



PRINCE GEORGE'S COUNTY GOVERNMENT
OFFICE OF MANAGEMENT AND BUDGET



Aisha N. Braveboy
County Executive

MEMORANDUM

DATE: March 19, 2026

TO: Sylvia Singleton
Senior Legislative Budget Officer

THRU: Angela Fair Baker, Acting Director *afb*
Office of Management and Budget

FROM: Stephanie Bridgeforth, Acting Director
Office of Human Resources Management

RE: First Round FY 2027 Proposed Budget Responses

We are submitting a request for budgetary information to facilitate an efficient and effective budget review and reporting process. Please respond to the questions and complete the following tables with the appropriate information. In some cases, we have populated the tables with available known data. In instances where the tables need to be re-sized or modified to accommodate additional information, please feel free to do so.

OVERALL BUDGET

1. Does the Office expect that a supplemental budget request may be necessary for FY 2026?

No, the Office does not expect to need a supplemental at this time. The Office will however be monitoring their budget spending to support the new Time to Fill initiative. The initiative is estimated to cost the agency approximately \$150,000, which can be reallocated within the agency.

a. If so, how much does the Office expect to request?

N/A

b. Please identify the specific factors, conditions, and trends that may necessitate the need for a supplemental appropriation for FY 2026.

N/A

2. Identify and quantify any known or anticipated operational or fiscal impacts that the proposed Maryland State budget or other action taken or being considered by the Maryland General Assembly may have on the Office's programs and operations.

OHRM is monitoring House Bill 831 which seeks to create an omnibus state labor law applicable to all local government and quasi-governmental entities. This Bill has many provisions that the County would oppose such as the timelines for arbitration and providing that employees would get both an interest in the arbitration process and the right to strike once an impasse has been declared which would cause operational impacts.

OHRM is monitoring House Bill 1419, which would establish a Centralized Background Check Division within the Maryland Department of State Police and require each unit of State and local government to appoint a Designated Individual to oversee certain background investigation processes.

If enacted, the legislation may require operational adjustments to ensure compliance, including coordination with the State Division, potential updates to procedures, and reporting alignment. While fiscal impacts cannot be fully determined at this time, OHRM may need to evaluate resource capacity, including consideration of staffing or reassignment, to meet any new statutory responsibilities. OHRM will continue to assess potential impacts as the legislation advances.

OHRM continues to monitor discussions regarding the Time to Care Act implementation timeline, in conjunction with OMB.

3. Identify and quantify any known or anticipated operational or fiscal impacts that the proposed federal changes or other action taken or being considered by the federal government may have on the Office's programs and operations.

OHRM does not anticipate that we will receive any additional grants for Youth@Work during the current presidential administration. Grant Award 24A60CP00299-01-00 expires in May 2027 and Grant Award 25A60CP000442-01-00 expires in December 2027. The award amount is approximately \$2.7 million.

4. Does the Office have any federal, State, or County legal requirements that must be funded? If so, please identify each requirement and the total dollar amount.
 - A. OHRM is required to provide several services for public safety candidates in accordance with State law and Maryland Police and Correctional Training Commissions (MPCTC) standards, including background checks, fingerprints, medical exams, and psychological exams. Cost to meet this requirement includes the occupational medical contract, OHRM contract investigators, fingerprint equipment, and Criminal Justice Information Services (CJIS) checks on prints paid to the State, contractual background investigation services (including, but not limited to criminal background checks, social media checks and employment history verification), and six (6) full-time OHRM staff.
 - B. OHRM must administer employee and retiree benefits in accordance with County personnel law and collective bargaining agreements. Payment for these services is paid through the IS69 Health and Wellness Fund.
 - C. OHRM must verify employment eligibility for all new hires (I-9s). Cost for this service includes full-time staff and 1,000 hours on the People Operations team that manage the New Employee Orientation Program (NEOP).
 - D. OHRM must uphold the right for employees to collectively bargain in accordance with the County Charter and County Personnel Law. Costs for this include labor negotiators (administered through contracts and OHRM merit staff), hearing examiner contractual costs, and arbitration costs.
 - E. The administration of public safety promotional examinations for Police, Fire/EMS, Corrections, Sheriff, and Homeland Security are stipulated in the respective Collective Bargaining Agreements. Costs for this include the Public Safety Examination contract, space for examinations, and two (2) full-time OHRM staff.
 - F. Administration of the pension funds in accordance with County Code and Collective Bargaining Agreements.
5. What is the plan for maintaining continuity of funding for the most essential services, considering anticipated financial shortfalls over the next two (2) fiscal years?

