



**THE PRINCE GEORGE'S COUNTY GOVERNMENT**  
**Office of Audits and Investigations**

October 10, 2018

**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-066-2018 Compensation and Benefits, Sheriff Officials – Salary Schedule S-O

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***Legislative Summary***

CR-066-2018 amends the salary plan, Salary Schedule S-O, for Sheriff Officials (rank Captain and Major) to reflect wage and benefit modifications effective July 1, 2018 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 S-O governs the wage and benefits for Prince George's County Sheriff Officials. There are approximately 9 employees with an average salary of \$129,287 who are paid wages reflected on Salary Schedule S-O.

CR-066-2018 provides amendments to Salary Schedule S-O as detailed below:

- Sheriff Officials who are eligible to receive a merit increase during fiscal year 2019, shall receive the merit increase on their hire anniversary date occurring during fiscal year 2019;
- Sheriff Officials who are eligible to receive a merit increase during fiscal year 2020, shall receive the merit increase on their hire anniversary date occurring during fiscal year 2020;
- A two percent (2.0%) cost of living adjustment (COLA) shall be effective the first full pay period beginning in January 2019;
- A one and one-quarter percent (1.25%) cost of living adjustment (COLA) shall be effective the first full pay period beginning in January 2020;
- Maximum wage rates will be increased by three and one-half percent effective July 1, 2018;
- Shift differential hourly rates shall increase for first shift from \$3.00 to \$3.30, and for third shift from \$1.95 to \$2.05 effective the first full pay period beginning on or after July 1, 2018;
- The clothing allowance increases by one hundred dollars (\$100), from one thousand four hundred dollars (\$1,400) to one thousand five hundred dollars (\$1,500), effective beginning in fiscal year 2019 and shall be paid in one installment (July);
- Effective the first full pay period in February 2020, each eligible retiree will receive a minimum increase of four hundred twenty dollars (\$420) annually, payable in monthly installments of thirty-five dollars (\$35).

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***Fiscal Impact***

- CR-066-2018 is estimated to have a total negative fiscal impact to the County for fiscal year 2019 through fiscal year 2020 of approximately \$76,966 as a result of the proposed modifications to the salary schedule. The major components of this cost are shown in the table below:

	<u><i>FY 2019</i></u>	<u><i>FY 2020</i></u>	<u><i>Total</i></u>
Merit Increase	\$20,363	\$21,497	\$41,860
Cost-of-Living Adjustment	11,636	9,213	20,849
Wage Scale Adjustment	13,357	0	13,357
Uniform Allowance	900	0	900
<b>Total</b>	<b><u>\$46,256</u></b>	<b><u>\$30,710</u></b>	<b><u>\$76,966</u></b>

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

Fiscal Year 2019 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, 2018.

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