



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-070-2018 Compensation and Benefits, Fire Officials – Salary Schedule F-O

Legislative Summary

CR-070-2018 amends the salary plan, Salary Schedule F-O, for Fire Officials (rank of Major) to reflect wage and benefit modifications effective July 1, 2018 through June 30, 2020.

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."

Assumptions and Methodology

Salary Schedule F-O governs the wage and benefits for Prince George's County Fire Officials. There are approximately 12 employees with an average salary of \$155,852 who are paid wages reflected on Salary Schedule F-O.

CR-070-2018 provides amendments to Salary Schedule F-O as detailed below:

- Fire 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;
- Fire 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 two percent (2.0%) cost of living adjustment (COLA) shall be effective the first full pay period beginning in January 2020;
- Effective July 1, 2018, maximum pay rates shall increase by three and one-half percent (3.5%), and employees who are at maximum on that date shall have their salaries raised by one-half percent (3.5%) on that date.
- Language is amended to clarify the Christmas Day and New Year's Day holiday.
- Employees hired prior to July 1, 2008 shall begin to contribute seven percent (7%) of base payroll to the retirement trust fund, effective January 1, 2019.
- Language is modified related to group term life insurance coverage, the maximum at which the County will provide benefits, and the maximum amount the employee may choose to purchase coverage.

Fiscal Impact

- CR-070-2018 is estimated to have a total negative fiscal impact to the County for fiscal year 2019 through fiscal year 2020 of approximately \$160,822 as a result of the proposed modifications to the salary schedule. The major components of this cost are shown in the table below:

	<u>FY 2019</u>	<u>FY 2020</u>	<u>Total</u>
Merit Increase	\$32,729	\$34,552	\$67,281
Cost-of-Living Adjustment	18,702	19,743	38,445
Wage Scale Adjustment	<u>55,096</u>	<u>0</u>	<u>55,096</u>
Total	<u>\$106,527</u>	<u>\$54,295</u>	<u>\$160,822</u>

Appropriated in the Current Fiscal Year Budget

Fiscal Year 2019 anticipated costs were provided for in the current fiscal year budget.

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.

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