OHRM will be able to support the agency's critical functions with the proposed budget.

COMPENSATION

Staffing

6. Please complete the following table on FY 2026 authorized and actual staffing levels:

FY 2026 Authorized and Actual Staffing Levels												
	Full-Time				Part-Time				Limited Term			
	Authorized	Filled Positions	Vacancies		Authorized	Filled Positions	Vacancies		Authorized	Filled Positions	Vacancies	
			Funded Vacancies	Unfunded Vacancies			Funded Vacancies	Unfunded Vacancies			Funded Vacancies	Unfunded Vacancies
General Fund												
	73	65	8	0	0	0	0	0	3	3	0	0
YTD as of: 2/27/26												

7. For each currently vacant position, please complete the following table by identifying the position title, position number, grade, salary information, date the vacancy or creation of position occurred, organizational assignment, the status of recruitment efforts, and funding source (General Fund (GF), Internal Service Fund (IS), Enterprise Fund (EF), or Grants) for FY 2026.

Vacancies, FY 2026 YTD										
#	Position Title	Position Number	Grade	Salary			Date Vacated or Created	Organizational Assignment	Status of Recruitment Efforts	Funding Source
				Budgeted	Expended (Est.)	Lapse (Est.)				
1	HR Analyst 1G	30000731	G18	\$ 88,675	\$ 6,800	\$ 47,700	8/9/2025	Public Safety Inv	Scheduling Interviews	GF
2	HR Analyst 3G	30003178	G24	\$ 98,591	\$ 53,100	\$ -	1/24/2026	HR Retirement Svc	In progress	GF
3	HR Analyst 1G	30003530	G18	\$ 70,432	\$ 21,700	\$ 16,300	11/25/2025	Examinations Unit	In progress	GF
4	HR Analyst 5G	30004841	G29	\$ 149,670	\$ 23,000	\$ -	9/6/2025	HR Benefits Admin	Approved in ePRB	GF
5	HR Analyst 3G	30050443	G24	\$ 104,473	\$ 44,200	\$ -	12/16/2025	HR Benefits Admin	In progress	GF
6	HR Analyst 4G	30053077	G27	\$ 120,916	\$ -	\$ 18,600	6/30/2024	HR Strategic Comm	In progress	GF
7	Systems Analyst 3G	30059532	G20	\$ 91,868	\$ -	\$ 56,500	4/5/2025	HR Info Technology	Scheduling Interviews	GF
8	HR Manager - G	30001180	G31	\$ 146,973	\$ -	\$ 22,600	7/18/2024	HR Learn Plan Dev	In progress	GF
YTD as of: 2/27/26										

8. Please complete the following table by providing components of attrition.

Attrition Comparison					
Reasons	FY 2022 Actual	FY 2023 Actual	FY 2024 Actual	FY 2025 Actual	FY 2026 YTD
Resignations	10	25	13	5	2
Regular Retirement	2	0	0	2	0
Disability Retirement	0	0	0	0	0
Termination	1	2	1	3	1
Other - Transfers	6	2	0	0	2
TOTAL	19	29	14	10	5
Monthly Attrition Rate	1.58	2.42	1.17	0.83	0.42
YTD as of: 3/2/26					

9. Please discuss the Office’s FY 2026 attrition rate and provide the following information:

a) To date, how many people have resigned from the Office in FY 2026?

