



# THE PRINCE GEORGE'S COUNTY GOVERNMENT

## Office of Audits and Investigations

September 7, 2022

### FISCAL AND POLICY NOTE

TO: Robert J. Williams, Jr.  
Council Administrator

William M. Hunt  
Deputy Council Administrator

FROM: Josh Hamlin  
Director of Budget and Policy Analysis

RE: Policy Analysis and Fiscal Impact Statement  
CR-102-2022, Compensation and Benefits – Salary Schedule G

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**CR-102-2022** (*Proposed by:* The Chair at the request of the County Executive; *Sponsored by:* Council Members Hawkins, Harrison, Ivey, Franklin, Glaros, Turner, Dernoga, Taveras, and Medlock)

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

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A RESOLUTION CONCERNING COMPENSATION AND BENEFITS, 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.

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### Fiscal Summary

#### Direct Impact:

*Expenditures:* Increased expenditures of \$23,471,454 over fiscal years 2023 and 2024.

*Revenues:* None.

#### Indirect Impact:

None.

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**Legislative Summary:**

CR-102-2022 was proposed the Chair at the request of the County Executive and sponsored by Council Members Harrison, Ivey, Franklin, Glaros, Turner, Dernoga, Taveras, and Medlock, was introduced on September 6, 2022, and referred to the Government Operations and Fiscal Policy (GOFP) Committee. CR-102-2022 would amend the Salary Plan for General Salary Schedule employees for fiscal years 2023 and 2024.

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**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.

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**Resource Personnel:**

- Shawn Y. Stokes, Director, OHRM
  - Gitana Stewart-Ponder, Deputy Director, OHRM
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**Discussion/Policy Analysis:**

Salary Schedule G governs the wages and benefits for certain County employees in the various County agencies, to include the Prince George’s County Council. CR-102-2022 provides amendments to Salary Schedule G relating to merit increases, cost-of-living adjustments (COLAs), and pay range adjustments to conform to the State minimum wage and increase the maximum wage scale. The changes are detailed below:

*Merit increases:*

- Employees will receive merit increases in FY 2023 and FY 2024 as follows:
  - employees who are eligible to receive a merit increase in FY 2023, will receive a merit increase on their initial hire/rehire anniversary date;

- employees who are eligible to receive a merit increase in FY 2024, will receive a merit increase on their initial hire/rehire anniversary date; and
- the County Executive has the discretion to provide a bonus payment of 3.5% of an employee’s current salary in lieu of a merit increase for FY 2023 and/or FY 2024. The bonus payment is not part of the employee’s base pay and thus will not be considered as part of the employee’s salary for purposes of pension, overtime (if applicable), or any other benefits or payments

*Cost of living:*

- Employees will receive cost-of-living increases (COLAs) in FY 2023 and FY 2024 as follows:
  - a three percent (3%) adjustment effective the first full pay period in January 2023; and
  - a three percent (3%) adjustment effective the first full pay period in January 2024.

*Pay range adjustments:*

- The pay range for Schedule G employees will be adjusted as follows:
  - Affected salaries will reflect the State minimum wage rate of \$12.50, the scheduled minimum wage rate for January 1, 2023 of \$13.25 and the scheduled minimum wage rate for January 1, 2024 of \$14.00;
  - the County will increase the maximum pay by 3.5% effective the first full pay period in July 2022; and
  - the County will increase the maximum pay by 3.5% effective the first full pay period in July 2023.

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**Fiscal Impact:**

*Direct Impact*

- Adoption of CR-102-2022 is estimated to have a total adverse fiscal impact to the County for fiscal years 2023 and 2024 of approximately \$23.5 million because of the proposed modifications to the salary schedule. The breakdown of the costs of the modifications, as provided by the Office of Management and Budget, is as follows:

<b><i>FYs 2023/24</i></b>	
Merit Increases	\$11,094,120
COLAs	\$11,008,704
Pay Range Adjustments	\$1,368,630
Total	\$23,471,454

*Indirect Impact*

Adoption of CR-102-2022 should not have an indirect fiscal impact on the County.

*Appropriated in the Current Fiscal Year Budget*

No.

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**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.

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