

COUNTY COUNCIL OF PRINCE GEORGE'S COUNTY, MARYLAND
2025 Legislative Session

Bill No. CB-094-2025

Chapter No. 64

Proposed and Presented by (The Chair – by request of the County Executive)

Introduced by Council Members Dernoga, Watson, Olson, Oriadha and Hawkins

Co-Sponsors Council Members Fisher and Ivey

Date of Introduction October 21, 2025

BILL

1 AN ACT concerning

2 Amendment of the Collective Bargaining Agreement

3 Prince George’s Correctional Officers’ Association, Inc.

4 (PGCOA) (Correctional Officers)

5 For the purpose of amending the labor agreement by and between Prince George’s Correctional
6 Officers’ Association, Inc. to add a provision to increase the Shift Differential amounts under
7 Article 26, paragraph A, that was omitted from the Collective Bargaining Agreement previously
8 approved as CB-59-2025.

9 BY repealing and reenacting with amendments:

10 SUBTITLE 16. PERSONNEL.

11 Section 16-233(f)(12),

12 The Prince George's County Code

13 (2023 Edition; 2024 Supplement).

14 SECTION 1. BE IT ENACTED by the County Council of Prince George's County,
15 Maryland, that Section 16-233(f)(12) of the Prince George's County Code be and the same is
16 hereby repealed and reenacted with the following amendments:

17 **SUBTITLE 16. PERSONNEL.**

18 **DIVISION 19. COLLECTIVE BARGAINING.**

19 **Sec. 16-233. General.**

20 * * * * *

21 (f) The following collective bargaining agreements are hereby adopted and approved:

* * * * *

(12) Declaration of Approval – Prince George’s Correctional Officers’ Association, Inc. (PGCOA) (Correctional Officers).

The County Council of Prince George’s County, Maryland having fully considered the labor agreement concluded between Prince George’s County, Maryland and Prince George’s Correctional Officers’ Association, Inc. on March 31, 2025, and the amendment to Article 26 – Shift Differential, paragraph A of the labor agreement hereby approves said agreement in accordance with the provisions of Section 13A-109 of the Prince George’s County Code.

* * * * *

SECTION 2. BE IT FURTHER ENACTED that the provisions of this Act are hereby declared to be severable; and, in the event that any section, subsection, paragraph, subparagraph, sentence, clause, phrase, or word of this Act is declared invalid or unconstitutional by a court of competent jurisdiction, such invalidity or unconstitutionality shall not affect the remaining words, phrases, clauses, sentences, subparagraphs, paragraphs, subsections, or sections of this Act, since the same would have been enacted without the incorporation in this Act of any such invalid or unconstitutional word, phrase, clause, sentence, paragraph, subparagraph, subsection, or section.

SECTION 3. BE IT FURTHER ENACTED that this Act shall take effect forty-five (45) calendar days after it becomes law unless specifically stated otherwise in a specific provision, and shall be retroactively effective to July 1, 2024.

Adopted this 18th day of November, 2025.

COUNTY COUNCIL OF PRINCE
GEORGE'S COUNTY, MARYLAND

BY: _____
Edward P. Burroughs, III
Chair

ATTEST:

Donna J. Brown
Clerk of the Council

APPROVED:

DATE: _____ BY: _____
Aisha N. Braveboy
County Executive

KEY:

Underscoring indicates language added to existing law.

[Brackets] indicate language deleted from existing law.

Asterisks *** indicate intervening existing Code provisions that remain unchanged.

* * * * *

AMENDMENT TO THE AGREEMENT

MADE BY AND BETWEEN

PRINCE GEORGE'S COUNTY, MARYLAND

AND

PRINCE GEORGE'S CORRECTIONAL OFFICERS' ASSOCIATION, INC.

(PGCOA) (CORRECTIONAL OFFICERS)

JULY 1, 2024 - JUNE 30, 2026

Pursuant to the terms of the labor agreement between Prince George's County, Maryland (the County) and Prince George's Correctional Officers' Association, Inc., covering Fiscal Years 2025 and 2026, the following Article 26, paragraph A is being amended to provide for increases to Shift Differential in the amount of three dollars (\$3.00) per hour effective July 1, 2024 and three dollars and twenty-five cents (\$3.25) per hour effective July 1, 2025. This provision was omitted from the Collective Bargaining Agreement (CBA) enacted by CB-59-2025 and will be paid retroactively. All other terms and conditions of the Fiscal Years 2025 and 2026 CBA remain in full force and effect.

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ARTICLE 26 -- SHIFT DIFFERENTIAL

A. Effective the first full pay period beginning January 2019, a shift differential of two dollars and seventy-five cents (\$2.75) per hour shall be paid for all time worked on the first shift (i.e., the night shift - 11 p.m. to 7 a.m. or equivalent) and on the third shift (i.e., the evening shift - 3 p.m. to 11 p.m. or equivalent) to each employee who works those shifts. **Effective July 1, 2024 the shift differential increases to three dollars (\$3.00) per hour, and to three dollars and twenty-five cents (\$3.25) per hour effective July 1, 2025.**

B. The shift differential provided herein is not included in the employee's base pay for any purposes such as computing holiday pay, annual and sick leave pay, retirement deductions, or retirement or insurance benefits.

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