Two resignations in FY 2026.

b) To date, what is the attrition rate in FY 2026?

6.8% (including resignations, terminations, and transfers.)

c) Identify the key factors that contribute to the current attrition levels.

Transfers to other County agencies.

d) What positions and/or position classification and grades are the most affected by attrition?

Human Resources (HR) Analysts (G21, G24, G27)

e) What impact has attrition had or is having on the Office’s operations?

Attrition has required the agency to shift duties among the remaining staff to maintain operational efficiency.

10. What monthly attrition rate does the Office anticipate in FY 2027?

OHRM anticipates the FY 2027 attrition rate to align with recent years.

11. How many of the Office’s employees have been or are expected to be assigned to another County agency or to another organization in FY 2026? Please identify each position by completing and updating the table below.

None.

12. Please identify staff members currently assigned to the Office from other County agencies. Complete the table on the following page for each position.

Assignments From Other Agencies to the Office						
Name	Title	Grade	Salary	Function	Agency Employee is Assigned From	Date Assigned
Phyllis Dozier	Investigator II Master Corporal,	Q21	\$ 90,190.00	Background Investigator	PGDOC	2019
Felicia Proctor	Correctional Officer	D24	\$ 105,838.00	Background Investigator	PGDOC	2024
Dana Hamm	Background Investigator I/II	Q18	\$ 83,030.00	Background Investigator	PGDOC	2024
Wesley Krummel	Human Resources Analyst III	P24	\$ 99,086.00	Case Manager	OHS	2020
Matthew Cwikiel	Investigator II	P21	\$ 81,009.00	Background Investigator	OHS	2018
Yadira Rodriguez	Investigator I	G18	\$ 27,000.00	Background Investigator	OHS	2025
India Dixon	Corporal, Deputy Sheriff	W24	\$ 130,478.00	Case Manager	Sheriff	2025
Sterling Smith	Corporal, Deputy Sheriff	W24	\$ 102,003.00	Background Investigator	Sheriff	2025
Denise Dickens	Administrative Assistant 4H	H27	\$ 100,028.00	Case Manager	Fire/EMS	2025
Wanda Patten	Investigator I	G18	\$ 56,001.00	Background Investigator	Fire/EMS	2023
Maruice Peavy	Investigator I	G18	\$ 56,001.00	Background Investigator	Fire/EMS	2023
Benjamin Collins	Investigator I	G18	\$ 66,560.00	Background Investigator	Fire/EMS	2025
Dante Cunningham	Investigator I	G18	\$ 66,560.00	Background Investigator	Fire/EMS	2025
Justin Shea	Firefighter-Medic Battalion Chief	Y06	\$ 177,463.00	Background Investigator	Fire/EMS	2025
Nicholas Zook	Police Lieutenant	L05	\$ 165,783.00	Commander	PGPD	2025
Timothy Woods	Police Sergeant	L04	\$ 142,379.00	Supervisor	PGPD	2024
Anna Bosque	Police Corporal	L03	\$ 130,989.00	Background Investigator	PGPD	2016
Sean Green	Police Corporal	L03	\$ 122,280.00	Case Manager	PGPD	2018

13. Are all positions included in the 2027 Proposed Budget fully funded? If not, please explain why.

Yes.

14. Please provide the number of retirements, transfers, and promotions for FY 2027 in the chart below.

OHRM	FY 2024	FY 2025	FY 2026 YTD
Retirements	0	2	0
Separations	13	5	2
Terminations	1	3	1
Transfers	2	0	2
Promotions	2	4	2
Internal Transfers	1	1	0
TOTAL	19	15	6

