



Wayne K. Curry Administration Building



PRINCE GEORGE'S COUNTY

COMPENSATION REVIEW COMMISSION

2025 - 2026

PRINCE GEORGE'S COUNTY
2025-2026 COMPENSATION REVIEW BOARD

Camille A. Exum, Chair

L. Denise Hall

Arthur J. Horne, Jr., Esq.

Gloria Lawlah

Maurice Simpson, Jr.

Steven L. Taylor

PRINCE GEORGE'S COUNTY
2025-2026 COMPENSATION REVIEW COMMISSION
Wayne K. Curry Administration Building
Largo, Maryland 20774

December 12, 2025

The Honorable Krystal Oriadha
Chair
Prince George's County Council
Wayne K. Curry Administration Building
Largo, Maryland 20774

The Honorable Aisha N. Braveboy
County Executive
Wayne K. Curry Administration Building
Largo, Maryland 20774

Dear Chair Krystal Oriadha and County Executive Aisha N. Braveboy,

The 2025-2026 Prince George's County Compensation Review Commission ("Commission") has completed its work and herewith submits its recommendations. The members of the Commission believe that the recommendations provide a fair and reasonable compensation package for the Prince George's County Council Members and County Executive who are to be elected at the November 2026 general election.

An overarching consideration given to the salary enhancement recommendations of the Commission was the fiscal health of the County. The Commission received a fiscal briefing by the Director of the Office of Management and Budget. The briefing consisted of a review of the County's financial status, a summary of revenues, a summary of spending, information regarding fund balances and bond ratings and a General Fund: Six-Year Forecast. The Director noted the risks to the out-year forecast, which include the Federal employment and facilities impact, State budget impact, closure of Six Flags America, and the Washington Commanders leaving the County. After careful review, it was determined that the salary enhancement recommendations would entail a salary freeze in year one of the term of the County Council Members and the County Executive. The Commission finds this salary recommendation to be fiscally responsible.

The Commission studied the salary history of the County Council Members and the County Executive and the salary setting methodologies used to set their salaries. The hallmark of the Commission's work was to undertake an extensive review of the compensation of similarly situated positions.

Most notably, the Commission studied the compensation of the Chief Executive Officer of the Prince George's County Public Schools, the General Manager of the Washington Suburban Sanitary Commission (WSSC), the Prince George's County State's Attorney, the Prince George's County Circuit Court Judges, the Prince George's County Police Chief and the Prince George's County Fire Chief. This review was critical in assessing the parity of the County Executive of Prince George's County and the County Council Members of Prince George's County with their counterparts.

In comparing the compensation of other major executives to that of the County Executive of Prince George's County, the Chief Executive Officer of Prince George's County Public Schools is paid significantly more and the General Manager of WSSC is paid more than the County Executive of Prince George's County.

The Commission also studied the compensation of the County Executive and County Council Members in four neighboring counties and the District of Columbia, the State Government and the Federal Government.

Further, regarding surrounding jurisdictions, the Commission found that the County Council Members in Montgomery County were currently paid higher than the County Council Members in Prince George's County. The County Executive of Montgomery County is paid higher than the County Executive of Prince George's County.

The County Executive of Prince George's County is paid lower than the Mayor of the District of Columbia and the City Council Members of the District of Columbia are paid higher than the County Council Members of Prince George's County. In Howard County, the County Executive of Howard County is paid higher than the County Executive of Prince George's County and the Howard County Council Members are paid significantly lower than Prince George's County Council Members.

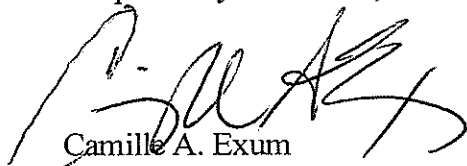
Regarding the comparison with State salaries, the Commission found that the County Executive of Prince George's County was paid more than the State elected officials. However, in three of the four jurisdictions and the District of Columbia surveyed by the Commission, most of the County Executives were paid more than the elected officials. Additionally, the County Executive of Prince George's County is paid lower than some of those persons in the State Executive Level Service.

Regarding the comparison with Federal salaries, the County Executive of Prince George's County is paid more than similar Federal elected officials. The County Executive of Prince George's County is paid lower than the top-level employees of the Executive Schedule Federal employee service. County Council Members of Prince George's County are paid less than Members of Congress.

The duties and responsibilities of the County Executive of Prince George's County and the County Council Members of Prince George's County were considered. The Commission found that the demands on these positions, the level of executive decision-making, and the complexity of issues should be factored into the salaries of these positions.

In closing, the Commission looks forward to your acceptance of and concurrence with the Commission's recommendations.

Respectfully submitted,



Camille A. Exum
Chair

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2025-2026 COMPENSATION REVIEW COMMISSION EXECUTIVE SUMMARY

- Section 10-302 and Section 10-303 of the Local Government Article of the Annotated Code of Maryland and Charter Sections 308 and 406 of the Charter of Prince George's County, Maryland authorize the appointments and set forth the duties and responsibilities of the Compensation Review Commission.
- The Compensation Review Commission consists of seven members. A vacancy occurred on the Commission at the onset of Commission meetings. The Commission commenced its work notwithstanding the vacancy, comprised of the remaining six members.
- The Compensation Review Commission met from April 2, 2025 through October 29, 2025.
- The Compensation Review Commission reviewed information on salary, benefits, and pensions that provide the basis for the recommendations of the Compensation Review Commission.
- During Compensation Review Commission meetings, the Compensation Review Commission reviewed data regarding the compensation of County, State, and Federal officials, and selected officials from five surrounding jurisdictions. The Compensation Review Commission received information from the following County agencies: the Office of Human Resources Management, the Office of Management and Budget, the Office of Finance, and the Office of Central Services.
- A Chair Emeritus of the County Council was interviewed by the Compensation Review Commission. The interview provided a basis for determining position duties and responsibilities and commensurate compensation. The Compensation Review Commission notes that the positions of the County Council Members are to be considered full-time for purposes of determining compensation, per Section 308 of the Prince George's County Charter and this is commensurate with the level of responsibility, complexity of issues, and level of time commitment. Thus, Members of the County Council should be compensated accordingly.
- In consideration of the information presented, the Compensation Review Commission recommends that there be no increase in County Council Member salaries in December 2026, year one of the term. Instead, in year one of the term, the Commission recommends that the salaries of the County Council remain at \$145,432, the same level established in December 2025. Also, for year one of the term, it is recommended that the Council Chair's salary remains at \$152,703, the same level established in December 2025 and also recommended that, for the first year of the term, the Council Vice-Chair's salary remains at \$149,068, the same level established in December 2025.

2025-2026 COMPENSATION REVIEW COMMISSION
EXECUTIVE SUMMARY

- Further, for County Council Member salaries, it is recommended that compensation be adjusted annually, beginning in year two (2027), in year three (2028) and in year four (2029), respectively, with a percentage increase equal to the percentage by which the Consumer Price Index for All Urban Consumers (CPI-U) for September of each subsequent year has increased from the preceding September up to a maximum of 3.0% in each of year two, year three, and year four of the term. For any year the CPI-U is applied for salary adjustment purposes, should the CPI-U for that year reflect a decrease in the year-over-year rate, the salaries of the County Council Members shall remain at the previous year's salary level.
- The compensation of the Chair of the County Council shall be fixed at five percent (5%) per annum in excess of the compensation of the other Council Members during such person's term as Chair, and the compensation of the Vice-Chair of the County Council shall be fixed at two and one half percent (2.5%) per annum in excess of the compensation of the other Council Members during such person's term as Vice-Chair.
- A representative of the County Executive was interviewed by the Compensation Review Commission. The interview and Section 402 of the Prince George's County Charter provide the basis for determining position duties and responsibilities and commensurate compensation. The Compensation Review Commission notes that the position of the County Executive is full-time in accordance with Section 405 of Article IV of the Prince George's County Charter and commensurate with the level of responsibility, complexity of issues, and level of time commitment and should be compensated accordingly.
- The Compensation Review Commission recommends that there be no increase in the County Executive's salary in December 2026, year one of the term and that the County Executive's salary remains at \$241,170, the same level established in December 2025.
- Further, beginning in year two (2027), and subsequently, in year three (2028) and in year four (2029), respectively, it is recommended that the County Executive's salary be adjusted annually, with a percentage increase in an amount equal to the percentage by which the Consumer Price Index for All Urban Consumers (CPI-U) for September shall have increased from the preceding September up to a maximum of 3.0% in each of year two, year three, and year four of the term. For any year the CPI-U is applied for salary adjustment purposes, should the CPI-U for that year reflect a decrease in the year-over-year rate, it is recommended that the salary of the County Executive shall remain at the previous year's salary level.

2025-2026 COMPENSATION REVIEW COMMISSION RECOMMENDATIONS

Pursuant to Section 10-302 of the Local Government Article of the Annotated Code of Maryland and Charter Section 308 of the Prince George's County, Maryland Charter, the Compensation Review Commission recommends as follows:

County Council

It is the recommendation of the Compensation Review Commission, that:

The members of the County Council shall receive compensation for the performance of their public duties under the Charter, in accordance with Attachment A, Compensation Enhancement Recommendation, attached hereto and made a part hereof.

With respect to County Council Members, there shall be no increase in County Council Member salaries in December 2026, year one of the term and that County Council Member salaries will remain at \$145,432, the same level established in December 2025. Also, for year one of the term, that the Council Chair's salary will remain at \$152,703, and that the Council Vice-Chair's salary will remain at \$149,068, the same level established in December 2025.

In year two (2027), in year three (2028) and in year four (2029), County Council Member salaries shall be adjusted annually, with a percentage increase equal to the percentage by which the Consumer Price Index for All Urban Consumers (CPI-U) for September shall have increased from the preceding September, up to a maximum of 3.0%, in each of year two, year three, and year four of the term.

For any year in which the CPI-U is applied for salary adjustment purposes, and the CPI-U for that year reflects a decrease in the year-over-year rate, County Council Member salaries shall remain at the previous year's salary level.

The compensation of the Chair of the County Council shall be fixed at five percent (5%) per annum in excess of the compensation of the other Council Members during such person's term as Chair, and compensation of the Vice-Chair of the County Council shall be fixed at two and one half percent (2.5%) per annum in excess of the compensation of the other Council Members during such person's term as Vice-Chair.

The members of the Compensation Review Commission voted unanimously, (Favorable 6-0), on the above-referenced recommendations.

2025-2026 COMPENSATION REVIEW COMMISSION RECOMMENDATIONS

Pursuant to Section 10-303 of the Local Government Article of the Annotated Code of Maryland and Charter Section 406 of the Prince George's County, Maryland Charter the Compensation Review Commission recommends as follows:

County Executive

It is the recommendation of the Compensation Review Commission, that:

The County Executive shall receive compensation for the performance of her or his public duties under the Charter in accordance with Attachment A, Compensation Enhancement Recommendation, attached hereto and made a part hereof.

There will be no increase in the County Executive's salary in December 2026, year one of the term and, in year one the County Executive's salary will remain at \$241,170, the same level established in December.

Compensation for the County Executive shall be adjusted annually, beginning in year two (2027), in year three (2028) and in year four (2029), respectively, with a percentage increase equal to the percentage by which the Consumer Price Index for All Urban Consumers (CPI-U) for September shall have increased from the preceding September, up to a maximum of 3.0%, in each of year two, year three, and year four of the term.

For any year the CPI-U is applied for salary adjustment purposes, should the CPI-U for that year reflect a decrease in the year-over-year rate, the salary of the County Executive shall remain at the previous year's salary level.

The members of the Compensation Review Commission voted unanimously, (Favorable 6-0), on the above-referenced recommendations.

ATTACHMENT A

Compensation Projection Illustration – Council Members and County Executive

Maximum Annual Increase of CPI Increase with 3.0 Percent Cap and Year One Freeze

ILLUSTRATION: Maximum Council and County Executive compensation under a scenario where compensation adjusted each year by the 12-month increase in CPI-U, with annual increase capped at 3.0 percent, and with a freeze on increases in year one of the term:

	Council Member	Council Chair ¹	Council Vice-Chair ²	County Executive
2025 (Base)	\$145,432	\$152,703	\$149,068	\$241,170
2026 (Freeze)	\$145,432	\$152,703	\$149,068	\$241,170
2027 (at 3% cap)	\$149,795	\$157,285	\$153,540	\$248,405
2028 (at 3% cap)	\$154,289	\$162,003	\$158,146	\$255,857
2029 (at 3% cap)	\$158,918	\$166,864	\$162,891	\$263,533

¹ Per County Code §2-110.01(b), “the compensation of the Chair of the County Council shall be fixed at five percent (5%) per annum in excess of the compensation of the other Council members during such person’s term as Chair.”

² Per County Code §2-110.01(b), “the compensation of the Vice-Chair of the County Council shall be fixed at two and one half percent (2.5%) per annum in excess of the compensation of the other Council members during such person’s term as Vice-Chair.”

PRINCE GEORGE'S COUNTY
2025-2026 COMPENSATION REVIEW COMMISSION RESOLUTION

1
2 A RESOLUTION concerning

3 Compensation Review Commission

4 For the purpose of submission to the County Council of Prince George's County, Maryland its
5 recommendations for the compensation and allowances for Members of the County Council and
6 the County Executive.

7 WHEREAS, CR-105-2024 and CB-1-2025 authorized the appointment of the
8 Compensation Review Commission, the composition of the Commission, and the duties and
9 responsibilities of the Commission; and

10 WHEREAS, Section 10-302 and Section 10-303 of the Local Government Article of the
11 Annotated Code of Maryland and Section 308 and Section 406 of the Charter for Prince
12 George's County, Maryland set forth the statutory framework for the work of the Compensation
13 Review Commission; and

14 WHEREAS, Section 10-302 (b)(1) of the Local Government Article of the Annotated Code
15 of Maryland provides that within 15 days after the beginning of the fourth year of the term, a
16 commission established under this section, by resolution, shall submit to the county legislative
17 body its recommendation for the compensation and allowances for members of the county
18 legislative body; and

19 WHEREAS, Section 10-303(a) of the Local Government Article of the Annotated Code of
20 Maryland provides that if a county executive is authorized, the county may set the
21 qualifications, term of office and compensation for the county executive; and

22 WHEREAS, the Compensation Review Commission reviewed data regarding salary
23 history, salary setting methodology, changes in the Consumer Price Index, comparable County,
24 local, and regional jurisdiction data, as well as comparable State and Federal data that provide
25 the basis for the recommendations of the Compensation Review Commission.

26 NOW, THEREFORE, BE IT RESOLVED by the 2025-2026 Compensation Review
27 Commission, that for the County Council:

28 See Attachment A, Compensation Enhancement Recommendation attached hereto and
29 made a part herein.

1 It is the recommendation of the Compensation Review Commission, that:

2
3 The members of the County Council shall receive compensation for the performance of their
4 public duties under the Charter of Prince George's County, Maryland.

5
6 The Compensation Review Commission recommends for the County Council Members that
7 there be no increase in the County Council Member salaries in December 2026, year one of the
8 term. For year one of the term, the County Council Member salaries will remain at \$145,432, the
9 same level established in December 2025. For year one of the term, the Council Chair's salary
10 will remain at \$152,703, the same level established in December 2025. For year one of the term,
11 the Council Vice-Chair's salary will remain \$149,068, the same level established in December
12 2025.

13
14 For County Council Members, payment in the amounts adjusted annually, beginning in year two
15 (2027), in year three (2028) and in year four (2029), respectively, with a percentage increase
16 equal to the percentage by which the Consumer Price Index for All Urban Consumers (CPI-U)
17 for September shall have increased from the preceding September up to a maximum of 3.0% in
18 each of year two, year three, and year four of the term.

19
20 For any year the CPI-U is applied for salary adjustment purposes, should the CPI-U for that year
21 reflect a decrease in the year-over-year rate, the salaries of the County Council Members shall
22 remain at the previous year's salary level.

23
24 The compensation of the Chair of the County Council shall be fixed at five percent (5%) per
25 annum in excess of the compensation of the other Council Members during such person's term as
26 Chair, and the compensation of the Vice-Chair of the County Council shall be fixed at two and
27 one half percent (2.5%) per annum in excess of the compensation of the other Council Members
28 during such person's term as Vice-Chair.

29
30 The members of the Compensation Review Commission voted unanimously (Favorable 6-0) on
31 the above-referenced recommendations.

1 BE IT FURTHER RESOLVED by the 2025-2026 Compensation Review Commission, that
2 for the County Executive:

3 See Attachment A, Compensation Enhancement Recommendation attached hereto and
4 made a part herein.

5
6 It is the recommendation of the Compensation Review Commission, that:

7
8 The County Executive shall receive compensation for the performance of their public duties
9 under the Charter.

10
11 The Compensation Review Commission recommends that there be no increase in the County
12 Executive's salary in December 2026, year one of the term. For year one of the term, the County
13 Executive's salary will remain at \$241,170, the same level established in December 2025.

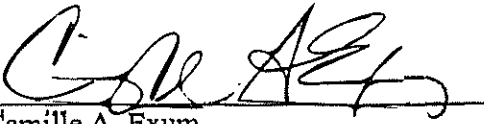
14
15 For the County Executive, payment in the amounts adjusted annually, beginning in year two
16 (2027), in year three (2028) and in year four (2029), respectively, with a percentage increase
17 equal to the percentage by which the Consumer Price Index for All Urban Consumers (CPI-U)
18 for September shall have increased from the preceding September up to a maximum of 3.0% in
19 each of year two, year three, and year four of the term.

20
21 For any year the CPI-U is applied for salary adjustment purposes, should the CPI-U for that year
22 reflect a decrease in the year-over-year rate, the salary of the County Executive shall remain at
23 the previous year's salary level.

24
25 The members of the Compensation Review Commission voted unanimously (Favorable 6-0) on
26 the above-referenced recommendations.

Adopted this 12th day of December, 2025.

PRINCE GEORGE'S COUNTY
2025-2026 COMPENSATION
REVIEW COMMISSION

BY: 
Camille A. Exum
Chair

ATTEST:



Donna J. Brown
Clerk of the Council

ATTACHMENT A

Compensation Projection Illustration – Council Members and County Executive Maximum Annual Increase of CPI Increase with 3.0 Percent Cap and Year One Freeze

ILLUSTRATION: Maximum Council and County Executive compensation under a scenario where compensation adjusted each year by the 12-month increase in CPI-U, with annual increase capped at 3.0 percent, and with a freeze on increases in year one of the term:

	Council Member	Council Chair ¹	Council Vice-Chair ²	County Executive
2025 (Base)	\$145,432	\$152,703	\$149,068	\$241,170
2026 (Freeze)	\$145,432	\$152,703	\$149,068	\$241,170
2027 (at 3% cap)	\$149,795	\$157,285	\$153,540	\$248,405
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2029 (at 3% cap)	\$158,918	\$166,864	\$162,891	\$263,533

¹ Per County Code §2-110.01(b), “the compensation of the Chair of the County Council shall be fixed at five percent (5%) per annum in excess of the compensation of the other Council members during such person's term as Chair.”

² Per County Code §2-110.01(b), “the compensation of the Vice-Chair of the County Council shall be fixed at two and one half percent (2.5%) per annum in excess of the compensation of the other Council members during such person's term as Vice-Chair.”

COUNTY COUNCIL OF PRINCE GEORGE'S COUNTY, MARYLAND
2024 Legislative Session

Resolution No. CR-105-2024

Proposed by Council Member Ivey

Introduced by Council Members Ivey, Harrison and Hawkins

Date of Introduction November 19, 2024

RESOLUTION

1 A RESOLUTION concerning

2 2025-2026 Compensation Review Commission

3 For the purpose of establishing a Compensation Review Commission to undertake a
4 comprehensive study and make recommendations regarding the compensation and allowances of
5 the County Council Members and County Executive, and generally relating to the Compensation
6 Review Commission.

7 WHEREAS, Section 308 and Section 406 of the Charter of Prince George's County,
8 Maryland provide for the appointment of a compensation review commission by the Council and
9 County Executive; and

10 WHEREAS, Section 10-302, Local Government I Article, Annotated Code of Maryland
11 provides that by ordinance, a county may establish a commission to recommend compensation
12 and allowances for members of the county legislative body; and

13 WHEREAS, Section 10-303, Local Government I Article, Annotated Code of Maryland
14 provides that the county may set the qualifications, term of office, and compensation for the
15 County Executive.

16 NOW, THEREFORE, BE IT RESOLVED by the County Council of Prince George's
17 County, Maryland, that the 2025-2026 Compensation Review Commission is hereby created.

18 BE IT FURTHER RESOLVED that the 2025-2026 Charter Review Commission shall
19 consist of seven (7) citizens, three (3) appointed by the County Executive and three (3) appointed
20 by the County Council and one (1) Chairperson who shall be jointly agreed upon by the County
21 Executive and the Chairperson of the County Council.

1 BE IT FURTHER RESOLVED that the 2025-2026 Compensation Review Commission
2 shall consist of the following seven citizens: Gloria G. Lawlah, Maurice Simpson, Jr., Steven L.
3 Taylor, appointed by the County Council, and L. Denise Hall, Arthur J. Horne, Jr., Jacqueline B.
4 Woody, appointed by the County Executive; and Chair Camille A. Exum, jointly agreed upon by
5 the County Executive and the Chair of the County Council.

6 BE IT FURTHER RESOLVED that appointees to the 2025-2026 Compensation Review
7 Commission will also serve as members of the 2025-2026 Charter Review Commission.

8 BE IT FURTHER RESOLVED pursuant to Sections 308 and 406 of the Prince George's
9 County Charter, a compensation review commission shall be appointed not later than one year
10 prior to the beginning of each fourth year of a term, by ordinance, by the Council and the County
11 Executive to recommend compensation and allowances for Council members and the County
12 Executive.

13 BE IT FURTHER RESOLVED that the County Council shall provide appropriate staff and
14 clerical support for the 2025-2026 Compensation Review Commission.

Adopted this 19th day of November, 2024.

COUNTY COUNCIL OF PRINCE
GEORGE'S COUNTY, MARYLAND

BY: Jolene Ivey

Jolene Ivey
Chair

ATTEST:

Donna J. Brown

Donna J. Brown
Clerk of the Council

COUNTY COUNCIL OF PRINCE GEORGE'S COUNTY, MARYLAND

2025 Legislative Session

Bill No. CB-001-2025

Chapter No. 1

Proposed and Presented by Council Member Ivey

Introduced by Council Members Ivey and Hawkins

Date of Introduction February 18, 2025

BILL

1 AN ACT concerning

2 2025-2026 Compensation Review Commission

3 For the purpose of establishing a Compensation Review Commission to study the rate of
4 current compensation and allowances for Council members and compensation for the
5 County Executive and making recommendations regarding the amount of compensation in
6 accordance with state and local laws, and generally relating to the Compensation Review
7 Commission.

8 WHEREAS, State and County law provide for the appointment of a Compensation
9 Review Commission; and

10 WHEREAS, Section 10-302, Local Government Article, Annotated Code of
11 Maryland provides that by ordinance, a county may establish a commission to recommend
12 compensation and allowances for members of the county legislative body; and

13 WHEREAS, Section 10-303, Local Government Article, Annotated Code of
14 Maryland provides that the county may set the qualifications, term of office, and
15 compensation for the county executive; and

16 WHEREAS, subject to State law, Charter Section 308 and Charter Section 406,
17 require that the compensation of Council members may be changed by an affirmative vote
18 of not less than two-thirds of the members of the full Council. Establishing not later than
19 one year prior to the beginning of each fourth year of a term, by ordinance, the Council
20 shall establish a commission appointed by the Council and the County Executive to
21 recommend compensation and allowances for members of the Council and the County

1 may, within ninety days of the receipt of the commission's recommendation, by ordinance,
2 accept, reduce, or reject but may not increase any item of the recommendation by a vote of
3 not less than two-thirds of the full Council. Any change in the compensation and
4 allowances for members of the Council shall be enacted by ordinance before the election
5 for the members of the next succeeding Council and take effect only for the members of
6 the next succeeding Council.

7 SECTION 6. BE IT FURTHER ENACTED pursuant to Section 10-303, Local
8 Government Article, Annotated Code of Maryland provides that the county may set the
9 qualifications, term of office, and compensation for the county executive; and the 2025-
10 2026 Compensation Review Commission shall study the current compensation for the
11 County Council and the County Executive and shall make recommendations regarding
12 such compensation.

13 SECTION 7. BE IT FURTHER RESOLVED that the County Council shall provide
14 appropriate staff and clerical support for the 2025-2026 Compensation Review
15 Commission.

16 SECTION 8. BE IT FURTHER RESOLVED that the appointees to the 2025-2026
17 Compensation Review Commission will also serve as members of the 2025-2026 Charter
18 Review Commission.

19 SECTION 9. BE IT FURTHER ENACTED that the provisions of this Act are hereby
20 declared to be severable; and, in the event that any section, subsection, paragraph,
21 subparagraph, sentence, clause, phrase, or word of this Act is declared invalid or
22 unconstitutional by a court of competent jurisdiction, such invalidity or unconstitutionality
23 shall not affect the remaining words, phrases, clauses, sentences, subparagraphs,
24 paragraphs, subsections, or sections of this Act, since the same would have been enacted
25 without the incorporation in this Act of any such invalid or unconstitutional word, phrase,
26 clause, sentence, paragraph, subparagraph, subsection, or section.

27 SECTION 10. BE IT FURTHER ENACTED that this Act shall take effect forty-five
28 (45) calendar days after it becomes law.

Md. Local Government Code Ann. § 10-302

*** Current through the end of the 2025 Regular Session of the General Assembly. ***

Michie's™ Annotated Code of Maryland > **Local Government (Divs. I — V)**
 > **Division III. Counties. (Titles 9 — 15)** > **Title 10. Express Powers Act. (Subts. 1**
 — 3) > **Subtitle 3. Express Powers of Charter Counties and Code Counties. (§§ 10-301**
 — 10-330)

§ 10-302. County legislative body — Compensation.

(a) By ordinance, a county may establish a commission to recommend compensation and allowances for members of the county legislative body.

(b)

(1) Within 15 days after the beginning of the fourth year of the term, a commission established under this section, by resolution, shall submit to the county legislative body its recommendation for the compensation and allowances for members of the county legislative body.

(2) Subject to subsection (e) of this section, the commission may recommend an increase or decrease in the compensation and allowances for members of the county legislative body.

(c) On receiving the resolution, the county legislative body may reduce or reject the commission's recommendation, but may not increase any item.

(d) Any change in the compensation and allowances of members of the county legislative body shall be enacted by ordinance before the election for the members of the next succeeding county legislative body and take effect only for the members of the next succeeding county legislative body.

(e) The compensation or allowances for members of the county legislative body of a charter county may not be less than provided in the county charter.

History

An. Code 1957, art. 25A, § 5(AA); 2013, ch. 119, § 2.

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End of Document

Md. Local Government Code Ann. § 10-303

*** Current through the end of the 2025 Regular Session of the General Assembly. ***

Michie's™ Annotated Code of Maryland > *Local Government (Divs. I — V)*
 > *Division III. Counties. (Titles 9 — 15)* > *Title 10. Express Powers Act. (Subts. 1*
— 3) > *Subtitle 3. Express Powers of Charter Counties and Code Counties. (§§ 10-301*
— 10-330)

§ 10-303. County officers, officials, and employees.

- (a) If a county executive is authorized, the county may set the qualifications, term of office, and compensation for the county executive.
- (b) A county may provide for the appointment and removal of all county officers except those whose appointment or election is provided for by the Maryland Constitution or public general law.
- (c) A county legislative body may enact local laws to:
 - (1) prevent conflicts between the private interests and public duties of county officers and members of the county legislative body;
 - (2) govern the conduct and actions of all county officers and members of the county legislative body in the performance of their public duties; and
 - (3) provide for penalties, including removal from office, for a violation of the local laws or any regulations adopted under the local laws.
- (d) A county may provide for a merit system governing the appointment of county officials and employees not elected or appointed under the Maryland Constitution or public general law.

History

An. Code 1957, art. 25A, § 5(Q)(1); 2013, ch. 119, § 2.

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End of Document

Section 308. Compensation.

The compensation of Council members may be changed by an affirmative vote of not less than two-thirds of the members of the full Council. Establishing not later than one year prior to the beginning of each fourth year of a term, by ordinance, the Council shall establish a commission appointed by the Council and the County Executive to recommend compensation and allowances for members of the Council and the County Executive. The commission shall commence its work at the discretion of the chair of the commission. Within 15 days after the beginning of the fourth year of the term, a commission established under this section, by resolution, shall submit to the Council its recommendation for the compensation and allowances for members of the Council and the County Executive. The commission may recommend an increase or decrease in the compensation and allowances for members of the Council and County Executive. Membership on the Council shall be considered a full-time position for the purpose of determining compensation. The Council may, within ninety days of the receipt of the commission's recommendation, by ordinance, accept, reduce, or reject but may not increase any item of the recommendation by a vote of not less than two-thirds of the full Council. Any change in the compensation and allowances for members of the Council shall be enacted by ordinance before the election for the members of the next succeeding Council and take effect only for the members of the next succeeding Council. The compensation or allowances for Council members may not be less than provided in the Charter.

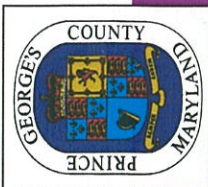
(Amended, CB-114-1986, ratified Nov. 4, 1986; Amended, CB-70-2002, ratified Nov. 5, 2002; Amended, CB-38-2018, ratified Nov. 6, 2018; Amended, CB-037-2022, ratified Nov. 8, 2022)

Editor's note(s)—Section 2-110.01 of the County Code contains the current provisions for compensation of Council Members.

Section 406. Compensation.

The County Executive's compensation may be changed by an affirmative vote of not less than two-thirds of the members of the full Council. Establishing not later than one year prior to the beginning of each fourth year of a term, by ordinance, the Council shall establish a commission appointed by the Council and the County Executive to recommend compensation and allowances for members of the Council and the County Executive. The commission shall commence its work at the discretion of the chair of the commission. Within 15 days after the beginning of the fourth year of the term, a commission established under this section, by resolution, shall submit to the Council its recommendation for the compensation and allowances for members of the Council and the County Executive. The commission may recommend an increase or decrease in the compensation and allowances for members of the Council and County Executive. The Council may, within ninety days of the receipt of the commission's recommendation, by ordinance, accept, reduce, or reject but may not increase any item of the recommendation by a vote of not less than two-thirds of the full Council. Any change in the compensation and allowances for the County Executive shall be enacted by ordinance before the election for the next succeeding County Executive and take effect only for the next succeeding County Executive. The compensation or allowances for the County Executive may not be less than provided in the Charter.

