

**COUNTY COUNCIL OF PRINCE GEORGE'S COUNTY, MARYLAND**

**2025 Legislative Session**

Bill No. CB-107-2025

Chapter No. \_\_\_\_\_

Proposed and Presented by Council Member Oriadha

Introduced by Council Member Oriadha

Co-Sponsors \_\_\_\_\_

Date of Introduction October 21, 2025

**BILL**

1 AN ACT concerning

2 County Personnel

3 For the purpose of clarifying the Council County's authority to implement personnel procedures;  
4 revising the grounds for performance-related disciplinary actions; and generally regarding  
5 County personnel law.

6 BY repealing and reenacting with amendments:

7 SUBTITLE 16. PERSONNEL.

8 Sections 16-106, and 16-194,

9 The Prince George's County Code

10 (2023 Edition; 2024 Supplement).

11 SECTION 1. BE IT ENACTED by the County Council of Prince George's County,  
12 Maryland, that Sections 16-106, and 16-194 of the Prince George's County Code be and the same  
13 are hereby repealed and reenacted with the following amendments:

14 SUBTITLE 16. PERSONNEL.

15 DIVISION 1. GENERAL PROVISIONS

16 **Sec. 16-106. County Director of Human Resources Management; responsibilities and**  
17 **duties.**

18 \* \* \* \* \*

19 (b) In addition to such responsibilities and duties as otherwise assigned in this Subtitle, the  
20 Director of Human Resources Management shall:

21 \* \* \* \* \*

(7) Develop personnel procedures; however, the County Council may implement personnel procedures which govern employees of the Legislative Branch;

\* \* \* \* \*

### **DIVISION 13. DISCIPLINE.**

#### **Sec. 16-194. Performance-related disciplinary actions.**

\* \* \* \* \*

(c) General Criteria. Whenever any appointing authority or supervisor makes a determination, in accordance with the grounds set forth in Subsection (a), above, that an employee's performance has become "less than satisfactory," the employee's appointing authority or supervisor, as the case may be, shall adhere to the general criteria set forth below in deciding what type of authorized disciplinary action, if any, should be initiated and taken against such employee.

(1) Dismissal. The dismissal of an employee shall constitute the most severe of the three (3) types of performance-related, disciplinary actions authorized under Subsection (b), above. After an employee's appointing authority or supervisor has determined that the employee's performance constitutes grounds for disciplinary action, as set forth in Subsection (a), above, the employee's appointing authority shall be justified in causing the employee to be dismissed, provided that:

\* \* \* \* \*

(B) The employee's appointing authority has made a reasonable determination that the employee will be unable, incapable and/or unwilling to perform satisfactorily in another position in a class with a lower grade; provided, however, that where the appointing authority has made a reasonable determination that the employee will be capable and able to perform satisfactorily in another position in a class with a lower grade, nothing in this subparagraph shall be construed to prevent the appointing authority from causing the employee to be dismissed notwithstanding such a determination if the appointing authority has made a reasonable effort to demote the employee and such demotion cannot be effectuated due to the unavailability of an appropriate vacant position, or due to the fact that the proposed demotion does not meet the conditions stipulated in Section 16-148(a)(6)(B).

Notwithstanding any other provision in this subsection, an employee of the County Council shall be eligible for immediate dismissal if the employee: (i) receives an annual performance

rating of “Does Not Meet Expectations” or equivalent rating or (ii) commits an act or a series of acts which call into serious question the employee's trustworthiness, competence and/or integrity in the continued performance of the employee's assigned duties and responsibilities.

\* \* \* \* \*

SECTION 2. BE IT FURTHER ENACTED that the provisions of this Act are hereby declared to be severable; and, in the event that any section, subsection, paragraph, subparagraph, sentence, clause, phrase, or word of this Act is declared invalid or unconstitutional by a court of competent jurisdiction, such invalidity or unconstitutionality shall not affect the remaining words, phrases, clauses, sentences, subparagraphs, paragraphs, subsections, or sections of this Act, since the same would have been enacted without the incorporation in this Act of any such invalid or unconstitutional word, phrase, clause, sentence, paragraph, subparagraph, subsection, or section.

SECTION 3. BE IT FURTHER ENACTED that this Act shall take effect forty-five (45) calendar days after it becomes law.

Adopted this 18<sup>th</sup> day of November, 2025.

COUNTY COUNCIL OF PRINCE  
GEORGE'S COUNTY, MARYLAND

BY: \_\_\_\_\_  
Edward P. Burroughs III  
Chair

ATTEST:

\_\_\_\_\_  
Donna J. Brown  
Clerk of the Council

APPROVED:

DATE: \_\_\_\_\_ BY: \_\_\_\_\_  
Aisha N. Braveboy  
County Executive

KEY:

Underscoring indicates language added to existing law.

[Brackets] indicate language deleted from existing law.

Asterisks \*\*\* indicate intervening existing Code provisions that remain unchanged.

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