



THE PRINCE GEORGE'S COUNTY GOVERNMENT

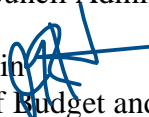
Office of Audits and Investigations


March 22, 2023

FISCAL AND POLICY NOTE

TO: Jennifer A. Jenkins
Council Administrator

William M. Hunt
Deputy Council Administrator

THRU: Josh Hamlin 
Director of Budget and Policy Analysis

FROM: Roger Banegas 
Legislative Budget and Policy Analyst

RE: Policy Analysis and Fiscal Impact Statement
CB-035-2023 Classification Plan - (PGCOA) (Civilian Unit) Salary Schedule Q

CB-035-2023 (*Proposed and presented by:* The Chair of the Council at the request of the County Executive)

Assigned to the Government Operations and Fiscal Policy (GAFP) Committee

AN ACT CONCERNING THE CLASSIFICATION PLAN FOR PRINCE GEORGE'S COUNTY for the purpose of adding certain existing classes of work to the bargaining unit represented by Prince George's Correctional Officers' Association, Inc. (PGCOA) (Civilian Unit), Salary Schedule "Q". This is being done in accordance with the Collective Bargaining Agreement made by and between Prince George's County, Maryland and the PGCOA for Fiscal Years 2023 and 2024.

Fiscal Summary

Direct Impact:

Expenditures: No impact on expenditures.

Revenues: No impact on revenues.

Wayne K. Curry Administration Building | 1301 McCormick Drive | Largo, MD 20774
VOICE (301) 952-3431; FAX (301) 780-2097; TDD (301) 925-516

Indirect Impact:

None.

Legislative Summary:

CB-035-2023, proposed by the Chair at the request of the County Executive, was presented on March 14, 2023, and referred to the Government Operations and Fiscal Policy (GOFP) Committee. Prince George's County, Maryland, and Prince George's Correctional Officers' Association (PGCOA) completed labor negotiations for a labor agreement (Agreement) covering Fiscal Years 2023 and 2024, which was approved by the County Council via CB-104-2022.¹ CB-035-2023 will amend the County's Classification Plan to fulfill the terms included in the Agreement.

Current Law/Background:

Section 903 of the County Charter provides that:

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, which governs the transmittal, review, and approval of Classification, Salary, and Executive Pay Plans, reads as follows:

- (a) Pursuant to Section 903 of Article IX of County Charter, the County's Classification and Salary Plans, and/or any proposed amendments thereto, shall be transmitted by the County Executive to the County Council for legislative action thereon. The Classification Plan and/or any proposed amendments thereto shall be transmitted in bill form. The Salary Plan and/or any proposed amendments thereto shall be transmitted in resolution form.
- (b) Upon the initial receipt of the Classification or Salary Plans and/or any proposed amendments thereto from the County Executive, the County Council shall transmit copies thereof to the County Personnel Board for the Board's comments and recommendations thereon, if any.
- (c) The County Council may amend all or any part of the Classification or Salary Plans and/or any proposed amendments thereto, except for the addition of items

¹ [CB-104-2022](#)

thereto governing employees in the Executive Branch, prior to taking final legislative action thereon pursuant to Section 317 of Article III of County Charter. However, 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.

- (d) The procedures stipulated in Subsections (a) and (c) of this Section as applicable to the transmittal, review, and approval of the Salary and Classification Plans and/or proposed pay amendments thereto, shall be similarly applicable to the transmittal, review, and approval of the County's Executive Pay Plan and/or any proposed amendments thereto.

In accordance with §16-125(a), the amendments to the Classification Plan proposed in CB-100-2022 are in bill form.

Resource Personnel:

- Christina Noone, Administrative Assistant, OHRM
- Gitana Stewart-Ponder, Deputy Director, OHRM

Discussion/Policy Analysis:

The Agreement between the County and Prince George's Correctional Officers' Association ("PGCOA") (Civilian Unit) provides for wages and certain other terms and conditions of employment for personnel classifications certified by the Prince George's County Public Employee Relations Board and as amended by the Office of Human Resources Management from time to time. The agreed upon terms provided that certain existing positions in the Classification Plan would be added to the bargaining unit represented by PGCOA Civilians, Salary Schedule Q. The positions are as follows: Information Technology Project Coordinator I (Q-18) and Information Technology Project Coordinator II (Q-21), Instructor I (Q-18) and Instructor II (Q-21) and Procurement Officer I (Q-18) and Procurement Officer II (Q-21).

- 1474Q Information Technology Project Coordinator I, Q18
 - \$49,494 - \$103,010 per year.
- 1475Q Information Technology Project Coordinator II, Q21
 - \$57,295 - \$119,247 per year.
- 2480Q Instructor I, Q18
 - \$49,494 - \$103,010 per year.
- 2481Q Instructor II, Q21
 - \$57,295 - \$119,247 per year.

- 1218Q Procurement Officer I, Q18
 - \$49,494 - \$103,010 per year.

 - 1222Q Procurement Officer II, Q21
 - \$57,295 - \$119,247 per year
-

Fiscal Impact:

Direct Impact

Enactment of CB-035-2023 should not have a direct fiscal impact on the County as it merely fulfills the terms of an existing Council-approved collective bargaining agreement.

Indirect Impact

Enactment of CB-035-2023 should not have an indirect fiscal impact on the County.

Appropriated in the Current Fiscal Year Budget:

Yes.

Effective Date:

CB-035-2023 shall be effective forty-five (45) calendar days after it becomes law.

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