





May 15, 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 G. Banegas 
Legislative Budget and Policy Analyst

RE: Policy Analysis and Fiscal Note
CR-024-2023, Compensation and Benefits – Fire Officials, Salary Schedule “F-O”

CR-024-2023 (*Proposed and presented by:* The Chair of the Council at the request of the County Executive)

Assigned to the Committee of the Whole

A RESOLUTION CONCERNING COMPENSATION AND BENEFITS, FIRE OFFICIALS - SALARY SCHEDULE “F-O” SCHEDULE OF PAY GRADES for the purpose of amending the Salary Plan of the County to reflect certain wage and benefit modifications of Fire Officials.

Fiscal Summary

Direct Impact:

Expenditures: Additional expenditures will be required related to cost-of-living adjustments for FY 2023 and 2024, merit increases, maximum pay rate increases, and holiday leave and pay.

Revenues: None.

Indirect Impact:

None.

Legislative Summary:

CR-024-2023¹, proposed by the County Executive and introduced by Council Members Dernoga, Ivey, Watson, Harrison, Fisher, Olson, and Oriadha, was introduced on April 18, 2023, and referred to the Committee of the Whole (COW). CR-024-2023 would amend the Salary Plan for Salary Schedule F-O (Fire Officials), effective July 1, 2022, through June 30, 2024.

Current Law/Background:

Prince George’s County Code Section 903² 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.” Section 16-125 of the County Code governs the transmittal, review, and approval of Classification, Salary, and Executive Pay Plans. Salary Plans and/or any proposed amendments thereto shall be transmitted in resolution form per §16-125(a). Under §16-125(c)³, 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.

Resource Personnel:

- Christina Noone, Administrative Assistant, OHRM
 - Shawn Y. Stokes, Director, OHRM
 - Gitana Y. Stewart-Ponder, Deputy Director, OHRM
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Discussion/Policy Analysis:

Salary Schedule “F-O” governs the wages and benefits for Majors in the Fire/EMS Department. CR-024-2023 provides amendments to Salary Schedule “F-O”, as detailed below:

¹ [CR-024-2023](#)

² [Section 903 of the Prince George's County Code](#)

³ [Section 16-125\(c\)](#)

Min-Max system:

- *Modifications Effective During FY 2023:* Effective July 1, 2022, the maximum rate of pay will increase by three and one-half percent (3.5%) and employees who are at maximum will receive the increase at that time.
- *Modifications Effective During FY 2024:* Effective July 1, 2023, the maximum rate of pay will increase by three and one-half percent (3.5%) and employees who are at maximum will receive the increase at that time.

Merit increases:

- Employees who are eligible to receive a merit increase during the period from July 1, 2022, through June 30, 2023 (i.e., Fiscal Year 2023), will receive that merit increase on their hire anniversary date in FY 2023.
- Employees who are eligible to receive a merit increase during the period from July 1, 2023, through June 30, 2024 (i.e., Fiscal Year 2024), will receive that merit increase on their hire anniversary date in FY 2024.

Cost of Living:

- Effective on March 26, 2023, employees covered by this Agreement will receive a five percent (5%) increase in their base hourly rate of pay.
- Effective on March 24, 2024, employees covered by this Agreement will receive a two and one-half percent (2.5%) increase in their base hourly rate of pay.
 - The minimum and maximum pay rates of the Minimum-Maximum system will be increased to reflect these COLA increases on the effective dates.

Leave Provisions:

- *Holiday Leave and Holiday Pay:* For the purpose of holiday leave, the following shall be designated as holidays under the scope of this resolution: New Year's Day, Martin Luther King Jr.'s Birthday, Presidential Inauguration Day, President's Day, Fire Fighter Recognition Day (Friday before the observance of Memorial Day), Memorial Day, Juneteenth Day, Independence Day, Labor Day, Native American Day, Veterans Day, Thanksgiving Day, County Employees Appreciation Day (Friday following Thanksgiving Day) and Christmas Day.
 - If an employee is mandated by the Fire Chief to work on a designated holiday, he/she shall be paid at the rate of two (2) times his/her regular rate of pay for all hours worked on the holiday
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Fiscal Impact:

Direct Impact

Adoption of CR-024-2023 is estimated to have an adverse fiscal impact on the County for fiscal years 2023 and 2024 as a result of the proposed modifications to the salary schedule. An estimate of the impact of salary schedule resolutions is typically provided by the Office of Management and Budget; as of the finalization of this memorandum, Council staff has not received an estimate.

Indirect Impact

Adoption of CR-024-2023 should not have an indirect fiscal impact on the County.

Appropriated in the Current Fiscal Year Budget

Yes.

Effective Date of Proposed Legislation:

The proposed Resolution shall take effect on the date it is adopted and, unless otherwise stated in a specific provision, shall be retroactively effective to July 1, 2022.

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