September 23, 2025

**FISCAL AND POLICY NOTE**

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

Karen T. Zavakos
Acting Deputy Council Administrator

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

FROM: Malcolm Moody - MM
Legislative Budget and Policy Analyst

RE: Policy Analysis and Fiscal Impact Statement
CR-103-2025 Compensation and Benefits, Fire Officials

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**CR-103-2025** (*Proposed and presented by:* The Chair of the Council at the request of the County Executive)

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

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A RESOLUTION CONCERNING COMPENSATION AND BENEFITS, FIRE OFFICIALS - SALARY SCHEDULE "F-O" SCHEDULE OF PAY GRADES for the purpose of amending the Salary Plan of the County to reflect certain wage and benefit modifications of Fire Officials.

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**Fiscal Summary**

**Direct Impact**

*Expenditures*: Increased expenditures of approximately $206,301 for Fiscal Year 2025 and Fiscal Year 2026 will be required for cost-of-living (COLAs) adjustments and merit payments. Increased expenditure of approximately $3,000 for Fiscal Year 2025 for increases to incentive pay.

*Revenue*: No direct revenue impact.

**Indirect Impact**

No indirect impact.

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**Legislative Summary:**

CR-103-2025, proposed by the Chair at the request of the County Executive, and sponsored by Council Members Ivey, Hawkins, Dernoga, Fisher, Oriadha, Blegay, Olson, Watson, and Adams-Stafford, was introduced on September 16, 2025, and was referred to the Government, Operations, and Fiscal Policy (GOFP) Committee. The Resolution would amend the Salary Plan of the County to reflect certain wage and benefit modifications of Fire Officials.

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**Current Law/Background:**

The Prince George's County Code §903[1] outlines that classified and exempt service employees will have their salaries and wages determined in accordance with classification and salary plans. This section also describes that classification, and salary plans become effective once submitted by the County Executive to the County Council for legislative action. If legislative action is not taken within sixty calendar days of submission, then the plan will become approved.

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**Resource Personnel:**

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

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**Discussion/Policy Analysis:**

The Agreement between the County and the Prince George's Fire Officials (Fire Majors) provides for wages and certain other terms and conditions of employment

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

- *Article 2 – Min-Max System*
    - This Article was modified to include that Lieutenant Colonels are paid wages at the Deputy Director (G 35) and Director (G 38) pay grades on Salary Schedule G. The

[1] Prince George's County Code §903 – Salaries and Wages.

Fire Chief will be paid at the G-39 rate, and the Deputy Fire Chief(s) will be paid at the G-36 rate.

- *Article 3 – Merit Increases*
  - This Article is modified to state that eligible employees will receive a merit increase on their hire anniversary date in both FY 2025 and FY 2026. Each merit step is valued at 3.5%. To be eligible for this annual increase, an employee must receive a satisfactory performance evaluation for the preceding year. The document also specifies rules for employees who are nearing their salary's maximum rate, ensuring that a merit increase will either bring them to the maximum or adjust their salary accordingly after one additional year of service.
- *Article 4 – Cost of Living*
  - This Article clarifies that Fire officials will receive a two-and-three-quarters percent (2.75%) increase to their hourly pay rate effective April 6, 2025. This will be followed by another increase of two and one-half percent (2.5%) effective on April 5, 2026.
- *Article 8.1 – Educational Incentive Pay*
  - This Article states that Fire Officials are eligible for a biweekly educational incentive payment of $200 for a graduate degree at the master's level or higher in specific disciplines. The degree must have been earned at the employee's own expense and on their own time. This incentive is considered a bonus and is not part of their base pay.
- *Article 8.2 – Professional Credential Incentives*
  - This Article adds that Fire Officials can receive a biweekly credential incentive payment of $50 per professional credential earned through the Center for Public Safety Excellence. They can receive this pay for up to two credential designations, such as Chief Fire Officer (CFO) or Fire Marshal (FM). This is also a bonus and is not included in their base pay.
- *Article 11 – Hold Harmless Benefit Calculation*
  - For any fire official who retires between July 1, 2024, and June 30, 2026, their "Average Annual Compensation" for pension calculation purposes will be determined as if they had received all merit steps, they were eligible for in fiscal years 2016 through 2026.
- *Article 15 – Educational Incentive Pay*
  - This Article clarifies that only employees receiving Educational Incentive Pay as of June 28, 1980, are eligible to continue receiving it. Additionally, the amount of biweekly EIP cannot exceed the total dollar amount received for the pay period ending on that date. EIP was also included in the definition of compensation for retirement pension benefits effective July 1, 1988.
- *Article 21 – Medical Presumption Provisions*
  - This Article establishes a presumption that certain health conditions are service-connected disabilities suffered in the line of duty. These conditions include lung disease, heart disease, hypertension, and various types of cancer (leukemia, prostate, rectal, throat, multiple myeloma, non-Hodgkin's lymphoma, brain, testicular, bladder, kidney, renal cell, or breast cancer). This presumption applies

to pending claims and entitles eligible employees to full service-connected disability benefits unless evidence proves otherwise.

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**Fiscal Impact:**

- *Direct Impact*

According to the Office of Management and Budget (OMB), the adoption of CR-103-2025 will have an adverse fiscal impact on the County in the form of additional expenditures due to the COLAs and merit payments to be paid out in Fiscal Years 2025 and 2026 will be approximately $206,301. Additionally, increases to incentive pay will cost $3,000. In total, the agreement will cost approximately $209,301 over two fiscal years, which currently covers ten (10) employees.

- *Indirect Impact*

Adoption of CR-103-2025 should not have an indirect fiscal impact on the County.

- *Appropriated in the Current Fiscal Year Budget*

Yes

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**Effective Date of Proposed Legislation:**

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

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