



Prince George's County Council

Agenda Item Summary

Meeting Date: 4/23/2024

Effective Date:

Reference No.: CB-034-2024

Chapter Number:

Draft No.: 1

Public Hearing Date:

Proposer(s): County Executive

Sponsor(s):

Item Title: AN ACT CONCERNING THE CLASSIFICATION PLAN FOR PRINCE GEORGE'S COUNTY for the purpose of abolishing, reallocating and adding classes of work and adding a Fair Labor Standards Act (FLSA) category to the Classification Plan of the County.

Drafter: Christina Noone, Administrative Assistant, OHRM

Resource Personnel: Gitana Y. Stewart-Ponder, Deputy Director, OHRM
Valerie Farrar, Associate Director, OHRM

LEGISLATIVE HISTORY:

Date:	Acting Body:	Action:	Sent To:
04/23/2024	County Council	presented and referred	GOFP

Action Text:

This Council Bill was presented by the Chair by the request of the County Executive and referred to the Government Operations and Fiscal Policy Committee.

AFFECTED CODE SECTIONS:

BACKGROUND INFORMATION/FISCAL IMPACT:

This legislation is being submitted pursuant to Section 903 of Article IX of the Charter and Section 16-125 (a) of Subtitle 16 of the County Code and proposes to abolish, reallocate and add classes of work to the Classification Plan and establishing a Fair Labor Standards Act (FLSA) category to the Classification Plan to include the FLSA status for each class of work.

This legislation will abolish the Plans Examiner class of work as it is obsolete. The Office of Human Resources Management (OHRM), in conjunction with a third-party consultant, conducted occupational studies on the Engineer class series in order to ensure the County's workforce remains competitive and diverse while promoting best practices. 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 as well.

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 and will provide additional leadership and support to a division or bureau within the Police Department.

The fiscal impact will be provided by the Office of Management and Budget.

Document(s): B2024034, CB-034-2024 Transmittal