October 14, 2025

FISCAL AND POLICY NOTE

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

Karen T. Zavakos, Esq.
Acting Deputy Council Administrator

THRU: Lavinia Baxter
Senior Legislative Budget and Policy Analyst

FROM: David Williams
Legislative Budget and Policy Analyst

RE: Policy Analysis and Fiscal Impact Statement
CB-094-2025 - Collective Bargaining Agreement-Prince George's Correctional Officers' Association, Inc.

CR-113-2025 - Compensation and Benefits - Prince George's Correctional Officers' Association, Inc. Salary Schedule D

CB-094-2025 (*Proposed and introduced by*: The Chair of the Council at the request of the County Executive)

CR-113-2025 (*Proposed and introduced by:* The Chair of the Council at the request of the County Executive)

Assigned to Committee of the Whole (COW)

Fiscal Summary

Direct Impact:

Expenditures: Increased expenditures of approximately **$178,144** for Fiscal Year 2025 and 2026 will be required for cost-of-living adjustments and merit increases.

Revenues: None.

Indirect Impact:

None.

Legislative Summary:

CB-094-2025[1], proposed and sponsored by the Council Chair at the request of the County Executive, was introduced on October 7, 2025, and referred to the Committee of the Whole (COW), CR-113-2025[2], proposed by the Chair at the request of the County Executive, was introduced on October 7, 2025, and referred to the Committee of the Whole. Prince George's County, Maryland, and the Prince George's Correctional Officers' Association, Inc. (PGCOA) (Correctional Officers) have completed labor negotiations on a two-year labor agreement covering Fiscal Years 2025 and 2026. CB-094-2025 will adopt and approve the referenced collective bargaining agreement in accordance with Section 16-233 (f) of the Personnel Law, and CR-113-2025 is to amend the corresponding Salary Schedule D for employees covered under the agreement.

Current Law/Background:

Prince George's County Code Section 903 states, "Salaries and wages of both classified and exempt service employees shall be determined in accordance with classification and salary plans. Except as otherwise provided herein, for such plans to become effective, they shall be submitted by the County Executive to the Council for legislative action thereon. If the Council fails to take final action upon a salary plan within sixty calendar days of its submission to the Council by the County Executive, then such plan shall stand approved. Classification plans for positions uniquely within the Legislative Branch shall be adopted by resolution of the Council." Section 16-125 of the County Code governs the transmittal, review, and approval of Classification, Salary, and Executive Pay Plans. Salary Plans and/or any proposed amendments thereto shall be transmitted in resolution form per §16-125(a). Under §16-125(c), the Salary Plan and/or any proposed amendments thereto shall stand approved if the County Council fails to take final legislative action thereon within sixty (60) calendar days after the date of transmittal thereof by the County Executive.

Resource Personnel:

- Gitana Y. Stewart-Ponder, Acting Director, OHRM
- Shanai R. Jordan, Budget Management Analyst, OMB

---

[1] Prince George's County- CB-094-2025
[2] Prince George's County- CR-113-2025

Discussion/Policy Analysis:

The agreement between the County and the Prince George's Correctional Officers' Association, Inc. governs wages and certain other terms and conditions of employment of correctional officers within the Department. Details of the modifications to the agreement and salary plan are presented to the County Executive's cover letter and settlement summary for the proposed legislation. Notable modifications to the agreement are an increase in the **shift differential to $3.00 per hour effective July 1, 2024 and $3.25 per hour effective July 1, 2025.** The shift differential provided herein is not included in the employees base pay for any purposes such as computing holiday pay, annual and sick leave pay, retirement deduction, or retirement or insurance benefits.

Fiscal Impact:

- *Direct Impact*

Adoption of CB-094-2025 and CR-113-2025 is estimated to have a total adverse fiscal impact on the County in FY 2025 and 2026 of approximately **$178,144** due to the shift differential. This estimate comes directly from the Office of Management and Budget. This estimate does not include overtime increases for the shift differential and assumes the Department headcount is the same as of October 2024.

- *Indirect Impact*

Adoption of CB-094-2025 and CR-113-2025 will not have an indirect fiscal impact on the County.

- *Appropriated in the Current Fiscal Year Budget*

Yes.

Effective Date of Proposed Legislation:

The proposed Resolution shall be effective on the date of adoption.

If you require additional information or have questions about this fiscal impact statement, please call or email me.