15. Please provide the number of retirements by agency for FY 2025 and FY 2026 YTD (As of 2/28/26).

There were 182 total retirements in FY 2025

FY2025	Number of Retirements
Department of Corrections	18
Department of Family Services	2
Department of Health	15
Department of the Environment	3
Fire-EMS Department	23
Housing and Community Dev	3
Office of Central Services	5
Office of Community Relations	1
Office of Homeland Security	3
Office of Human Resources Mgmt	2
Office of Information Tech	1
Office of Management & Budget	1
Office of the County Executive	1
Office of the Sheriff	14
Office of the States Attorney	3
Permitting Inspections Enforce	4
Police Accountability Board	1
Police Department	71
Prince Georges Circuit Court	2
Prince Georges County Council	2
Public Works & Transportation	7
Grand Total	182

FY 2026 YTD as of 2/28/2026 there are 162 retirements

FY26	Number of Retirements
Department of Corrections	7
Department of Family Services	1
Department of Health	13
Department of Social Services	4
Department of the Environment	7
Fire-EMS Department	20
Housing and Community Dev	1
Office of Central Services	7
Office of Community Relations	2
Office of Finance	1
Office of Homeland Security	2
Office of Information Tech	3
Office of Law	1
Office of Management & Budget	1
Office of the County Executive	1
Office of the Sheriff	14
Office of the States Attorney	2
Permitting Inspections Enforce	3
Police Department	62
Prince Georges Circuit Court	1
Prince Georges County Council	2
Public Works & Transportation	7
Grand Total	162

OPERATING EXPENSES

16. Please identify, quantify, and explain expected or possible instances where categories of expenditures are **expected to exceed** authorized FY 2026 expenditure levels. What conditions, factors, and trends are driving these higher-than-expected levels of expenditures for FY 2026?

OHRM does not expect to exceed authorized FY 2026 expenditure levels.

17. Please complete the chart on the following page regarding the FY 2026 approved, and FY 2027 proposed operating budget. Please add operating categories, as needed, to ensure the total operating budget is presented.

Commitment Items	FY 2026 Approved	FY 2026 Estimated	FY 2027 Proposed	\$ Change	Explain reason for budgetary change for each commitment item
Telephone	\$ 21,500	\$ 18,000	\$ 17,200	\$ (4,300)	Discount OIT charge
Printing	\$ 1,600	\$ 3,600	\$ 4,600	\$ 3,000	YTD expenses and projected usage
Office Automation	\$1,058,600	\$ 1,058,600	\$1,127,500	\$ 68,900	OIT County wide charges
Training	\$ 22,000	\$ 22,000	\$ 22,000	\$ -	
Membership Fees	\$ 5,400	\$ 5,400	\$ 5,400	\$ -	
Mileage Reimbursement	\$ 500	\$ 500	\$ 500	\$ -	
General & Administrative Contracts	\$5,557,500	\$ 5,156,500	\$5,380,100	\$ (177,400)	decrease in exams contract
General Office Supplies	\$ 43,800	\$ 43,800	\$ 45,500	\$ 1,700	due to historical spending
TOTAL	\$ 6,710,900	\$ 6,308,400	\$ 6,602,800	\$ (108,100)	

18. FY 2025, 2026 and FY 2027 Contracts: Please provide the information requested in the table below for **all** of the Office's FY 2025 currently executed, FY 2026 planned and not yet executed, and all planned contracts for FY 2027.

Please see Attachment 1.

19. Multi-year and Personal Services Contracts: Please provide the information requested in the table below for **all** of the Office's anticipated FY 2027 multi-year contracts over \$500,000 and personal services contracts over \$100,000 required to be approved by the County Council, in accordance with Section 819 of the County Charter, and attached as an exhibit to the proposed Budget Bill.