(Amended, CB-70-2002, ratified Nov. 5, 2002; Amended, CB-037-2022, ratified Nov. 8, 2022)



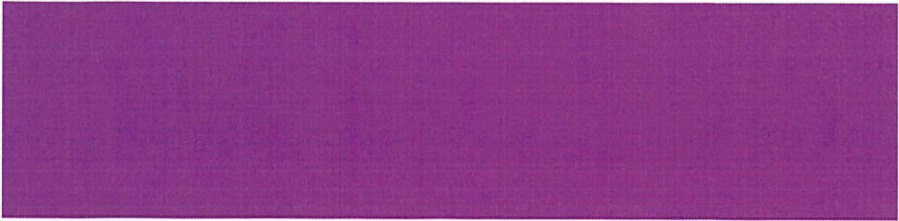
Tara H. Jackson
Acting County Executive

Prince George's County

Office of Management and Budget

Salary Commission

May 5, 2025



Financial Performance and Budget Overview

Stanley A. Earley, Director
Office of Management and Budget

FY 2026 Proposed Budget Revenues

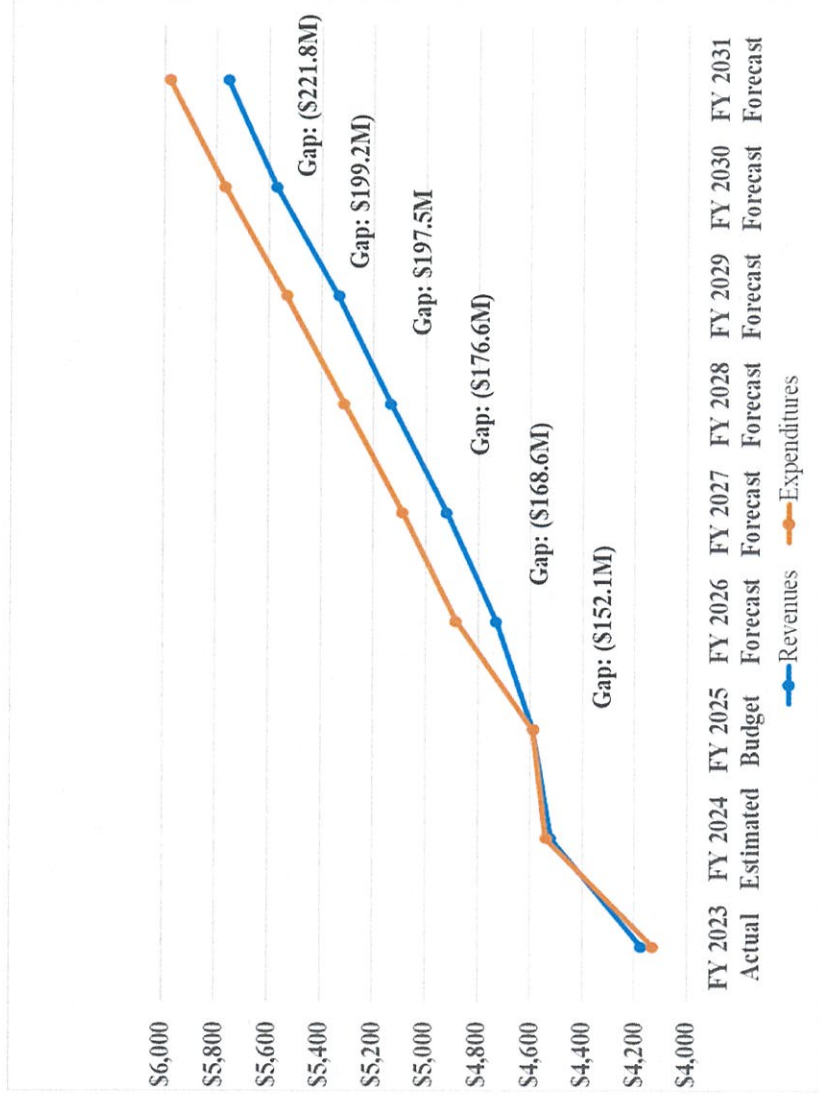
- FY 2026 revenues are \$4.8 billion, an increase of \$193.1 million or 4.2% over the FY 2025 approved budget.
- County-sourced revenues increase by \$119.3 million or 1.1% based on higher real and income tax attainment.
- A proposed telecommunications excise tax would replace the sales tax and raise \$37.6 million.
- Outside aid increases by \$67.6 million or 3.6% mostly for Board of Education sources.

FY 2024-2026 General Fund Revenues

(\$ in Millions)	FY 2025 Approved	FY 2025 March Est	FY 2026 Proposed	FY 2025 App'vs FY 2026 Proposed \$ Change	% Change
County Sourced Revenues	\$1,049.2	\$1,072.6	\$1,114.5	\$65.3	6.2%
Real Property Tax	92.4	92.4	93.3	0.9	1.0%
Personal Property Tax	790.2	829.2	861.6	71.3	9.0%
Income Tax	69.3	69.3	56.9	-12.4	-17.9%
Disparity Grant	122.5	111.0	115.2	-7.3	-5.9%
Transfer Tax	42.0	34.5	39.4	-2.6	-6.2%
Recordation Tax	89.2	93.6	99.5	10.4	11.6%
Energy Tax	14.0	14.0	51.6	37.6	268.7%
Telecommunications Tax	31.2	31.0	34.4	3.2	10.4%
Other Local Taxes	10.9	11.2	12.9	1.9	17.5%
State-Shared Taxes	79.3	76.3	76.7	-2.6	-3.3%
Licenses and Permits	37.2	36.0	31.0	-6.2	-16.7%
Use of Money and Property	72.1	72.3	74.5	2.4	3.3%
Charges for Services	52.3	56.0	36.1	-16.2	-31.0%
Intergovernmental Revenue	8.4	8.8	11.6	3.2	38.5%
Miscellaneous Revenue	40.0	45.0	10.4	-29.6	-73.9%
Other Financing Sources					
Subtotal County Sources	\$2,600.3	\$2,653.1	\$2,719.6	\$119.3	4.6%
Subtotal w/o Fund Balance	\$2,565.4	\$2,613.2	\$2,715.2	\$149.8	5.8%
Outside Aid					
Board of Education	\$1,889.0	\$1,993.8	\$1,956.6	\$67.6	3.6%
Community College	89.8	85.0	96.1	6.3	7.0%
Library	9.5	9.3	9.5	0.0	-0.3%
Subtotal Outside Aid	\$1,988.3	\$2,088.1	\$2,062.1	\$73.8	3.7%
Grand Total General Fund	\$4,588.6	\$4,741.2	\$4,781.7	\$193.1	4.2%

General Fund: Six-Year Forecast

A gap of -\$152.1 million was projected in FY 2026 between revenues and spending. The shortfall increases to about -\$222 million by FY 2031.



Downside Risks to the Outyear Forecast

- **Federal Employment Impact:** The County has an estimated 73,000 residents who are employed by the Federal Government. The extent of reductions to the federal workforce and the specific impact by County is not yet quantified. Income tax revenue will decrease.
 - Federal facilities (Goddard Space Center, Suitland Federal Center, IRS, National Archives, Department of Agriculture, etc.) that reside in the County are especially at risk for potential closures which will negatively impact surrounding local businesses.
 - IRS Employment reduction will potentially impact income tax collections in the county due to fewer audits and delinquencies.

Downside Risks to the Outyear Forecast cont.

- **State Budget Impact:** The State estimates balanced budgets in FY 2026 and 2027 but this may change when data on federal workforce reductions is known. Regardless, the State projects large budget shortfalls starting in FY 2028 which may result in actions that affect the County budget.
 - County will lose the other half of the Supplemental Retirement grant in FY 2027 (\$4.8M).
 - Blueprint requirements will continue to increase significantly over the next several years.
- **Six Flags and Commanders:** Six Flags contributes an estimated \$3.5 million in tax revenue and the Commanders add \$14 million. These are projected to end in FY 2027 and FY 2031 respectively.

MISCELLANEOUS EXECUTIVE/APPOINTED/ELECTED POSITIONS
COMPARISON CHART – 2025 COMPENSATION REVIEW COMMISSION

<u>JOB TITLE</u>	<u>JURISDICTION</u>	<u>COMPENSATION</u>
PRINCE GEORGE'S COUNTY STATE'S ATTORNEY	Prince George's County	\$204,973
SUPERINTENDENT OF PUBLIC SCHOOLS - PRINCE GEORGE'S COUNTY	Prince George's County	\$321,779
GENERAL MANAGER -WSSC	BI-COUNTY (Prince George's/Montgomery Counties)	\$255,000 + \$12,000 Car allowance
CIRCUIT COURT JUDGE	Statewide	\$204,433
POLICE CHIEF - PRINCE GEORGE'S	Prince George's County	\$267,800
FIRE CHIEF, Prince George's County	Prince George's County	\$252,349

COUNTY EXECUTIVE/MAYOR/COUNCILMEMBER COMPENSATION COMPARISON CHART (Revised)

<u>COUNTY/CITY</u>	<u>POPULATION¹</u>	<u>MEDIAN INCOME²</u>	<u>COUNTY EXECUTIVE/ MAYOR COMPENSATION</u>	<u># OF COUNCIL MEMBERS³</u>	<u>COUNCIL MEMBERS' COMPENSATION⁴</u>	<u>COMPENSATION – CHAIR/ PRESIDENT/VICE CHAIR/VICE PRES.</u>
Anne Arundel County	602,350	\$120,324	\$142,000	7 all elected w/in Districts	\$ 50,366*	Chair \$ 50,779 Vice Chair \$50,414
Baltimore City	568,271	\$ 59,623	\$206,473	14 w/in Districts President at large (15)	\$ 79,521*	Council President \$138,470 Council Vice President \$91,243
District of Columbia	707,250	\$106,287	\$250,000	8 w/in Wards, 5 at-large, incl. Chair (13)	\$161,233*	Chair receives \$10,000 less than the Mayor (currently \$240,000). No variance for Chair Pro Tempore
Howard County	339,668	\$146,982	\$237,006	5, all elected w/in districts	\$ 73,663*	\$3,500 additional paid to Chair
Prince George's County	966,629	\$100,708	\$228,658	9 w/in Districts, 2 at- large (11)	\$137,832**	Chair receives 5% in excess of councilmember compensation 2.5% in excess for vice chair
Montgomery County	1,082,373	\$128,733	\$239,383	7 w/in district, 4 at- large (11)	\$167,172**	\$183,889 Council President. No variance Vice President

¹ 2024 estimate based on 2020 U.S. Census

² Reflected in 2023 dollars per 20202 U.S. Census

³ No Variance in pay for at-large members unless Chair/vice chair/president/vice president

⁴ Stated compensation does not include fringe benefits provided in all jurisdictions which may vary

* May maintain secondary employment

** Considered full - time for compensation purposes

MINUTES OF THE
2025 - 2026 COMPENSATION REVIEW COMMISSION
AND CHARTER REVIEW COMMISSION
JUNE 18, 2025

The following members were present:

Camille A. Exum
L. Denise Hall
Arthur J. Horne, Jr., Esq.
Gloria Lawlah
Maurice Simpson, Jr.

Members Absent:

Steven L. Taylor

Staff Present:

Colette R. Gresham, Acting Council Administrator
Karen T. Zavakos, Associate Council Administrator
Kathleen H. Canning, Legislative Officer
Donna J. Brown, Clerk of the Council
Rosalyne E. Pugh, Esq., Consultant
Sharon Savoy Williams, Administrative Staff

Others Present:

Hon. Calvin S. Hawkins, II, Chair, County Council
Gitana J. Stewart-Ponder, Acting Director, Office of Human Resources Management

INTRODUCTORY REMARKS:

Chair Exum called the meeting to order at 4:08 pm and Ms. Savoy Williams did a roll call of members in attendance.

APPROVAL OF MINUTES:

The minutes from the May 7th meeting were reviewed. Commissioner Horne moved for approval of the minutes and Commissioner Lawlah seconded the motion. The minutes were approved.

BRIEFING ON DUTIES, RESPONSIBILITIES AND TIME COMMITMENTS OF
COUNTY EXECUTIVE, COUNTY COUNCIL MEMBERS AND COUNCIL CHAIR:

County Council Member At-Large Calvin S. Hawkins, II gave an overview of the responsibilities/duties of a Council Member, an At-Large Council Member and the position of Council Chair. He explained that Council Members are always on duty, helping/answering constituent concerns. Council Member Hawkins also highlighted how the Council Members work with other jurisdictions across the region on various legislative and policy matters and serve on various regional and/or national Boards. He noted that At-Large Council Members provide the unique opportunity to always push what's best for Prince George's County while being sensitive to understand the concerns of and work with the District Council Members. Commissioner Hall inquired if the expectations are higher for At-Large Council Members and if the time commitments are greater than those of the District Council Members. Council Member Hawkins stated that in his role he has to be accessible throughout the County and the data shows that At-Large members respond to more constituent concerns on average based on serving the entire County. Commissioners discussed whether the Chairperson of the Council should be one of the two At-Large Council Members and if the District of Columbia Council structure, where the President is elected citywide, should be considered.

Gitana Stewart-Ponder, Acting Director, Office of Human Resources Management, spoke on the duties and responsibilities of the County Executive, which include:

- Prepares and submits an annual report on the activities and accomplishments of the County government, including a detailed financial statement
- Provides direction to all departments and offices of the County government
- Develops policies; proposes plans, programs, budgets, and legislation to the County Council
- Adopts Executive Orders, Regulations, and proposed governmental reorganization
- Appoints department heads and members to boards, committees, and commissions
- Ensures that County funds in excess of those required for immediate needs are invested in the best interests of the County
- Signs all deeds, contracts and other instruments
- Prepares and submits the Annual County Budget, including Bi-County agencies
- Represents the County at local, regional, national and international meetings, events and forums

MINUTES OF THE 2025 - 2026 CHARTER REVIEW
COMMISSION AND COMPENSATION REVIEW BOARD –
JUNE 18, 2025
PAGE 3

Donna Brown, Clerk of the Council, addressed the Board regarding the Council's approved Long-Range Calendar to give an example of the volume of different meetings and hearings Council Members have during the Legislative Year. Ms. Brown highlighted the September, October, and November 2025 Calendar and noted when Council Members meet as the District Council, County Council, Board of Health, and convene as Committee of the Whole (COW), in Standing Committees, and participate on Task Forces and Workgroups.

Chair Exum says we have made strides in terms of fair compensation for the work. If you consider the Sundays and church visitations and the Saturdays, evening civic meetings. We really get less than minimum wage and all these things it's quite a bit of work, with the phone calls, and stops at the grocery store.

BRIEFING ON COUNTY EXECUTIVE AND COUNCIL MEMBERS SALARY COMPARISONS:

Ms. Rosalyn Pugh, Consultant, provided an overview of County salaries, duties and demographics of surrounding counties and Baltimore City and the District of Columbia. She stated that Anne Arundel County's Council Members have a low salary and even though the Commission was recommending an increase, they did not increase their compensation from 2003-2017. Ms. Pugh informed the Commission that Baltimore City and the District of Columbia can maintain secondary employment. She stated that the County Executives/Mayor are all full-time. Chair Exum asked if M-NCPPC is in the other information? Consultant Pugh stated she would provide that information at the next meeting.

ADDITIONAL QUESTIONS/DISCUSSION/NEXT MEETING:

Ms. Gresham informed the Commission that at the next meeting staff will bring examples of different compensation options to assist them with their deliberations. She informed the Commission that the next meeting would be July 2nd but given the holiday schedule, we may move the next meeting to September 3rd at 4 pm. The Commission should finalize its recommendations on compensation, if possible, at the September 17th meeting because final recommendations would need to be submitted to the Council by December 15th. Ms. Gresham also mentioned that Ms. Woody's vacancy needed to be filled by the new County Executive and she will make sure the new Appointments Liaison is made aware.

ADJOURNMENT:

Chair Exum adjourned the meeting at 5 pm.

Compensation Review Commission

Office of Human Resources Management

Valerie A. Farrar, Acting Director

April 16, 2025

Compensation Review Committee

The Office of Human Resources Management (OHRM) is pleased to provide the following information to the Compensation Review Board.

- Overview of the salary for Executive and Council Members detailing how the salaries are set and budgeted, including historical salary data from Fiscal Years 2007 – 2025
- Overview of the Executive benefits package and other forms of compensation for the Executive and County Council.
- Overview of retirement benefits and historical retirement benefit data from Fiscal Years 2007 – 2025

SALARY HISTORY

Setting Executive Salaries
County Executive Salary by Fiscal Year
County Council Chairperson Salary by Fiscal Year
Council Vice Chairperson Salary by Fiscal Year
Council Members Salary by Fiscal Year

FISCAL YEARS 2007 - 2025



Setting Executive Salaries

Historically, the salaries for the County Executive and Council Members have been set based on the [Consumer Price Index for All Urban Consumers \(CPI-U\)](#), [Washington-Arlington-Alexandria](#) area.

The Washington-Arlington-Alexandria, DC-VA-MD-WV, Core Based Statistical area includes the District of Columbia; the counties of Calvert, Charles, Frederick, Montgomery, and Prince George's, in Maryland; the cities of Alexandria, Fairfax, Falls Church, Fredericksburg, Manassas, and Manassas Park and the counties of Arlington, Clarke, Culpeper, Fairfax, Fauquier, Loudon, Prince Williams, Rappahannock, Spotsylvania, Stafford, and Warren in Virginia; and the county of Jefferson in West Virginia.



County Executive Salary by Fiscal Year

Fiscal Year	Date Range	Salary	Effective Date
2007	7/1/06 – 6/30/07	\$160,000.00	12/04/2006
2008	7/1/07 – 6/30/08	\$165,440.00	12/03/2007
2009	7/1/08 – 6/30/09	\$174,539.00	12/01/2009
2010	7/1/09 – 6/30/10	FROZEN	12/07/2009
2011	7/1/10 – 6/30/11	FROZEN	12/06/2010
2012	7/1/11 – 6/30/12	\$180,473.63	12/05/2011
2013	7/1/12 – 6/30/13	\$185,526.90	12/02/2012
2014	7/1/13 – 6/30/14	\$187,753.90	12/02/2013
2015	7/1/14 – 6/30/15	197,141.00	12/08/2014
2016	7/1/15 – 6/30/16	\$206,998.00	12/07/2015
2017	7/1/16 – 6/30/17	\$209,998.00	12/05/2016
2018	7/1/17 – 6/30/18	\$213,567.96	12/04/2017
2019	7/1/18 – 6/30/19	\$212,998.00	12/03/2018
2020	7/1/19 – 6/30/20	\$215,998.00	12/02/2019
2021	7/1/20 – 6/30/21	218,998.00	12/07/2020
2022	7/1/21 – 6/30/22	\$221,998.00	12/06/2021
2023	7/1/22 – 6/30/23	FROZEN	12/06/2022
2024	7/1/23 – 6/30/24	\$228,658.00	12/04/2023
2025	7/1/24 – 12/03/24	\$234,237.00	12/02/2024

County Council Chairperson Salary by Fiscal Year

Fiscal Year	Date Range	Salary	Effective Date
2007	7/1/06 – 6/30/07	\$94,000.00	12/04/2006
2008	7/1/07 – 6/30/08	\$97,026.00	12/03/2007
2009	7/1/08 – 6/30/09	\$102,087.00	12/01/2009
2010	7/1/09 – 6/30/10	\$101,417.00	12/07/2009
2011	7/1/10 – 6/30/11	FROZEN	12/06/2010
2012	7/1/11 – 6/30/12	\$104,695.00	12/05/2011
2013	7/1/12 – 6/30/13	\$107,486.00	12/02/2012
2014	7/1/13 – 6/30/14	\$108,716.00	12/02/2013
2015	7/1/14 – 6/30/15	\$114,347.00	12/08/2014
2016	7/1/15 – 6/30/16	\$120,064.00	12/07/2015
2017	7/1/16 – 6/30/17	\$123,214.00	12/05/2016
2018	7/1/17 – 6/30/18	\$126,364.00	12/04/2017
2019	7/1/18 – 6/30/19	\$129,271.00	12/03/2018
2020	7/1/19 – 6/30/20	\$131,468.00	12/02/2019
2021	7/1/20 – 6/30/21	\$133,309.00	12/07/2020
2022	7/1/21 – 6/30/22	\$140,495.00	12/06/2021
2023	7/1/22 – 6/30/23	\$140,508.00	12/06/2022
2024	7/1/23 – 6/30/24	\$144,723.09	12/05/2023
2025	7/1/24 – 6/30/25	\$148,255.00	12/03/2024

County Council Vice-Chairperson Salary by Fiscal Year

Fiscal Year	Date Range	Salary	Effective Date
2007	7/1/06 – 6/30/07	\$91,500.00	12/04/2006
2008	7/1/07 – 6/30/08	\$94,526.00	12/03/2007
2009	7/1/08 – 6/30/09	\$99,587.00	12/01/2009
2010	7/1/09 – 6/30/10	\$98,917.00	12/07/2009
2011	7/1/10 – 6/30/11	FROZEN	12/06/2010
2012	7/1/11 – 6/30/12	\$102,195.00	12/05/2011
2013	7/1/12 – 6/30/13	\$104,986.00	12/02/2012
2014	7/1/13 – 6/30/14	\$106,216.00	12/02/2013
2015	7/1/14 – 6/30/15	\$111,625.00	12/08/2014
2016	7/1/15 – 6/30/16	\$117,206.00	12/07/2015
2017	7/1/16 – 6/30/17	\$102,281.00	12/05/2016
2018	7/1/17 – 6/30/18	\$123,356.00	12/04/2017
2019	7/1/18 – 6/30/19	\$126,193.00	12/03/2018
2020	7/1/19 – 6/30/20	\$128,338.00	12/02/2019
2021	7/1/20 – 6/30/21	\$130,135.00	12/07/2020
2022	7/1/21 – 6/30/22	\$137,150.00	12/06/2021
2023	7/1/22 – 6/30/23	\$137,162.00	12/05/2022
2024	7/1/23 – 6/30/24	\$141,277.30	12/05/2023
2025	7/1/24 – 6/30/25	\$141,196.00	12/03/2024

County Council Members Salary by Fiscal Year

Fiscal Year	Date Range	Salary	Effective Date
2007	7/1/06 – 6/30/07	\$89,000.00	12/04/2006
2008	7/1/07 – 6/30/08	\$92,026.00	12/03/2007
2009	7/1/08 – 6/30/09	\$97,087.00	12/01/2009
2010	7/1/09 – 6/30/10	\$96,417.00	12/07/2009
2011	7/1/10 – 6/30/11	FROZEN	12/06/2010
2012	7/1/11 – 6/30/12	\$99,695.00	12/05/2011
2013	7/1/12 – 6/30/13	\$102,486.00	12/02/2012
2014	7/1/13 – 6/30/14	\$103,716.00	12/02/2013
2015	7/1/14 – 6/30/15	\$108,902.00	12/08/2014
2016	7/1/15 – 6/30/16	\$114,347.00	12/07/2015
2017	7/1/16 – 6/30/17	\$117,347.00	12/05/2016
2018	7/1/17 – 6/30/18	\$120,364.00	12/04/2017
2019	7/1/18 – 6/30/19	\$123,115.00	12/03/2018
2020	7/1/19 – 6/30/20	\$125,208.00	12/02/2019
2021	7/1/20 – 6/30/21	\$126,961.00	12/07/2020
2022	7/1/21 – 6/30/22	\$133,817.00	12/06/2021
2023	7/1/22 – 6/30/23	\$133,805.00	12/06/2022
2024	7/1/23 – 6/30/24	\$137,831.72	12/05/2023
2025	7/1/24 – 6/30/25	\$141,196.00	12/03/2024



SALARY COMPARISONS

County Executive Salary Comparison
County Council Chairperson Salary Comparison
County Council Vice-Chairperson Salary Comparison
County Council Members Salary Comparison

FISCAL YEAR 2025



County Executives Salary Comparisons – FY2025

Entity	Pay Basis	Salary	F/T	Ret	Health	Dental	Life	401(a)	457(b)
Prince George's County	Annual	\$234,297.00	X	X	X	X	X	X	X
Baltimore County	Annual	\$192,000.00	X	X	X	X	X		
Montgomery County	Annual	\$209,621.06	X	X	X	X	X		X



County Council Chairpersons Salary Comparisons – FY2025

Entity	Pay Basis	Salary	F/T	Ret	Health	Dental	Life	401(a)	457(b)
Prince George's County	Annual	\$144,726.00	X	X	X	X	X	X	X
Baltimore County	Annual	\$77,000.00		X	X	X			
Montgomery County	Annual	\$183,889.40	X	X	X	X	X		X

County Council Vice-Chairpersons Salary Comparison – FY2025

Entity	Pay Basis	Salary	F/T	Ret	Health	Dental	Life	401(a)	457(b)
Prince George's County	Annual	\$141,196.00	X	X	X	X	X	X	X
Baltimore County					N/A				
Montgomery County					N/A				

County Council Members Salary Comparison – FY2025

Entity	Pay Basis	Salary	F/T	Ret	Health	Dental	Life	401(a)	457(b)
Prince George's County	Annual	\$141,196.00	X	X	X	X	X	X	X
Baltimore County	Annual	\$67,000.00		X	X	X			
Montgomery County	Annual	\$167,172.18	X	X	X	X	X		X



EXECUTIVE BENEFITS OVERVIEW



General Information – Executive Benefits

Our competitive coverage balances the needs of our government – helping to attract and retain top talent.

- The Exempt Employees Salary Plan (CR-121-2021) provides certain leave and benefits for exempt service employees.
- The Executive Life Insurance (ELI) and Executive Long-Term Disability Insurance (ELTD) plans are provided to specified exempt employees and appointed officials as outlined in Council Resolution (CR-121-2021).
- The ELI plan is effective on the hire date or the date that the employee's status changes to exempt (at-will) or appointed as outlined in (CR-121-2021).
- The effective date of the ELTD plan is the beginning of the month following a thirty (30) day waiting period from the hire date. If the individual is a current employee and enrolled in the Long-Term Disability plan for employees, the effective date of the ELTD plan is the date the employee's status changes to exempt or appointed as outlined in CR-121-2021.
- There is no cost to the employee for the ELI and ELTD plans.
- The employee must complete a Beneficiary Form for the ELI plan.

Benefits At-A-Glance

County Covers Full Cost

- Level Up (Employee Wellness Program)
- Employee Assistance Program (EAP)
- Basic Life Insurance
- Accidental Death & Dismemberment
- Five Classes of Generic Prescription Drugs
- First Responder Program
- Supplemental Life Insurance
- Leave Benefits

Employee & County Share the Cost

- Medical
 - Kaiser Permanente HMO
 - Cigna Open Access Plus HMO
 - Cigna Open Access Plus PPO
- Prescription Drugs
- Express Scripts
- Vision
- VSP Basic
- VSP Buy-up
- Pension Plan

Employee Covers the Full Cost

- Dental
- Extra Life Insurance
- Whole Life Insurance
- Disability Insurance
- Critical Illness Accident
- Supplemental Dental
- Legal Services
- Health Care and Dependent Care
- Flexible Spending Accounts
- 457(b) Deferred Compensation Plan

OHRM

Office of Human
Resources Management



Tara H. Jackson
Acting County Executive

Medical Benefits

Prince George's County Government Health Benefits

- The cost is shared by the employee.
- All employees must pay employee contribution premiums.
- Opt-out option is available if coverage is provided from another source.

Dependent Coverage

- Required to enroll eligible dependent within thirty (30) days.

Health Care Provider

- Cigna PPO offers coverage through the Open Access Plus (OAP) network.
- Cigna HMO offers coverage through the Open Access Plus (IN) network.
- Kaiser Permanente HMO offers coverage through facilities that house physicians, specialists, radiology, labs, and pharmacies.

Prescription Benefits

The County's prescription drug benefit through Express Scripts has a mandatory home delivery program for all maintenance medications.

- Maintenance medications are prescription drugs that need to be taken regularly. Drugs that treat ongoing conditions or needs like asthma, diabetes, birth control, high blood pressure, etc.
- All maintenance medications can also be a drug that is taken for three (3) to six (6) months and then discontinued. This may include an allergy medication taken in the spring and summer.
- Plan has a mandatory generic requirement for brand medications that have a generic alternative.
- Coverage is available at participating retail pharmacies.

Vision

The Vision Plan administered by Vision Service Plan (VSP) provides employees and covered dependents with vision care services, such as eye exams, eyeglasses and contact lenses. Employees can choose between Base and Buy-up Plan options.

Dental

The Dental Plan is administered by Aetna Dental

- Dental DMO: Employee must select a Primary Care Dentist (PCD) to use coverage. The PCD has primary responsibility for managing dental care.
- Employees may switch selections as frequently as once per month. Choose a new PCD on or before the 15th of the month, and the change will go into effect on the first day of the following month.
- Dental PPO: Choose any dentist or find a network dentist by using the Aetna online directory.

Executive Life Insurance (ELI)

- Two times the annual salary.
- Provided at no cost to the employee.
- Has an age-based reduction that applies at ages 60, 61, 62, 63, and 64. Age 64 is at the final reduction.
- The plan includes an Accelerated Death Benefit in the event of terminal illness. The payment under this benefit is not automatic. MetLife must review and approve eligibility for the payment.
- The coverage ends on the last day of the month in which employment ends with the County; however, individual policy under the conversion privilege within 31 days after the ELI plan ceases.

Plan Design	
Benefit Formula	2 x annual earnings
Rounding	Up to the next \$1,000
Maximum Benefit	\$225,000
Age Based Benefit Reduction	At age 60 reduces by 15% Continues to reduce by that 15% amount each year until age 64.
Guarantee Issue	Full benefit upon hire
Employer Contribution	100%
Minimum Participation	100%



Basic Life Insurance

Basic Life Insurance coverage is administered through MetLife at no cost to the employee for basic life insurance up to 2x the employee's base salary.

- Up to a maximum cap of \$225,000.
- Coverage is effective on the hire date.
- The coverage amount automatically increases or decreases when there is a change in base salary.

Extra Life Insurance

- Administered through MetLife, employees have the option of electing extra life insurance.
- The employee pays 100% of the cost of optional life insurance.
- Can purchase between one and four times in extra live insurance, up to \$600,000.
- Elections of 4x require completing an Evidence of Insurability (EOI) form.
- Premiums are based on salary and age.

Executive Long-Term Disability Insurance(ELTD)

- Provided at no cost to the employee.
- Provides a replacement option of 60% of the employee's base pay up to the allowable maximum per month, in the event of a disability.
- There is a one hundred eighty (180) day waiting period to use the ELTD. A twelve (12) month waiting period applies to pre-existing conditions.
- The benefit received under the ELTD plan may be reduced by other income benefits.
- If an employee is enrolled in the Long-Term Disability (LTD) plan offered to all employees prior to becoming eligible for the ELTD plan, they may resume enrollment in the LTD plan for all employees within thirty-one (31) days of becoming ineligible for the ELTD.
- The plan coverage ends on the last day of the month in which employment or the employee's status changes with the County. This plan is not eligible for an individual policy under the conversion privilege.

