



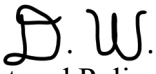
September 29, 2025

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
CR-105-2025 Compensation and Benefits, Salary Schedule Department of Corrections

CR-105-2025 (*Proposed and introduced by:* The County Executive)

Assigned to the Government Operations and Fiscal Policy Committee

A RESOLUTION CONCERNING COMPENSATION AND BENEFITS CORRECTIONS OFFICIALS – SALARY SCHEDULE OF PAY GRADES for the purpose of amending the salary plan of the county to reflect wage and benefit modification of the department of corrections officials.

Fiscal Summary

Direct Impact:

Expenditures: Increased expenditures of approximately **\$2,284,056** for Fiscal Year 2025 and 2026 will be required for cost-of-living adjustments and merit increases.

Revenues: None.

Website: <https://pgccouncil.us> | Wayne K. Curry Administration Bldg.
Office: (301) 952-3431 | 1301 McCormick Drive, 3rd Floor
FAX: (301) 780-2097 | Largo, Maryland 20774

Indirect Impact:

None.

Legislative Summary:

CR-105-2025¹, proposed and sponsored by the Council Chair at the request of the County Executive, was introduced on September 30, 2025, and referred to the Government Operations and Fiscal Policy (GOFP) Committee. The resolution would amend the Salary Plan of the County for Captains and Majors in the Department of Corrections, Salary Schedule “C-O”, to reflect the following modifications: cost-of-living adjustments and merit increases for fiscal years 2025 and 2026, and an increase to shift differentials.

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
-

Discussion/Policy Analysis:

¹ Prince George’s County [CR-105-2025](#)

Salary Schedule C-O governs the wages and benefits for Prince George's County Department of Corrections personnel. Details of the modifications to the Salary Schedule C-O are presented in the summary of modifications letter and they are as follows:

- *Scheduled Pay Rates*
 - Merit increases shall be paid to eligible Corrections officials (Captains and Majors) in FY 2025 and FY 2026 on their anniversary dates.
- *Cost of Living Adjustment*
 - Eligible Corrections officials will receive a 2.75% cost-of-living adjustment effective the first full pay period in April 2025.
 - Eligible Corrections officials will receive a 2.5% cost-of-living adjustment effective the first full pay period in April 2026.
- *Pay In Excess of Base Salary*
 - Shift Differential- Effective the first full pay period beginning on or after January 2019, a shift differential of \$2.75 per hour shall be paid for all time worked on the first shift (i.e., the night shift - 11 p.m. to 7 a.m. or equivalent) and on the third shift (i.e., the evening shift - 3 p.m. to 11 p.m. or equivalent) to each employee who works those shifts. Effective July 1, 2024, the shift differential increases to \$3.00 per hour, and to \$3.25 per hour effective July 1, 2025.

Fiscal Impact:

- *Direct Impact*

Adoption of CR-105-2025 is estimated to have a total adverse fiscal impact on the County in FY 2025 and 2026 of approximately **\$2,284,056** due to the cost-of-living adjustments and 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 CR-105-2025 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.