October 6, 2025

FISCAL AND POLICY NOTE

TO: Colette R. Gresham, Esq.
Acting Council Administrator

Karen T. Zavakos, Esq.
Acting Deputy Council Administrator

THRU: Lavinia A. Baxter
Senior Legislative Budget and Policy Analyst

FROM: Malcolm Moody - MM
Legislative Budget and Policy Analyst

RE: Policy Analysis and Fiscal Impact Statement
CB-090-2025 Collective Bargaining Agreement, Fraternal Order of Police 112
CR-108-2025 Compensation and Benefits, Fraternal Order of Police 112

CB-090-2025 (*Proposed and presented by:* The Chair of the Council at the request of the County Executive)

CR-108-2025 (*Proposed and presented by:* The Chair of the Council at the request of the County Executive)

Assigned to the Health, Human Services, and Public Safety (HHSPS) Committee

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AN ACT CONCERNING COLLECTIVE BARGAINING AGREEMENT FRATERNAL ORDER OF POLICE 112, PRINCE GEORGE'S COUNTY SHERIFFS LODGE INC, for the purpose of amending the labor agreement of the County.

A RESOLUTION CONCERNING COMPENSATION AND BENEFITS, FRATERNAL ORDER OF POLICE 112 PRINCE GEORGE'S COUNTY SHERIFFS LODGE INC., SALARY SCHEDULE W, for the purpose of amending the Salary Plan of the County to reflect the terms of the recent labor agreement.

Fiscal Summary

Direct Impact

Expenditures: Increased expenditures of approximately $4,603,220 for Fiscal Year 2025 and Fiscal Year 2026 will be required for cost-of-living (COLAs) adjustments, merit payment, and wage scale adjustments. Increased expenditure of approximately $4,748,430 over two fiscal years with all adjustments included.

Revenue: No direct revenue impact.

Indirect Impact

No indirect impact.

Legislative Summary:

CB-090-2025[1], proposed by the Chair at the request of the County Executive, and sponsored by Council Members Blegay, Fisher, Dernoga, Ivey, Harrison, and Watson, was introduced on September 30, 2025, and was referred to the Health, Human Services, and Public Safety (HHSPS) Committee. The Bill would amend the labor agreement between the County and the Fraternal Order of Police Lodge 112.

CR-108-2025[2], proposed by the Chair at the request of the County Executive, and sponsored by Council Members Blegay, Fisher, Dernoga, Ivey, Harrison, and Watson, was introduced on September 30, 2025, and was referred to the Health, Human Services, and Public Safety (HHSPS) Committee. The Resolution would amend the Salary Plan of the County to reflect the terms of a recent labor agreement between the County and the Fraternal Order of Police Lodge 112.

Current Law/Background:

The Prince George's County Code §903[3] outlines that classified and exempt service employees will have their salaries and wages determined in accordance with classification and salary plans. This section also describes that classification, and salary plans become effective once submitted by the County Executive to the County Council for legislative action. If legislative action is not taken within sixty calendar days of submission, then the plan will become approved.

Resource Personnel:

[1] CB-090-2025
[2] CR-108-2025
[3] Prince George's County Code §903 – Salaries and Wages.

- Christina Noone, Administrative Assistant, OHRM
- Gitana Stewart-Ponder, Acting Director, OHRM

Discussion/Policy Analysis:

The Agreement between the County and the Fraternal Order of Police 112, Prince Geoge's County Sheriffs Lodge Inc. provides for wages and certain other terms and conditions of employment for Deputy Sheriffs.

Details of modifications to the Agreement and Salary Schedule W are presented in the County Executive's Cover Letter and Summary of Modifications attachment for the proposed legislation. The notable modifications in the agreement are as follows:

