



May 4, 2023

MEMORANDUM

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 Impact Statement
CB-059-2023 Collective Bargaining Agreement – American Federation of State,
County, and Municipal Employees (AFSCME) and affiliated locals 2462, 2735, 3389,
and 1170.

CR-029-2023 – Compensation and Benefits – American Federation of State, County,
and Municipal Employees (AFSCME), Salary Schedule A

CB-059-2023 (*Proposed and presented by:* The Chair of the Council at the request of the County Executive)

CR-029-2023 (*Proposed and introduced by:* The Chair of the Council at the request of the County Executive)

Assigned to the Committee of the Whole.

Fiscal Summary

Direct Impact:

Expenditures: Minimal as the costs have already been absorbed.

Revenues: No impact.

Indirect Impact:

None.

Legislative Summary:

CB-059-2023, proposed by the Chair at the request of the County Executive, was presented on May 2, 2023. CR-029-2023, proposed by the Chair at the request of the County Executive, was introduced on May 2, 2023. Both were referred to the Committee of the Whole (COW). The Collective Bargaining Agreement (CBA) between Prince George's County, Maryland, and the American Federation of State, County, and Municipal Employees (AFSCME), AFL-CIO, and its affiliated locals 2462, 2735, 3389 was approved pursuant to Council Bill 31-2022¹ and the accompanying Salary Schedule A was adopted pursuant to Council Resolution 52-2022². However, since the approval of the CBA, an error concerning the effective dates for Cost-of-Living Adjustments was discovered, so those pieces of legislation must be amended. CB-059-2023 amends the effective dates posted in Attachment A of the Collective Bargaining Agreement approved by CB-031-2022 in accordance with Section 16-233(f) of the Personnel Law, and CR-029-2023 amends the corresponding Salary Schedule A for employees covered under the agreement.

Current Law/Background:

The Prince George's County Charter Section 908 authorizes County employees to participate in the formulation and implementation of personnel policies affecting their employment, and to have the right to organize and bargain collectively through representatives of their own choosing, subject to any procedural regulations provided by the County Council by law.

Resource Personnel:

- Christina Noone, Administrative Assistant, Office of Human Resources Management
 - Shawn Y. Stokes, Director, Office of Human Resources Management
 - Gitana Stewart-Ponder, Deputy Director, Office of Human Resources Management
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Discussion/Policy Analysis:

The proposed bill is a corrective measure that amends the Cost-of-Living Adjustments rates posted in the Minimum column on two Scheduled Pay Rate charts in the AFSCME and affiliated locals 2462, 2735, 3389, and 1170 Collective Bargaining Agreement (CBA) that was enacted pursuant

¹ [CB-031-2022](#)

² [CR-052-2022](#)

to Council Bill 31-2022. Amendments to the Agreement identified the following notable modifications when compared to the prior agreement covering Fiscal Years 2023 and 2024:

Scheduled Pay Rates:

- Article 1 amends the effective dates for Cost-of-Living Adjustments as follows:
 - 3% Cost-of-Living Adjustment (COLAs) effective January 1, 2023.
 - 3% Cost-of-Living Adjustment (COLAs) effective January 14, 2024.
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Fiscal Impact:

Direct Impact

Enactment of CB-059-2023 and adoption of CR-029-2023 will not have a material fiscal impact on the County as these costs have already been absorbed by the previous agreement through CB-031-2022. The affected employees have received a Cost-of-Living Adjustment to their base rate of pay pursuant to the terms of the CBA and the rates have been corrected in the County’s SAP system by the Office of Human Resources Management. The Office of Management and Budget (OMB) states that there will be no material cost estimate provided.

Indirect Impact

Enactment of CB-059-2023 and adoption of CR-029-2022 should not have an indirect fiscal impact on the County.

Appropriated in the Current Fiscal Year Budget:

Yes.

Effective Date:

CB-059-2023 shall be effective forty-five (45) calendar days after it becomes law; CR-029-2023 shall take effect on the date it is adopted, and unless otherwise stated in a specific provision, shall be retroactive to July 1, 2022.

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