Plan Design	
Monthly Benefit	60%
Insured Pre-Disability Earning	\$12,500
Maximum Monthly Benefit	\$7,500
Minimum Monthly Benefit	\$100
Benefit Waiting Period	180 Days
Maximum Benefit Period	To Age 65
Own Occupation Period	24 Months
Guarantee Issue (Benefit)	\$7,500
Employer Contribution	100%
Minimum Participation	100%

Accidental Death and Dismemberment (AD&D) Insurance

- AD&D Insurance is administered through MetLife at no cost to the employee.
- Executives are automatically enrolled in AD&D coverage on date of hire, to a maximum benefit of \$10,000.
- This benefit is payable for death or personal loss caused by an accident on or off the job.

Long Term Disability (LTD)

- All benefit-eligible employees may enroll in the Long-Term Disability (LTD) Insurance Program administered by MetLife.
- LTD insurance provides income replacement that may be used in conjunction with your annual or sick leave.
- LTD has 180-day elimination period. Income is replaced at 50% or 60% of the employee's base pay, reduced by deductible income.
- The employee pays the full coverage the first paycheck of each month and deductions are done on an after-tax basis. This assures that any payments received are not taxed.

Flexible Spending Accounts

The County offers benefit-eligible employees two pre-tax flexible spending accounts.

Health Care Flexible Spending Accounts

- A Health Care Flexible Spending Account allows employees to set aside pre-tax money to pay for eligible health care expenses the employee and qualifying dependents.
- Examples of eligible expenses may include health plan deductibles, copayments and coinsurance, eye exams, and over the counter products.

Dependent Care Flexible Spending Accounts

- A Dependent Care Flexible Spending Account allows employees to set aside pre-tax money to pay for eligible dependent care expenses for qualified dependents.
- Examples of eligible expenses may include childcare facility fees, before and after school care or local day camp.



Employee Assistance Program

- The Employee Assistance Program (EAP) is confidential counseling and referral service that can help employees and household members successfully deal with life's challenges. The counselors are trained, licensed professionals who can advise individuals on a wide range of issues.
 - Access to the EAP services is 24/7.
 - EAP provides up to eight (8) counseling sessions per issue.
 - All calls are answered live by professional counselors and service is available when needed.
 - Services are provided by INOVA.
- Services include:
- Counseling services
 - Financial consultation
 - Legal consultation and discount with attorneys
 - Identity theft services and consultation
 - Work/Life services, including
 - Childcare or eldercare referrals
 - College planning and private school resources
 - Adoption resources
 - Pet services
 - Health and wellness information
 - Savings center/employee discount program





Level Up is a comprehensive Employee Wellness Program that focuses on five dimensions of wellbeing:

1. Preventative Health
2. Behavioral Health
3. Healthy Eating
4. Physical Activity
5. Financial Wellness

These five dimensions come with a suite of tools that support employees and families, in sustaining a healthy lifestyle.

Level Up has virtual and in-person activities

- Cooking demonstrations
- Fitness classes
- Employee wellness challenges
- Webinars
- And more!



Voluntary Benefits

Voluntary benefits are insurance products that employees may choose to purchase through the County and include:

- Supplemental Insurance
- Legal Services

Voluntary benefits include:

Unum:

- Short-Term Disability
- Enhanced Critical Illness
- Accident Insurance
- Whole Life Insurance

Aflac:

- Supplemental Dental Insurance

Legal Plans:

- Legal Resources
- Legal Shield

EXECUTIVE RETIREMENT OVERVIEW



Retirement Plan Overview

- As the primary retirement plan, executive employees may be enrolled in either the Maryland State Retirement and Pension System (non-contributory) or the EMPOWER 401(a) Retirement Savings Plan. Plan eligibility will be determined at the time of appointment.
- The supplemental the Maryland State Retirement and Pension Plan, executive employees may also enroll in the Supplemental Pension Plan (contributory).
- Regardless of the primary retirement plan selected, participation in the County's 457(b) Deferred Compensation Plan, remains an option an additional supplement. Contributions are on a tax deferred basis, up to the IRS limits. Roth 457(b) deferrals are also an option.

Primary Retirement Plan Options

	EMPOWER 401(a) Defined Contribution Plan	Maryland State Pension Plan Pre June 30, 2011	Maryland State Pension Plan Post July 1, 2011
Contributions	- Elected and Appointed Officials contribute 5% of base salary. - The County contributes an additional 10% for Elected Officials and 5% for Appointed Officials.	Employee contributions are not made until their salary exceeds the Social Security wage-base for the calendar year (i.e., CY2025 \$176,100).	Employee contributions are not made until their salary exceeds the Social Security wage-base for the calendar year (i.e., CY2025 \$176,100).
Vesting	Immediate	5 years of service.	10 years of service.
Normal Retirement Date	- Various withdrawal options. - Periodic or lump sum payment. - Transfer to tradition IRA. - Immediate retirement salary.	- Age 62 with 5 years of service. - OR 30 years of service regardless of age.	- Age 65 with 10 years of service. - OR - The combination of age and years of service equals to 90.
Early Retirement	N/A	Age 55 with at least 15 years of service.	Age 60 with at least 15 years of service.

Executive Supplemental Retirement Plan Option

- Elective for Covered Employees hired before December 30, 1990.
- Mandatory for those hired after December 30, 1990, but only if the Maryland State Retirement and Pension Plan is selected as the primary retirement option.

Additional Retirement Savings Options 457(b) Plan

- Employer-sponsored retirement savings plan to help save for retirement.
- Voluntary participation. Minimum contribution is \$10 per pay period.
- Control how much to contribute.
- Flexibility to increase, decrease, stop, restart through an employee portal.
- Roth 457(b) deferrals are an option
- The County has partnered with EMPOWER to administer the 457(b) plan.

COUNTY COUNCIL OF PRINCE GEORGE'S COUNTY, MARYLAND

2021 Legislative Session

Resolution No.	CR-121-2021
Proposed by	The Chair (by request – County Executive)
Introduced by	Council Members Hawkins, Turner, Franklin, Ivey, Glaros, Anderson-Walker, Harrison and Taveras
Co-Sponsors	
Date of Introduction	October 19, 2021

RESOLUTION

1 A RESOLUTION concerning

2 Exempt Employees – Salary Plan

3 For the purpose of providing for certain leave and benefits for exempt service employees.

4 WHEREAS, Section 402(5) of the Prince George's County Charter provides for the
 5 County Executive to prepare an Executive Pay Plan establishing compensation of the Chief
 6 Administrative Officer and the head of each agency of the Executive Branch, subject to
 7 approval of the County Council; and

8 WHEREAS, Section 902(13) of the Prince George's County Charter provides that the
 9 County Executive may recommend positions to be classified as exempt service positions, such
 10 recommendations must be approved by the County Council; and

11 WHEREAS, Section 903 of the Prince George's County Charter provides for the
 12 approval of Salary Plans by the County Council after having first been submitted by the
 13 County; and

14 WHEREAS, by CR-179-1985, CR-4-1986, CR-77-1986 [and] CR-14-1988, and CR-78-
 15 2001 the County has previously established certain benefits for exempt service employees of the
 16 County; and

17 WHEREAS, Maryland Courts and Judicial Proceedings, Section 13-102, requires the
 18 County to pay the compensation and other expenses of the Circuit Court Administrator, as well
 19 as other employees appointed by the Circuit Court Administrator. The Circuit Court
 20 Administrator serves at the pleasure of the county administrative judge, i.e., at-will; and

21 WHEREAS, the Circuit Court Administrator was reclassified to a Grade 38 effective

January 6, 2019. Grade 38 is the same pay grade occupied by County department directors; and

WHEREAS, Section 508 of the Prince George's County Charter permits, to the extent it is available within the County government, an agency receiving or disbursing County funds to receive legal services, personnel administration and other administrative services as County Council may establish by law; and

WHEREAS, the Circuit Court for Prince George's County receives County funding; and

WHEREAS, the County Executive has recommended that certain additional benefits be approved for certain exempt ~~service~~ and at-will positions.

NOW, THEREFORE, BE IT RESOLVED by the County Council of Prince George's County, Maryland, that the following provisions relating to leave and benefits for certain exempt service and at-will positions, submitted and recommended by the County Executive on [November 6, 2001] October 14, 2021, be and the same are hereby approved as an amendment to the salary plan adopted by CR-179-1985 and previously amended by CR-4-1986, CR-77-1986[and], CR-14-1988, and CR-78-2001.

B. Annual Leave

1. The Chief Administrative Officer, [the head of each agency], the director and deputy directors of offices and departments in the executive branch, the immediate staff of the County Executive, the Council Administrator, the County Auditor, the Circuit Court Administrator, and [the] aides [to] for each member of the Council [Member] shall be entitled to a beginning annual leave balance of eighty (80) hours unless said exempt employee has an existing annual leave balance as an employee of Prince George's County of more than eighty (80) hours. This benefit may be granted to other exempt employees, except elected officials, by the appropriate appointing authority.

2. The annual leave earning rate for all exempt service employees except elected officials shall be as established by the appropriate appointing authority up to the maximum rate provided for classified service employees.

C. Sick Leave

1. The Chief Administrative Officer, [the head of each agency], the director and deputy directors of offices and departments in the executive branch, the immediate staff of the County Executive, the Council Administrator, the County Auditor, the Circuit Court Administrator, and [the] aides [to] for each member of the Council [Member] shall be entitled

1 to a beginning sick leave balance of eighty (80) hours unless said exempt employee has an
 2 existing sick leave balance as an employee of Prince George's County of more than eighty (80)
 3 hours. This benefit may be granted to other exempt employees by the appropriate appointing
 4 authority.

5 2. The sick leave earning rate for all exempt service employees except
 6 elected officials shall be as established for classified service employees.

7 D. Insurance

8 1. All exempt service employees are entitled to the same insurance benefits
 9 as are provided pursuant to the Personnel Law to classified service employees of the County,
 10 including, but not limited to, health insurance, life insurance, optical care plan, dental plan, and
 11 prescription plan.

12 2. The County Executive may grant to the Chief Administrative Officer,
 13 the immediate staff of the County Executive [and the head of each agency], the
 14 director and deputy directors of offices and departments in the executive branch, and the Court
 15 Administrator, and the County Council may grant to the Council Administrator, the County
 16 Auditor and [the] aides [to] for each member of the Council [Member] additional life insurance
 17 benefit, provided that the cost of premiums for such insurance shall not exceed seven percent
 18 (7%) of annual salary. The County Executive and members of the County Council, with a term
 19 beginning after November 2002, are entitled to this same benefit.

20 E. Retirement, Defined Contribution and Deferred Compensation Plans.

21 1. All exempt employees are entitled to and subject to the same retirement
 22 and pension benefits as are provided by the Personnel Law or other law to classified service
 23 employees of the County.

24 2. The Chief Administrative Officer, [the head of each agency], the director
 25 and deputy directors of offices and departments in the executive branch, the immediate staff of
 26 the County Executive, the Council Administrator, [the] aides [to] for each member of the
 27 Council [member and], the County Auditor and the Court Administrator
 28 shall be entitled, from the time of entry into the position, to payment to an alternate defined
 29 contribution or deferred compensation plan of Prince George's County in an amount equal to
 30 five percent (5%) of salary, as long as the employee does not participate in the State system.
 31 The County Executive and members of the County Council, with a term beginning after

1 November 2002, are entitled to this same benefit.

2 • * * * *

3 SECTION 2. BE IT FURTHER RESOLVED that all other provisions of the exempt
4 salary plan adopted by CR-179-1985 and amended previously by CR-4-1986, CR-77-
5 1986[and], CR-14-1988, and CR-78-2001 not amended by this Resolution shall remain in full
6 force and effect.

7 SECTION 3. BE IT FURTHER RESOLVED that the increase in the County
8 contribution to five percent (5%) of salary to payment to an alternate defined contribution or
9 deferred compensation plan of Prince George's County set forth in paragraph E.2. of the
10 Executive Pay Plan shall be effective retroactive to July 1, [2001]2021 and apply to all persons
11 holding the named positions as of July 1, 2021 and thereafter, unless amended in a subsequent
12 resolution.

13 SECTION 4. BE IT FURTHER RESOLVED that all existing Executive Orders and
14 Resolutions approving and establishing additional individual benefits for current exempt
15 Service employees are hereby confirmed and ratified and remain in full force and effect.

16 SECTION 5. BE IT FURTHER RESOLVED that the provisions of the exempt pay plan
17 is established by CR-179-1985, CR-4-1986, CR-77-1986[,and] CR-14-1988, CR-78-2001 and
18 this Resolution shall apply, as applicable, to the following exempt or at-will employees: [the
19 County Executive; members of the County Council]; elected officials; the Chief Administrative
20 Officer; the director and deputy directors of offices and departments in the executive branch; the
21 immediate staff of the County Executive [(not to exceed five persons)]; [the heads of offices
22 and departments in the executive branch, including] the executive directors of boards and
23 commissions; the Council Administrator; the Court Administrator; the County Auditor; [the]
24 aides [to] for each member of the Council [member]; persons hired as attorneys at-law,
25 including attorneys in the Office of Law, the Legislative Officer, and the Principal Counsel to
26 the District Council; and Deputy Chiefs of Police [(limited to three)]. The provisions of the
27 exempt pay plan do not apply to members of boards and commissions, [7]1000-hour
28 employees, experts or specialists performing temporary services, employees required to be
29 covered by the State merit system, and hearing examiners. Unless otherwise stated, the
30 provisions of this Executive Pay plan shall be retroactive to July 1, 2021 and apply to all
31 persons holding the named positions as of July 1, 2021 and thereafter, unless amended in a

subsequent resolution.

Adopted this 16th day of November, 2021.

COUNTY COUNCIL OF PRINCE
GEORGE'S COUNTY, MARYLAND

BY: _____

Calvin S. Hawkins, II
Chair

ATTEST:

Donna J. Brown
Clerk of the Court

2025 EMPLOYEE BENEFITS 365
DECISION GUIDE
PRINCE GEORGE'S COUNTY GOVERNMENT



B E N E F I T S

365

PROUDLY SERVING YOU EVERY DAY

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BENEFITS 365

Benefits 365 provides Prince George's County employees and retirees access to:



Competitive Coverage – We compare our benefits to what other organizations offer to ensure it is competitive. Our competitive coverage balances the needs of our government—helping us attract and retain top talent to achieve our Proud Priorities, Proud Results—with sustaining our investment in Benefits 365 for the future.



Caring Connections – Benefits 365 provides caring connections: programs, resources and tools which help our employees access financial planning resources, mental health support, actively manage chronic health conditions, engage in wellness activities, and practice preventive care.



Quality Care – Benefits 365 brings our employees access to quality care with designations to help them identify quality providers and access to specialists to support their physical, mental, and financial health. Quality care provides opportunities for our employees to play an active role in preventive care, seek the support they need for ongoing management and treatment of diagnosed conditions and access to vetted income security and retirement savings options.



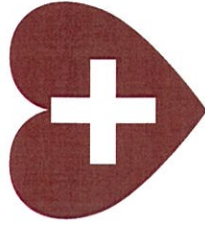
Comprehensive Choices – Benefits 365 offers our employees new plans, new programs, new vendor partners, new tools, and resources. That means more choices to better meet our employees' needs—today and tomorrow.

We are committed to providing the tools, resources and information you need to make the right decisions for yourself and your family.

BENEFITS SNAPSHOT



BENEFITS
365



For your Health:

- ▶ Medical PPO and HMO Plans (Cigna, Kaiser Permanente)
- ▶ Prescription Drug Plans - Express Scripts (ESI)
- ▶ Dental DMO and PPO plans (Aetna)
- ▶ Vision Plan (VSP)



For your peace of mind:

- ▶ Life Insurance options (Metlife, Unum)
- ▶ Accident insurance (Unum)
- ▶ Critical illness insurance (Unum)
- ▶ Short term disability insurance (Metlife)
- ▶ Long term disability insurance (Metlife)
- ▶ Legal Services (Legal Shield, Legal Resources)



For your well-being:

- ▶ Employee Assistance Program (Inova)
- ▶ Telework and Alternative schedules
- ▶ Wellness Program
- ▶ Commuter Program



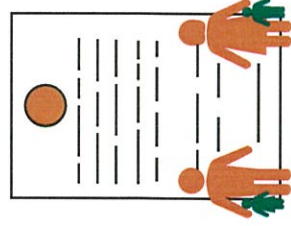
For your tax savings:

- ▶ Health Care and Dependent Care flexible spending accounts (Voya)



For your retirement:

- ▶ Pension Plans
- ▶ 457(b) savings plan (Empower)



For your work life balance:

- ▶ Holidays
- ▶ Annual Leave
- ▶ Personal Leave
- ▶ Sick Leave
- ▶ Parental Leave

BENEFITS AT-A-GLANCE

Benefits 365 provides employees with the benefits they need to protect themselves and their families every day of the year.

County Covers Full Cost

- ▶ Level Up (Employee Wellness Program) *
- ▶ Employee Assistance Program (EAP) *
- ▶ Basic Life Insurance *
- ▶ Accidental Death & Dismemberment
- ▶ Five Classes of Generic Prescription Drugs
- ▶ First Responder Program
- ▶ Supplemental Life Insurance (for certain agencies)
- ▶ Leave Benefits *

* Enrollment is automatic for newly eligible employees

Employee and County Share the Cost

Medical

Choose from three medical plans:

- ▶ Kaiser Permanente HMO
- ▶ Cigna Open Access Plus HMO
- ▶ Cigna Open Access Plus PPO

Prescription Drug

- ▶ Express Scripts

Vision

Choose from 2 vision options:

- ▶ VSP Basic
- ▶ VSP Buy-up

Pension Plan

Employee Covers the Full Cost

Dental

Choose from 2 dental options:

- ▶ Aetna Dental DMO
- ▶ Aetna Dental PPO

Extra Life Insurance

Whole Life Insurance

Disability Insurance

- ▶ Short Term
- ▶ Long Term

Critical Illness Accident

Supplemental Dental

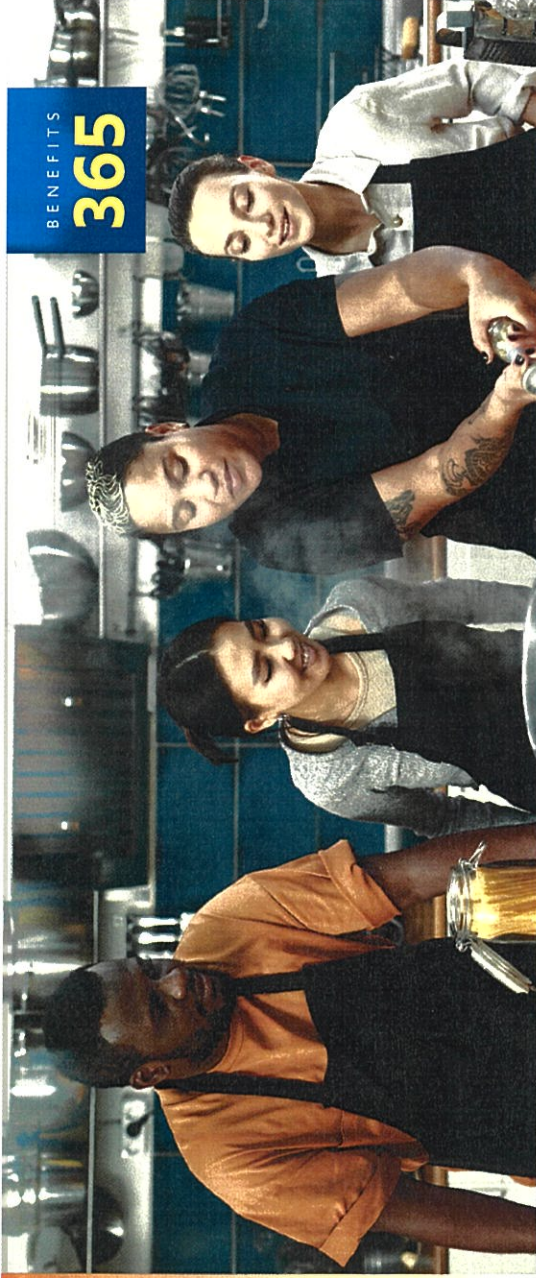
Legal Services

- ▶ Legal Resources
- ▶ Legal Shield

Health Care and Dependent Care

Flexible Spending Accounts (FSA)

457(b) Deferred Compensation Plan



ELIGIBILITY & ENROLLMENT OVERVIEW

New employees have 30 days from date of hire to enroll in benefits.

Who Is Eligible

Prince George's County Government employees eligible to receive benefits:

- ▶ Full-time permanent employees
- ▶ Part-time permanent employees who generally work 15+ hours per week
- ▶ Active Accessor or Judge (Circuit & District Court)
- ▶ Limited Term Grant Funded (LTGF) employees whose position includes funding for medical benefits (Cigna Medical Plans only)

Dependent Eligibility

Employees may enroll eligible dependents in the same plans chosen for themselves. Employees must submit documentation to verify dependent eligibility. Dependents means:

- ▶ Spouse of the employee
- ▶ Any child of the employee who is under the age of twenty-six (26) ("Child" includes a natural child, legally adopted child, step- child, legal guardianship)
- ▶ Any child of the employee who is physically or mentally incapable of self support (Disabled Dependent)

Ineligible Dependents

- ▶ Dependent children over the age of 26 (unless certified disabled)
- ▶ Dependent children for whom you do not have guardianship or legal custody
- ▶ Common law spouses
- ▶ Ex-Spouses
- ▶ Parents

Dependents with Disabilities

- ▶ Eligible employees can continue coverage of children over 26 if medical certification exists to confirm that the child is physically or mentally incapable of self support. Continued coverage request must be submitted prior to the child's 26th birthday.
- ▶ Recertification for dependents with disabilities required every 2-3 years. The child's disability must be continuous, and the child must be unmarried.
- ▶ Copy of Medicare card is required if the dependent is eligible for Medicare through disability.

To Add Dependents

- ▶ New hires must add their dependents in the Employee Self Service Portal (ESS) and submit their dependent verification documents via the NEOGOV system, within the first 30 days of their hire date.
- ▶ During Open Enrollment, dependent additions or changes are entered into the ESS portal. They can also be made after a qualifying life event (QLE) when the documents are submitted to: benefits@co.pg.md.us

NOTE:

When employees enroll online, they must also submit dependent eligibility verification. Failure to comply will result in a cancellation of health care coverage for that dependent.

If you fail to notify the Benefits Office within 30 days of your new hire date or when you experience a qualifying life event, you may not enroll, cancel or change coverage until the annual Open Enrollment period unless you have another qualifying life event.

QUALIFYING LIFE EVENTS (QLE)

Life Changes? Make Changes!

If an eligible employee experiences a qualifying life event outside of the Open Enrollment window, the employee must complete and sign the Active Employee Enrollment/Change Form to request changes. The form is available on the Benefits Administration webpage. QLE change processing typically requires 2-3 business days.



Qualifying Event	Documentation Required & Process
Marriage	- Government issued Marriage Certificate (paper or photo), AND - Proof of current joint ownership if marriage was prior to last 12 months (shared bank account, credit card, property) may be required
Divorce	Divorce Decree
Legal Separation or Limited Divorce	Legal Separation or Limited Divorce papers signed by judge or attorney
Birth of a child	- Notice of Live Birth (or Government issued Birth Certificate that includes parents' names), and - Child's Social Security Card (Notice of live birth will suffice until birth certificate is provided)
Adoption of a child	- Amended Government issued Birth Certificate or - Adoption Certificate or Placement Agreement, and - Social Security Card
Step-Child	- Government issued Birth Certificate that includes parents' names, AND - Government issued Marriage Certificate
Legal Guardianship	- Government issued Birth Certificate, - Court Ordered Document of Guardianship, AND - Social Security Card of ward
Loss of Coverage	- Documentation that includes date of termination and details of lost coverage. - If adding dependents, required documentation from them is requested

NOTE:

If an employee fails to notify the Benefits Administration team within 30 days, the employee cannot enroll, cancel, or change coverage until the next annual Open Enrollment window, unless there is an additional QLE prior to that window.

Email documents or ask questions of the Benefits team.

benefits@co.pg.md.us.

Phone: 301-883-6380



MEDICAL PLANS

The County offers 3 medical plans to choose from: two options with Cigna Healthcare; and one option with Kaiser Permanente.



BENEFITS
365



Cigna PPO

The Cigna PPO offers coverage through the Open Access Plus (OAP) network. Coverage is available in- and out- of network; however, the employee will pay less for in network providers. A Primary Care Physician (PCP) is not required, nor are referrals for specialists.

Cigna HMO

Cigna HMO offers coverage through the Open Access Plus (IN) network. Referrals for specialists and Primary Care physicians are not required for this plan. Coverage is NOT provided for out-of-network providers except in a true emergency



Kaiser Permanente

Kaiser Permanente offers coverage through facilities that house physicians, specialists, radiology, labs, and pharmacies. Employees must identify a Primary Care Physician (PCP), who will provide referrals to specialists.

NOTE:

Prescription coverage is not included in any of the medical plans.

CIGNA

myCigna: Your Personal Health Manager

myCigna gives employees a simple way to personalize, organize, and access important health information. It puts employees in control of their health, to get more out of life and Benefits 365. Get started at myCigna.com.



Healthcare professional directory

- ▶ Search for a doctor or healthcare facility from the Cigna national network and compare quality-of-care ratings
- ▶ Access maps for driving directions



Estimate costs

- ▶ Estimate the cost of in-network services before treatment
- ▶ Look up the cost of medications before you have your prescription filled



ID cards

- ▶ As of Jan 1, 2025, CIGNA will no longer provide physical ID cards
- ▶ Log into myCigna.com or the myCigna application to view and print ID cards



Wellness programs

- ▶ Connect with a health coach
- ▶ Access health and wellness phone seminars
- ▶ Learn from Cigna Health and Wellness Library



Claims

- ▶ View and search recent and past claims
- ▶ Bookmark and group claims for easy reference



Telehealth

- ▶ Meet with a board-certified doctor by phone or video via MDLIVE



Account balances

- ▶ Review plan deductibles and coinsurance



CARE WHEN YOU NEED IT

REACH A DOCTOR 24/7

Telehealth is a great option for non-emergency care.

How to access telehealth

- ▶ **Call your personal provider**
Many doctors and mental health professionals will treat patients through telehealth.
- ▶ **Use MDLIVE (Cigna participants)**
Meet with a board-certified doctor by phone or video. Register now, so you are ready when you need it.

MDLIVE

MDLIVEforCigna.com

888-726-3171

Prince George's County Direct
1-800-244-6224, 443-591-1496
PGCGInquireies@cignahealth.com

KAISER PERMANENTE

The Kaiser Permanente HMO uses a regional network of providers and experts in medical emergencies, the plan does not provide benefits for care received out-of-network. Kaiser Permanente of the Mid-Atlantic has medical facilities in Maryland, Virginia, and the District of Columbia. Members have exclusive access to over 1,000 primary care and specialty physicians, plus access to over 12,000 community-based physicians. With the Kaiser Permanente HMO plan, you choose a primary care physician to coordinate your care.

When you participate in the Kaiser Permanente HMO, you have access to



Top-rated doctors

Kaiser Permanente of the Mid-Atlantic States has 1,500+ specially selected physicians recognized in the community for the quality of care they provide. On a scale of 1 to 10, more Kaiser members rate their doctor a 9 or 10 than any other health plan in the area.



More services under one roof

Do more in less time. In most of Kaiser's facilities, you can see your doctor, get a lab test, and pick up prescriptions—all in a single trip.



Personalized care

Your doctors, nurses, and specialists are connected to your electronic health record, so they can work together to deliver great care that's right for you.



Digital health tools

With Kaiser Permanente, you can manage your health on the devices you already use every day. You can email your doctor's office with non-urgent questions, schedule routine appointments, and check most lab test results online.



More care options

Kaiser Permanente of the Mid-Atlantic States has 1,500+ specially selected physicians—and they're recognized in the community for the quality of care they provide.



Wellness programs

Kaiser Permanente members have access to podcasts, healthy lifestyle programs, an information library to learn about specific conditions and diseases, wellness coaching, center-based classes and workshops, and so much more.



CARE WHEN YOU NEED IT

REACH A DOCTOR 24/7

- Use Video Visits (Kaiser Permanente participants)

Make an appointment for a video visit by signing into kp.org, using the mobile app, or calling 1-800-777-7904 (1-800-700-4901, TTY).

YOUR MEDICAL OPTIONS AT-A-GLANCE

BENEFITS

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	Cigna PPO		Cigna HMO	Kaiser Permanente HMO
	In-Network	Out-of-Network	In-Network Only	In-Network Only
Calendar Year Deductible				
Employee Only	\$50	\$300	\$50	None
Family	None	\$550	None	None
Annual Out-of-Pocket Maximum¹				
Employee Only	\$2,000	\$2,000	\$2,000	\$3,500
Family	\$4,000	\$4,000	\$4,000	\$9,400
Emergency Services				
Emergency Room/Care (waived if admitted)	\$150 copay/visit AND deductible		\$150 copay/visit AND deductible	\$50 copay/visit
Emergency Medical Transport	No charge		No charge	No charge
Urgent Care	\$35 copay/visit AND deductible		\$35 copay/visit AND deductible	\$15/visit
Mental Health				
Outpatient Care Physician's Office	\$10 copay/visit	80% after deductible	\$10 copay/visit	Individual: \$10/visit; Group: \$5/visit
Inpatient Care	\$250 copay/visit AND deductible	80% after deductible	\$250 copay/visit AND deductible	\$100/admission
Maternity Care				
Office Visits (for mother)	\$35 for initial visit, then 100%	80% after deductible	\$35 for initial visit, then 100%	No charge
Childbirth/delivery: Physician Services	No charge after deductible	80% after deductible	No charge after deductible	Included in facility fee
Childbirth/delivery: Facility services	\$250 copay/admission AND deductible	80% after deductible	\$250 copay/admission AND deductible	\$100/admission
Inpatient Services				
Hospital Stay	\$250 copay/admission AND deductible	80% after deductible	\$250 copay/admission AND deductible	\$100/admission
Hospice Care	No charge after deductible	80% after deductible	No charge after deductible	No charge
Skilled Nursing Care	No charge after deductible	80% after deductible	No charge after deductible	\$100/admission
Outpatient Services				
Primary Care Visit	\$15 copay	80% after deductible	\$15 copay	\$15/visit
Specialist Visit	\$25 copay	80% after deductible	\$25 copay	\$15/visit
Preventive Care	No charge	80% after deductible	No charge	No charge
Diagnostic Test (X-ray, blood work)	No charge	80% after deductible	No charge	No charge

¹ Premiums, balance billing, penalties for failure to obtain pre-authorization and expenses for services not covered by the plan do not apply toward the out-of-pocket maximum.

