compensation and Benefits – Salary Schedule G

CR-090-2024 (*Proposed and Sponsored by:* The County Executive, Council Members Ivey, Watson, Hawkins, Dernoga, Oriadha, and Olson)

Assigned to the Committee of the Whole

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 pay rates and other modified benefits for General Schedule Employees.

Fiscal Summary

Direct Impact:

Expenditures: Increased expenditures of approximately \$3,385,281 for Fiscal Year 2025 will be required for salary increases and other compensation adjustments.

Revenues: None.

Indirect Impact:

None.

Legislative Summary:

CR-090-2024¹ was proposed by the County Executive and sponsored by Council Members Ivey, Watson, Hawkins, Dernoga, Oriadha, and Olson, was introduced on September 24, 2024, and referred to the Committee of the Whole. CR-090-2024 would amend the Salary Plan for General Salary Schedule employees.

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.

Resource Personnel:

- Christina Noone, Administrative Assistant, OHRM
 - Jared M. McCarthy, Acting Director, OHRM
 - Gitana Stewart-Ponder, Deputy Director, OHRM
-

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-090-2024 amends Salary Schedule G.

¹ [CR-090-2024](#)

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:

- *Merit Increases*
 - Covered employees who are otherwise eligible to receive a regular 3.5% merit increase during Fiscal Year 2025 shall receive that merit step on their original hire/rehire date during FY 2025 (July 1, 2024 – June 30, 2025).
- *Shift Differential*
 - Any full-time employee whose regularly assigned tour of duty requires that at least 50% of the standard workday be between the hours of 6 PM. and 6 AM. will be eligible for shift differential pay of two dollars (\$2.00) per hour for all hours actually worked between 6 PM. and 6 AM.

It is important to note that the Administration is waiting on a determination on Cost-of-Living Adjustments (COLAs) pending the completion of collective bargaining negotiations. Additionally, the County Executive's Transmittal letter² provides merit increases to eligible employees for Fiscal Year 2025 only.

Fiscal Impact:

- *Direct Impact*

Adoption of CR-090-2024 is estimated to have a total adverse fiscal impact to the County for Fiscal Year 2025 of approximately **\$3,385,281** due to merit payments being paid out in the amount of \$3,383,481, and the cost increase attributable to raising the shift differential for the first and third shifts in the amount of \$1,800. The Office of Management and Budget provided a breakdown for FY 25 only but should be able to include FY 26 costs if they are required upon completion of collective bargaining negotiations.

- *Indirect Impact*

Adoption of CR-090-2024 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, 2024.

² Office of The County Executive - Transmittal Letter

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