Multi-Year and Personal Service Contracts						
Vendor/ Contractor Name	1 = MBE 2 = CBB 3 = CBSB 4 = CLB Unknown	Summary of Contract Services	Contract Term (Beginning - Ending Dates)	Total Contract Amount	Contract Status: Executed (E), Planned Not Executed (PE)	Funding Source: General Fund (GF), Grants (GR), Other Fund (OF)
Public Financial Management (PFM)		Financial analysis for collective b	07/01/2026 - 06/30/2029	\$550,000	PE	GF
Ferguson, Schetelich & Ballew		Labor Negotiations	07/01/2026 - 06/30/2029	\$525,000	PE	GF
Industrial Organizational Solutions		Public Safety Promotional Exam	07/01/2026 - 06/30/2029	\$ 2,550,000	PE	GF
Sterling Infosystems		Comprehensive pre-employment background checks	07/01/2026 - 06/30/2029	\$ 600,000	PE	GF
Total				\$ -	\$ 4,225,000	

RECOVERIES

20. Please provide a list of anticipated recoveries due to the Office for each Fund (General Fund (GF), Internal Service (IS), Enterprise Fund (EF), or Grants) for FY 2026, and FY 2027 proposed budget.

Recoveries Estimated FY 2026, and FY 2027				
	Description	FY 2026 Estimate	FY 2027 Proposed Budget	Fund (GF, IS, EF, Grants)
1	IS69	\$ 5,802,200	5,880,400	IS
2	Pension Funds	\$ 1,760,400	1,970,700	IS
	Total	\$ 7,562,600	\$ 7,851,100	

**Note: The FY 2026 estimates have been updated from the proposed book (pg. 207) estimates.*

WORKLOAD AND PROGRAM IMPACT

21. What major factors, program initiatives, trends, and conditions have affected the Office’s workload and performance in FY 2026?

Numerous factors have impacted OHRM’s workload and performance in FY 2026, including:

- Aging IT infrastructure
- Labor Negotiations
- Implementation of new Time to Fill standards
- Active Open Enrollment required for transition to new vision provider, including manual processing for all 6,700 retirees
- Onboarding and offboarding staff related to the change in administration

22. To what extent have budget changes affected the Office’s ability to adequately respond to these trends and conditions?

OHRM is able to achieve its essential functions with the budget provided, however it is difficult to implement new initiatives without additional funding.

23. Did the Office make, or does it plan to make any organizational changes or modifications in FY 2026 or FY 2027? If so, please identify the specific changes; the goals, objectives, and rationale for the changes; an assessment of the impact that the changes are anticipated to have on the Office’s operations; and the short-term and long-term fiscal implications for the Office and the County.

No organizational changes have been made at this time.

24. Please provide a breakdown of the cost associated with operating the Youth@Work/Summer Youth Enrichment Program (SYEP) for the 2025 program year, by completing the chart on the following page.

The amounts reflected below are from Non-D and USDOL Grant Funds.

Youth@Work/SYEP Program Expenses						
Expense	2020	2021	2022	2023	2024	FY 2025
Youth Employee Compensation	\$183,072	\$1,724,576	\$1,676,838	\$2,007,804	\$2,886,527	\$1,038,614
Youth Employee Fringe (Payroll Taxes)	\$13,098	\$124,244	\$137,375	\$215,618	\$167,883	\$88,556
Operating Costs (Including Youth Training)	\$926,426	\$511,762	\$499,840	\$667,515	\$816,235	\$503,888
Total	\$1,122,596	\$2,360,582	\$2,314,053	\$2,890,937	\$3,870,645	\$1,631,058

25. What is the funding amount allocated for the Summer Youth Enrichment Program (SYEP) in the proposed FY 2027 budget?

- a. Please provide a breakdown of the estimated cost for Calendar Year 2026. Please update CY 2025 amounts as needed.

The chart below is for non-Departmental funds by fiscal year.

Anticipated Use of Funds	FY2026 (summer 2025)	FY 2027 (summer 2026) (Estimated)
Youth Employee Compensation	\$426,000	\$426,000
Youth Employee Fringe (Payroll Taxes)	\$45,200	\$45,200
Operating Costs (Including Youth Training and Stipends)	\$528,800	\$528,800
Total	\$1,000,000	\$1,000,000

- b. How many summer youth positions (break down by County-funded and non-County funded) will be available in the summer of 2026?