Review coverage and cost information across available plans to determine what works best for you and your family. Contact the Benefits Administration team with questions:

Email: Benefits@co.pg.md.us Phone: 301-883-6380

PRESCRIPTION DRUG BENEFITS

Express Scripts, Inc. (ESI) provides prescriptions at retail or via mail order pharmacies.

With Express Scripts, you can receive your prescriptions at a retail or mail order pharmacy.

Mandatory Generics

The plan has a mandatory generic requirement when a generic is available.

Maintenance Medications

- ▶ Drugs that treat ongoing conditions like asthma, diabetes, high cholesterol, and birth control are considered maintenance medications.
- ▶ A maintenance medication can also be a drug taken for 3-6 months and then discontinued (such as medication for seasonal allergies.)
- ▶ These medications must be filled for a 90-day supply via the ESI home delivery program.
- ▶ An employee can only fill maintenance drugs at a retail pharmacy twice. The 3rd in person refill must be done via a designated delivery service, or the employee pays full price out of pocket.
- ▶ Contact Express Scripts with questions at 1-800-711-0917 or at express-scripts.com

Benefits-At-A-Glance

Express Scripts	
Annual Deductible	\$50 per person
Out-of-Pocket Maximum	\$3,850/individual \$7,700/family
Retail Pharmacy (30-day supply)	
Generic Drug	\$10 copay
Formulary Brand Name Drug	20% coinsurance (\$20 min/\$50 max)
Non-Formulary Brand Name Drug	30% coinsurance (\$40 min/\$50 max)
Home Delivery (90-day supply)	
Formulary Brand Name Drug	20% coinsurance (\$40 min/\$100 max)
Non-Formulary Brand Name Drug	30% coinsurance (\$80 min/\$100 max)
Generic Drug	\$20 copay

\$0 copays for the following classes:

- anxiety
- diabetes
- cholesterol
- high blood pressure
- depression

NOTE:

Employees may OPT-OUT of Prescription coverage from the County to receive a credit of \$200, to be paid evenly across pay periods for the year. This credit is prorated based on hire date for new hires.

SAVE ON DRUGS

The average American pays nearly \$1,200/year for prescription costs. There are ways for you to lower your prescription drug costs:

- ▶ Generic medications provide you with the same quality, strength, purity, and stability as the brand name - but cost 80% lower, on average, than brand-name products.
- ▶ When you use mail order, you save on a 3-month supply delivered right to your door.
- ▶ Ask your doctor to refer to the Preferred Drug list when prescribing a new medication. These preferred drugs are generally considered to offer equal or greater therapeutic value and to be more cost-effective than the other drugs in the same drug category.

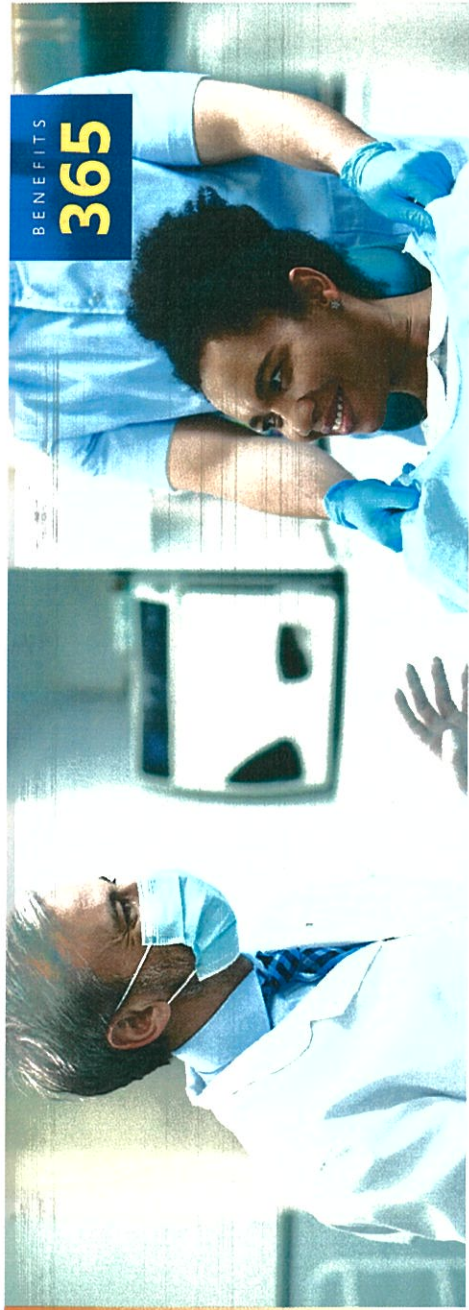
Go to www.express-scripts.com to review the Preferred Drug List & estimate drug costs.

TIPS EVERYDAY



DENTAL

Dental coverage is provided through Aetna. Learn about our DMO & PPO dental insurance plans.



BENEFITS
365

To learn about the Aetna DMO and PPO programs go to www.aetna.com and follow the instructions to create an account. Call 1-877-238-6200 for assistance.

Aetna Dental DMO Features

- ▶ Employees must select a Primary care dentist (PCD) by completing a DMO form, available online or through the application. Download the Aetna DMO application for easy access to services www.aetna.com
- ▶ Your PCD will manage dental care.
- ▶ A referral is needed for specialists, except for orthodontists.
- ▶ Dental premium are lower.
- ▶ There are no deductibles or yearly dollar maximums.

Aetna Dental PPO Features

- ▶ Employees do not have to select a primary care dentist.
- ▶ Access to large number of providers.
- ▶ Dental premiums are higher.
- ▶ Plan includes deductibles and yearly dollar maximums.
- ▶ No referral is needed for specialists.

	Aetna Dental DMO	Aetna Dental PPO (non-participating)
Annual Deductible	None	\$25/individual \$0 family
Annual Benefit Maximum	None	Plan pays \$1,500/person each calendar year
Preventive and Diagnostic Services	Refer to fee schedule	Covered at 100%
Basic Services	Refer to fee schedule	Covered at 100% after deductible
Major Services	Refer to fee schedule	Covered at 50% after deductible
Orthodontia	Refer to fee schedule	Up to 50%, \$1,500 maximum

NOTE:

Aetna does not provide physical ID cards.

If you select DMO and do not identify a PCD within 60 days, your coverage will be terminated.

STAY IN-NETWORK

When you visit a dentist or specialist who is in the network, your out-of-pocket costs are usually lower. That's because participating dentists have agreed to accept negotiated fees for covered services that are usually 30% to 45% less than the average charges. Before you receive care, check if your provider participates in the Aetna Dental network.



FLEXIBLE SPENDING ACCOUNTS (FSA)



FSA Plans	How much can you contribute	Examples of eligible expenses	ENROLL CAREFULLY
Health Care FSA	\$100 to \$3,300. The money is available as soon as you receive the card or the effective enrollment date.	Healthcare expenses are not covered by your medical, dental and vision plans, including Deductibles; Co pays; Coinsurance	When enrolling in an FSA account, be careful to choose the correct option: Health Care FSA and/or Dependent Care DCA. The selection cannot be changed once the enrollment is submitted.
Dependent Care DCA	\$100 to \$5,000 (or \$2,500, if you and your spouse file separate income returns). The money is available when it is deposited into the account.	Dependent care while you're at work including Day care (including adult day care); After-school programs; Care in your home	Use-it-or-lose-it Because of the tax advantages these accounts provide, IRS regulations require that unused money left in a Health Care FSA and/or Dependent Care DCA at the end of the plan year will be forfeited. However, employees can rollover up to \$660 for use in the following year for the Health Care FSA..

Things to Note:

- ▶ Employees cannot use Health Care FSA dollars to pay for dependent care expenses, and vice versa. The accounts are independent of each other.
- ▶ Your coverage period is January 1 (or your coverage start date (whichever is later)) to December 31. You have until March of the following calendar year to file claims to Voya
- ▶ If an employee enrolled in the FSA plans leaves employment during the calendar year, they have 90 days to submit for reimbursement for applicable services (e.g. glasses, prescriptions, etc) that occurred on or before their last day of work.
- ▶ Flexible Spending accounts are subject to the IRS "use it or lose it" The Health care FSA allows \$660 to rollover into the next plan year. The Dependent Care DCA does not have a roll over and must be used by the end of current plan year.
- ▶ Always keep your receipt in case you need to provide it as additional documentation.
- ▶ VOYA contact 1-888-401-3539 or <https://myhealthaccount.voya.com>

VISION

Vision coverage is available through the Vision Service Plan (VSP).

Choose from two vision coverage options: the VSP Basic Plan and VSP Buy-Up Plan.

Both plans provide coverage for eye exams, eyeglasses, and contact lenses through a national network of providers.

Benefit	Base Coverage with a VSP Provider	Copay	Buy Up Coverage with a VSP Provider	Copay
WellVision Exam	- Focuses on your eyes and overall wellness - Every calendar year	\$10	- Focuses on your eyes and overall wellness - Every calendar year	\$10
PRESCRIPTION GLASSES			PRESCRIPTION GLASSES	
Frame	\$150 allowance for a wide selection of frames \$170 allowance for featured frame brands 20% savings on the amount over your allowance \$80 Walmart®/Costco® frame allowance - Every other calendar year	Included in Prescription Glasses	\$250 allowance for a wide selection of frames \$270 allowance for featured frame brands 20% savings on the amount over your allowance \$135 Walmart®/Costco® frame allowance - Every calendar year	Included in Prescription Glasses
Lenses	- Single vision, lined bifocal, and lined trifocal lenses - Polycarbonate lenses for dependent children - Every calendar year	Included in Prescription Glasses	- Single vision, lined bifocal, and lined trifocal lenses - Polycarbonate lenses for dependent children - Every calendar year	Included in Prescription Glasses
Lens Enhancements	- Standard progressive lenses - Premium progressive lenses - Custom progressive lenses - Average savings of 35-40% on other lens enhancements - Every calendar year	\$0 \$80 - \$90 \$120 - \$160	- Progressive lenses - Anti-reflective coating - Average savings of 35-40% on other lens enhancements - Every calendar year	\$0 \$10
Contacts (instead of glasses)	\$150 allowance for contacts; copay does not apply Contact lens exam (fitting and evaluation) - Every calendar year	Up to \$60	\$200 allowance for contacts; copay does not apply Contact lens exam (fitting and evaluation) - Every calendar year	Up to \$60
DIABETIC EYECARE PLUS PROGRAM	Services related to diabetic eye disease, glaucoma and age-related macular degeneration (AMD). Retinal screening for eligible members with diabetes. Limitations and coordination with medical coverage may apply. Ask your VSP doctor for details.	\$20	Services related to diabetic eye disease, glaucoma and age-related macular degeneration (AMD). Retinal screening for eligible members with diabetes. Limitations and coordination with medical coverage may apply. Ask your VSP doctor for details.	\$20

* As needed

* As needed

FLEXIBLE SPENDING ACCOUNTS (FSA)

BENEFITS

365



Flexible Spending Accounts

Flexible spending accounts allow you to use pre-tax dollars for certain expenses: The county offers two different plans, both provided by VOYA:

- ▶ **Health Care Flexible Spending Account** is used for eligible out-of-pocket health care expenses
- ▶ **Dependent Care Flexible Spending Account** is used for eligible dependent care expenses while you work

You can choose to contribute to one or both of these options.

How do the plans work?

- ▶ You decide how much you want to contribute for each calendar year.
- ▶ Your contributions are taken out of your paycheck in equal amounts each pay period before taxes are deducted.
- ▶ You and your tax qualified dependents incur eligible expenses. You can use your FSA Debit Card to pay for healthcare and/or dependent care expenses at participating locations, or file a claim online, via mobile app, via fax or mail for reimbursement.
- ▶ Your reimbursements are paid to you tax-free.

What are the advantages?

Flexible spending accounts are a great way to save money because your eligible expenses are paid using tax-free dollars. You don't pay Federal, FICA, or most state income taxes on contributions you make to the FSA. Depending on your tax bracket you may save as much as \$40 for every \$100 you contribute to an FSA.

Dependent Day Care FSA vs. Dependent Care Tax Credit

As you consider a Dependent Day Care FSA, think about what works best for you — the FSA or the dependent care tax credit provided by federal law. It is important to keep in mind that you cannot take the tax credit for any amounts that are reimbursed through an FSA. In some cases, the tax credit may provide more savings than an FSA.



FLEXIBLE SPENDING ACCOUNTS (FSA)

BENEFITS

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FSA Plans

How much can you contribute

Health Care FSA

\$100 to \$3,300. The money is available as soon as you receive the card or the effective enrollment date.

Dependent Care DCA

\$100 to \$5,000 (or \$2,500, if you and your spouse file separate income returns). The money is available when it is deposited into the account.

Examples of eligible expenses

Healthcare expenses are not covered by your medical, dental and vision plans, including Deductibles; Co pays; Coinsurance

Dependent care while you're at work including Day care (including adult day care); After-school programs; Care in your home

ENROLL CAREFULLY

When enrolling in an FSA account, be careful to choose the correct option: Health Care FSA and/or Dependent Care DCA. The selection cannot be changed once the enrollment is submitted.

Use-it-or-lose-it

Because of the tax advantages these accounts provide, IRS regulations require that unused money left in a Health Care FSA and/or Dependent Care DCA at the end of the plan year will be forfeited. However, employees can rollover up to \$660 for use in the following year for the Health Care FSA...

Things to Note:

- ▶ Employees cannot use Health Care FSA dollars to pay for dependent care expenses, and vice versa. The accounts are independent of each other.
- ▶ Your coverage period is January 1 (or your coverage start date (whichever is later)) to December 31. You have until March of the following calendar year to file claims to Voya
- ▶ If an employee enrolled in the FSA plans leaves employment during the calendar year, they have 90 days to submit for reimbursement for applicable services (e.g. glasses, prescriptions, etc) that occurred on or before their last day of work.
- ▶ Flexible Spending accounts are subject to the IRS "use it or lose it" The Health care FSA allows \$660 to rollover into the next plan year. The Dependent Care DCA does not have a roll over and must be used by the end of current plan year.
- ▶ Always keep your receipt in case you need to provide it as additional documentation.
- ▶ VOYA contact 1-888-401-3539 or <https://myhealthaccount.voya.com>

USING YOUR FSA/DCA FUNDS



Health Care FSA
Your full election is available on the first day of the play year.



Dependent Care DCA
Your funds are available as they accumulate through payroll deductions.

Access and Manage Your FSA Online

The Voya online portal gives you 24/7 access to:

- ▶ File a claim for reimbursement
- ▶ Upload receipts and track expenses
- ▶ View real time account balances
- ▶ View account activity, claims and reimbursement histories
- ▶ Report a lost/stolen card and request a new one
- ▶ Download plan information, forms, and notifications

Access the portal at:

<https://myhealthaccount.voya.com>

In the upper right corner, select **Individual Login**, then **Rewards, Reimbursements, Savings & Spending Accounts**. The first time you log on, select the **Create Your Username and Password** link.

FSA Debit Card

Employees will receive a Voya debit card pre-loaded with the full annual Health Care FSA election amount. Use the card to pay for IRS-Qualified expenses directly at the point of sale or when paying a bill. The cards work in settings such as physician offices, dental offices, optometrists, pharmacies, urgent care centers, and hospitals.

If an employee also enrolls in DCA, the debit card can also be used in dependent care settings. Remember that the card will only work for an amount that does not exceed the available balance in the DCA account on that day.

The IRS requires that employees keep all original documentation for purchases associated with the debit card. Voya may also request copies of documentation to verify a debit card purchase.

Electronic and Paper Reimbursement

Reimbursements made payable to the employee, either by paper check or direct deposit, typically take 3-5 business days.

All reimbursement methods required the employee to submit documentation using one of the following methods:

- ▶ Online at **<https://myhealthaccount.voya.com>**
- ▶ Voya mobile app; or
- ▶ Fax, secure email, or mail using a paper claim form.

FSA Rollover

The rollover feature on the Health FSA allows up to \$660 to roll over to the new plan year.

- ▶ On the last day of the 2024 plan year, any balance of \$660 or less will automatically be rolled over to the new plan year.
- ▶ If an employee has a rollover amount but does NOT enroll in the new 2025 plan year, Voya will create a new account for that employee.
- ▶ The amount an employee enrolls in for the 2025 plan year will be ADDED to the rollover amount in the account.
- ▶ At the end of the plan year, there is a 90-day runoff period that allows employees to submit claims incurred during the prior plan year.



EMPLOYEE ASSISTANCE PROGRAM

The EAP helps you balance the challenges of day-to-day life.

Short-Term Counseling

- Relationships
- Alcohol
- Family
- Depression
- Anxiety

Elder Care Resources

- Adult day care centers
- Assisted living centers
- Nursing homes
- Transportation services
- Nutrition services
- Respite care
- Home care services
- Geriatric health and mental health

Legal Assistance

- Consultation with an attorney
- Web-based legal documents

Online Savings Center

- Merchant discounts

Child Care Services

- Nursery/preschools
- Emergency/back-up care
- Before-after school care
- Care for mildly ill children
- Child care centers
- In-home care agencies
- Family day care and group homes
- Nanny/au pair agencies
- Summer camps

Adoption Services

- U.S. adoption agencies
- International adoption agencies
- Support groups

Resources for Children with Special Needs

- ADD/ADHD
- Disability
- Autism

Parental Services

- Birthing classes
- Support groups
- Exercise and nutrition
- Parent education

Educational Resources

- Identify schools
- Navigate applications
- Evaluate educational consultants
- Apply for grants, financial aid, and scholarships

Health and Wellness Resources

- Exercise program
- Holistic care
- Nutrition counselors
- Personal trainers
- Self-help programs

Finances

- Unbiased financial consultation

Identity Theft

- Web based monitoring
- Phone consultation

Pet Services

- Veterinarians
- Boarding facilities
- Pet sitters
- Groomers
- Obedience trainers

Daily Living

- Entertainment and sports tickets
- Grocery shopping
- Housekeeping
- Lawn maintenance
- Real estate and relocation professionals



EVERYDAY

TIPS

HELP IS HERE

EASE YOUR STRESS WITH THE EAP

- Access online support: www.inova.org/eap
(Username: **prince**, Password: **george**)
- Talk with a counselor: **1-800-346-0110**



LIFE INSURANCE

BENEFITS

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Basic Life

The County provides Basic Life Insurance up to 2x base salary (up to \$225,000 based on the employee's salary schedule). Coverage is administered through MetLife and becomes effective on the date of hire. The coverage amount will automatically increase or decrease when there is a change in base salary.

- ▶ Basic Life Insurance offers a flat \$50,000 amount to anyone who does not want to receive the two (2) times salary offering and would prefer a reduced flat amount. There is no credit provided to those electing this change.
- ▶ Employer-paid coverage amounts over \$50,000 are subject to imputed income (This option is only available to employees whose salary is over \$25,000 a year.)

Accidental Death &

Dismemberment (AD&D)

The County provides AD&D coverage. Coverage is administered through MetLife and becomes effective on the date of hire. A benefit is payable for death or personal loss caused by an accident on or off the job, up to a maximum benefit of:

- ▶ \$50,000 for Police officers, deputy sheriffs, correctional officers, firefighters, paramedics and emergency response technicians.
- ▶ \$30,000 for Deputy sheriff civilians.
- ▶ \$10,000 all other employee groups.



Long-Term Disability (LTD)

All benefits-eligible employees may enroll in the Long-Term Disability (LTD) Insurance administered by MetLife. Long-Term Disability Insurance provides income replacement that may be used in conjunction with your annual or sick leave. This program has a 180-day elimination period. Income is replaced at 50% or 60% percent of your base pay, reduced by deductible income.

- ▶ Deductions for the program are done on an after-tax basis; therefore, any money received is not taxed.
- ▶ Coverage for 1 year or more.
- ▶ Eligible 180 days after date of hire.
- ▶ Instructions for calculating monthly premium: multiply the rate times your base salary rounded to the nearest hundred. Divide the annual amount by 12 to find the monthly cost for this benefit.

LIFE INSURANCE

BENEFITS
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Extra Life

Employees may purchase Extra Life Insurance equal to one to four times base pay up to \$600,000. Coverage is provided through MetLife.

An employee can enroll or increase existing Extra Life coverage (up to 4x annual salary to a max of \$600,000, or up to \$800,000 for Fire Civilians only) by answering 5 medical questions. Premiums for Extra Life Insurance are based on salary and age.

Supplemental Life

This benefit applies only to police officers, deputy sheriffs, firefighters, paramedics and emergency response technicians. Supplemental Life is administered by MetLife and is equal to 50 times your monthly salary with a maximum benefit of \$600,000. The County provides this coverage at no cost.

Dependent Life Insurance

Dependent Life Insurance offered by MetLife is available to employees who already have or are applying for Extra Life Insurance.

Spouse Coverage:

- ▶ Enroll for \$10,000 or \$25,000 of coverage without answering any health questions. Employees may apply for higher coverage amount by answering five health questions.
- ▶ Outside of Open Enrollment or new hire period, a Statement of Health will be required for future spouse coverage (outside of a Qualifying Life Event).
- ▶ Spouse Coverage is based on their age as of December.

Dependent Child(ren) Coverage:

- ▶ No health questions are required.
- ▶ Child(ren)'s eligibility is from 15 days to 26 years old. Coverage levels are \$5,000, \$10,000, or \$20,000).

Short-Term Disability (STD)

Short-Term Disability insurance through MetLife protects a portion of income if an employee is unable to work due to a covered injury or illness. Coverage includes injuries, a covered pregnancy, and digestive problems, such as gall bladder surgery.

Key features include:

- ▶ Deductions for the program are done on an after-tax basis; therefore, any money received is not taxed.
- ▶ Coverage of up to 26 weeks.
- ▶ Eligible 7 days after date of hire.
- ▶ Statement of Health (SOH) will be required to enroll for coverage.

Statement of Health (SOH)

A Statement of Health (SOH) is required for the following:

- ▶ New enrollments, other than new hires
- ▶ Increase of coverage for Extra Life and/or Spouse/Dependent Life

SUPPLEMENTAL COVERAGE

BENEFITS
365



Critical Illness Insurance

Critical illness insurance through Unum helps pay expenses not covered by medical insurance including deductibles, copays, child care, travel expenses, and more.

Critical illness insurance pays a lump sum cash benefit upon diagnosis of a covered critical illness. Examples of covered illnesses include:

- ▶ Heart attack
- ▶ Stroke
- ▶ Cancer
- ▶ Permanent paralysis
- ▶ Major organ failure
- ▶ End-stage renal (kidney) failure
- ▶ Coronary bypass surgery

This coverage also includes a \$50 Wellness Benefit. Employees pay the full cost of coverage through after-tax payroll deductions, and can purchase coverage for family members.

Accident Insurance

Accident insurance through Unum can help with out-of-pocket costs associated with common and serious accidents on and off the job. In the event of a covered incident, Accident insurance provides cash benefits to help pay for the medical and out-of-pocket expenses that add up so quickly after an injury, including treatment-related costs and everyday bills.

Covered expenses include, but are not limited to:

- ▶ Emergency room fees, X-rays and exams
- ▶ Physical therapy and follow-up
- ▶ Ambulance
- ▶ Hospital stay

Employees pay the full cost of coverage through after-tax payroll deductions, and can purchase coverage for family members.

Whole Life Insurance

Whole life insurance is available through Unum for employees and their families. Whole Life insurance is designed to pay a benefit to beneficiaries, but it can also gain cash value to be used anytime. This benefit offers an affordable, guaranteed level premium that will not increase due to age.

- ▶ Individual spouse coverage
- ▶ Individual child coverage
- ▶ Child term life benefit

Whole life insurance will be in addition to the coverage provided by the County and can supplement amount you purchase, and the premium is paid via after tax payroll deductions. Benefit payments are not taxed.

Supplemental Dental Insurance

Supplemental Dental insurance through Aflac provides coverage for particular procedures not covered by the county dental plan.

Key features include:

- ▶ Choose your own dentist
- ▶ No pre-certification requirements
- ▶ Pays an annual wellness benefit
- ▶ Premiums start as low as \$5.73 per week

COMPARE COVERAGE

BENEFITS

365



Accidental Death & Dismemberment (AD&D)		Basic Life Insurance		Extra Life Insurance		Spouse Life Insurance		Dependent Child Life Insurance	
County Provided		County Provided		Voluntary Election		Voluntary Election		Voluntary Election	
Date of hire or 1st day of Eligibility		Date of hire or 1st day of Eligibility		Sign up within 30 days of hire or eligibility, during Open Enrollment or because of a Qualifying Life Event (QLE)		Sign up during first 30 days of hire or eligibility, Open Enrollment or Qualifying Life Event (QLE)		Sign up during first 30 days of hire or eligibility, Open Enrollment or Qualifying Life Event (QLE)	
\$10,000* \$30,000 (Deputy Sherriff Civilians only)		Determined by your salary schedule		4x's base pay up to \$600,000 \$800,000(Fire Civilian only)		\$50,000		\$10,000	
						Employee must have Extra Life Insurance to enroll in this plan		Employee must have Extra Life Insurance to enroll in this plan	
Coverage		Accidental Death & Dismemberment (AD&D)		Supplemental Life					
Police Officers, Deputy Sheriffs, Firefighters, Paramedics, Emergency Response Technicians		County Provided		County Provided					
		Maximum benefit: \$50,000		Up to 50x monthly salary, Maximum Benefit \$600,000					
Deputy Sheriff Civilians		Maximum benefit: \$30,000							
All Other Employee Groups		Maximum benefit: \$10,000							

LEGAL SERVICES

The County offers two legal services options:

- ▶ Legal Resources
- ▶ LegalShield

Legal Resources

With over 70% of American families experiencing a legal need each year, you can relax knowing you are covered with the very best legal plan coverage the industry can offer. The most often needed legal matters are covered at 100% so you can enjoy peace of mind knowing your legal plan is there to help minimize or alleviate the high cost of attorney fees. Members have access to a network of top-rated full-service law firms and one of the largest attorney networks in the country. Members also receive back-up and support through our award-winning team of Certified Paralegals who staff our Member Services department.

Please note that enrollment in Legal Resources requires a minimum commitment of 1 year before you are eligible to unenroll.

Legal Resources – 1-800-728-5768
www.legalresources.com

LegalShield

LegalShield has worked with over 100,000+ law firms and attorneys nationwide. Provider law firms must be AV rated by Martindale Hubble, the National Law Firm Directory. A mobile app provides easy access to legal and ID theft support 24/7.

Legal Shield – 1-800-654-7757
www.legalshield.com



BENEFITS
365

	Legal Resources	LegalShield
Enrollment Requirement	None	None
Cost for Coverage	\$177/ month (Identity Theft Services included)	Legal Only: \$727/paycheck or \$15.75/month Identity Theft Only: \$6.90/ paycheck Legal & Identity Theft: \$11.86/paycheck
Divorce (Uncontested)	Fully Covered Service (no waiting period)	Fully covered 25% discount for advice and consultation
Adoption (Uncontested)	Fully Covered Service (no waiting period)	Fully covered
Traffic Ticket Defense	Fully Covered Service (no waiting period)	Fully covered (15-day waiting period)
Will Preparation	Fully Covered Service (no waiting period)	Fully covered Consultations covered in full; 25% discount
Document Preparation	Fully Covered Service (no waiting period)	Fully covered
Purchase or Sale of Home	Fully Covered Service (no waiting period)	Fully covered
Identity Theft Support	Advice, Consultation, Restoration Assistance Included	Fully covered for 10 family members ID theft monitoring and restoration included
Immigration Assistance	Expanded Coverage Service, 1 hour Initial Consultation is covered (25% Discount)	Consultation/document review fully covered; 25% discount
Financial & Tax Planning Services	Expanded Coverage Service 1 hour Initial Consultation is covered (25% Discount)	Consultation/document review fully covered; 25% discount for Financial Plan
Civil Litigation	Fully Covered Service (no waiting period)	Covered – Increasing defense hours each year Year 1: 60 hours; Year 5: 300 hours

LEAVE BENEFITS

Holidays

The County observes all Federal Holidays, in addition to the day after Thanksgiving (Employee Appreciation Day)

Personal Days

All eligible employees are allocated 3 personal days at the start of the calendar year. Advanced approval is required to take personal days.

Annual Leave

- ▶ Employees begin to accrue annual (vacation) leave hours upon date of hire. Advanced approval is required to take annual leave.
- ▶ Employees can roll over up to 360 hours into new calendar year. Anything over 360 will be converted to sick time. (additional hours convert to sick leave)

Accrual Schedule

Tenure	Accrued per pay period
1-3 years	4 hours, total of 13 days
4-15 years	6 hours, total of 20 days
16+ years	8 hours, total of 26 days

Sick Leave

Employee begin to accrue sick time upon date of hire. Each employee accrues 4.5 hours of sick time per pay period.

Bereavement Leave

Each employee is eligible for 3 Bereavement days upon date of hire. Bereavement can be used when an immediate family member passes away (spouse, child, parent, sibling). Advanced approval is required.

Parental Leave

All employees are eligible for 10 days of parental leave upon date of hire. Employees are eligible for an additional 10 days of parental leave if each of the following criteria is met:

- ▶ Employee is eligible to earn annual leave, and
- ▶ Have been employed by the county for at least 12 months and
- ▶ Have been paid for at least 1,040 hours.

County Family Medical Leave

Employees are eligible for up to 15 workweeks of leave if they meet the following criteria:

- ▶ Employees must be eligible to earn annual leave and
- ▶ Have been employed by the County for 12 months, and
- ▶ Have been paid for 1,040 hours during the previous 12 months.

Federal Family Medical Leave

- ▶ Per Federal law, the County provides eligible employees with up to twelve (12) workweeks of unpaid, job-protected leave in a 12-month period for qualifying family and medical reasons.
- ▶ Employees must have been employed for 12 months and must have worked 1,250 hours during the previous 12 months to qualify for this benefit.

Disability Leave

- ▶ The County offers eligible employees paid Disability Leave (DL) benefits not charged against an employee's accrued annual or sick leave balances, unless specifically identified in a Collective Bargaining Agreement (CBA).
- ▶ Full time and some part-time employees are eligible.
- ▶ Upon approval of a claim, the benefit provides full, taxable wages for up to 180 calendar days, unless extended by a CBA.

PENSIONS & RETIREMENTS

Take charge of your retirement income early to help you make smart decisions toward a financially-secure retirement

Pension Plans

Administered by Maryland State Retirement and Pension System (MSRPS), you and Prince George's County Government fund the Prince George's County Government Retirement Plans. All eligible employees may automatically contribute a percentage (varies by salary limits) of their annual salary and receive a defined monthly pension benefit at retirement.

There are separate pension plans for County sworn police officers, deputy sheriffs, firefighters, paramedics and correctional officers. The Police, Fire Service, Deputy Sheriffs, and Correctional Officers' Pension Plans (Comprehensive Plans) provide retirement and disability benefits for all full-time persons covered by the Plan.

