



Angela D. Alsobrooks
County Executive

PRINCE GEORGE'S COUNTY GOVERNMENT

OFFICE OF THE COUNTY EXECUTIVE

March 13, 2024

The Honorable Jolene Ivey
Chair
Prince George's County Council
Wayne K. Curry Administration Building
1301 McCormick Drive
Largo, Maryland 20774

Dear Chair Ivey:


Enclosed for the County Council's consideration is legislation to amend the Classification Plan for Prince George's County. Pursuant to Section 903 of Article IX of the Charter and Section 16-125 (a) of Subtitle 16 of the County Code, this Bill proposes to: abolish the Plans Examiner class of work as it is obsolete; reallocate the Engineer class of work; and add an Engineer Reviewer class series. Additionally, in the Police Department, it is determined that there is a need for an additional Major rank. Last, the legislation recommends establishing a Fair Labor Standards Act (FLSA) category to the Classification Plan to include the FLSA status for each class of work listed.

In order to ensure the County's workforce remains competitive and diverse while promoting best practices, the Office of Human Resources Management (OHRM), in conjunction with a third-party consultant, conducted occupational studies on the Engineer class series. The Engineer series is one of the most challenging classes of work to attract to the County, therefore, Engineers from the Department of the Environment, Department of Permitting, Inspections and Enforcement, Department of Public Works and Transportation and Soil Conservation were invited to share their knowledge and provide feedback on the essential duties and complexities of those positions. OHRM and the consultant benchmarked local and regional employment markets to ascertain the needs to be competitive and retain top performing staff and concluded that the Engineer positions need to be reallocated to higher grades and an Engineer Reviewer class of work needs to be added by amending the Classification Plan.

Further, the Office of Human Resources Management, in consultation with the Police Department, determined the need to create an additional class of work for the rank of Major. This class will be a Master Major or One-Star Chief that will provide additional leadership and support to a division or bureau within the Police Department.

The Council's favorable consideration of this legislation is greatly appreciated. If you have any questions or concerns, please do not hesitate to contact my office or Jared M. McCarthy, Acting Director of Human Resources Management at (301) 883-6344.

Sincerely,


Angela D. Alsobrooks
County Executive

Enclosures