	Summer 2025	Summer 2026
County-funded	1,017	663
Non-County funded	3,000	1,463

26. Is funding included in the FY 2027 budget to support the Office's planned initiatives?

Yes.

27. What are the issues the Office faces when attempting to fill positions that need to be filled within a specific timeline? What is being done/planned to address these issues?

The overall time-to-fill goal has been reduced to fewer than 40 days. To support this objective, we have implemented an accelerated recruitment strategy that streamlines each step of the hiring process. This includes limiting job postings to five (5) days with a cap of 100 applicants unless a Collective Bargaining Agreement requires a longer posting period.

Agencies are also required to provide targeted interview dates for selected candidates and to include the budgeted salary range in job announcements. For positions requiring virtual administrative testing, the completion window has been reduced from seven (7) days to five (5) days.

In addition, agencies now meet weekly with Talent Acquisition Analysts to identify and address bottlenecks in the recruitment process. Positions that do not demonstrate active engagement will not remain open.

OHRM has hired a consultant to assist with this initiative and the staffing requirements.

28. What is the status of negotiations on all collective bargaining agreements for FY 2027 through FY 2029?

Negotiations commenced on November 1, 2025, for FY 2027-2028 and are in progress for all 13 collective bargaining units.

INFORMATION TECHNOLOGY

29. Please complete the chart below and identify the Office's key IT initiatives, including the project name, summary for the purposes and benefits associated with each project, initiation year, estimated completion date, total project cost, amount of funding spent to date, and proposed FY 2027 funding amount.

N/A

EQUIPMENT

30. Please complete the chart below regarding the Office's FY 2026 estimated equipment purchases and FY 2027 proposed equipment budget.

N/A

FACILITIES

31. Has the Office acquired new facilities or relocated facilities in FY 2026, or does it have plans to acquire or relocate in FY 2027? If so, please identify the reason for the changes and provide details on all contractual and operating costs related to the change.

Discussions are underway with the Office of Central Services regarding the possible relocation of some OHRM staff, but there are no definitive plans or estimated costs at this time.

Attachment 1
Question 18 : Contracts

Vendor Name	Service Category	Description/Comments	FY 2025 Actuals	FY 2026 Budget	FY 2026 Estimate	FY 2027 OMB Recomm	Recom. \$ Change FY26-FY27
Page Global Technologies	Shredding	New County-wide shredding vendor	-	2,100	4,700	2,300	200
XEROX CORPORATION-Administration, REC, PSI, PO	Copier lease	Copier lease	-	17,500	23,000	17,900	400
SME DISPUTE RESOLUTION, L	Consulting		61,661	-	-	-	-
Gaillant Business Solutions	Temp Agency	Admin and ELR temps	86,110	-	-	-	-
Blue Sky Innovations	Temp Agency	Admin and ELR temps	58,828	-	44,700	-	-
Ad Astra	interpreter services		478	600	600	600	-
Language Line	telephone interpretation	Translation Services	32	400	400	200	(200)
Planet Technologies	Software	CMS system	130,000	-	-	-	-
Ferguson, Scheteich & Bailew	Consulting	Labor negotiations	198,520	90,000	175,000	175,000	85,000
Public Financial Management (PFM)	Consulting	labor negotiations costing	136,049	150,000	125,000	150,000	-
The Little Law Firm	Training	Labor training	11,316	-	-	-	-
The Henriques Firm	Consulting	Hearing officer	80,775	100,000	100,000	-	(100,000)
Wonderlic	Software	Candidate assessment and employee assessment software	8,400	-	-	8,400	8,400
Hoodsuite	Software		1,000	1,000	-	-	-
NEOGOV	Software	Recruitment, Onboarding, Training and Performance Mgmt. Software	516,088	520,000	370,000	573,100	53,100
Adobe (OIT County-wide Contract)	Software	PDF creation and editing software	10,300	4,900	4,900	4,900	-
IPSwitch-WS FTP	Software	Secure file-transfer software	800	800	800	800	-
Symantec PGP	Software	Secure file-transfer software	400	400	400	400	-
Team Viewer	Software	Remote IT help desk software	1,500	1,500	1,500	1,500	-
Survey Monkey	Software	Survey tool	496	1,500	1,500	1,500	-