All other qualified general civilian employees of the County are covered by the State of Maryland Pension and Retirement System. In addition, the County has established supplemental pension plans.

457(B) Deferred Compensation Plan

The County offers a 457(b) Deferred Compensation Plan to help you achieve your retirement goals. Both full- and part-time employees are eligible to participate.

You contribute on a tax-deferred basis, up to the IRS limits. The minimum amount you can contribute is \$10 per pay period or 1%. You may also make post tax Roth 457(b) deferrals.

You can enroll, increase, reduce or stop your contributions at any time.

If you are within three years of normal retirement, you may be eligible to make additional contributions.

The County has partnered with EMPOWER to administer the 457(b) plan.

457(b) Enrollment

All permanent employees can enroll in the plan at any time and manage their contribution changes directly through the Empower website: empower.com/pgcounty

457(b) Contribution Changes

All contribution changes are completed directly through Empower either online, via Mobile App, or by phone.



RESOURCES TO HELP YOU

BENEFITS

365

OFFICE OF HUMAN RESOURCES MANAGEMENT (OHRM)

Benefits Division
1400 McCormick Drive
Suite 110
Largo, MD 20774

301-883-6380

Monday – Friday
8:30 a.m. – 5:00 p.m., ET

Pensions Division
1400 McCormick Drive
Suite 125
Largo, MD 20774

301-883-6390

Monday – Friday
8:30 a.m. – 5:00 p.m., ET

OFFICE OF FINANCE

Payroll
1301 McCormick Drive
Suite 1100
Largo, MD 20774

301-952-5362

Monday – Friday
9:00 a.m. – 4:30 p.m., ET

YOUR HEALTH AND WELLNESS

Medical	Cigna Member Services 1-800-244-6224 myCigna.com
	Kaiser Permanente 301-468-6000 or 1-888-225-7202 my.kp.org/ princegeorgescountygovernment.com
Prescription Drug	Express Scripts 1-800-711-0917 www.express-scripts.com
Vision	Vision Services Plan 1-800-877-7195 https://princegeorgescountyacpt.vspforme.com/?view=pre
Dental	Aetna 1-877-238-6200 DMO: www.aetnadmodental.com PPO: www.aetnappodental.com
Flexible Spending Account (FSA)	Voya 1-888-401-3539 https://myhealthaccount.voya.com
Employee Assistance Program (EAP)	Inova 1-800-346-0110 www.inova.org/eap (Username: prince Password: george)

YOUR FINANCIAL FUTURE

457(b) Deferred Compensation Plan
Empower Retirement
(formerly MassMutual)
1-800-743-5274
www.retiresmart.com

Pension Plans
OHRM Benefits Division
301-883-6390
Pensions@co.pg.md.us

Life and AD&D
MetLife
1-800-638-6420
www.metlife.com

Long-Term Disability
Short-Term Disability
MetLife
1-833-622-0135
www.metlife.com

It's all online:
<https://www.princegeorgescountymd.gov/3137/Benefits>
Questions? Email: benefits@co.pg.md.us

YOUR VOLUNTARY OPTIONS

Critical Illness and Accident
Unum
1-800-635-5597
www.unum.com

Supplemental Dental
Aflac
1-410-394-9617
PrinceGeorges.aflac@gmail.com

Legal Services
Legal Resources
1-800-728-5768
www.legalresources.com

LegalShield
1-800-654-7757
www.legalshield.com

Whole Life
Unum
1-800-635-5597
www.unum.com

Short-Term Disability
Unum
1-800-635-5597
www.unum.com
(coverage prior to 1/1/2022)

COST OF COVERAGE

BENEFITS
365



ALL ACTIVE EMPLOYEES¹

Bi-Weekly Rates (Paid Over 26 pay periods in 2025)

Plan	Individual	Two-Person	Family
Medical			
Kaiser Permanente	\$72.64	\$145.00	\$210.12
Cigna HMO	\$75.96	\$151.97	\$212.51
Cigna PPO	\$119.01	\$240.06	\$337.25
Prescription Drug			
Express Scripts	\$16.78	\$33.83	\$43.22
Vision			
VSP Basic Plan	\$0.57	\$0.97	\$1.29
VSP Buy-Up Plan	\$1.01	\$1.86	\$2.53
Dental			
Aetna Dental DMO	\$9.74	\$15.14	\$19.28
Aetna Dental PPO	\$20.22	\$37.03	\$54.83

¹ Excluding Crossing Guards

The County pays most of the cost of your employee benefits; however, you also contribute to the cost of your benefits through tax-free or after-tax payroll deductions. (Paid over 26 Pay Periods)

CROSSING GUARDS

Bi-Weekly Rates (Paid Over 20 pay periods in 2025)

Plan	Individual	Two-Person	Family
Medical			
Kaiser Permanente	\$94.43	\$188.50	\$273.16
Cigna HMO	\$98.74	\$197.56	\$276.26
Cigna PPO	\$154.72	\$312.08	\$438.29
Prescription Drug			
Express Scripts	\$21.81	\$43.98	\$56.19
Vision			
VSP Basic Plan	\$0.74	\$1.26	\$1.68
VSP Buy-Up Plan	\$1.31	\$2.41	\$3.29
Dental			
Aetna Dental DMO	\$12.66	\$19.69	\$25.06
Aetna Dental PPO	\$26.29	\$48.14	\$71.28

The County pays most of the cost of your employee benefits; however, you also contribute to the cost of your benefits through tax-free or after-tax payroll deductions.

Before-Tax

- Medical
- Prescription Drug
- Vision
- Dental
- Health Care FSA
- Dependent Care DCA
- 457(b) Plan
- Pension

After-Tax

- Critical Illness and Accident
- Supplemental Dental
- Whole Life
- Short-Term Disability
- Long-Term Disability
- Legal
- Extra Life

Allowable Amount	The maximum amount that a health insurance plan will pay to a health care service covered by the health insurance plan.
Co-Insurance	The cost of services is shared between the health care company and the covered employee. Co-insurance refers to a percentage of a health care cost—such as 20 percent—that the covered employee pays after meeting the deductible.
Co-Payment	The fixed dollar amount—such as \$25 for each doctor visit—that the covered employee pays, out-of-pocket, for medical services.
COBRA	The Consolidated Omnibus Budget Reconciliation Act (COBRA) requires covered employers to offer continuation of group health coverage to qualified employees and their dependents who lost coverage due to certain life events (i.e. divorce, separation of employment, turning age 26, etc.).
Covered Services	Services deemed medically necessary for the care and treatment of an injury or illness
Deductible	A fixed dollar amount that the covered employee must pay out of pocket each calendar year before the plan will begin reimbursing for non- preventative health expenses.
Deferred Compensation 457(b)	The 457(b) Deferred Compensation Plan permits employees to set aside a portion of their current salary before (pre-tax) or after tax (ROTH) for placement into an account for their retirement.
Dependent	Any eligible person covered by the employee's benefits (spouse, child, ward, etc).
Dependent Care FSA	Employees set aside funds (pre-tax) to be used for qualified childcare or eldercare expenses.
Disability Insurance	Insurance that replaces part of an employee's income if they cannot work due to illness or injury. The County offers Long-Term and Short-Term disability Insurance plans.
Employee Assistance Program (EAP)	A confidential employer-sponsored program that provides free services to employees and covered family members who are having work-related or personal problems. Services include assessments, short-term counseling and referrals.
Employer Contributions	The amount an employer pays towards an employee's benefit plan on behalf of the County employees (i.e. employer contribution towards health insurance premiums).
Explanation of Benefits (EOB)	Statement shared of medical treatment/or services provided by your health care provider. This is not a bill. It is for informational purposes and requires no action.

Flexible Spending Account (FSA)	An employer sponsored benefit that enables employees to set aside funds before taxes (pre-tax) via payroll deductions to pay for qualified out of pocket healthcare expenses and/or dependent care expenses. County offers Dependent Care FSA and Health Care FSA. ▶ Health Care FSA - employees set aside funds (pre-tax) to be used for approved medical and dependent care expenses ▶ Dependent Care FSA
Formulary	A list of prescription drugs covered by the health plan, often structured in tiers that subsidize low-cost generics at a higher percentage than more expensive brand-name or specialty drugs.
Health Maintenance Organizations (HMO)	HMOs are managed health care programs that offer health care services through a network of healthcare facilities. Must choose a primary care physician, and referrals are required for specialists.
In-Network	Doctors, clinics, hospitals and other providers the health plan contracts with to care for its members. Health plans cover a greater share of the cost for contracted providers than for out of network providers.
Long Term Disability	Covers a portion of your income if you are too injured or ill to work for an extended period of time. This coverage begins after 180 days.
Out-of-pocket limit	The most an employee could pay during a coverage period (usually one year) for his or her share of the costs of covered services, including co-payments and co-insurance. When you have spent this amount in your plan year on deductibles, copayments, and coinsurance for in-network services, your health insurer will pay for 100% of your healthcare services.
Out-of-network	A health plan will cover treatment for doctors, clinics, hospitals and other providers who are out-of-network, but covered employees will pay more out-of-pocket to use out-of-network providers than for in-network providers.
Preferred Provider Organization (PPO)	PPOs offer reduced costs when you utilize health care providers within the plans network of doctors and hospitals. Does not require deductibles, Primary Care Physician, or referrals for specialists.
Primary Care Physician (PCP)	Provide general health care, preventative services, and treatment for common illnesses. In an HMO, a PCP refers a patient to a specialist.
Premium	The portion of the insurance cost that employees contribute every pay period.
Referral	Form completed by a Primary Care Physician to allow an employee to visit a specialist. Only required for HMOs.
Short Term Disability	Disability insurance available after a 7-day waiting period. Offers coverage up to 26 weeks.
Statement of Health	Offers proof that an employee and/or dependents are in good health. May be required for Life Insurance Coverage.
Summary Plan Description (SPD)	A Summary Plan description is a document that summarizes the main components of the health insurance plan. The SPD communicates the rights and obligations to participants and beneficiaries.



FOR OFFICE USE ONLY

Completed By: _____



AETNA DMO DENTAL PLAN PRIMARY CARE DENTIST (PCD) ELECTION FORM
ACTIVE EMPLOYEE / RETIREE

STEP 1: Please PRINT or TYPE when you complete this form.

NAME: _____ SOCIAL SECURITY #: _____

DATE OF BIRTH: _____ EFFECTIVE DATE OF COVERAGE: _____

STREET: _____ PHONE-WORK-HOME: _____

CITY/STATE: _____ ZIP: _____ DEPT: _____

REASON: ☐ Open Enrollment

☐ New Employee Hire Date: _____

☐ Family Status Change Event: _____ Date of Event: _____

STEP 2: Complete this section for you and the dependent(s) you are adding to the DMO dental plan as of the above effective date. **If you fail to select a Primary Care Dentist, it will result in you not being able to utilize the DMO dental plan benefits on or after the effective date of your coverage.**

FULL NAME (PRINT)			Relationship	Sex	Social Security No.	DOB	Primary Care Dentist	Office ID #
First	Middle Initial	Last						
			SELF					
			SPOUSE					

STEP 3: You must complete this section with the Primary Care Dentist's address.

STREET: _____

CITY/STATE: _____ ZIP CODE: _____

STEP 4: Read the statement below and sign your name.

By signing this form, I understand that my Aetna DMO dental plan premiums will be deducted on a pre-tax basis. No changes can be made to my dental plan enrollment during the plan year unless there is a family status change and I complete a benefits form **within 30 days** of the event. This form authorizes any licensed physician, hospital, or healthcare provider to furnish my health plan with such medical information about myself and any eligible dependent, as needed. I understand that my coverage and benefits may be adversely affected by my failure to provide complete and accurate information.

Signature

Date



Prince George's County Government
Office of Human Resource Management
1400 McCormick Drive, Suite 110
Largo, MD 20774

For more information, including Annual Benefit Notices, please visit ohrm.mypgc.us.



RETIREMENT PASSPORT



*Navigating Retirement
With Confidence*



A quick reference guide for
the Prince George's County Government Pension Plans.

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INTRODUCTION

Prince George's County Government

Is committed to helping you plan and save for your future. We offer various retirement options tailored to meet your unique goals. In addition to the Maryland State Pension Plan, the County proudly sponsors 11 Pension Plans for sworn public safety and general service employees:

- **Correctional Officers' Comprehensive Pension Plan**
- **Deputy Sheriff's Comprehensive Pension Plan**
- **Police Pension Plan**
- **Fire Service Pension Plan**
- **General Schedule Employees' Supplemental Pension Plan**
- **Crossing Guards Supplemental Pension Plan**
- **AFSCME Employees' Supplemental Pension Plan**
- **Police Civilian Employees' Supplemental Pension Plan**
- **Fire Civilian Employees' Supplemental Pension Plan**
- **Correctional Officers' Supplemental Pension Plan**
- **Deputy Sheriff's Supplemental Pension Plan**



Each Pension Plan is overseen by dedicated fiduciaries for the County who are members of the representative Board of Trustees, established under Subtitle 16, Sections 16-231 and 16-232 of the Prince George's County Personnel Code. Chaired by the County Executive, this Board includes key representatives such as the Police and Fire Chiefs, Labor Union Presidents, and an elected representative for the General Schedule Plan.

The assets for each Pension Plan are safeguarded in a separate Trust Fund and managed by professional investment managers contracted by the Board of Trustees. Guided by comprehensive Trust Agreements and an Investment Policy Statement and Guidelines (IPS), the Board works with an expert Investment Consultant to ensure optimal management of Plan assets. They regularly monitor and assess investment performance to adapt strategies as needed.

Understanding your retirement plan is crucial.

This guide offers a high-level overview of your valuable retirement benefits with Prince George's County, ensuring you are well-informed and ready for your future.

PENSIONS & RETIREMENT SERVICES VALUES

Navigating Retirement With Confidence

EMPATHY: We understand the unique needs of retirees and prioritize personalized support to address their concerns and goals.

TRANSPARENCY: We provide clear, honest, and straightforward guidance, ensuring retirees make informed decisions about their future.

TRUST: We build strong, reliable relationships by offering consistent, accurate advice that retirees can depend on.

EMPOWERMENT: We equip retirees with the knowledge and resources needed to take control of their retirement journey with confidence.



PRINCE GEORGE'S COUNTY
SWORN
 PUBLIC SAFETY
 PENSION PLANS

Fire Service Pension Plan

Enrollment	Mandatory	
Employee Contributions	Yes; Pre-Tax	
Employer Contributions	Yes	
Vesting	Hired before July 1, 2013	Hired after July 1, 2013
	5 Years	10 Years
Normal Service Retirement	At least 20 years of service or age 55	

Police Pension Plan

Enrollment	Mandatory	
Employee Contributions	Yes; Post-Tax	
Employer Contributions	Yes	
Vesting	Hired before July 1, 2013	Hired after July 1, 2013
	5 Years	10 Years
Normal Service Retirement	Hired before January 1, 2016	Hired after January 1, 2016
	At least 20 years of service or age 55	At least 25 years of service or age 55

Correctional Officers' Comprehensive Pension Plan

Enrollment	Mandatory	
Employee Contributions	Yes; Pre-Tax	
Employer Contributions	Yes	
Vesting	5 Years	
Normal Service Retirement	Hired before June 30, 2013	Hired after June 30, 2013
	At least 20 years of service or age 55	At least 25 years of service or age 55

Deputy Sheriff's Comprehensive Pension Plan

Enrollment	Mandatory	
Employee Contributions	Yes; Pre-Tax	
Employer Contributions	Yes	
Vesting	10 Years	
Normal Service Retirement	Hired before July 1, 2013	Hired after July 1, 2013
	At least 20 years of service or age 55	At least 25 years of service or age 55

PRINCE GEORGE'S COUNTY

CIVILIAN SUPPLEMENTAL PENSION PLANS

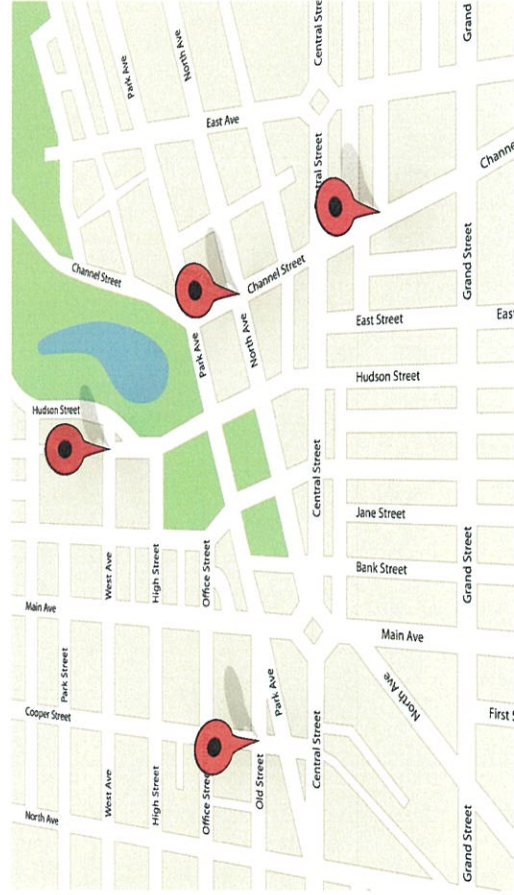
General Scheduleⁱ, Police Civilian and Fire Civilian Supplemental Pension Plans

Enrollment	Mandatory (ii)	
Employee Contributions	Yes; Pre-Tax	
Employer Contributions	Yes	
Vesting	Hired before July 1, 2012	Hired after July 1, 2012
	5 Years	10 Years
Normal Service Retirement	Hired before July 1, 2012	Hired after July 1, 2012
	• Age 62 with at least 5 years of service • 30 years of service at any age • Normal retirement under the State Retirement Agency	• Age 60 with at least 15 years of service • Age 65 with at least 10 years of service • Rule of 90 – age and years of service must be equal to or greater than 90

i Employees hired as Sheriff Civilians and Corrections Civilians follow the General Schedule Supplemental Pension Plan.
ii Elected/appointed officials, attorneys in the Office of the State's Attorney have the option of participating. Any prior election to decline participation is irrevocable. Bailiffs are ineligible to participate.

AFSCME (Local 241) and Crossing Guards Supplemental Pension Plans

Enrollment	Mandatory (i)
Employee Contributions	Yes; Pre-Tax
Employer Contributions	Yes
Vesting	5 Years
Normal Service Retirement	• Age 55 with at least 15 years of service • Age 62 with at least 5 years of service • 30 years of service at any age • Normal retirement under the State Retirement Agency



i New hires with prior service under the Maryland State Retirement Agency should contact a retirement counselor at (800) 492-5909 to discuss transfer options.

CIVILIAN

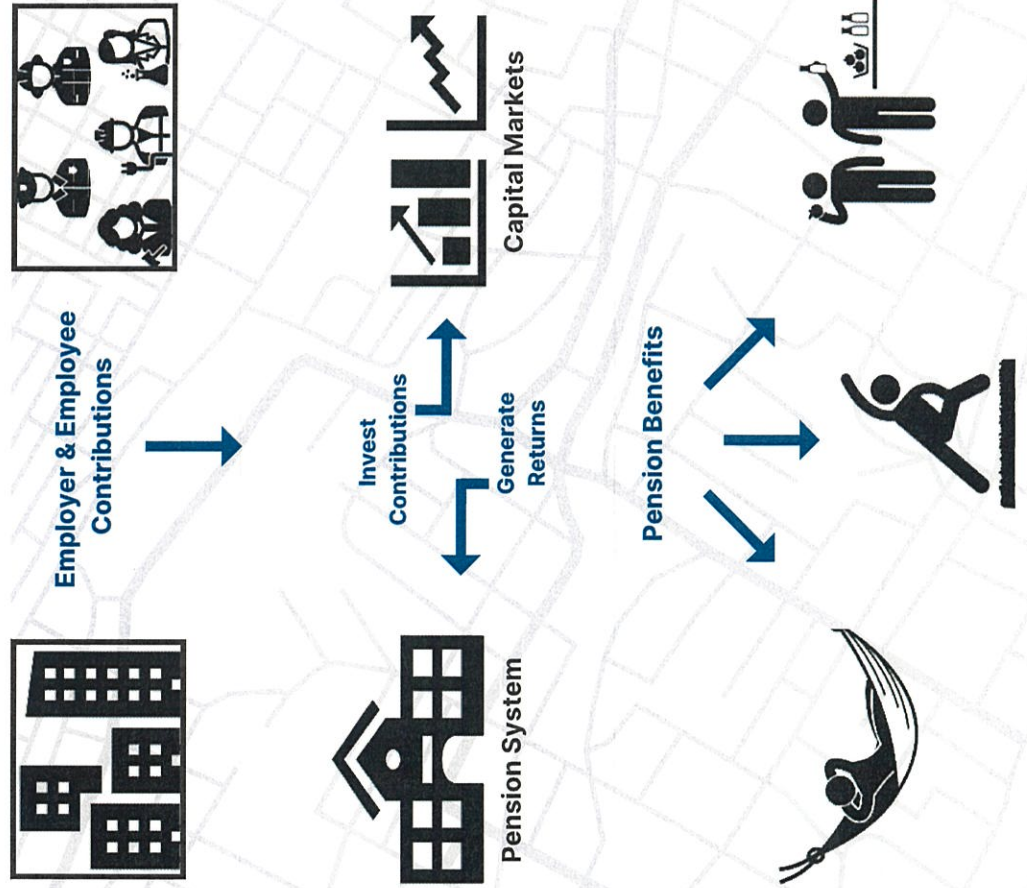
MARYLAND STATE RETIREMENT AND PENSION SYSTEM

Non-Contributory Pension Plan (i)

Enrollment	Mandatory (ii)	
Employee Contributions	No (iii)	
Employer Contributions	Yes	
Vesting	Hired before July 1, 2011	Hired after July 1, 2011
	5 Years	10 Years
Early Retirement	Hired before July 1, 2011	Hired after July 1, 2011
	Age 55 with at least 15 years of services (a 6% reduction for each year prior to age 62 - maximum reduction of 42%)	Age 60 with at least 15 years of service (a 6% reduction for each year prior to age 65; 0.5% for each month - maximum reduction of 30%)
Normal Service Retirement	• Age 62 with at least 5 years of service • 30 years of service regardless of age	
	• Age 65 with at least 10 years of service • Rule of 90--both age and years of service must be equal to or greater than 90	

- ii Elected/appointed officials have the option of participating. Persons currently receiving a pension from the Maryland State Retirement Agency are not eligible to re-enroll. Bailiffs are ineligible to participate.
- iii Employees are required to contribute 0.5% of any portion of their salary that exceeds the Social Security Wage Base (SSWB). Please visit www.ssa.gov/oact/cola/cbb.html for more info.

YOUR CONTRIBUTIONS AT WORK



PRINCE GEORGE'S COUNTY

DEFERRED

COMPENSATION

457(b) PLAN

The Prince George's County Government offers generous Pension Plans for retirement. County employees are encouraged to also save through payroll deductions. Additionally, they can participate in the Deferred Compensation Plan authorized under Section 457 of the Internal Revenue Code to supplement their retirement income.



Through the County's 457(b) Deferred Compensation Plan, participants can invest a portion of their pay on a pre-tax or post-tax basis. The savings and earnings on the investments are tax-deferred until they are withdrawn from the Plan, usually at retirement.



The Plan is overseen by a committee of County officials who are dedicated to meeting the needs of their employees. The emphasis is on providing a paperless service to help employees achieve a comfortable and secure retirement. Empower has been selected by the County to administer and market this Plan.

HOW TO ENROLL?

Permanent employees can enroll directly through the Empower website at www.empower.com/pgcounty without the need for paper forms. On the right-hand-side menu, click on "Enrollment and Deferral Changes" for detailed instructions.

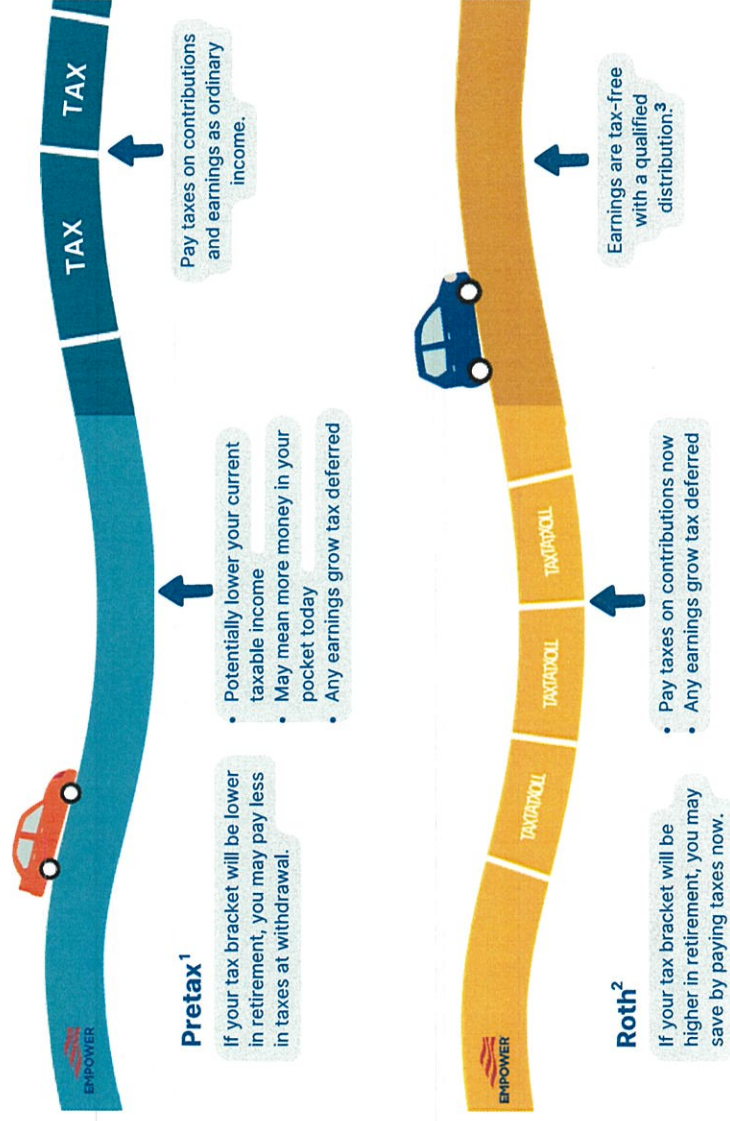


PRE-TAX OR ROTH: WHICH ROAD TO TAKE?

Before you determine which road or combination of roads may be right for you, you'll need to consider a few important factors, including when you want to pay taxes. Let's take a closer look.

CONTRIBUTION

WITHDRAWAL

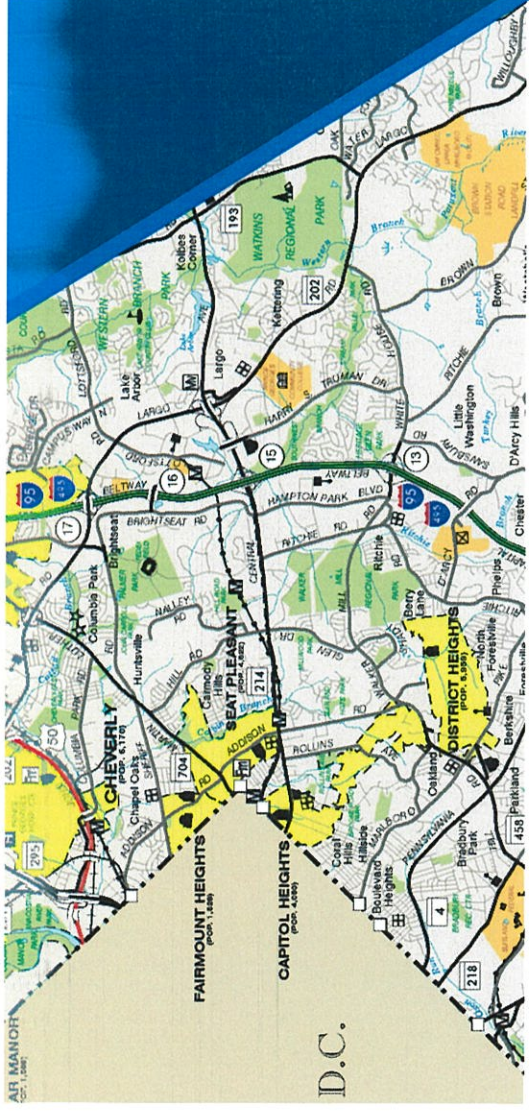


WHAT TO KNOW BEFORE YOU HIT THE ROAD...

Pretax contributions Roth contributions

Is my contribution taxable in the year I make it?		
Is my contribution taxed when distributed?		
Are potential earnings on my contributions taxed when distributed?		No, provided that it is qualified distribution. ⁷
Can I contribute to both Roth and pretax plans?		
If I change jobs, can I roll over my account?		Yes, to an eligible employer plan (if the plan allows it) or to an IRA. ⁸ Consider all your options and their features and fees before moving money between accounts.
If I experience a financial hardship, can I make a withdrawal?		Yes, if your plan allows hardship withdrawals.
Do I have to take a minimum distribution at age 72?		Once you reach age 72, you are generally required to begin taking minimum distributions. ⁹
What is the maximum amount I can contribute?		You may contribute up to the RS limit each year. Check RSgov for the limits

1 Contributions are made prior to tax withholding.
2 Contributions are made after tax withholding.
3 Subject to requirements: Roth contributions must be in your account for at least five years and the money withdrawn after you have reached age 59½, died or been disabled. If a distribution is not qualified, the earnings are taxed as ordinary income and may be subject to early withdrawal penalties.
4 Eligible employer plans include: qualified plans (e.g., 401(k), governmental 457(b) and 403(b) plans). Roth contributions can only be rolled over to another designated Roth account or to a Roth IRA.
5 If you are still employed with the employer who sponsors the plan or if you are less than a 5% owner of the business sponsoring the plan, you may not be required to take a minimum distribution. The RMD age is 70½ for individuals who turned 70½ on or before December 31, 2019. The RMD age is 72 for individuals who turn age 70½ after December 31, 2019. Refer to your plan provisions for more information. Investing involves risk, including possible loss of principal.
Securities, when presented, are offered and/or distributed by Empower Financial Services, Inc., Member FINRA/SIPC. EFSI is an affiliate of Empower Retirement, LLC; Empower Funds, Inc.; and registered investment adviser, Empower Advisory Group, LLC. This material is for informational purposes only and is not intended to provide investment, legal or tax recommendations or advice.
On December 31, 2020, Empower acquired the retirement business of Massachusetts Mutual Life Insurance Company. Empower refers to the products and services offered by Empower Annuity Insurance Company of America and its subsidiaries, including Empower Retirement, LLC. Empower is not affiliated with MassMutual or its affiliates.
⁷EMPPOWER and all associated logos and product names are trademarks of Empower Annuity Insurance Company of America.
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RETIREMENT TIMELINE

TO ENSURE A SMOOTH RETIREMENT PROCESS, BELOW ARE SOME KEY STEPS AND MILESTONES YOU SHOULD CONSIDER AS YOU APPROACH RETIREMENT.

