

PRINCE GEORGE'S COUNTY COUNCIL

COMMITTEE REPORT

2025 Legislative Session

Reference No.: CB-107-2025

Draft No.: 2

Committee: COW

Date: October 21, 2025

Action: FAV (A)

REPORT: Committee Vote: Favorably as amended, 9-0-1 (Council Members Burroughs, Oriadha, Blegay, Adam-Stafford, Watson, Fisher, Olson, Ivey, Harrison)
Abstain: Hawkins

The Prince George's County Council, sitting as the Committee of the Whole, convened on October 21, 2025, to consider CB-107-2025 Draft 2, an act concerning county personnel, to clarify the County Council's authority to implement personnel procedures, revise the grounds for performance-related disciplinary actions, and generally improve County personnel law.

This legislation originally updated the progressive discipline policy within the Prince George's County Personnel Code to clarify that some instances of misconduct, violation of policy, or procedure do not require an appointing authority to begin with the least severe penalty. This language was removed.

Currently, this legislation revises the grounds for employee dismissal, particularly for employees of the County Council, to include acts that seriously call into question integrity, competence, or performance, as well as employees who receive the lowest rating during their annual performance review.

During the meeting, amendments to the legislation were reviewed by council staff, which include five amendments:

1. Page 1: Adds language which affirms the County Council's authority to implement personnel procedures for the Legislative Branch
2. Page 2: Remove the clarifying language within the progressive discipline policy.
3. Page 3: Remove the changes under the conduct-related discipline section.
4. Page 3, lines 12-16, Adding grounds for performance-related discipline.
5. Page 3, lines 12-16, Specific language added about legislative branch employee dismissal.

A motion was made by Council Vice-Chair Oriadha and seconded by Council Member Adams-Stafford. The Prince George's County Council, sitting as the committee of the whole, voted favorably as amended on CB-107-2025 Draft 2, 9-0-1.