



THE PRINCE GEORGE'S COUNTY GOVERNMENT


Office of Audits and Investigations

October 27, 2021

FISCAL AND POLICY NOTE

TO: Robert J. Williams, Jr.
Council Administrator

William M. Hunt
Deputy Council Administrator

FROM: Josh Hamlin 
Senior Legislative Budget and Policy Analyst

RE: Policy Analysis and Fiscal Note
CR-117-2021, Compensation and Benefits – Fire Officials

CB-117-2021 (*Proposed by:* The County Executive; *Introduced by:* Council Members Hawkins, Franklin, Turner, Davis, Glaros, Harrison, Ivey, Dernoga, and Taveras)

Assigned to the Committee of the Whole

A RESOLUTION CONCERNING COMPENSATION AND BENEFITS, FIRE OFFICIALS - SALARY SCHEDULE "F-O" SCHEDULE OF PAY GRADES for the purpose of amending the Salary Plan of the County to reflect certain wage and benefit modifications of Fire Officials.

Fiscal Summary

Direct Impact:

Expenditures: Increased expenditures of \$170,638 in FY 2022.

Revenues: None.

Indirect Impact:

None.

Legislative Summary:

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CR-117-2021, proposed by the County Executive and introduced by Council Members Hawkins, Franklin, Turner, Davis, Glaros, Harrison, Ivey, Dernoga, and Taveras, was introduced on October 12, 2021 and referred to the Committee of the Whole (COW). CR-117-2021 would amend the Salary Plan for Salary Schedule F-O (Fire Officials), effective July 1, 2020 through June 30, 2022.

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, OHRM
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Discussion/Policy Analysis:

Salary Schedule F-O governs the wages and benefits for Majors in the Fire/EMS Department. CR-117-2021 provides amendments to Salary Schedule F-O, as detailed below:

Min-max system:

- *Modifications Effective During FY 2022:* Effective July 1, 2021, the maximum pay rates for employees covered by this Agreement will be increased by three and one-half percent (3.5%), and employees who are at maximum on that date will have their salaries raised by three and one-half percent (3.5%) on that date.

Merit increases:

- Employees who are eligible to receive a merit increase during the period from July 1, 2020 through June 30, 2021 (*i.e.* Fiscal Year 2021), will receive that merit increase effective the

last full pay period in FY 2022. There will be no retroactive payment for the Fiscal Year 2021 merit increase.

- Employees who are eligible to receive a merit increase during the period from July 1, 2021 through June 30, 2022 (*i.e.* Fiscal Year 2022), will receive that merit increase on their hire anniversary date in FY2022.

Cost of living:

- Employees will not receive cost-of-living increases (COLA's) in FY 2021 or FY 2022.

Temporary annual leave carryover increase:

- A maximum of 440 hours of accumulated annual leave may be carried over *from leave year 2021 into leave year 2022*. Unless amended by future legislation, the maximum amount of annual leave that may be carried over from leave year 2022 into leave year 2023 shall revert back to 360 hours. This modified benefit shall sunset automatically upon its implementation.

Retroactive COVID-19 hazard pay:

- Employees covered by Salary Schedule F-O are to receive the following retroactive COVID-19 Hazard Pay:

Salary Schedule F-O employees who report to work for the period September 27, 2020 through April 24, 2021, are entitled to receive a stipend in the amount of \$350.00 per pay period. The stipend will be called the COVID-19 Hazard Pay. For an employee to receive the COVID-19 Hazard Pay, an employee must work 75% of their scheduled hours. If an employee works less than 75% of their scheduled hours, the COVID-19 Hazard Pay shall be prorated accordingly. Telework does not qualify for this provision.

Fiscal Impact:

Direct Impact

- CR-117-2021 is estimated to have a total negative fiscal impact to the County for fiscal year 2022 of approximately \$170,638 as a result of the proposed modifications to the salary schedule. The components of this cost are shown in the table below:

<u>FY 2022</u>	
Min-Max adjustment	\$53,396
Merit Increase	\$59,492
Hazard Pay	\$57,750
Total	\$170,638

The fiscal impact of a temporary 80 hour increase in Annual Leave Carryover from leave year 2021 to leave year 2022 is negligible

Indirect Impact

Adoption of CR-117-2021 should not have an indirect fiscal impact on the County.

Appropriated in the Current Fiscal Year Budget

No.

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, 2020.

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