12 Months Before Retirement

- Request an estimate
- Contact your Deferred Compensation Plan 457(b) Plan Provider
- If applicable, contact Social Security Administration

6-9 Months Before Retirement

- Review your estimate and benefit options
- Prepare retirement budget
- Consider your long-term healthcare needs

2-3 Months Before Retirement

- Contact the Pensions Division to schedule a counseling session/officially apply for retirement
- Submit Completed Retirement Packet
- Review your leave balances

1 Month Before Retirement

- Submit notice of intent to retire to your Appointing Authority
- Adhere to all required checkout procedures



PENSIONS AND RETIREMENT SERVICES RESOURCES

- Retirement Appointments (virtual/in-person)
- Retirement Account Review
- Notary Services
- General Retirement Questions

Are you enrolled in MemberDirect?

Scan the QR code to
register today!



Need help understanding your retirement options?

Scan the QR code to request a
Retirement Services appointment!





FREQUENTLY ASKED QUESTIONS

County Pension Plans & Retirement

WHAT IS A DEFINED BENEFIT PLAN?

A retirement plan that requires an employer to make contributions into a pool of funds set aside for an employee's future benefit. The pool of funds is invested on the employee's behalf; earnings on the investments generate income to the employee upon retirement.

AM I ABLE TO BORROW MONEY FROM MY PENSION PLAN?

No, distributions from the County's pension plans are only available upon retirement or termination of employment.

WHERE CAN I FIND THE PAYROLL DEDUCTION AND THE PENSION PLAN I AM ENROLLED IN ON MY PAY STATEMENT?

This information is located under "other deductions" and reads either CS followed by the plan name (e.g., CS Gen Sch) or CP followed by the plan name (e.g., CP Police).

CAN LEAVE BE CONVERTED TO OBTAIN ADDITIONAL PENSION CREDIT?

Yes, but only for certain pension plans.

ONCE I RETIRE, CAN I REMAIN ENROLLED IN THE COUNTY'S HEALTH CARE BENEFITS?

Yes, but only in the core benefits (Medical, Dental, Prescription, Vision) and you must pay the applicable retiree rates for these benefits.

HOW CAN I FIND INFORMATION ON THE MARYLAND STATE RETIREMENT PLAN?

Information on the state retirement plan is available at <https://sra.maryland.gov> or by phone at 1-800-492-5909.

CAN I CONTINUE TO WORK AFTER I RETIRE?

Yes; however, if you retire based on a disability you should contact Pensions and Retirement Services Division prior to accepting a new position.

CAN I MAKE ADDITIONAL CONTRIBUTIONS TO THE COUNTY PENSION PLAN?

No, contributions are voted upon by the Board of Trustees for civilian plans and collectively bargained for public safety plans.

HOW DO I APPLY FOR SOCIAL SECURITY BENEFITS?

Retirees can complete an online application through the Social Security Administration website: <https://www.ssa.gov/>; or call 1-800-772-1213 to submit an application over the phone; or apply in-person at nearest local Social Security Administration office.

CAN I TAKE MY PENSION AS A LUMP SUM PAYMENT?

No.

HOW MUCH MONEY DO I NEED TO RETIRE?

It all depends on what you plan to spend in retirement. Planning a budget will help to figure out how much is needed to meet your specific retirement goals.

IF I'M TRYING TO BUY OR REFINANCE A HOME, HOW DO I OBTAIN A PENSION VERIFICATION LETTER?

Contact the Pensions and Retirement Services Division to receive a Retirement Income Verification form; complete the form; and mail/fax/email it to the Pensions and Investment Division. The lender may request this information with your written authorization.

WHAT IS A QUALIFIED FAMILY STATUS CHANGE?

Family status changes may include: birth, death, divorce, legal separation, adoption, marriage, termination or commencement of employment, change of employment status from part-time to full-time, covered dependent ceases to be an eligible dependent, and loss of health benefits coverage.

WHAT IF I SEPARATE EMPLOYMENT BEFORE MY RETIREMENT DATE?

You may request a withdrawal of your retirement contributions, or apply for a vested benefit (if eligible).

CAN LEAVE PAYOUTS BE ROLLED INTO A 457(B) PLAN?

Yes, for members of the civilian pension plans. No, for members of the sworn pension plans.

Deferred Compensation 457(b) Plan**WHAT IS THE 457(B) PLAN?**

The 457(b) Deferred Compensation Plan is a retirement savings plan offered to permanent employees of Prince George's County, allowing employees to defer compensation on a pre-tax or Roth basis.

HOW CAN I ENROLL IN THE 457(B) PLAN?

Permanent employees can enroll directly through the Empower website at www.empower.com/pgcounty without the need for paper forms.

On the right-hand-side menu, click on "Enrollment and Deferral Changes" for detailed instructions.

WHEN CAN I ENROLL IN THIS PLAN?

Employees may enroll at any time.

WHEN CAN I ACCESS MY ACCOUNT BALANCE?

- Upon termination of County employment (distributions are taxable based on your federal tax income bracket).
- Unforeseen financial hardship (Emergency Withdrawal) as defined by the IRS.
- At age 70-½ annual minimum distributions are mandatory (distributions are taxable based on your income bracket).

HOW CAN I CHANGE THE DOLLAR AMOUNT I'M CONTRIBUTING TO THIS PLAN?

Log into your Empower account via www.empower.com/pgcounty or

Log into the Employee Self Service (ESS) portal:

<https://portal.sap.mypgc.us/irj/portal>; go to "Anytime Changes" under the Index tab; select "Savings Plan"; then click the "Actions" edit pen to change the amount; click "Add"; then click "Save" at the top of the screen.

WHAT CAN I DO WITH MY ACCOUNT UPON TERMINATION OF COUNTY EMPLOYMENT?

- Leave your assets in the 457(b) Plan and your investment will continue to grow on a tax deferred basis.
- Roll-over account assets to another Qualified Plan with a pre-tax deferral status.
- Roll-over account assets to a Traditional IRA. Note: moving assets from the 457(b) Plan to a Roth IRA is a taxable event.
- Take lump sum distributions (taxed at time of distribution).

IS THERE AN EARLY WITHDRAWAL PENALTY FOR THE 457(B) PLAN?

No, unlike other retirement savings plans, a 10% early withdrawal penalty prior to age 59-½ does not apply to this plan.

HOW CAN I MAXIMIZE MY ANNUAL CONTRIBUTIONS?

- Increase contributions when you receive a promotion or work overtime.
- Consolidate your retirement accounts – roll-over assets from other qualified plans.

2024 Annual Contribution limits:

- Max Deferral = \$23,000
- Age 50 or over Catch Up = \$30,500
- Pre-Retirement Catch Up = \$46,000

WHAT IS A PRE-TAX CONTRIBUTION?

Pre-tax contributions reduce your taxable income, which means you pay less in tax now. However, you pay taxes when withdrawal of the money from the 457(b) Deferred Compensation Plan.

WHAT IS A ROTH CONTRIBUTION?

Roth contributions are made with after-tax dollars. This means you pay taxes on the money now, and withdrawals are tax-free in retirement, provided certain conditions are met (must be at or over age 59.5 and Roth contributions must be in your account for at least five years).

WHERE CAN I FIND MORE INFORMATION OR ACCESS MY 457(B) ACCOUNT ONLINE?

You can access your account via www.empower.com/pgcounty, download the Empower mobile app, or call Empower at 877-301-4571.

HOW DO I CREATE A USERNAME AND PASSWORD TO ACCESS MY ACCOUNT?

- Go to empower.com/pgcounty and click on the blue "Log in" button.
- Click on the green "REGISTER" button.
- Follow the prompts on the "I do not have a PIN" tab to enter your personal information and create a username and password.

HOW CAN I ACCESS AND MANAGE MY ACCOUNT ON MOBILE DEVICES?

You can view and manage your account anywhere, anytime using the Empower app for your mobile device or Apple Watch®, available in the App Store® from Apple® for iOS® or on Google Play™ for Android™.

ARE THERE ANY SEMINARS AVAILABLE TO LEARN MORE ABOUT MY INVESTMENT OPTIONS?

Yes, Empower's Retirement Plan Advisors host webinars to guide you through managing your contribution options on their platform. Go to www.empower.com/pgcounty click on Plan Resources, then click on Virtual Meetings, lastly select Click Here to Register and select Personalized Experience Seminar.

WHAT CONTRIBUTION OPTIONS ARE AVAILABLE ON THE EMPOWER WEBSITE?

Participants can choose to make contributions by dollar amounts or percentages through the Empower website www.empower.com/pgcounty. The minimum contribution is \$10 or 1% per pay period.

HOW CAN I SCHEDULE AN APPOINTMENT WITH A RETIREMENT PLAN ADVISOR?

Empower Retirement Plan Advisors are available to support you. Go to www.empower.com/pgcounty and click on Meet Your Plan Representative to schedule an appointment.

YOU HAVE REACHED
YOUR DESTINATION...





CONTACTS

PENSIONS AND RETIREMENT SERVICES DIVISION

(301) 883-6390

pensions@co.pg.md.us

www.princegeorgescountymd.gov

1400 McCormick Dr Suite 125

Upper Marlboro, MD 20774

MARYLAND STATE RETIREMENT AND PENSION SYSTEM

<https://mysrps.sra.maryland.gov/>

(410) 625-5555

sra@sra.state.md.us

EMPOWER RETIREMENT

1 (877) 301-4571

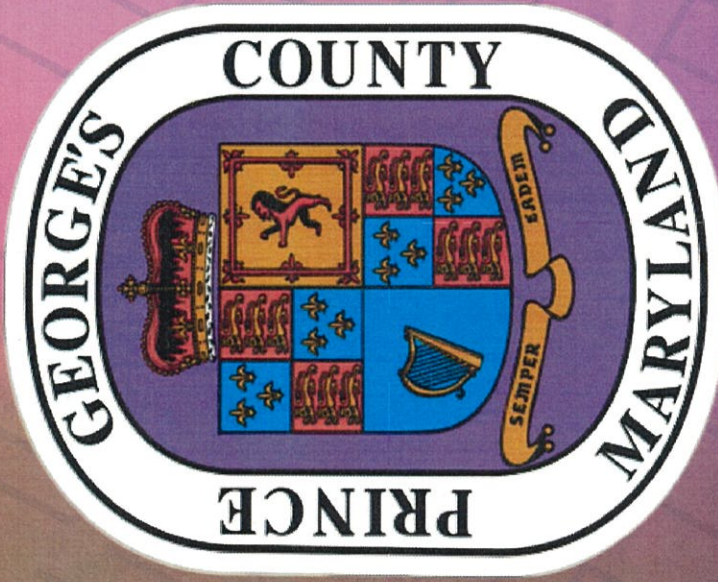
empower.com/pgcounty

Monday - Friday (8 a.m. - 10 p.m. ET)

Saturdays (9 a.m. - 5:30 p.m. ET)



[illegible]



OHRM Office of Human
Resources Management

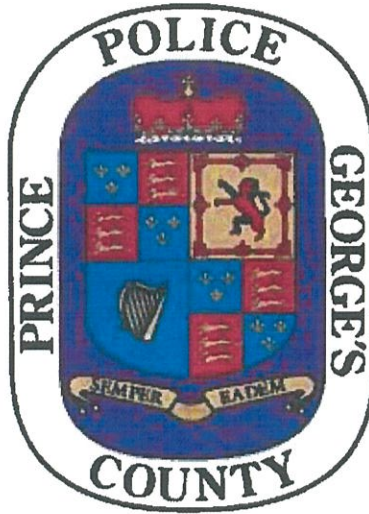
**PENSIONS AND RETIREMENT
SERVICES DIVISION**

1400 McCormick Dr, Suite 125
Largo, MD 20774
(301) 883-6390

pensions@co.pg.md.us
www.princegeorgescountymd.gov

The information provided in this document should not be
considered tax or legal advice. The purpose of this guide is to
provide general information about Prince George's County
Government Pension and Deferred Compensation Plans.

November 2024



**County Council Compensation and Vehicle Use Program
Policy Review**

Prepared by:
LP Monroe
Deputy Fleet Division Manager
Office of Central Services – Fleet Management Division

May 5, 2025

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 - b. CR-090-2024 G-Scale Compensation
 - c. Travel-Mileage Reimbursement Form
 - d. Vehicle Assignment Request Form
 - e. Application for Automobile Allowance
 - f. Council Resolution 78-2001 2025 Automobile Allowance Memo

I. Introduction

The purpose of this compensation and vehicle take-home program review is to provide Prince George's County Council with a clear explanation of the County's Take-Home Vehicle Program, applicable IRS tax guidelines, and the compensation structure for executive-assigned vehicles. The County provides various take-home vehicle options and other forms of transportation reimbursement to County executives, leadership, and essential personnel to support operations and meet the needs of Prince George's County residents. These transportation-related benefits align with federal guidelines and County policy.

This review also serves as a part of the Office of Central Services' continued effort to ensure consistency in how transportation related compensation is administered within executive, leadership, and essential roles throughout Prince George's County Government.

II. Terms and Definitions

Terms	Definitions
Lease Value Rule (LVR)	The IRS method used to determine the value of personal use of a County-provided vehicle.
Automobile Allowance	A taxable payment paid to employees in lieu of a County vehicle. This is treated as compensation and included in W-2 wages.
IRS Publication 15-B	The IRS document that oversees the tax treatment of fringe benefits including, employer-provided vehicle options and travel reimbursements.
Cents-Per-Mile	A secondary option for the IRS to value personal use of a County vehicle using a flat mileage rate, which is subject to specific vehicle eligibility and documentation requirements.
Fuel-for-Personal-Use	County provided fuel for personal miles driven in a County vehicle, the value (5.5 cents per mile in 2025) must be reported as taxable income.
Fair Market Value (FMV)	The price a vehicle would sell for on the open market, including taxes and title fees. Used to determine value under IRS lease value rules.
Executive Assigned Vehicles	County-owned vehicles assigned to executive-level personnel for official use. If personal use or commuting is permitted, tax treatment is governed by IRS guidelines for fringe benefits.
Business Mileage Reimbursement	A non-taxable payment for use of a personal vehicle for official County business, reimbursed at the IRS standard mileage rate (70 cents per mile for 2025).

III. Take Home Vehicle Options

Prince George's County maintains a structured Take-Home Vehicle Program to support County executives, leadership, and essential personnel whose roles require consistent operational availability, and response readiness beyond standard business hours. Vehicle assignments are based on operational needs and governed by County Administrative Procedure 610, which outlines classifications of vehicle use, IRS reporting requirements, and applicable fringe benefit implications. While the program is not currently extended to County Councilmembers, this section provides a summary of the program's structure, regulatory considerations, and administrative protocols.

The following classifications define the types of transportation-related compensation available under current County policy:

- **County-Owned Vehicle (Work Hours Use Only)**
A County vehicle provided for use during official business hours. This vehicle must be returned to the assigned County location at the end of each shift. Personal use and commuting are not permitted.
- **Personal Vehicle with Business Mileage Reimbursement**
A non-taxable reimbursement for the use of a personal vehicle for official County business, calculated at the IRS standard mileage rate, which is currently 70 cents per mile as of 2025.
- **Take-Home Vehicle Assignment**
A County vehicle authorized for commuting or use outside of normal business hours. Personal use must be documented and properly reported. This category is governed by IRS lease value rules and fringe benefit reporting requirements.
- **Automobile Allowance**
A taxable payment provided in lieu of a County-assigned vehicle. Employees who elect the automobile allowance must use their personal vehicle for all official business and are not eligible for fuel reimbursement or mileage claims.

A County vehicle provided for use during official business hours. This vehicle must be returned to the assigned County location at the end of each shift. Personal use and commuting are not permitted.

A. County-Owned Vehicle (Work Hours Only)

A County-owned vehicle may be assigned to an approved County employee or contractor to support County essential job functions or official travel on behalf of Prince George's County. Vehicle assignments are authorized by the agency's Director or Deputy Director and may be reassessed or reallocated based on agency operational needs. While assignment decisions remain within the purview of each agency, all vehicle use must adhere to the guidelines outlined in County Administrative Procedure 610.

B. Take- Home Vehicle Assignment

Take-home vehicles are County-owned vehicles authorized for commuting and operational use beyond standard work hours. These assignments are typically reserved for executive-level personnel, emergency response staff, or individuals with after-hours responsibilities. All personal use must be documented, and the value is subject to IRS lease value or cents-per-mile calculation rules. Employees must comply with County Administrative Procedure 610, and associated fringe benefits must be reported through payroll in accordance with IRS Publication 15-B. Furthermore, it is mandatory that a County VAR form is completed and submitted to the County Executive's Office for approval. Once approved, the VAR form is to be submitted to Office of Central Services- Fleet Management Division: Deputy Fleet Manager, LP Monroe lpmonroe@co.pg.md.us.

C. Personal Vehicle Mileage Reimbursement

Employees or County contractors who use their personal vehicle to conduct official County business may be eligible for mileage reimbursement. This reimbursement is non-taxable and calculated using the IRS standard mileage rate, which is **70 cents** per mile for calendar year 2025. The travel should be pre-approved, documented there is not a County owned vehicle available and submitted in accordance with County administrative guidelines.

D. Automobile Allowance

As established by Council Resolution 78-2001, Prince George's County offers an automobile allowance program for eligible County officials. This program is intended to provide a transportation benefit equivalent to the cost of assigning a County vehicle and supports flexibility for employees who prefer to use their personal vehicle for official duties. Participation in this program requires that employees refrain from using County pool vehicles and waive eligibility for reimbursement of mileage, fuel, repairs, or related expenses.

For calendar year 2026, the Office of Central Services Fleet Management Division has projected the annual automobile allowance to be approximately **\$13,836**. The bi-weekly disbursement is **\$532.15** and, if elected, will appear on the employee's first paycheck of the

new calendar year beginning **January 10, 2026**. This benefit is included as part of an agency's compensation appropriation and is considered fully taxable under IRS guidelines. In accordance with the Tax Cuts and Jobs Act, miscellaneous itemized deductions for unreimbursed employee travel expenses are no longer permitted. As such, employees are encouraged to consult a tax advisor to fully understand any individual tax implications.

Authorization for participation must be renewed annually. Employees interested in enrolling for the 2026 calendar year must submit a completed vehicle allowance form to the Office of Central Services no later than **Friday, December 5, 2025**. Questions regarding the program may be directed to **LP Monroe, Deputy Fleet Division Manager**, at 301-808-1722, or **Teresa Pinkney, Payroll Supervisor in the Office of Finance**, at 301-952-5487.

The automobile allowance provided to executive, leadership, and essential personnel is based on a blended cost analysis of six commonly assigned County vehicles, including electric vehicles. The calculations below reflect real-world ownership expenses, including annual amortized payments over five years at a 6% interest rate, maintenance, fuel, and insurance. For 2026, there is an estimated total annual allowance of \$15,866, which equals \$610.23 biweekly.

2026 Automobile Allowance Breakdown		
Category	Costs	Justification
Blended MRSP	\$43,666.67	The average market value of six vehicles in the County fleet (2024 Camry, Durango, Tahoe, Blazer, Bz4, Blazer EV). It represents a balanced cost of vehicles likely to be assigned to executives and essential personnel.
Vehicle Payments	\$10,366.31	The annual costs to finance a \$43,667 vehicle over five years at 6% interest. The percentage considers inflation.
Vehicle Maintenance Costs	\$2,770.00	Estimated yearly costs for tires, brakes, oil changes, inspections, and general wear and tear based on 12,000 miles per year.
Fuel Costs	\$1,225.00	Based on 12,000 miles driven per year at an average fuel cost for a mixed fleet. It covers gas or EV charging costs.
Insurance Costs	\$1,575.00	County's cost to insure a typical administrative vehicle.
Total Allowance	\$15,866.31	
Bi-Weekly Payments	\$610.24	

IV. IRS Tax Publication & Lease Value Rule

The Internal Revenue Service (IRS) oversees the tax treatment of employer-provided vehicles through Publication 15-B, which outlines how fringe benefits, (e.g. Take-home vehicles) must be valued and reported. When a County vehicle is used for commuting or

personal purposes, that use is considered a taxable fringe benefit and must be included as income on the employee's W-2.

The IRS provides two methods for determining the taxable value of a take-home vehicle: the Annual Lease Value Rule and the Cents-Per-Mile Rule. Prince George's County primarily uses the Annual Lease Value Rule, which calculates the annual value of personal use based on the vehicle's Fair Market Value (FMV) at the time of assignment. This value is then checked with the IRS's Annual Lease Value Table, which assigns a dollar amount based on the vehicle's FMV range.

Also, if the County provides fuel for personal use, an additional taxable value must be reported, which is currently 5.5 cents per mile for 2025. The Annual Lease Value Table is included as appendix to this document.

Appendix A. 2025 Annual Lease Value Table

2025 Annual Lease Value Table

Fair Market Value	Annual Lease Value
\$0 – \$999	\$600
\$1,000 – \$1,999	\$850
\$2,000 – \$2,999	\$1,100
\$3,000 – \$3,999	\$1,350
\$4,000 – \$4,999	\$1,600
\$5,000 – \$5,999	\$1,850
\$6,000 – \$6,999	\$2,100
\$7,000 – \$7,999	\$2,350
\$8,000 – \$8,999	\$2,600
\$9,000 – \$9,999	\$2,850
\$10,000 – \$10,999	\$3,100
\$11,000 – \$11,999	\$3,350
\$12,000-\$12,999	\$3,600
\$13,000-\$13,999	\$3,850
\$14,000-\$14,999	\$4,100
\$15,000-\$15,999	\$4,350
\$16,000-\$16,999	\$4,600
\$17,000-\$17,999	\$4,850
\$18,000-\$18,999	\$5,100
\$19,000-\$19,999	\$5,350
\$20,000-\$20,999	\$5,600
\$21,000-\$21,999	\$5,850
\$22,000-\$22,999	\$6,100
\$23,000-\$23,999	\$6,350
\$24,000-\$24,999	\$6,600
\$25,000-\$25,999	\$6,850
\$26,000-\$26,999	\$7,100
\$27,000-\$27,999	\$7,350
\$28,000-\$28,999	\$7,600
\$29,000-\$29,999	\$7,850
\$30,000-\$31,999	\$8,100
\$32,000-\$32,999	\$8,350
\$33,000-\$33,999	\$8,600
\$34,000-\$34,999	\$8,850
\$35,000-\$35,999	\$9,100
\$36,000-\$36,999	\$9,350
\$37,000-\$37,999	\$9,600
\$38,000-\$38,999	\$9,850
\$39,000-\$39,999	\$10,100
\$40,000-\$40,999	\$10,350
\$41,000-\$41,999	\$10,600
\$42,000-\$42,999	\$10,850
\$43,000-\$43,999	\$11,100
\$44,000-\$44,999	\$11,350

Appendix B. Maryland General Pay Schedule

The *WASHINGTON-BALTIMORE-ARLINGTON, DC-MD-VA-WV-PA* General Schedule locality region applies to government employees who work in Washington DC and surrounding areas. General Schedule employees who work within this region are paid 33.94% more than the GS base pay rates to account for local cost of living.

GS Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
GS-1	\$29,949	\$30,954	\$31,949	\$32,941	\$33,935	\$34,516	\$35,502	\$36,495	\$36,535	\$37,463
GS-2	\$33,675	\$34,476	\$35,592	\$36,535	\$36,945	\$38,031	\$39,117	\$40,203	\$41,290	\$42,376
GS-3	\$36,745	\$37,969	\$39,194	\$40,418	\$41,642	\$42,866	\$44,090	\$45,315	\$46,539	\$47,763
GS-4	\$41,247	\$42,622	\$43,998	\$45,374	\$46,749	\$48,125	\$49,500	\$50,876	\$52,251	\$53,627
GS-5	\$46,148	\$47,685	\$49,223	\$50,761	\$52,298	\$53,836	\$55,373	\$56,911	\$58,449	\$59,986
GS-6	\$51,442	\$53,157	\$54,871	\$56,586	\$58,300	\$60,014	\$61,729	\$63,443	\$65,158	\$66,872
GS-7	\$57,164	\$59,070	\$60,976	\$62,882	\$64,788	\$66,694	\$68,600	\$70,506	\$72,412	\$74,318
GS-8	\$63,307	\$65,418	\$67,529	\$69,639	\$71,750	\$73,861	\$75,972	\$78,083	\$80,194	\$82,305
GS-9	\$69,923	\$72,254	\$74,584	\$76,915	\$79,246	\$81,576	\$83,907	\$86,237	\$88,568	\$90,898
GS-10	\$77,001	\$79,567	\$82,133	\$84,700	\$87,266	\$89,832	\$92,399	\$94,965	\$97,531	\$100,097
GS-11	\$84,601	\$87,420	\$90,239	\$93,059	\$95,878	\$98,698	\$101,517	\$104,337	\$107,156	\$109,975
GS-12	\$101,401	\$104,781	\$108,162	\$111,543	\$114,923	\$118,304	\$121,684	\$125,065	\$128,446	\$131,826
GS-13	\$120,579	\$124,599	\$128,619	\$132,638	\$136,658	\$140,677	\$144,697	\$148,716	\$152,736	\$156,755
GS-14	\$142,488	\$147,238	\$151,987	\$156,737	\$161,486	\$166,236	\$170,985	\$175,735	\$180,484	\$185,234
GS-15	\$167,603	\$173,190	\$178,776	\$184,363	\$189,950	\$195,200*	\$195,200*	\$195,200*	\$195,200*	\$195,200*

Source: <https://www.federalpay.org/gs/2025/maryland>

Appendix C. Executive/ Elected Pay Structure

Title	Salary
Senators, Representatives, & Delegates	\$174,000.00
Speaker of the House	\$223,500.00
Majority & Minority Leaders	\$193,400.00
Senior Executive Service (SES)	\$150,160.00 - \$225,700.00
GS-15 Step 1	\$167,603.00
Executive Schedule (ES) Level 1	\$250,600.00
Vice President	\$235,100.00
President	\$400,000.00

Source : <https://www.opm.gov/>

Appendix D. Maryland State Government Pay Structure

Office and current official	Salary
Governor of Maryland Wes Moore	\$184,000
Lieutenant Governor of Maryland Aruna Miller	\$165,000
Attorney General of Maryland Anthony G. Brown	\$165,000
Maryland Secretary of State Susan Lee	\$112,500
Maryland Secretary of Agriculture Kevin Atticks	\$190,000
Maryland Public Service Commission Kumar Barve	\$207,769
Maryland Treasurer Dereck Davis	\$165,000
Maryland Commissioner of Insurance Marie Grant	\$197,504
Maryland Public Service Commission Fred Hoover	\$207,769
Maryland Secretary of Natural Resources Josh Kurtz	\$215,000
Maryland Comptroller Brooke Elizabeth Lierman	\$165,000



Angela D. Alsobrooks
County Executive

PRINCE GEORGE'S COUNTY GOVERNMENT

OFFICE OF THE COUNTY EXECUTIVE

The Honorable Jolene Ivey
Chair
Prince George's County Council
Wayne K. Curry Administration Building
1301 McCormick Drive
Largo, Maryland 20774

Dear Chair Ivey:

Prince George's County, Maryland (the County) and Council 3, American Federation of State, County and Municipal Employees, AFL-CIO, and its affiliated Locals 2462, 2735, 3389 and 1170 (AFSCME) have completed labor negotiations for a new labor agreement (the Agreement) covering Fiscal Years 2025 and 2026. Transmitted herewith for the County Council's consideration are the Agreement and the Council Bill necessary to enact the Agreement into law. It should be noted that effective April 1, 2023, all local unions that were affiliated with Council 67 prior to that date were reassigned to Council 3. Council 67 and Council 3 represent that this affiliation process was done in accordance with the AFSCME International Constitution, the Council 67 Constitution, the Council 3 Constitution, and all applicable laws, rules, and regulations. As such, the responsibilities with local unions formerly affiliated with Council 67 have become the exclusive responsibility of Council 3.

Although the Agreement carries forward many of the terms and conditions of the County's previous labor agreement with AFSCME, the new Agreement contains several modifications. These modifications are listed for Council in the enclosed Settlement Summary.

Also attached is a copy of the Resolution and Salary Schedule that accompanies the Agreement to be synchronized with the Council's enactment of the enclosed Council Bill. The Salary Schedule reflects the modifications contained in the Agreement between the County and AFSCME and provides for: cost of living adjustments, merit increases, differential pay, shift differential pay, uniform and maintenance allowance and holiday leave modifications.

The Council's favorable consideration of this legislation is greatly appreciated. If you have any questions or concerns, please do not hesitate to contact my office or Jared M. McCarthy, Acting Director of Human Resources Management at (301) 883-6344.

Sincerely,

Angela D. Alsobrooks
County Executive

Enclosures

COUNTY COUNCIL OF PRINCE GEORGE'S COUNTY, MARYLAND**2024 Legislative Session**

Resolution No. CR-090-2024
Proposed by The Chair (by request - County Executive)
Introduced by Council Members Ivey, Watson, Hawkins, Dernoga, Oriadha and Olson
Co-Sponsors _____
Date of Introduction September 24, 2024

RESOLUTION

1 A RESOLUTION concerning

2 Compensation and Benefits,

3 General Schedule Employees - Salary Schedule G

4 For the purpose of amending the Salary Plan of the County to reflect pay rates and other
5 modified benefits for General Schedule Employees.

6 WHEREAS, pursuant to Section 903 of Article IX of the Prince George's County Charter
7 and Section 16-125(a) of the Prince George's County Code, amendments to the County's Salary
8 Plan are to be submitted to the County Council in resolution form; and

9 WHEREAS, the Salary Plan must at this time be amended by the approval of a salary
10 schedule to reflect the new pay rates and other modified benefits for General Schedule
11 Employees.

12 NOW, THEREFORE, BE IT RESOLVED by the County Council of Prince George's
13 County, Maryland, that Salary Schedule G, submitted and recommended by the County
14 Executive on September 23, 2024, which is attached hereto and made a part hereof, setting forth
15 the following modifications: merit increase to eligible employees on their original hire/rehire
16 anniversary date for the period of July 1, 2024 to June 30, 2025 (Fiscal Year 2025), and an
17 increase to shift differential, be and the same is hereby approved.

18 BE IT FURTHER RESOLVED that this Resolution shall take effect on the day it is
19 adopted and unless otherwise stated in a specific provision, shall be retroactive to July 1, 2024.

Adopted this 29th day of October, 2024.

