

PRINCE GEORGE'S COUNTY GOVERNMENT

OFFICE OF MANAGEMENT AND BUDGET

Prince George's County Council
Wayne K. Curry County Administration Building
1301 McCormick Drive
Largo, Maryland 20774

Fiscal Impact Statement for CB-094-2025

Title: An ACT concerning an Amendment of the Collective Bargaining Agreement for Prince George's Correctional Officers' Association, Inc. (PGCOA)

CEX Proposed: Yes

Date introduced: 10/21/2025

Summary: Amendment to the labor agreement for Prince George's Correctional Officers' Association Inc. (PGCOA) to add a provision to increase Shift Differential amounts.

Estimates ¹	FY 2025	FY 2026	FY 2027	FY 2028
Total Change in Expenditures ²	\$87,326	\$90,818	\$90,818	\$90,818
Total Change in Revenues ²	0	0	0	0
Positions Required ³	0	0	0	0
Compensation & Fringe ⁴	\$87,326	\$90,818	\$90,818	\$90,818
Operating Expenses ⁵	0	0	0	0
Total Impact ⁶	\$87,326	\$90,818	\$90,818	\$90,818

¹Sources of information, assumptions, and methodologies used

The County's financial consultant, PFM, has provided a cost/benefit analysis model for each of the collective bargaining units. With these models, the County is able to input bargaining rates and dates agreed upon for cost-of-living adjustments and merits. These costing models are created based on payroll runs for each union at a specific time.

²Estimate of changes in County revenues and expenditures regardless of whether the revenues or expenditures are assumed in a recommended or approved budget

See note 4 below.

³An estimate of additional staff and resources needed to implement the legislation

N/A

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⁴Analysis of the full personnel cost of the legislation

Upon analysis of the collective bargaining agreement for the Prince George's Correctional Officers' Association, Inc. (PGCOA), it has been found that the realized fiscal impact of adjustments to shift differential to be paid out in Fiscal Years 2025 and 2026 is approximately \$178,144, with an annual impact of \$90,818 every year thereafter.

**Note: This Council Bill covers the collective bargaining agreement for FY25 and FY26 only. Negotiations for FY27 and FY28 will begin at the end of 2025 so there are no additional compensation and fringe adjustments assumed in this estimate.*

⁵An explanation of revenue or expenditures that are uncertain or difficult to project

N/A

⁶If the legislation is likely to have no fiscal impact, why that is the case

N/A