- *Article 4 – Base Salary Rate*
    - **Cost of Living Adjustment (COLA)**: Employees covered by the Agreement will receive a 2.75% COLA for FY 2025, effective April 6, 2025. Another increase of 2.5% for FY 2026 will be effective January 11, 2026.
    - **Merit Increases**: Eligible employees will receive a regular merit increase on the anniversary of their original hire/rehire date in FY 2025 (July 1, 2024, through June 30, 2025) and in FY 2026 (July 1, 2025, through June 30, 2026).
    - **Uniform Wage Scale Modifications (FY 2025-2026)**: Effective the first full pay period after County Council approval:
        - Steps A and B for the rank of Deputy Sheriff Private (W21) shall be eliminated.
        - For Corporal (W24), Sergeant (W25), and Lieutenant (W27), there will be a 2.75% adjustment when moving from Step P – Q, Q – R, R – S, and S – T.
        - Steps U, V, and W shall be removed from the wage scale for these ranks.
- *Article 5 – Special Pay Rates*
    - **Shift Differential**: The differential pay is increased for the night shift (1st shift – 11 pm to 7 am) from \$3.60 to \$3.90 per hour effective July 1, 2024, and to \$4.00 per hour effective July 1, 2025. For the evening shift (3rd shift – 3 pm to 11 pm), the pay is increased from \$2.30 to \$2.55 per hour effective July 1, 2024, and to \$2.60 per hour effective July 1, 2025.
    - **Field Training Officer (FTO) Pay**: The payment for FTOs is increased from \$5.50 to \$6.50 per hour for all hours served, effective the first full pay period after County Council approval.
- *Article 6 – Fringe Benefits*
    - **Clothing Allowance**: The annual clothing allowance is increased from \$1,600.00 to \$1,800.00, effective the first full pay period in July 2024.
    - Personal Leave: The amount of paid personal leave is increased to 24 hours per wage reporting year.

    - **Discretionary Leave**: The language requiring years of service eligibility to receive discretionary leave is removed. Beginning January 1, 2025, all covered employees are eligible.
    - **TEC Pay**[4]: Supplemental payments for various assignments are increased, including $1,260.00 for SST, $1,475.00 for canine handlers, and a new payment of $1,050.00 for deputies certified in sign language, all effective the first full pay period in July 2024.
    - **Insurance Premiums**: Retirees are now given the option to re-enroll in the County's health benefits plans during the course of their retirement.
- *Article 7 – Supplemental Retirement Benefit*
    - ***Supplemental Retirement Benefit***: The sections (7.01-7.11) related to a previous supplemental retirement program have been archived, as no current employees participate, though former employees retain their rights.
    - ***Deputy Sheriff Pension Plan***: For the death benefit after retirement, the participant is given a choice of a 25%, 50%, 66.67%, 75%, or 100% option for payment to the designated beneficiary.
    - ***DROP Plan***: Effective April 1, 2025, the Deferred Retirement Option Program (DROP) eligibility will be set as the normal retirement age for the particular employee (as defined in the plan).
- *Article 12 – Equipment*
    - A new paragraph (D) establishes a reimbursement process for lost or damaged issued equipment (excluding agency vehicles). Deputies are required to reimburse the Department for the actual cost, but only if the loss/damage was caused by negligence or intentional misconduct. Reimbursement is limited to $400.00 for the first occasion and $600.00 for the second.
    - A new paragraph (E) clarifies that the County is not responsible for the theft, damage, or destruction of personal property brought into the workplace by deputies.

Fiscal Impact:

- *Direct Impact*

According to the Office of Management and Budget (OMB), the enactment of CB-090-2025 and adoption of CR-108-2025 will have an adverse fiscal impact on the County in the form of additional expenditures due to the COLAs, merit payment, and wage scale adjustments to be paid out in Fiscal Years 2025 and 2026 will be approximately $4,603,220. Additionally, increases to clothing allowance will cost $102,800.

Increases to pay for Field Training Officers (FTO) amount to approximately $3,136. Increases in TEC pay amount to $24,030. Lastly, the cost increases attributable to raising the shift differential for the night and evening shifts is $15,244. In total, this agreement will cost approximately $4,748,430 over two fiscal years, which currently covers two hundred and eight (208) employees.

[4] TEC pay is a supplemental payment given to Deputy Sheriffs.

- *Indirect Impact*

Enactment of CB-090-2025 and the adoption of CR-108-2025 should not have an indirect fiscal impact on the County.

- *Appropriated in the Current Fiscal Year Budget*

Yes

Effective Date of Proposed Legislation:

The Act shall take effect forty-five (45) days after it becomes law.

If you require additional information, or have questions about this fiscal impact statement, please reach out to me via phone or email.