COUNTY COUNCIL OF PRINCE
GEORGE'S COUNTY, MARYLAND

BY: Jolene Ivey

Jolene Ivey
Chair

ATTEST:

Donna J. Brown

Donna J. Brown
Clerk of the Council

SALARY SCHEDULE G

SCHEDULE OF PAY GRADES - GENERAL SCHEDULE

PRINCE GEORGE'S COUNTY, MARYLAND

JULY 1, 2024 THROUGH JUNE 30, 2025

FISCAL YEAR 2025

1. SCHEDULED PAY RATES

**SCHEDULE OF PAY GRADES – GENERAL SCHEDULE
COST OF LIVING ADJUSTMENT 3.0% - EFFECTIVE JANUARY 14, 2024**

PRINCE GEORGES COUNTY, MARYLAND

GRADE		MINIMUM	MAXIMUM
G01	HOURLY	14.4200	27.5191
	BIWEEKLY	1153.60	2201.52
	ANNUAL	29,994	57,240
G02	HOURLY	14.4200	27.5191
	BIWEEKLY	1153.60	2201.52
	ANNUAL	29,994	57,240
G03	HOURLY	14.4200	27.5191
	BIWEEKLY	1153.60	2201.52
	ANNUAL	29,994	57,240
G04	HOURLY	14.4200	27.5191
	BIWEEKLY	1153.60	2201.52
	ANNUAL	29,994	57,240
G05	HOURLY	14.4200	27.5191
	BIWEEKLY	1153.60	2201.52
	ANNUAL	29,994	57,240
G06	HOURLY	14.4200	27.5191
	BIWEEKLY	1153.60	2201.52
	ANNUAL	29,994	57,240
G07	HOURLY	14.4200	27.6705
	BIWEEKLY	1153.60	2213.64
	ANNUAL	29,994	57,555
G08	HOURLY	14.4200	29.0534
	BIWEEKLY	1153.60	2324.27
	ANNUAL	29,994	60,431

GRADE		MINIMUM		MAXIMUM
G09	HOURLY	14.4200		30.5065
	BIWEEKLY	1153.60		2440.52
	ANNUAL	29,994		63,453
G10	HOURLY	14.8493		32.0314
	BIWEEKLY	1187.94		2562.52
	ANNUAL	30,886		66,625
G11	HOURLY	15.5918		33.6332
	BIWEEKLY	1247.34		2690.65
	ANNUAL	32,431		69,957
G12	HOURLY	16.3716		35.3150
	BIWEEKLY	1309.72		2825.20
	ANNUAL	34,053		73,455
G13	HOURLY	17.1898		37.0806
	BIWEEKLY	1375.18		2966.45
	ANNUAL	35,754		77,128
G14	HOURLY	18.0492		38.9350
	BIWEEKLY	1443.94		3114.79
	ANNUAL	37,542		80,984
G15	HOURLY	18.9519		40.8815
	BIWEEKLY	1516.15		3270.52
	ANNUAL	39,420		85,034
G16	HOURLY	19.8998		42.9253
	BIWEEKLY	1591.99		3434.03
	ANNUAL	41,392		89,285
G17	HOURLY	20.8941		45.0714
	BIWEEKLY	1671.53		3605.71
	ANNUAL	43,460		93,748

GRADE		MINIMUM		MAXIMUM
G18	HOURLY	21.9393		47.3258
	BIWEEKLY	1755.14		3786.07
	ANNUAL	45,634		98,438
G19	HOURLY	23.0363		49.6918
	BIWEEKLY	1842.90		3975.35
	ANNUAL	47,916		103,359
G20	HOURLY	24.1879		52.1760
	BIWEEKLY	1935.03		4174.08
	ANNUAL	50,311		108,526
G21	HOURLY	25.3973		54.7847
	BIWEEKLY	2031.79		4382.78
	ANNUAL	52,826		113,952
G22	HOURLY	26.6673		57.5240
	BIWEEKLY	2133.39		4601.91
	ANNUAL	55,468		119,650
G23	HOURLY	28.0008		60.4001
	BIWEEKLY	2240.06		4832.01
	ANNUAL	58,241		125,633
G24	HOURLY	29.4007		63.4202
	BIWEEKLY	2352.06		5073.61
	ANNUAL	61,153		131,914
G25	HOURLY	30.8710		66.5917
	BIWEEKLY	2469.68		5327.34
	ANNUAL	64,212		138,511
G26	HOURLY	32.4144		69.9207
	BIWEEKLY	2593.15		5593.66
	ANNUAL	67,422		145,435

GRADE		MINIMUM		MAXIMUM
G27	HOURLY	34.0354		73.4170
	BIWEEKLY	2722.83		5873.35
	ANNUAL	70,794		152,708
G28	HOURLY	35.7367		77.0875
	BIWEEKLY	2858.95		6167.00
	ANNUAL	74,333		160,342
G29	HOURLY	37.5235		80.9419
	BIWEEKLY	3001.88		6475.36
	ANNUAL	78,049		168,359
G30	HOURLY	39.3999		84.9900
	BIWEEKLY	3151.99		6799.21
	ANNUAL	81,951		176,779
G31	HOURLY	41.3697		89.2386
	BIWEEKLY	3309.57		7139.09
	ANNUAL	86,049		185,616
G32	HOURLY	43.4386		93.7010
	BIWEEKLY	3475.08		7496.08
	ANNUAL	90,353		194,898
G33	HOURLY	45.6104		98.3853
	BIWEEKLY	3648.83		7870.82
	ANNUAL	94,870		204,642
G34	HOURLY	47.8909		103.3051
	BIWEEKLY	3831.27		8264.41
	ANNUAL	99,613		214,874
G35	HOURLY	50.2854		108.4701
	BIWEEKLY	4022.84		8677.61
	ANNUAL	104,594		225,617

GRADE		MINIMUM		MAXIMUM
G36	HOURLY	52.7995		113.8933
	BIWEEKLY	4223.96		9111.46
	ANNUAL	109,823		236,898
G37	HOURLY	55.4397		119.5884
	BIWEEKLY	4435.17		9567.07
	ANNUAL	115,315		248,744
G38	HOURLY	58.2115		125.5675
	BIWEEKLY	4656.92		10045.40
	ANNUAL	121,079		261,181
G39	HOURLY	61.1224		131.8461
	BIWEEKLY	4889.79		10547.69
	ANNUAL	127,135		274,240
G40	HOURLY	64.1781		138.4385
	BIWEEKLY	5134.25		11075.08
	ANNUAL	133,491		287,952
G41	HOURLY	67.3868		145.3604
	BIWEEKLY	5390.94		11628.83
	ANNUAL	140,164		302,349
G42	HOURLY	70.7565		152.6289
	BIWEEKLY	5660.52		12210.30
	ANNUAL	147,173		317,467

The minimum and maximum hourly rates are the January 1, 2024 rates multiplied by 1.03. For administrative purposes, the hourly rates are the controlling rates. Biweekly rates are the hourly rates multiplied by 80. Annual rates are the hourly rates multiplied by 2080 and rounded to the nearest dollar.

2. DEFINITIONS

A. Hours Worked – All time an employee must be on duty, or on the employer's premises or any other prescribed place of work, from the beginning of the first principal work activity of the workday to the end of the last principal work activity of the workday. Scheduled hours of work fulfilled by leave, either with or without pay, do not constitute "hours worked" for purposes of overtime pay. "Hours worked" also includes all time engaged in employer authorized training and special assignments away from the usual workplace.

B. Premium – A rate paid over and above the base rate for the hours worked.

C. Paid Leave Status – Hours in which no work is performed but employee is receiving pay during an absence from the work schedule.

3. WAGES

A. Cost of Living Adjustment

1. Employees covered by this Agreement will receive a three percent (3%) Cost of Living Adjustment effective the first full pay period in January 2023.

2. Employees covered by this Agreement will receive a three percent (3%) Cost of Living Adjustment effective the first full pay period in January 2024.

B. Merit Increases

Employees who are eligible to receive a merit increase in FY 2025, will receive a merit increase on their initial hire/rehire anniversary date.

1. The County Executive has the discretion to provide a bonus payment of 3.5% of an employee's current salary in lieu of a merit increase for FY2025.

2. The bonus payment is not part of the employee's base pay and thus will not be considered as part of the employee's salary for purposes of pension, overtime (if applicable), or any other benefits or payments.

3. For employees in the Exempt Service, the County Executive has the discretion to provide any combination of merit increase and/or bonus in an amount less than or not to exceed 3.5% of the employee's current salary, to be awarded on their initial hire/rehire anniversary date or a date certain identified by the County Executive within FY2025.

C. Salary Adjustments

Salary increases upon promotion or upward reallocation and salary decreases upon demotion or downward reallocation shall be in accordance with established procedures.

4. WORKWEEK AND BIWEEKLY PAY PERIOD

The workweek is the seven (7) consecutive day period commencing at 12:01 AM. Sunday and ending the following Saturday midnight.

- A. The standard number of hours in a workday for full-time employees is eight (8) hours.
- B. The standard number of hours in the workweek for full-time employees is forty (40) hours.
- C. The biweekly pay period consists of two consecutive workweeks as established by the County. The standard number of hours in the biweekly pay period for full-time employees is eighty (80) hours.

5. WORK SCHEDULES

Work schedules mean written times of the required daily hours of work within a workweek prescribed by an Appointing Authority for individual employees and/or various groups or units of employees under the Appointing Authority's jurisdiction as approved pursuant to Section 16-114 of the Personnel Law. Appointing Authorities may allow an alternate shift schedule based on operational needs.

6. DESIGNATION OF MEAL PERIODS

Any employee who works five (5) or more hours in any workday shall receive an unpaid one-half hour meal period during that workday.

7. PAY IN EXCESS OF BASE SALARY

A. Overtime Pay

1. General Provisions:

a. Subject to the limitations noted in Section 2 and Section 7.A.2., employees who are allocated to job classes within the General Schedule shall be eligible to earn overtime compensation for each hour or part thereof worked in excess of the number of productive hours constituting the standard workweek for the employee as set forth in this Salary Plan.

b. Fair Labor Standards Act (FLSA)-non-exempt employees are entitled to receive overtime compensation at the rate of one and one-half (150%) times the employee's regular rate of pay when total "hours worked" in a workweek exceeds forty (40). Prior to reaching the FLSA threshold of forty (40) "hours worked" per workweek, all FLSA non-exempt employees are entitled to earn overtime compensation at the County overtime rate of one and one-half (150%) times the employee's base rate of pay.

c. FLSA-exempt employees assigned to General Schedule can earn County overtime compensation at the rate of one and one-half (150%) times the employee's base rate of pay when productive hours exceed eighty (80) in a biweekly pay period.

d. All paid leave status hours shall be considered productive hours for County overtime computation purposes but are excluded for FLSA overtime computation purposes.

e. Each Appointing Authority shall be responsible for specifically directing and/or authorizing overtime work for employees under his/her jurisdiction. In addition, Appointing Authorities are responsible for ensuring fund availability for overtime pay.

2. Limitations:

a. Employees assigned to General Schedule **Grades 01 through 24**, inclusive, shall be entitled to earn overtime compensation only upon the written approval of the appropriate Appointing Authority.

b. FLSA exempt employees assigned to General Schedule **Grades 25 through 33** who use the Electronic Timesheet System (E-Time Entry) or Kronos System to capture machine-stamped or "real-time" daily hours of work are eligible to earn County compensatory leave at a straight-time rate (100%) with the written approval of the Appointing Authority. Overtime compensation in the form of pay at either the straight-time rate (100%) or the one and one-half rate (150%) requires the written approval of the Chief Administrative Officer.

c. FLSA exempt employees assigned to General Schedule **Grades 25 through 33** who use the Electronic Timesheet System (E-Time Sheet) or Kronos System to manually enter work and leave hours - up to eighty (80) hours per pay period - are precluded from earning overtime compensation unless specifically authorized by the Chief Administrative Officer.

d. Employees assigned to General Schedule **Grades 34 and above** are precluded from earning overtime compensation unless specifically authorized by the Chief Administrative Officer.

e. All **temporary and/or seasonal FLSA-non-exempt employees** shall be entitled to earn FLSA overtime pay only upon the written approval of the appropriate Appointing Authority. These employees are precluded from receiving any County overtime compensation.

3. Compensatory Leave in Lieu of Overtime Pay

Permanent employees assigned to grades in the General Schedule who are entitled to earn overtime pay pursuant to this Section may elect to earn compensatory leave in lieu of overtime pay. (See Section 8.F.)

B. Premium Pay for Holiday Work

1. Grades 1 through 24:

Employees occupying classes allocated to Grades 1 through 24 in the General Schedule required to work on designated County holidays shall be paid holiday work hours at 100% and a holiday premium pay at 100% of the employee's base rate of pay for all hours worked as

provided for in Section 16-219 (g) & (h) of the Personnel Law.

2. Grades 25 and above:

No employee occupying a position allocated to a class in the General Schedule above Grade 24 shall be eligible for holiday premium pay (100%) for holiday work. However, when expressly directed in writing by the Appointing Authority to perform such holiday work, such employee shall receive up to eight (8) hours of County compensatory leave for all hours worked on a holiday in addition to holiday work hours at the employee's base rate of pay.

3. Holiday on Regularly Scheduled Day Off:

Should a holiday fall on an employee's regularly scheduled day off, the employee shall receive eight (8) hours of County compensatory leave that can be used for an alternative day off which is mutually agreed to by the Appointing Authority and employee.

C. Shift Differential

1. Any full-time employee whose regularly assigned tour of duty requires that at least 50% of the standard workday be between the hours of 6 PM. and 6 AM. will be eligible for shift differential pay of two dollars (\$2.00) per hour for all hours actually worked between 6 PM. and 6 AM.

2. Shift differential is considered as premium pay and shall not be included in the rate of base pay used to compute leave, as provided in Division 17 of the Personnel Law; holiday premium pay; retirement and insurance deductions and benefits.

D. Pyramiding of Overtime and Premium Pay

There shall be no pyramiding of overtime and premium rates. Only one overtime or premium rate will be paid for the same hours worked.

E. Special Compensation for Certain Health Department Employees

This provision shall be applicable to positions within the Division of Environmental Health, Environmental Sanitarian V, G-29, Associate Director, Health Department G-31 & G-33 and positions within the Division of Epidemiology and Disease Control, Disease Control Specialist V, G-29, Associate Director, Health Department, G-31 & G-33.

1. Weeknight Coverage (Monday through Friday, 4:00 PM. to 8:00 AM.)

a. Staff personnel designated to remain on-call for emergencies will receive two (2) hours compensatory leave for each day they provide weeknight coverage.

b. Time worked by telephone for the resolution of emergencies shall be compensated with County compensatory leave on an hour-for-hour basis.

c. Work time spent at an emergency site, including travel time to and from the emergency site, will be compensated at the employee's straight-time rate or by straight compensatory leave, at the employee's election.

2. Weekend and Holiday Coverage (8:00 AM. Saturday to 8:00 AM. Monday or 8:00 AM. on a holiday to 8:00 AM. the following day).

a. Staff personnel designated to remain on-call for emergencies on a weekend day will receive twenty-five dollars (\$25), forty dollars (\$40) for each holiday, or six (6) hours compensatory leave per day at the employee's election.

b. Time worked by telephone for the resolution of emergencies shall be compensated with County compensatory leave on an hour-for-hour basis.

c. Work time spent at an emergency site, including travel time to and from the emergency site, will be paid at the employee's straight-time rate or by straight compensatory leave, at the employee's election.

F. Clothing Allowance for School Crossing Guard Supervisor

Employees occupying the classification of School Crossing Guard Supervisor who are required to wear uniforms shall be entitled to an annual clothing allowance as approved by the Chief of Police.

G. "On Call" Pay for Supervisor, School Crossing Guard and Assistant Supervisor, School Crossing Guard

Employees in the Supervisor, School Crossing Guard and Assistant Supervisor, School Crossing Guard classes of work who are assigned to remain on call during either evening or early morning hours to receive calls from Crossing Guards requiring sick or other emergency leave, and arrange for alternative post coverage, shall be compensated at a flat rate of fifty dollars (\$50.00) per week for the following periods when the work is actually performed:

1. Weeknight "On Call" Coverage (Sunday through Thursday, 7 PM. to 9 PM.)

2. Weekday "On Call" Coverage (Monday through Friday, 6 AM. to 7 AM.)

H. Special Compensation for Construction Standards Inspector and Related Classes of Work

Effective July 1, 2012, employees in the Construction Standards Inspector IV, G-26, Construction Standards Code Enforcement Officer, G-29, Chief Electrical Inspector, G-27, Assistant Associate Director Licenses and Inspections Group, G-31 and Associate Director, Licenses and Inspections Group, G-33, classes of work will receive a special duty pay supplement at a rate of six percent (6%) per hour above their regular base pay, provided they substantiate to the County that they have passed the applicable International Code Council (ICC) examination listed immediately below:

1. Residential Building Inspector (B1);
2. Residential Electrical Inspector (E1);
3. Residential Mechanical Inspector (M1);
4. Residential Plumbing Inspector (P1);
5. Commercial Building Inspector (B2); and,
6. Fire Inspector I (66).

Note: Employees who qualified for the Special Compensation under the Building Officials and Code Administrators (BOCA) criteria previously used shall continue to be eligible for the compensation and cannot receive additional compensation by completing the above articulated testing.

Employees in those classes of work specified above who are situated in the Department of Public Works and Transportation or the Department of Permitting, Inspections and Enforcement will receive a special duty pay supplement at a rate of six percent (6%) per hour above their regular base pay provided that they substantiate to the County that they have passed a County recognized inspection certification program related to the Department of Public Works and Transportation or Department of Permitting, Inspections and Enforcement inspection functions.

I. Certification of Engineering Technician

Employees in the Engineering Technician class of work will receive a special duty pay supplement at a rate of five percent (5%) per hour above their regular base pay provided that they substantiate to the County that they have been awarded an Engineering Technician, Level III, and Certification from the National Institute for Certification of Engineering Technicians (NICET).

J. "On Call" Pay for Facilities Maintenance Supervisors

Employees in the Facilities Maintenance Supervisor, Grade G-23 class of work, who are assigned to remain "on call" for a one-week period, for all non-work hours shall be eligible to receive eight (8) hours pay at the applicable rate of pay.

K. Standby and Call-in Pay for certain employees in the Department of Public Works and Transportation

Employees assigned to the Department's On-call Technical Support Program will be eligible to receive special compensation in the form of either "Standby" and "Call-in" pay as follows:

1. A minimum of two (2) hours pay if the employee is actually called in to respond to a traffic related issue or,
2. One and one-half (1 1/2) hours of compensatory leave as "Standby" pay for each day on "Standby".



Angela D. Alsobrooks
County Executive

PRINCE GEORGE'S COUNTY GOVERNMENT

OFFICE OF THE COUNTY EXECUTIVE

September 23, 2024

The Honorable Jolene Ivey
Chair
Prince George's County Council
Wayne K. Curry Administration Building
1301 McCormick Drive
Largo, Maryland 20774

Dear Chair Ivey:

Enclosed for the County Council's consideration is a resolution to amend the Salary Plan for Salary Schedule G, which applies to General Schedule employees for Fiscal Year 2025. This Salary Plan amendment reflects merit increases to eligible employees on their original hire/rehire anniversary date for the period of July 1, 2024, to June 30, 2025 (Fiscal Year 2025) and an increase to shift differential. The Executive Branch is waiting a determination on COLAs pending completion of collective bargaining negotiations.

The Council's favorable consideration of this legislation is greatly appreciated. If you have any questions or concerns, please do not hesitate to contact my office or Jared M. McCarthy, Acting Director of Human Resources Management, at (301) 883-6344.

Sincerely,

A handwritten signature in black ink that reads "Angela D. Alsobrooks".

Angela D. Alsobrooks
County Executive

Enclosures

COUNTY COUNCIL OF PRINCE GEORGE'S COUNTY, MARYLAND**2024 Legislative Session**

Resolution No. CR-088-2024
Proposed by The Chair (by request - County Executive)
Introduced by Council Members Ivey, Olson, Hawkins, Dernoga, Watson,
Blegay and Oriadha
Co-Sponsors _____
Date of Introduction September 24, 2024

RESOLUTION

1 A RESOLUTION concerning

2 Compensation and Benefits

3 Council 3, American Federation of State, County and Municipal Employees (AFSCME),

4 AFL-CIO, and its affiliated Locals 2462, 2735, 3389 and 1170

5 Salary Schedule A

6 For the purpose of amending the Salary Plan of the County to reflect the terms of the labor
7 agreement by and between Prince George's County, Maryland and Council 3, AFSCME Locals
8 2462, 2735, 3389 and 1170.

9 WHEREAS, pursuant to Section 903 of Article IX of the Prince George's County Charter
10 and Section 16-125(a) of the Prince George's County Code, amendments to the County's Salary
11 Plans are to be submitted to the County Council in resolution form; and

12 WHEREAS, the Salary Plan must at this time be amended by the approval of Salary
13 Schedule A to reflect the terms of the labor agreement by and between Prince George's County,
14 Maryland and Council 3, AFSCME Locals 2462, 2735, 3389 and 1170.

15 NOW, THEREFORE, BE IT RESOLVED by the County Council of Prince George's
16 County, Maryland, that Salary Schedule A, submitted and recommended by the County
17 Executive on September 23, 2024, which is attached hereto and made a part hereof, setting forth
18 the following modifications: cost of living adjustments, merit increases, differential pay, shift
19 differential pay, uniform and maintenance allowance and holiday leave, be and the same is
20 hereby approved.

21 BE IT FURTHER RESOLVED that this Resolution shall take effect on the date it is

1 adopted and that, unless stated otherwise in a specific provision of the Salary Schedule, shall be
2 retroactively effective to July 1, 2024.

Adopted this 19th day of November, 2024.

COUNTY COUNCIL OF PRINCE
GEORGE'S COUNTY, MARYLAND

BY: _____
Jolene Ivey
Chair

ATTEST:

Donna J. Brown
Clerk of the Council

**SALARY SCHEDULE A
SCHEDULE OF PAY GRADES**

**COUNCIL 3, AMERICAN FEDERATION OF
STATE, COUNTY AND MUNICIPAL EMPLOYEES, (AFSCME), AFL-CIO
AND ITS AFFILIATED LOCALS 2462, 2735, 3389 AND 1170**

**PRINCE GEORGE'S COUNTY, MARYLAND
EFFECTIVE JULY 1, 2024 - JUNE 30, 2026**

1. SCHEDULED PAY RATES

SALARY SCHEDULE
SCHEDULE OF PAY GRADES (A03 – A27)
AFSCME LOCALS 1170, 2462, 2735 and 3389
PRINCE GEORGE'S COUNTY, MARYLAND

COST OF LIVING ADJUSTMENT 3% - EFFECTIVE APRIL 6, 2025

GRADE		MINIMUM		MAXIMUM
A03	HOURLY	15.4500		23.4169
	BIWEEKLY	1236.00		1873.35
	ANNUAL	32,136		48,707
A04	HOURLY	15.4500		24.5445
	BIWEEKLY	1236.00		1963.56
	ANNUAL	32,136		51,053
A05	HOURLY	15.4500		25.7017
	BIWEEKLY	1236.00		2056.14
	ANNUAL	32,136		53,460
A06	HOURLY	15.4500		25.9098
	BIWEEKLY	1236.00		2072.78
	ANNUAL	32,136		53,892
A07	HOURLY	15.4500		27.1557
	BIWEEKLY	1236.00		2172.46
	ANNUAL	32,136		56,484
A08	HOURLY	15.4500		28.4361
	BIWEEKLY	1236.00		2274.89
	ANNUAL	32,136		59,147
A09	HOURLY	15.5621		29.8271
	BIWEEKLY	1244.96		2386.17
	ANNUAL	32,369		62,040
A10	HOURLY	15.9511		31.2508
	BIWEEKLY	1276.09		2500.07
	ANNUAL	33,178		65,002

GRADE		MINIMUM		MAXIMUM
A11	HOURLY	16.3500		32.7643
	BIWEEKLY	1308.00		2621.14
	ANNUAL	34,008		68,150
A12	HOURLY	16.7740		34.3378
	BIWEEKLY	1341.92		2747.02
	ANNUAL	34,890		71,423
A13	HOURLY	17.5619		35.9990
	BIWEEKLY	1404.95		2879.92
	ANNUAL	36,529		74,878
A14	HOURLY	18.4400		37.7499
	BIWEEKLY	1475.20		3020.00
	ANNUAL	38,355		78,520
A15	HOURLY	19.3616		39.5896
	BIWEEKLY	1548.93		3167.17
	ANNUAL	40,272		82,346
A16	HOURLY	20.3305		41.4887
	BIWEEKLY	1626.44		3319.10
	ANNUAL	42,287		86,297
A17	HOURLY	21.3466		43.5065
	BIWEEKLY	1707.73		3480.52
	ANNUAL	44,401		90,494
A18	HOURLY	22.4139		45.6438
	BIWEEKLY	1793.11		3651.51
	ANNUAL	46,621		94,939
A19	HOURLY	23.5348		47.8692
	BIWEEKLY	1882.78		3829.54
	ANNUAL	48,952		99,568
A20	HOURLY	24.7116		50.2134
	BIWEEKLY	1976.92		4017.07
	ANNUAL	51,400		104,444

GRADE		MINIMUM		MAXIMUM
A21	HOURLY	25.9471		52.6762
	BIWEEKLY	2075.76		4214.09
	ANNUAL	53,970		109,566
A22	HOURLY	27.2444		55.2283
	BIWEEKLY	2179.55		4418.26
	ANNUAL	56,668		114,875
A23	HOURLY	28.6067		57.9589
	BIWEEKLY	2288.54		4636.71
	ANNUAL	59,502		120,554
A24	HOURLY	30.0369		60.7776
	BIWEEKLY	2402.95		4862.21
	ANNUAL	62,477		126,417
A25	HOURLY	31.5388		63.7749
	BIWEEKLY	2523.11		5101.99
	ANNUAL	65,601		132,652
A26	HOURLY	33.1159		66.9203
	BIWEEKLY	2649.27		5353.62
	ANNUAL	68,881		139,194
A27	HOURLY	34.7716		70.2664
	BIWEEKLY	2781.73		5621.31
	ANNUAL	72,325		146,154
The minimum and maximum hourly rates are the January 14, 2024 rates multiplied by 1.03. For administrative purposes, the hourly rates are the controlling rates. Biweekly rates are the hourly rates multiplied by 80. Annual rates are the hourly rates multiplied by 2080 and rounded to the nearest dollar.				

SALARY SCHEDULE
SCHEDULE OF PAY GRADES (A03 – A27)
AFSCME LOCALS 1170, 2462, 2735 and 3389
PRINCE GEORGE'S COUNTY, MARYLAND

COST OF LIVING ADJUSTMENT 2% - EFFECTIVE APRIL 5, 2026

GRADE		MINIMUM		MAXIMUM
A03	HOURLY	15.7590		23.8852
	BIWEEKLY	1260.72		1910.82
	ANNUAL	32,779		49,681
A04	HOURLY	15.7590		25.0354
	BIWEEKLY	1260.72		2002.83
	ANNUAL	32,779		52,074
A05	HOURLY	15.7590		26.2157
	BIWEEKLY	1260.72		2097.26
	ANNUAL	32,779		54,529
A06	HOURLY	15.7590		26.4280
	BIWEEKLY	1260.72		2114.24
	ANNUAL	32,779		54,970
A07	HOURLY	15.7590		27.6988
	BIWEEKLY	1260.72		2215.90
	ANNUAL	32,779		57,614
A08	HOURLY	15.7590		29.0048
	BIWEEKLY	1260.72		2320.38
	ANNUAL	32,779		60,330
A09	HOURLY	15.8733		30.4236
	BIWEEKLY	1269.86		2433.89
	ANNUAL	33,016		63,281
A10	HOURLY	16.2701		31.8758
	BIWEEKLY	1301.61		2550.07
	ANNUAL	33,842		66,302

GRADE		MINIMUM		MAXIMUM
A11	HOURLY	16.6770		33.4195
	BIWEEKLY	1334.16		2673.56
	ANNUAL	34,688		69,513
A12	HOURLY	17.1095		35.0245
	BIWEEKLY	1368.76		2801.96
	ANNUAL	35,588		72,851
A13	HOURLY	17.9131		36.7189
	BIWEEKLY	1433.05		2937.51
	ANNUAL	37,259		76,375
A14	HOURLY	18.8088		38.5049
	BIWEEKLY	1504.70		3080.40
	ANNUAL	39,122		80,090
A15	HOURLY	19.7489		40.3814
	BIWEEKLY	1579.91		3230.51
	ANNUAL	41,078		83,993
A16	HOURLY	20.7371		42.3185
	BIWEEKLY	1658.97		3385.48
	ANNUAL	43,133		88,023
A17	HOURLY	21.7736		44.3767
	BIWEEKLY	1741.88		3550.13
	ANNUAL	45,289		92,303
A18	HOURLY	22.8622		46.5567
	BIWEEKLY	1828.97		3724.54
	ANNUAL	47,553		96,838
A19	HOURLY	24.0055		48.8266
	BIWEEKLY	1920.44		3906.13
	ANNUAL	49,931		101,559
A20	HOURLY	25.2058		51.2176
	BIWEEKLY	2016.46		4097.41
	ANNUAL	52,428		106,533

GRADE		MINIMUM		MAXIMUM
A21	HOURLY	26.4660		53.7297
	BIWEEKLY	2117.28		4298.37
	ANNUAL	55,049		111,758
A22	HOURLY	27.7893		56.3328
	BIWEEKLY	2223.15		4506.63
	ANNUAL	57,802		117,172
A23	HOURLY	29.1789		59.1180
	BIWEEKLY	2334.31		4729.44
	ANNUAL	60,692		122,966
A24	HOURLY	30.6377		61.9932
	BIWEEKLY	2451.01		4959.46
	ANNUAL	63,726		128,946
A25	HOURLY	32.1696		65.0504
	BIWEEKLY	2573.57		5204.03
	ANNUAL	66,913		135,305
A26	HOURLY	33.7782		68.2587
	BIWEEKLY	2702.26		5460.70
	ANNUAL	70,259		141,978
A27	HOURLY	35.4671		71.6717
	BIWEEKLY	2837.37		5733.74
	ANNUAL	73,772		149,077
The minimum and maximum hourly rates are the April 6, 2025 rates multiplied by 1.02. For administrative purposes, the hourly rates are the controlling rates. Biweekly rates are the hourly rates multiplied by 80. Annual rates are the hourly rates multiplied by 2080 and rounded to the nearest dollar.				

