

COUNTY COUNCIL OF PRINCE GEORGE'S COUNTY, MARYLAND
2025 Legislative Session

Bill No. CB-107-2025

Chapter No. 74

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13 are hereby repealed and reenacted with the following amendments: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 * * * * *

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

3 * * * * *

4 **DIVISION 13. DISCIPLINE.**

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

6 * * * * *

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

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

19 * * * * *

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

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

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

4 * * * * *

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

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

Adopted this 18th 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.

* * * * *

THE COUNTY EXECUTIVE HAVING FAILED TO RETURN THIS BILL WITH EITHER HER APPROVAL OR VETO WITHIN TEN (10) DAYS AFTER THE DATE OF ITS PRESENTATION TO HER, THIS BILL BECAME LAW ON DECEMBER 18, 2025.