

AGENCY SUMMARY

OFFICE OF HUMAN RESOURCES MANAGEMENT (OHRM)

Budget & Policy Analyst: Roger G. Banegas

- Office of Human Resources Management [Website](#)
- Office of Human Resources Management [FY 2025 Approved Budget](#)
- Office of Human Resources Management [FY 2025 Budget Review Report](#)
- Office of Human Resources Management [FY 2026 Budget Review Report](#)

Leadership

Stephanie Bridgeforth, Acting Director

Core Services

- Staffing and compensatory services, including recruitment, background investigations, classification, training and career development, health and benefits administration, and pension programs.
- Employee management services, which include labor and employment law interpretation and advice, developing and monitoring personnel policy and procedures, handling grievances, labor negotiations, records management, and position control monitoring.

Organizational Structure

- OHRM is led by a Director who oversees four main divisions (Talent Management, People Operations, Employee & Labor Relations, and Benefit, Pensions and Retirement Services).

FY 2025 Key Accomplishments

- Provided 6,881 Prince George's County youth with employment opportunities and enriching educational experiences through county-funded and business-funded partnerships and awarded a three-million-dollar Department of Labor grant to expand youth employment and training opportunities.
- Completed the implementation of mental health screenings for over 1,600 public safety employees to comply with the Maryland Police and Correctional Testing Commission (MPCTC) Maryland House Bill 670.
- Successfully negotiated 10 collective bargaining agreements and implemented a new annual compliance training program for managers and supervisors.
- Reduced the average time-to-fill for non-public safety positions by 31% from 87 days to 70 days.
- Implemented a paperless open enrollment process for County employees to update their benefits.

FY 2025 Top Priorities

- Expand and integrate technology to streamline services such as time to fill and increase transparency through agency access to information and resources through upgraded systems, which create the analytics OHRM needs to benchmark services.

BACKGROUND

Pursuant to the [Schedule of Legislation of County Code, Section 3](#) established the Office of Human Resources Management (OHRM). It is headed by the Director of Human Resources Management, who shall serve as the County's Personnel Officer. OHRM shall consist of the Director, the Director's subordinate agents and employees, and the Personnel Board. The Director shall be responsible for administering the personnel system required by [Article IX of the Charter](#) and shall be responsible for the overall administration of the County's labor relations program and policies.

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- Deploy new approaches to talent sourcing to navigate the new employment environment, which will require innovative employment and communication strategies to attract, source, and recruit qualified candidates.
- Promote employee engagement and retention to drive passion and engagement in the workforce through performance management and learning systems, wage equity, total compensation, and benefits.

