



May 14, 2026

POLICY ANALYSIS AND FISCAL IMPACT STATEMENT

TO: Government Operations and Fiscal Policy Committee (GOFP)

THRU: Sandra Eubanks
Committee Director

FROM: Lavinia Baxter 
Senior Legislative Budget and Policy Analyst

Policy Analysis and Fiscal Impact Statement
CB-039-2026 The Election Day Holiday

CB-039-2026 (*proposed by:* Council Member Blegay)

Assigned to the Government Operations and Fiscal Policy (GOFP) Committee

AN ACT CONCERNING THE ELECTION DAY HOLIDAY for the purpose of allowing for the general election day to be designated as a holiday for County government to give its employees the day off of work for voting.

Fiscal Summary

Direct Impact:

Expenditures: Adverse fiscal impact with increased expenditures.

Revenues: None.

Indirect Impact:

Potentially favorable.

Legislative Summary:

CB-039-2026¹ was presented by Council Member Blegay on May 5, 2026, and referred to the Government Operations and Fiscal Policy Committee. This bill would add Election Day as a regular holiday for County employees and amends the Leave Policy to add Election Day, for the general election as a paid day off.

Current Law/Background:

CB-039-2026 amends Section 16-219 of the Prince George's County Code. It adds a 14th holiday that would be titled Election Day (for the General Election only). Currently, there are 13 holidays, with the last holiday, Juneteenth approved as a federal holiday (4) four years ago. All of the current holidays are paid days off, and the proposed holiday would provide employees would be the same.

Currently, section 216(e) "Leave Policy for Election Day" highlights Election Day as primary, general election or special election days where an employees can exercise liberal annual leave.

Resource Personnel:

- Leroy D. Maddox Jr., Legislative Attorney
- Ayana Crawford – Chief of Staff, Office of At-Large Member Blegay
- Madison Gray, Office of Management and Budget

Discussion/Policy Analysis:

Various jurisdictions have implemented Election Day as an opportunity to take time off under certain circumstances, but this has not been consistent at the state or local level. Locally, Maryland employees are eligible for (2) two hours of paid time off to vote on Election Day if:

1. They claim to be registered voters
2. They do have (2) two consecutive off-duty hours to vote
3. They provide their employer with proof of voting or an attempt to vote²

In Virginia, employees are not eligible for paid time off to vote, but employees who serve as election officers may take unpaid time off to perform those duties, provided they give their employers reasonable notice.³

In the District of Columbia, employees are allowed up to 2 hours of paid leave to vote if they are eligible to vote and submit a leave request a reasonable time in advance. If there is no policy on

¹ [CB-039-2026](#)

² [Maryland Annotated Code §10-315](#)

³ [Take Time to Vote - PLDR Law](#)

advance notice for voting leave, employees cannot be required to provide more than (7) seven days' notice.⁴

The federal government allows employees to use up to (4) four hours of paid administrative leave to vote, including for early voting, and for each election event at the Federal, State, local and Tribal and territorial level that does not coincide with a Federal general election day, including travel time. Additionally, agency workers may use up to (4) four hours of administrative leave per year to serve as a non-partisan poll worker or participate as a poll observer. If those duties require longer service, they must use annual leave or comp time.⁵

Fiscal Impact:

- *Direct Impact*

Adoption of CB-039-2026 will have an adverse direct fiscal impact on the County, since the general election, which occurs every (2) years, will be a paid holiday for general schedule employees, those considered non-essential and those under collective bargaining agreements. Those who work as essential union employees under collective bargaining agreements will receive holiday premium pay on that day. According to the Office of Management and Budget (OMB), in fiscal year 2027, the direct fiscal impact to the County will be around \$909,550. Please see OMB's fiscal impact statement for additional information.

- *Indirect Impact*

Adoption of CB-039-2026 should have a favorable indirect impact on the County by encouraging more County employees to participate on Election Day as a recognized holiday.

- *Appropriated in the Current Fiscal Year Budget*

No.

Effective Date of Proposed Legislation:

The proposed Bill shall be effective forty-five (45) calendar days after it becomes law.

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

⁴ [DC Law 23-110](#)

⁵ [OPM reminds agencies to grant feds leave to vote - Government Executive](#)



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Fiscal Impact Statement for CB-039-2026

Title: AN ACT CONCERNING THE ELECTION DAY HOLIDAY for the purpose of allowing for the general election day to be designated as a holiday for the County government to give its employees the day off of work for voting.

CEX Proposed: No

Date presented: 05/05/2026

Date introduced: TBD

Summary: This legislation's purpose is to require the general election day to be designated as a holiday for the county to give employees the day off of work for voting.

Estimates ¹	FY 2027	FY 2028	FY 2029	FY 2030
Total Change in Expenditures ²	\$909,550	0	\$909,550	0
Total Change in Revenues ²	0	0	0	0
Positions Required ³	0	0	0	0
Compensation & Fringe ⁴	0	0	0	0
Operating Expenses ⁵	0	0	0	0
Total Impact ⁶	\$909,550	0	\$909,550	0

¹Sources of information, assumptions, and methodologies used

The Office of Management and Budget reviewed the language of the legislation being proposed. The office also considered collective bargaining agreements in place which establish holiday pay rates for those employees covered by collective bargaining, labor reports providing data on all existing full-time employees, as well as FY 2025 actuals for holiday premium pay rates for agencies with employees considered essential.

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

The estimated \$909,550 increase to expenditures every two years primarily reflects additional costs associated with holiday premium pay that would not have been assessed



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previously. Essential public safety personnel would still be required to work on General Election Day and would therefore receive premium compensation pursuant to applicable collective bargaining agreements, operation staffing requirements, and historical deployment patterns for comparable County holidays.

The County may also experience productivity impacts associated with non-essential personnel receiving the holiday.

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

No additional staffing resources are needed for implementation.

⁴Analysis of the full personnel cost of the legislation

Personnel cost amounts to additional holiday pay that would need to be expended.

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

The amount of money associated with imputed productivity loss is indeterminate.

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

This legislation is likely to have a fiscal impact.