Attachment 1

Question 18 : Contracts

Vendor Name	Service Category	Description/Comments	FY 2025 Actuals	FY 2026 Budget	FY 2026 Estimate	FY 2027 OMB Recomm	Recom. \$ Change FY26-FY27
Snagit	Software	Image capture and editing tool	600	600	600	600	-
Idemia (formerly Morpho Trust) - Live Scan equipment	Software	Fingerprint scanning software required by State	3,000	3,000	3,000	3,000	-
MS Visio & MS Project licenses (OIT county-wide contract)	Software	Visio & Project software - through OIT	1,500	1,500	1,500	1,500	-
Zoom (OIT County-wide contract)	Software	Zoom licenses - through OIT	7,400	7,400	7,400	7,400	-
Articulate 360	Software	Online training development software tool	13,000	13,000	8,700	9,200	(3,800)
LPOD software for online content development	Software	Software used by LPOD for online training	-	5,000	5,000	5,000	-
ICIMS Skillsurvey	Software	Reference checking software	2,750	3,300	3,500	3,500	200
Evergreen Consulting	Consulting	classification and compensation studies	-	-	100,000	32,000	32,000
Emergency Services Consulting Inc (Fields Consulting)	Consulting	Public Safety promotional exams	195,130	-	-	-	-
Morris & McDaniel	Consulting	Public Safety promotional exams	35,011	-	-	-	-
Industrial Organizational Solutions	Consulting	Public Safety promotional exams	732,014	1,350,000	900,000	850,000	(500,000)
Cooperative Personnel Svc (CPS)- HR Consultants	Consulting	classification and compensation studies	-	100,000	-	-	(100,000)
LinkedIn Recruiter	Software	Hard-to-fill position recruitment software	104,046	-	-	-	-
Various	Space rental	space for public safety examinations	-	3,500	3,500	3,500	-

Attachment 1
Question 18 : Contracts

Vendor Name	Service Category	Description/Comments	FY 2025 Actuals	FY 2026 Budget	FY 2026 Estimate	FY 2027 OMB Recomm	Recom. \$ Change FY26-FY27
Info Tech Research Group (d/b/a McLean and Company)	Consulting	HR consulting	76,035	-	-	-	-
Gallant Business Solutions	Temp Agency	Classification temps	66,210	-	-	-	-
Blue Sky Innovations	Temp Agency	Classification Temps	4,073	-	-	-	-
JOHN ROBERT MORAN JR	Expert/Specialist consultant	Polygraph technician	101,000	80,000	90,000	90,000	10,000
		Polygraph technician	-	-	-	45,000	45,000
Maryland Dept of Public Safety & Corrections	background fingerprinting	CJIS fingerprint processing	9,063	9,000	9,000	9,000	-
Sterling	Background check service	Pre-employment background checks	185,239	100,000	200,000	175,000	75,000
Page Global Technologies	Shredding	New County-wide shredding vendor	-	400	700	1,000	600
XEROX CORPORATION-Pensions	Copier lease	Copier lease	-	3,500	5,000	3,500	-
Levi, Ray & Shoup (Pension Gold)	Software	Pensions administration system	50,000	162,800	162,800	164,600	3,600
Gallant Business Solutions	Temp Agency	Pensions Temps	9,466	-	-	-	-
Blue Sky Innovations	Temp Agency	Pensions Temps	14,453	-	-	-	-
Murry & Heister	promotional items and printing	Printing for open enrollment	-	1,000	3,300	3,000	(1,000)
		Occupational medical services, including pre-employment medical and psychological exams, police psych and DOT testing					
Concentra	occupational medical services		2,084,100	2,822,800	2,800,000	3,036,700	213,900
			4,996,863	5,557,500	5,156,500	5,380,100	(177,400)