2. WAGES

2.1. COLAs Fiscal Years 2025 & 2026

- a. Fiscal Year 2025 - Employees covered by this Agreement will receive a three percent (3%) Cost of Living Adjustment in Fiscal Year 2025 effective the first full pay period in April 2025.
- b. Fiscal Year 2026 - Employees covered by this Agreement will receive a two percent (2%) Cost of Living Adjustment in Fiscal Year 2026 effective the first full pay period in April 2026.
- c. No employee in the bargaining unit shall be paid less than the current Prince George's County Living Wage, as follows: When the Prince George's County Living Wage is revised by the County, a new Adjusted Living Wage (ALW) shall reflect an adjustment of twenty-five percent (25%) for fringe benefits. All minimum salaries contained in "Schedule of Pay Grades (A03-A27)" that are below the County Living Wage will be paid at the ALW rate. Employees paid under the ALW shall not be eligible for Union negotiated COLA increases, but shall be eligible for merit increases per the Agreement. By April 30th of each year, the County shall provide benefit information to the Union for those employees who would be paid ALW for the upcoming fiscal year. Notwithstanding this or any other provision of this Agreement, the Parties agree that for Fiscal Year 2014 and Fiscal Year 2015, this section shall not apply.

2.2 Pay Plan Description

All employees in the bargaining unit are in the "A" Salary Schedule, with salaries listed in Attachment A – Schedule of Pay Grades (A03 – A27).

2.3 Merits, Maximum Wage Scale Adjustments and Salary Increases

1.
 - a. Fiscal Year 2025 - Employees covered by this Agreement who are otherwise eligible to receive a merit increase, shall receive a regular 3.5% merit increase on the anniversary of their hire/rehire date with the County.
 - b. Fiscal Year 2026 - Employees covered by this Agreement who are otherwise eligible to receive a merit increase, shall receive a regular 3.5% merit increase on the anniversary of their hire/rehire date with the County.

2. Salary Increase Upon Promotion or Reallocation

Employees within the MINIMUM to MAXIMUM rate range will receive a ten percent (10%) salary increase upon promotion or reallocation to a higher grade provided that the employee's salary rate upon promotion shall not be at a rate less than the MINIMUM rate or in excess of the MAXIMUM rate.

3. Salary Decrease Upon Demotion

Employees within the MINIMUM to MAXIMUM rate range who are demoted will receive a ten percent (10%) salary decrease, provided that in no event may the rate upon demotion be less than the MINIMUM rate or exceed the MAXIMUM rate of the new grade.

4. Anniversary Date

Employees covered by this Salary Schedule and hired before July 1, 2005, will keep the anniversary dates that they held on July 1, 2005, for as long as they are continuously employed. Employees entering the unit (through new hire, transfer, promotion, demotion) on or after July 1, 2005, will have as their anniversary dates the date of their initial appointment in this bargaining unit and those anniversary dates will not be changed while those employees are continuously employed.

5. Paychecks

Bargaining unit employees who do not have direct deposit shall receive their paychecks in sealed envelopes.

2.4 Certification Pay

Effective July 1, 2022, the Certification Pay provisions shall be as follows:

1. Construction Standards Inspectors and Property Standards Inspectors will receive a one percent (1%) increase in their base hourly rates of pay for every certification provided they substantiate to the Employer that they have passed the International Code Council (ICC) National Certification Examination Program examinations listed immediately below or their predecessors:

- a. Residential Building Inspector (B1);
- b. Residential Electrical Inspector (E1);
- c. Residential Mechanical Inspector (M1);
- d. Residential Plumbing Inspector (P1);
- e. Commercial Building Inspector (B2); and
- f. Fire Inspector I (66)

2. Property Standards Inspectors will receive a two percent (2%) increase in their base hourly rates of pay provided they substantiate to the Employer that they have passed the ICC Zoning Inspector (75) examination. The employee will also receive a two percent (2%) increase in their base hourly rates of pay provided they substantiate to the Employer that they have passed the ICC Property Maintenance and Housing Inspector (64) examination.

3. Construction Standards Inspectors who perform commercial electrical inspections will receive a six percent (6%) increase in their base hourly rates of pay provided they substantiate to the Employer that they have passed the ICC Residential Electrical Inspector (E1) examination. The employee will also receive six percent (6%) increase in their base hourly rates of pay provided

they substantiate to the Employer that they have passed the ICC Commercial Electrical Inspector Examination (E2).

Permit Specialists and Engineering Technicians in the Department of Permitting, Inspections and Enforcement shall receive a six percent (6%) increase in their hourly rate of pay provided they substantiate to the Employer that they have passed both the ICC exam fourteen (14) Permit Technician and the CS Code Specialist Module Intentional Code Council (ICC) National Certification Exam Program. The courses are:

1. General Administration (14)
2. Legal Aspects (14)
3. Plans and Documents (14)
4. Zoning and Site Development (14)
5. Customer Service and Communications (CS)
6. Financial Management (CS)
7. Personnel Management (CS)
8. Records Management (CS)
9. Code Enforcement (CS)

Employees receiving Certification Pay are required to take continuing education courses for each discipline in order to maintain their certification. Loss of current certification will result in the elimination of the six percent (6%) certification pay.

4. Construction Standards Inspectors can receive only one (1) of the increases provided for in paragraph 1 or paragraph 3 above. Property Standards Inspectors can only receive certification pay under either paragraph 1 or paragraph 2 above.

5. Construction Standards Inspectors will receive a one percent (1%) increase in their base hourly rates of pay for every certification they substantiate to the employer that they have passed in the International Code Council (ICC) National Certification Examination Program examinations listed immediately below:

- a. Commercial Mechanical Inspector (M2)
- b. Building Plans Examiner (B3)
- c. Commercial Energy Inspector (77)
- d. Residential Energy Inspector/Plans Examiner (79)
- e. Fire Inspector II (67)
- f. Accessibility Inspector/Plans Examiner (21)

6. Traffic Service Workers and Engineering Technicians in the Department of Public Works and Transportation will receive a five percent (5%) increase in their base hourly rates of pay provided that they substantiate to the Employer that they have passed the International Municipal Signage Association (IMSA) Certification Program related to the Department of Public Works and Transportation job requirements.

7. Construction Standards Inspectors and Engineering Technicians in the Department of Public Works and Transportation, Department of the Environment and the Department of Permitting, Inspections and Enforcement, will receive a four percent (4%) increase in their base hourly rates of pay for each level of the certification above Level I, provided that they substantiate

to the Employer that they have been awarded an Engineering Technician certification from the National Institute for Certification of Engineering Technicians (NICET). A maximum of sixteen percent (16%) will be given for each employee.

8. Equipment Mechanics and Heavy Equipment Mechanics in the Office of Central Services, Fleet Management Division, the Department of Public Works and Transportation and the Department of the Environment shall receive a premium of twenty cents (\$0.20) per hour for each Automotive Service Excellence (ASE) certification in either the test series for Automobile (A1 through A9) or Medium/Heavy Truck (T1 through T8). In addition, these employees shall be paid an additional fifty cents (\$0.50) per hour for each ASE advanced level series L1, L2 and L3. The premium shall be added to the base hourly wage at the time. Failure to maintain a certificate will result in forfeiture of the premium pay.

9. Parts Specialists and Supply/Property Clerks in the Office of Central Services, Fleet Management Division and the Department of Public Works and Transportation shall receive a premium of twenty cents (\$0.20) per hour for each Automotive Service Excellence (ASE) certification in the test series for Parts Specialist (P1 through P4). The premium shall be added to the base hourly wage at the time. Failure to maintain a certificate will result in forfeiture of the premium pay.

10. General Clerks (Service Writers) and Assistant Managers in the Office of Central Services, Fleet Management Division, the Department of Public Works and Transportation and the Department of the Environment shall receive a premium of twenty cents (\$0.20) per hour for each Automotive Service Excellence (ASE) certification in either the test series for Automobile (A1 through A9) or Medium/Heavy Truck (T1 through T8). In addition, these employees shall be paid an additional fifty cents (\$0.50) per hour for each ASE advanced level series L1, L2 and L3. The premium shall be added to the base hourly wage at the time. Failure to maintain a certificate will result in forfeiture of the premium pay.

11. Employees whose job requires a hazardous materials certification will be granted four (4) hours of administrative leave to take the recertification examination every four (4) years.

12. On a Departmental basis, the parties may develop and/or recognize job related certification programs for employees covered by this Agreement and make recommendations on job certification programs to the Department Director. Recommendations may include one-time payments of up to five hundred dollars (\$500.00) plus reimbursement for reasonable and necessary expenses incurred to an employee who successfully completes the recognized program. The Director has the complete discretion to implement the recommendations, to implement them with modifications, or reject them. The Department of Permitting, Inspections and Enforcement and AFSCME 3 will work together via Labor Management meetings to try to address the issue of reimbursements for taking ICC and NICET tests going forward.

13. Employees who substantiate to their employer that they have passed the Fundamentals of Engineering Examination as administered by the State Board of Professional Engineers or, the Certified Building Official's Legal and Management (01), and Technology (02) examinations administered through the ICC shall receive a five percent (5%) increase in their base hourly rates of pay.

14. Employees who substantiate to their employer that they have achieved Professional Licensure issued by the Maryland Board of Professional Engineers or the Maryland State Board of Architects shall receive a five percent (5%) increase in their base hourly rates of pay.

15. Employees whose classifications require that they hold and maintain a commercial driver's license (CDL), and who substantiate to their employer that they have obtained or renewed their CDL license, shall be reimbursed by the Employer for the cost of the license issue or renewal. Any costs pertaining to the medical examination will be covered pursuant to Article 40 of this Agreement.

16. Effective the first full pay period in January 2017, employees who are taking courses for CEU credits for their County required professional certification shall be reimbursed up to \$100.00 per year towards the cost of the training courses.

2.5 Language Services

Employees covered by this Agreement, who are required to speak a second language as part of the normal routine of their job and that status is reflected in the employee's job description, will receive eight hundred dollars (\$800.00) per year provided they pass a conversational proficiency test offered by the Foreign Testing Agency or other entity approved by the Department. In the event that American Sign Language is requested, a contractual employee will provide the service. The premium pay (\$800.00 per year) will be paid in two lump sum payments reflected in the employee's biweekly paycheck.

3. **PROBATIONARY PERIOD**

A. The probationary period for new employees shall be regarded as an integral part of the training process and shall be utilized for closely observing the employee's work, for securing the most effective adjustment of an employee to the employee's position and for disqualifying any employee whose performance and conduct is not satisfactory.

B. The probationary period for new employees covered by this Salary Schedule who are hired into positions other than "dually-allocated" positions shall be for a period of six (6) months from the date of employment. Management may require Construction Standards Inspectors, Property Standards Inspectors and Community Developers who are hired above the entry level to serve up to a nine (9) month probationary period. For all other employees covered by this Salary Schedule who are hired into a "dually-allocated" position, the probationary period shall begin with the date of employment and continue until the employee either advances to the second (2nd) level of the allocation or is terminated. Where an employee covered by this Salary Schedule is hired into a position that has specifically been designated as a "dually-allocated" position, the employee shall be entitled to move to the second (2nd) level of the allocation upon serving the requisite time-in-grade for the position provided that the employee has also received satisfactory performance evaluations while working at the first (1st) level.

C. At any time during the probationary period the Employer may remove an employee if in the Employer's opinion the employee is unwilling or unable to perform the duties of the position satisfactorily or that the employee's habits and lack of dependability do not merit continued

employment with the Employer. When dismissing a probationary employee, the Employer will follow the procedures set forth in Sections 16-171(c)(1), (2) and (3) of the Prince George's County Code. This shall not be interpreted as subjecting any termination of a probationary employee to the grievance procedure contained in the Salary Schedule.

D. In addition to the type of extension permitted under Prince George's County Code Section 16-172, the parties may agree to extend for a period of up to sixty (60) calendar days an employee's probationary period. The Union and the affected employee shall receive a copy of the notice extending the employee's probationary period.

4. HOURS OF WORK

A. Except for 1) employees working on special operations, 2) employees hired on or after July 1, 2005, 3) former General Schedule employees who entered this bargaining unit after April 1, 2006, 4) those employees for whom the County has received the Union's consent to work an alternate work schedule, 5) transit equipment operators who work split shifts, 6) employees assigned to the animal shelter, 7) Office of Central Services ("OCS") employees permanently assigned to the Correctional Center, and 8) DPWT employees assigned to dispatching responsibilities, employees shall have a regular workday of eight (8) consecutive hours, excluding an unpaid meal period, within a twenty-four (24)-hour period, and the normal workweek shall consist of five (5) consecutive days Monday through Friday. Employees engaged in special operations are defined as employees engaged in an operation for which there is regularly scheduled employment in excess of five (5) work days in any seven (7) day period, or in excess of eight (8) hours in a workday, provided that any such employee will be compensated for hours worked in excess of forty (40) hours in a workweek pursuant to Article 15 (Premium Pay) of the Collective Bargaining Agreement. Where Management converts a normal operation to a special operation, Management will provide the Union and the affected employees with reasonable notice of their schedule change. The Union may place issues arising as a result of the conversion of an operation to a special operation on the agenda of the Labor-Management Committee for discussion, but such issues are not subject to the grievance and arbitration provisions of the Collective Bargaining Agreement.

B. The parties may confer on a Department-by-Department basis regarding flextime, compressed workweeks or alternative work schedules, and make recommendations on such matters to the Directors, who may accept the recommendations, reject the recommendations, or accept them on a modified basis.

1. Definitions

Alternative work schedule is a variation of a traditional work schedule where an employee can modify arrival and departure times or modify the number of days worked within the parameters agreed upon between the appointing authority and the employee.

Flextime is a schedule where an employee works an 8 hour day, but arrival and departure times vary, with adherence to core business hours.

Compressed workweeks is a schedule that enables an employee to fulfill the regular or traditional work schedule of eighty (80) hours in a bi-weekly pay period over a span of less

than ten (10) workdays with a fixed starting and departure time.

C. The Department will issue a policy on compressed workweeks for employees and a flexible work schedule based on departmental needs.

1. The Employer shall implement a flexible work schedule in accordance with the following:

- (a) Operational requirements must be met;
- (b) Service to the public or client population must be maintained;
- (c) Costs to the County will not be increased;
- (d) Each office/operation must be covered during regular hours;
- (e) Flex-time will not diminish the ability of the Department to assign responsibility and accountability to individual employees for the provision of County services and the performance of their duties;
- (f) Flex-time will not affect the eighty-hour pay period for full-time employees.

2. It is recognized that some operations within the County do not lend themselves to flexible work hours. The Director of the affected Department may exclude organization or positions from flextime. Where flextime is allowed, the Director may specify the types of flextime that will be available to employees in accordance with operational requirements, and may exclude employees with bona fide performance or attendance problems. Decisions by the Director to exclude organizational units, positions, or individual employees with documented performance problems are not grievable or arbitral under this Salary Schedule.

D. Employees may voluntarily work ten (10) or twelve (12) hour shifts when authorized by the appointing authority provided such ten (10) or twelve (12) hour shifts shall not alter the basis for, nor entitlement to, receiving the same rights and privileges as provided for all five (5) day, forty (40) hour a week employees. Except, however, that ten (10) and twelve (12) hour shift employees who actually work on a holiday shall receive full holiday compensation for the regularly scheduled shift worked on a holiday. Said employees shall be entitled to overtime compensation for work only in excess of forty (40) hours per week or shall accumulate compensatory time off at the rate of time-and-one-half (1.5) only for time worked in excess of forty (40) hours per week.

E. The Employer will identify essential positions. Each essential employee will be notified in writing of the essential status of his/her position at the time of hire and/or annual evaluation.

F. Any employees covered by this Salary Schedule who report for duty on a day the County is closed due to a special operation or other unforeseen causes, have completed their assigned duties, and are released from duty for the balance of their shift, will be granted administrative leave for the balance of the shift.

G. When the County is closed and grants administrative leave to nonessential employees, essential employees who work their assigned shifts on that day will be granted the same number of hours on an hour for hour basis of compensatory leave as nonessential employees were granted in administrative leave.

1) Select one form. 2) Legibly print or type form. 3) **ORIGINAL** signatures and supporting documentation are required.

☐ **Travel Request**

Identification Number [REDACTED]
Agency Office of Central Services
Division [REDACTED]
☐ Vendor ☒ Employee ☐ Other [REDACTED]

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10	

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☐ Settlement	
TA#	
Date	
Actual	
<Direct/Finance>	
<Purchase Card>	-
Cash due to or <from> Traveler	
Verified by Travel Coordinator	
Reserved for Finance	

Tracy Laster (301) 883-0330

	TOTAL
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PRINCE GEORGE'S COUNTY GOVERNMENT

VEHICLE ASSIGNMENT REQUEST AND 100% PERSONAL FRINGE BENEFIT COMPUTATION FORM

FROM: Agency _____ Agency/Activity # _____ Date _____

Section I - Operator Information

 Vehicle Operator's Name: _____ Employee # _____ Driver's License # _____
 Duty Position: _____ Sworn ☐ Civilian ☐ Date of Assignment: _____

Section II - Type of Assignment (Select One)

 Work Day Use ☐ Percentage of work day spent away from primary work address on County business? _____ %
 Take Home _____ Justification for Type of Assignment: _____
 Agency Pool _____

 Vehicle Location during Non-Duty Hours: Street: _____
 City: _____ County: _____

 Vehicle Location during Work Hours: Street: _____
 City: _____ County: _____

Section III - Vehicle Information

 Vehicle #: _____ Vehicle Type: _____ Vehicle Size: _____ Class: _____
 Tag #: _____ Sedan ☐ Standard ☐ Marked ☐
 Manufacturer: _____ SUV ☐ Intermediate ☐ Unmarked ☐
 Model: _____ Truck - Note 1 ☐ Compact ☐
 Year: _____ Van - Note 2 ☐ Subcompact ☐
Note 1 - Is this Pickup Truck equipped with a hydraulic lift gate, permanent tanks, or equipment installed? Yes ☐ No ☐Note 2 - Is this Van always used to carry material or equipment and/or has permanent shelving? Yes ☐ No ☐

Section IV - Public Safety Officer Fringe Benefit Exemption Test for Take Home Vehicle Assignments Only

MARKED AND UNMARKED VEHICLES

 A) Law Enforcement Officer - Is Operator (1) required to report directly from home to emergency situations, (2) Yes No
 authorized by law to carry a firearm, and (3) make arrests? See Note 3.

MARKED VEHICLES

 B) Fire Fighter - Is Operator (1) trained in fire suppression or hazardous material response, (2) authorized by law Yes No
 and have responsibilities to engage in fire suppression, and (3) on call at all times when not on a regular shift? See
 Note 3.

 C) Rescue Squad - Is Operator (1) trained in rescue activity or emergency services; authorized by law and has Yes No
 responsibilities to engage in rescue activity or emergency medical services, and (3) is on call at all times when not
 on a regular shift? See Note 3.

 Note 3 - If you answered "yes" to all questions in the relevant subpart, please attach copy of supporting credentials for exemption (i.e., Certification Card from
 the Maryland Police and Correctional Training Commission or Maryland Fire Rescue and Training Commission) and skip to Section VI.

Section V - Fringe Benefit Determination (Estimate) for Take Home Vehicle Assignments Only (Complete All Lines)

 A) Fair Market Value of Vehicle as of _____ (contact Fleet Mgmt. Division for FMV) • _____
 B) Annual Lease Value of Vehicle (see ALV table in IRS Publication 15-B) • _____
 C) Non-Cash Value to be added to Taxable Compensation each Pay Period - See Note 4 • _____ \$0.00

 Note 4 - 100% Personal Use Fringe Benefit Computation Formula - Annual Lease Value (insert value on line V.B.) divided by 26 payperiods = Bi-
 Weekly Non-Cash Value added to Taxable Compensation (insert value on line V.C.)

Section VI - Operator Acknowledgement Statement

To Be Reviewed and Signed by Vehicle Operator:

- A) I am a County employee who has been assigned a County vehicle to be used to carry out the duties and responsibilities assigned to me. I have read the terms and conditions as set forth in Administrative Procedure 610 "Vehicle Assignments, Usage and Charges - Including Internal Revenue Fringe Benefits Costs." I agree that I am responsible for the vehicle assigned to me and will be held accountable for compliance with the terms and conditions outlined therein.
- B) Unless I am a public safety officer meeting the criteria in Section IV, I understand the following: (1) commuting and other personal use of a County-assigned vehicle is a taxable fringe benefit and, as such, the full annual lease value (IRS Lease Value Rule) of the assigned vehicle will be added to my taxable wages; (2) all fuel withdrawn from County-owned pumps will also be added to my wages at the current IRS rate; (3) regular maintenance is not taxable; (4) taxable fringe benefits are subject to withholding and are reported on IRS Form W-2; and (5) business use can be claimed with my annual personal tax filings.

Vehicle Operator's Signature: _____ Date: _____

Validated by Vehicle Coordinator: _____ Date: _____

Agency Head Signature: _____ Date: _____

Fleet Administrator Signature: _____ Date: _____

DCAO Signature: _____ Date: _____

CAO Signature: _____ Approved ☐ Denied ☐ Date: _____

TAKE HOME ASSIGNMENTS ONLY

Finance Director Signature: _____ Taxable? Yes ☐ No ☐ Date: _____
 VEHICLE TURNED-IN ☐ DATE _____
 Vehicle Operator's Signature _____ Vehicle Coordinator's Signature _____

IMPORTANT: Within ten (10) business days of any change in assignment, a new VAR must be sent to the OCS Fleet Administrator.

PRINCE GEORGE'S COUNTY – APPLICATION FOR AUTOMOBILE ALLOWANCE_____
Employee Name (Print or type)_____
Driver's License: State – ID No._____
Exp. Date

This application is submitted to request an automobile allowance under the following terms and conditions:

1. I meet the eligibility criteria established by the County Council Resolution (CR-78-2001) creating this automobile allowance program. It is my responsibility to notify County officials immediately of any disqualifying change of employment status.
2. The annual amount of the automobile allowance is equivalent to the average cost of providing a County vehicle to an employee. By November 15, the Office of Central Services will calculate the average cost each calendar year. Unless notified otherwise, I will submit a renewal application by December 15 to either the Chief Administrative Officer or Council Administrator for approval. The Director of Finance will convert the allowance to a biweekly dollar amount for each tax year.
3. The automobile allowance will be deducted from the agency appropriation as a compensation expense item. The automobile allowance is taxable compensation because this program would be considered a non-accountable plan as defined by IRS regulations. The allowance will be paid with the biweekly payroll and reported along with other taxable wages in box one on my annual W-2 information form.
4. It is my personal responsibility to maintain adequate records and other documentation to support expenses associated with operating my personal vehicle for business purposes. If actual business expenses exceed the amount of the automobile allowance, it is my responsibility to include these items with my annual income tax filing and I am not entitled to any additional reimbursement from the County. [Note: Before submitting this application, the County strongly recommends checking with a knowledgeable advisor(s) about the legal and tax consequences of your participation.]
5. Prior to submitting this request for an automobile allowance, I have returned all County-owned vehicles and gasoline cards previously assigned to me and have also submitted any outstanding vehicle logs, if any. (Note: The automobile allowance will not start before these matters are resolved.)
6. By accepting this automobile allowance, I am required to use my personal vehicle when driving for County business purposes. I will refrain from using County pool vehicles; submitting any expense reimbursement requests for mileage and any other costs, fines, or penalties associated with operating my personal vehicle; or utilizing County-owned credit cards or County-owned facilities for gasoline, oil, maintenance, repairs, or similar costs. [Note: Limited use of a County vehicle is permitted when approved by the Chief Administrative Officer, e.g., repair/service of personal vehicle.] I will notify the Chief Administrative Officer and the Director of Finance if my personal vehicle is unavailable for business use for any period exceeding fourteen consecutive calendar days.
7. I will maintain a valid driver's license and keep my personal vehicle in good working order. I will immediately notify County officials of withdrawal or significant restrictions of my driving privileges.
8. By accepting this allowance, I agree to obtain insurance coverage at a level consistent with minimum requirements for the jurisdiction where my personal vehicle is registered. This insurance policy will provide primary coverage for any damages or liability that may occur as a result of my negligence or other authorized users while utilizing my vehicle for County business purposes.
9. Failure to comply with these requirements will jeopardize future participation in this program.

My below signature signifies confirmation, agreement, and understanding of these terms and conditions.

Employee Signature and Date_____
Agency_____
Approving Signature and Date_____
Effective Date



MEMORANDUM

PRINCE GEORGE'S COUNTY GOVERNMENT
OFFICE OF FINANCE
Administration Division

Angela Alsobrooks
County Executive

Stephen J. McGibbon
Director of Finance

Linda V. Allen
Deputy Director

DATE: October 30, 2024

TO: Chief Administrative Officer
Chief of Staff
Council Members
Council Administrator
County Auditor

FROM: Stephen J. McGibbon, Director. 

RE: Annual Automobile Allowance Program

Council Resolution 78-2001 created the County's automobile allowance program for certain County officials. The annual amount of the automobile allowance is equivalent to the average cost of providing a County vehicle to an employee. **By accepting the allowance, you are required to use your personal vehicle when driving for County business purposes.** You also must refrain from using County pool vehicles and submitting expense reimbursement requests for mileage, fines, gasoline, oil, maintenance, repairs, and similar costs. Please refer to the attached application for further details concerning the program.

The Office of Central Services Fleet Management Division has calculated the amount of the 2025 automobile allowance to be \$13,836. The bi-weekly rate will be \$532.15. If you elect to participate in the program, the adjustment will be reflected in your January 10, 2025, paycheck.

The allowance will be included with your agency's appropriation for compensation. Please keep in mind that this allowance is taxable income. Under the Tax Cuts and Jobs Act, there are limitations on claiming a miscellaneous itemized deduction for unreimbursed employee travel expenses. You are strongly encouraged to consult a tax advisor regarding the potential impact of your participation on your personal taxes.

Allowance authorizations must be renewed each calendar year. If you choose to participate in this program, please complete the attached vehicle allowance form and return to my office for processing by **Friday, December 6, 2024.**

If you need further assistance regarding the County's Automobile Allowance Program, please contact the Office of Central Services Fleet Manager, Rick Hilmer, at 301-808-1721 or the Office of Finance's Payroll Supervisor, Teresa Pinkney at 301-952-5487.

Attachment

Prince George's County Council Member Salary History

Date	Year	Salary	% Change	Legislation/Description
	1970	\$15,000.00		Charter Government
12/2/1974	1974	\$18,000.00		
12/1/1975	1975	\$19,174.50	6.5%	CB-125-1974 Annual \$18K; adjusted annually by 75% of one year Percentage change as of 8/31; Chair \$2,500 & Vice Chair \$1,000 Additional*
12/6/1976	1976	\$19,965.45	4.1%	
12/5/1977	1977	\$20,953.74	5.0%	
12/4/1978	1978	\$22,210.96	6.0%	
12/3/1979	1979	\$24,209.95	9.0%	
12/1/1980	1980	\$26,497.79	9.5%	
12/7/1981	1981	\$28,624.24	8.0%	
12/6/1982	1982	\$29,869.39	4.4%	
12/5/1983	1983	\$30,384.64	1.7%	
12/3/1984	1984	\$31,227.81	2.8%	
12/2/1985	1985	\$31,930.44	2.3%	Equal to a 59.2% increase from '75 - '85
12/1/1986	1986	\$40,000.00		
12/7/1987	1987	\$41,200.00	3.00%	CB-114-1986 Annual \$40K; CPI-W adjusted Annually by 75% of One year Percentage change as of 7/31; Chair \$2,500 & Vice Chair \$1,000 Additional*
12/5/1988	1988	\$42,436.00	3.80%	
12/4/1989	1989	\$44,059.18	3.40%	
12/3/1990	1990	\$45,546.17	3.30%	
12/2/1991	1991	\$47,049.20	2.30%	
12/7/1992	1992	\$48,143.09	2.00%	
12/6/1993	1993	\$49,117.99	2.00%	
12/5/1994	1994	\$50,075.79	2.10%	
12/4/1995	1995	\$51,127.38	2.20%	
12/2/1996	1996	\$52,239.40	1.90%	
12/1/1997	1997	\$52,947.00	1.20%	
12/7/1998	1998	\$53,529.00	1.10%	
12/6/1999	1999	\$54,332.00	1.10%	
12/4/2000	2000	\$55,853.00	2.80%	
12/3/2001	2001	\$56,803.00	1.70%	Equal to a 33.9% increase from '87 - '01
12/2/2002	2002	\$70,000.00		
12/1/2003	2003	\$71,470.00	2.1%	CB-83-2002 Annual \$70K; CPI-W adjusted Annually by 75% of One year Percentage change as of 7/31; Chair \$5,000 & Vice Chair \$2,500 Additional; quadrennial review
12/6/2004	2004	\$73,114.00	2.3%	
12/5/2005	2005	\$75,307.00	3.0%	
12/4/2006	2006	\$89,000.00		
12/3/2007	2007	\$92,026.00	3.4%	CB-68-2006 Annual \$89K; CPI-W adjusted Annually by 100% of One year Percentage change as of 10/1; Chair \$5,000 & Vice Chair \$2,500 Additional
12/1/2008	2008	\$97,087.00	5.5%	
12/7/2009	2009	\$96,417.00	-0.69%	
12/6/2010	2010	\$96,417.00	FROZEN	
12/5/2011	2011	\$99,695.00	3.4%	2010 Charter Recommendation CPI-U (CUURA3115A0) adjusted Annually by 100% of One year Percentage change as of 9/30; should decrease occur, current salary remains
12/3/2012	2012	\$102,486.00	2.8%	
12/2/2013	2013	\$103,716.00	1.2%	
12/1/2014	2014	\$108,902.00	5.0%	
12/7/2015	2015	\$114,347.00	5.0%	2014 Recommendation: 5% increase for 2014 & 2015, greater of \$3K or CPI-U for 2016 & 2017; each year 5% Chair and 2.5% Vice Chair (CB-68-2014) ('16 .8%)
12/5/2016	2016	\$117,347.00	3K or CPI-U	
12/4/2017	2017	\$120,347.00	3K or CPI-U	
12/3/2018	2018	\$123,115.00	2.3%	
12/2/2019	2019	\$125,208.00	1.7%	CB-7-2018: CPI-U adjusted annually by 100% of 1 YR percentage change as of 9/30; should decrease occur, current salary remains; each + year 5% Chair and 2.5% Vice Chair
12/7/2020	2020	\$126,961.00	1.4%	
12/6/2021	2021	\$133,805.00	5.1%	
12/5/2022	2022	\$133,805.00	FROZEN	
12/4/2023	2023	\$137,832.00	3.0%	C-008-2022: No increase in Dec. 2022 (YR 1), in YR 2 through 4 a year over year percentage increase in CPI-U at Sept. up to a max of 3%. Should decrease occur, current salary remains. +5% Chair, +2.5% Vice Chair
12/2/2024	2024	\$141,196.00	2.4%	
12/1/2025	2025	TBD	TBD	

* Years 1975 - 1985 & 1987 - 1995, annual salary estimated due to missing historical data